Prosperity is possible for all Philadelphians.

Episcopal Community Services challenges and reduces intergenerational poverty. We increase the ability of people to improve their lives and achieve economic independence. We call upon every person to participate in sustainable, positive change for our communities. Together, we can make a lasting impact.
At this year’s Forum on Justice & Opportunity, we heard from three ECS participants, Stefen, Meeka, and Leslie, who shared powerful testimonies of their struggles to overcome poverty. Their strength, resolve, and resilience impressed us all. Their success stories are why we do this work, in partnership with supporters like you.

The past year was spent in the grips of Covid, racial unrest, economic uncertainty, and especially for the people we serve, unprecedented impacts on employment, health, and well-being. For 151 years ECS has responded to the critical needs of our city and region, stepping up when others stepped back. That legacy was certainly burnished in this year of extraordinary devotion from everyone on this team.

Our front-line staff answered the call to service and lived into our values of Dignity, Justice, Community, and Impact, making them real for the participants in our programs.

ECS’ Out of School Time (OST), one of the City’s largest and most effective providers, went virtual for the school year, then in-person over the summer, and is now back in person despite the challenges of Covid. St. Barnabas Mission converted from an emergency shelter to an emerging Community Center with wellness and feeding programs. We grew our Rapid Rehousing efforts from 20 to 60 units, giving us the ability to serve more people than we could in the shelter. Our transformational coaching programs of Seeing Youth Succeed, RISE, and MindSet, while challenged with participation, still met virtually and, when safe, in-person as we pursued our goal of helping individuals and their families move step by step out of poverty into prosperity.

We know individual coaching is the most effective way to change lives for the long term, but in order to have the maximum impact, we must also address the large-scale issues that adversely affect the people we’re coaching every day—and hundreds of thousands more in Philadelphia.

Our Advocacy group scaled up significantly this year, keeping our supporters up to date with the latest legislative, legal, and social developments, and pressing for fundamental change in the key areas that can make the difference between hardship and security for our families.

You, our stakeholders, are the reason we were able to turn in an extraordinary year. Your gifts, your volunteer hours, your personal advocacy, your boundless encouragement all made the difference.

Thank you.

David E. Griffith
Executive Director & Head Coach
L. Frederick Sutherland
President of the Board of Trustees
What does success look like?

When we set a goal and achieve it, we’re motivated to continue building upon that success. That’s certainly true for the people in our programs who are coached to make gains in all aspects of life. The Bridge to Self-Sufficiency® is a tool developed to help move people out of poverty. It focuses on upward success in these five areas of life. Here’s how we did!

**THE BRIDGE TO SELF-SUFFICIENCY®**
Defining the five pillars of The Bridge and the impact of ECS

**HOUSING + FAMILY STABILITY**
Participants are spending less than 30% of their after-tax income on housing. And the needs of their children are being met and do not prevent participants from pursuing school.

**HEALTH + WELLBEING**
Participants are fully engaged in work and family, and no health or behavioral issues prevent them from pursuing school or employment. And they are part of a strong social network, serving as an advocate, organizer, and support to others.

**FINANCIAL MANAGEMENT**
Participants have savings equal to three months’ worth of living expenses. And they have good credit and are managing debt in balance with their income.

**EDUCATION & TRAINING**
Participants have achieved a level of post-secondary education and/or training and are prepared for a job paying enough to support their families.

**EMPLOYMENT & CAREER**
Participants’ earnings from their job are greater than the real costs of basic living expenses for their families.

**UPWARD ECONOMIC MOBILITY**
Rapid Rehousing helps heads-of-households pay rent while they increase income or build savings. 67% of families in ECS’ Rapid Re-Housing program transitioned out to live independently.

- **67%**
- **130**
- **39**
- **29**
- **$438**

The number of families experiencing food insecurity that ECS was able to provide meals for through our Community Food Cupboard in West Philadelphia.

The number of expert-led workshops spanning the topics related to each pillar of the Bridge to Self-Sufficiency®. These workshops were made available to participants in our coaching programs.

Participants from across the agency consulted by ECS’ financial specialist to establish better spending habits, attend workshops, and/or build a roadmap out of debt.

The dollar increase in mean total household monthly income for MindSet participants at this early stage of a long-term program. Participants experienced a wide array of income trajectories during the Covid pandemic.
Listening to our participants helps us better understand who they are, where they come from, and where they want to go. After all, they know better than we do what they need to make their dreams come true. As a faith-inspired organization, we lean into our common tradition of loving our neighbors as ourselves and respecting the dignity of every person we serve.

People come to Episcopal Community Services with many strengths of their own, and our role is to honor those strengths while providing transformational services and programming in partnership with participants, their families, and our community of supporters like you.
PARTICIPANT SPOTLIGHT

Bright Futures Start Today

Safe afterschool and summer camp services enhance the traditional school experience by focusing on life skills. Homework help, re-energizing snacks, and educational games are combined to support each child's development.

It's a valuable resource for parents and families, too. Danielle can attest.

The Out of School Time (OST) program was a godsend for Danielle’s mother while she was working into the early evening and during summer months. The family, well-known and respected in the community, has been part of OST in Feltonville for almost 20 years. In 2005, while still in high school, Danielle was a youth counselor, and her four younger brothers and sisters, K-8, participated.

“I loved the comradery – the whole community was involved and included,” Danielle reflects. “And learning was fun, especially in the summer when we would take trips to places like the Franklin Institute.”

A parent herself today, Danielle has two sons (Cedric and Alonzo, fifth and first graders) who are enrolled, with Leon (pre-K) starting next year.

“I’ve told a lot of other parents about OST and that it’s a good program that helps students with their academics, and there’s never a dull moment!”

“The staff is the best. Because of the extra attention they give students, I’ve seen improvements in Alonzo’s math skills and homework.”

Danielle, her mother, and their siblings remember back to their OST days with the fondest of memories. She’s reliving them now. For her children, she knows they’ll do the same.

“I want them to have the most fun today. When they’re grown, I want them to look back and know that they were not only loved at home by their family, but in this program, too. OST is the best place to be a kid.”

It takes a village, indeed.

SUPPORTER SPOTLIGHT

Working together. Learning together.

Despite the pandemic, parents and families showed trust in ECS by enrolling 858 students, K-8, in STEAM-related educational programming.

“‘I am grateful that this has been an opportunity to learn and evolve together over time. ECS has really been way ahead of the game in how you seek to improve your work, which, after all, is the definition of a growth mindset.’

858

ECS was chosen to accept EMPath’s Impact Award last year from among their top tier partnering organizations committed to sharing and supporting others in this work.

Members of our community may recall Beth Babcock, president and CEO of Economic Mobility Pathways (EMPath), presenting the keynote address at the Forum on Justice & Opportunity in 2019.

However, her dedication to the way we do our work runs much deeper. Around the world, governments and agencies are seeing an improvement in upward economic mobility outcomes after shifting to an individualized coaching model that was founded by EMPath under the leadership of Babcock.

Here at home in Philadelphia, Episcopal Community Services works closely with peers doing similar work. Amongst the Exchange Network, service providers share their experiences and takeaways with other organizations so that success can be replicated, errors can be corrected, and impact can be quantified globally.

Of the partnership between ECS and EMPath, Babcock said that what she is most grateful for is “what we learn from you based on how much you share – and your willingness to share, not just in the Philadelphia region, but broadly within the network of providers.”

As a learning organization, ECS learns into the belief that transparency and open data yield better results. Internally and beyond.

Unique to the Network is the adaptability of service across different populations and poverty in urban, suburban, and rural communities. Eradicating poverty is not one-size-fits-all. Different communities have different strengths and needs for improvement.

ECS was chosen to accept EMPath’s Impact Award last year from among their top-tier partnering organizations committed to sharing and supporting others in this work.

Babcock added, “I am grateful that this has been an opportunity to learn and evolve together over time. ECS has really been way ahead of the game in how you train staff, collect and evaluate data, and seek to improve your work, which, after all, is the definition of a growth mindset.”

Despite the pandemic, parents and families showed trust in ECS by enrolling 858 students, K-8, in STEAM-related educational programming.
Our research-based approach helps participants set goals—small and attainable at first—while integrating rewards and skills-based learning so that people see increased success and economic stability over time.

Changa doesn’t happen overnight. That’s why Episcopal Community Services partners with people and coaches them as they set and achieve goals toward upward economic independence. Aladaya has come a long way since first turning to ECS for help.

She was one of the first participants ever accepted into MindSet, our five-to-seven-year program that focuses on progressions in all aspects of life. Though the MindSet journey looks different from person to person, it has the same result: financial security and a savings account, a fulfilling career with opportunities to advance, and self-determination in life.

Aladaya’s cohort began about three years ago, and the life she envisioned for herself then continues to come to fruition. A reimagined career, financial security, and a stable home are aspects of Aladaya’s life that have seen significant advancement. But her journey did not begin there.

In 2016, Aladaya found refuge at St. Barnabas Mission while briefly experiencing homelessness. Though she had already earned a college degree. She studied criminal justice but would later feel uninspired by the profession. Student loan debt would still be a formidable obstacle of their own.

At the end of that path, she could see something even bigger: earning a MSW or degree in psychology, leading a team of other specialists as a program director, or even running a community center.

“ECS helped me bring so many things I had envisioned come to life ... they helped me realize I can build the life I want.”

Much has changed since the creation of Aladaya’s very first vision board. So much so that she hosts board-making parties with her friends and kids. She makes new iterations of it every year, honoring her journey and hard work with optimism for the future.
Do your little bit of good where you are. It’s those little bits of good put together that overwhelm the world.

DESMOND TUTU
Feeling Especially Grateful

For Matt and Lori Espe, supporting ECS comes naturally. “Financially, it’s a great investment, and helping underserved communities is very much aligned with our family values,” Matt said.

Some twenty years ago, the Espes were introduced to ECS through service opportunities at the then-emergency shelter St. Barnabas Mission. Their children got involved while attending Episcopal Academy. Fast-forward to today, the Espes give their time, treasure, and talents in myriad ways.

Matt is a member of ECS’ Board of Trustees and chairs the Advancement Committee. Lori, a health and wellness expert, provides coaching workshops to our team.

As a unit, they donate generously because they believe deeply in the coaching methodology to break the cycle of poverty. “One of our priorities as a family is making a positive impact for children and future generations,” he said.

On Sundays at St. David’s, Radnor, the Espes find a sense of community in fellow parishioners. “Helping lift neighbors up is something we spend a lot of time talking about. And supporting ECS… it’s very consistent with our faith, being able to put into practice these teachings,” Lori added.

Through their involvement, the Espes are familiar faces on-site at ECS and in Zoom sessions. And their acquaintance brings connection. “The staff is engaged and passionate… they’re the real stars, helping people see their own talents and potentials,” said Matt. “It’s contagious and energizes this important work.”

Of that partnership and collaboration fostered between staff, board, and program participants, Matt said, “That’s how you maintain viability… even after 150 years. If you’re going to continue being effective and relevant, that’s how you do it.”

Rooting for the Home Team

Jill Fannon knows a thing or two about fiscal responsibility. After all, she served as senior director of finance at ECS from 2014 to 2021.

She and her husband relocated to Florida, but they remain champions of our mission. “I came to ECS at the start of something remarkable,” Fannon reflected.

“The organization was homing in on a new strategy to challenge the root causes of poverty and its effects. The finance team got a close look inside the day-to-day of programmatic operations—to really understand program goals and the resources they need to achieve them.”

Fannon’s support of ECS went far beyond her job description or the charitable donations she would make through the employee giving campaign. It’s the essence of what Executive Director David Griffith says—that this team is called to serve.

Fannon worked hand-in-hand with staff and programs, volunteering to conduct mock interviews with workforce development participants and taking in paid summer interns through the citywide WorkReady initiative to give high schoolers work experience.

While now enjoying warmer weather year-round in Florida, she believes that brighter days are also in store for Philadelphia and the people ECS serves.

She is still rooting for the home team, making a monthly recurring gift. “Just as participants’ small goals add up and are transformational over time, recurring support adds up to a lot, too,” Fannon said. “I just want to ensure that the city remains healthy, and I know from first-hand experience, that my gifts are a safe contribution that will do a lot of good.”
FINANCIAL SUMMARY

REVENUE

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<td>Private Support</td>
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<td>Individuals &amp; Institutions</td>
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<td>Public Support</td>
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<td>Endowment Income &amp; Withdrawals</td>
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<td>Total Operating Revenue</td>
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Endowments & Investments

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<td>Total Operating Expenses</td>
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Our Supporters

Our work is not done, and your continued support keeps us going. Please accept our profound thanks for the many gifts, talents, and continued support that have helped us change lives. You make it all possible.

Along with the individuals, foundations, organizations, and volunteers that follow, please visit ecsphilly.org/supporters for a complete and continued list of those in this movement.

ENDOWMENT VALUE

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EXFNSPENSES

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<td>Total Operating Expenses</td>
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<td>$10,269,685</td>
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Our commitment to fiscal responsibility is a platform upon which the agency can grow to better serve our communities. ECS' Endowment covers a significant portion of overhead and administrative costs and was built in large part by the generosity of generations of Episcopalians throughout the Diocese of Pennsylvania.

LEGACY SOCIETY

City Mission Legacy Society numbers have included ECS's rich legacy plans through wills or trusts, life-income gifts, or other deferred gifts.

Anonymous
Nora E. Adelman
Laura G. Avery
Jane A. Barth
Dorothea J. Bell
Mr. and Mrs. Rowland Bennett
Susan and Robert H. Belts
H. Lloyd Beyer III
Cornelia Biddle and H. Stephen Zettler
Barbara Bilinger
John M. Briggs
Kurt and Carol Brunner
William S. Binkley and Lisa Brunner-Binkley

CITY MISSION LEGACY SOCIETY

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Anonymous
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Barbara Bilinger
John M. Briggs
Kurt and Carol Brunner
William S. Binkley and Lisa Brunner-Binkley

16% Management & General Administration
73% Programs
11% Fundraising
22% Private Support
35% Public Support
26% Endowment Income and Withdrawals
17% Other

ENDOWMENT VALUE

Value of ECS Endowment as of June 30, 2020: $89,843,390

Investment Earnings: $3,455,053
Withdrawals: $1,082,266
Additions to Endowment: $25,219
Investment Performance: $108,068,355

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