



A New Era



Episcopal
Community
Services





IN THIS ISSUE

Looking inside a year at ECS, featuring new programs and a community's commitment to challenge and reduce intergenerational poverty in our region.

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A MESSAGE FROM LEADERSHIP

To quote Martin Luther King Jr. in *Letter from Birmingham Jail*, “We will have to repent in this generation not merely for the hateful words and actions of the bad people, but for the appalling silence of the good people.”

We appreciate your support of Episcopal Community Services and our work to end the silence in our community. As you know, our job is to challenge poverty through our programs, partnerships, and advocacy. To do so requires all of us to break the silence that has allowed poverty to thrive in our region for too long.

At ECS, we break the silence by delivering programs such as our nationally recognized Out of School Time program with its STEAM and Social and Emotional offerings to nearly 750 youth. We break the silence with our leading edge, brain science-based coaching program, MindSet, which empowers individuals with economic mobility and helps create their own path out of poverty. We break the silence with our Community Resource Center in West Philadelphia with our open-choice food pantry; behavioral health, wellness, and housing programs; community incubator spaces; and by working with our other community partners. Our team of 150 employees impacted the lives of some 1,600 individuals last year, and that number continues to grow.

We focus on issues of racial equity, living wages, and the negative impacts caused by the benefits cliff. We also educate and advocate for change with our calls for action and appropriate public policy changes. These changes impact all of us in the region.

We thank the ECS Team and all of our supporters for continuing to persevere through the ongoing challenges that we all know too well.

The ECS family also acknowledges the change in our board leadership as we ended this fiscal year. We thank Fred Sutherland for his dedicated service and ongoing support of ECS.

Poverty will consume us as a society unless we deal with it as a society. Your support allows us not only to break the silence, but to take meaningful action that directly impacts the individuals we serve. It is an honor to do this work and to stand with you. We say thank you on behalf of the people we serve.

“Poverty will consume us as a society unless we deal with it as a society.”

Let us make a joyful, intentional, and powerful noise in the years to come.



John Chou
Board President



David E. Griffith
Head Coach



PROGRAMS

The Ways ECS Shows Up

*An interview with Soneyet Muhammad,
ECS Chief of Programs*



WHAT DREW YOU TO ECS?

I came to ECS because my community development career has always been connected to economic mobility and racial justice. ECS is endeavoring to deliver high-quality services to deeply marginalized communities and that matches my commitment. I'm not here to deliver crumbs or poor performing programs. I'm here to deliver programs of excellent quality that center on the lived experiences and the needs, ambitions, and interests of communities of color across the Greater Philadelphia region.

HOW ARE ECS PROGRAMS CHANGING?

At the macro-level, funders were looking at outputs: how many? Now they are looking at outcomes — how did we do it and how impactful were the actual results? ECS, like many social service organizations, has gone through an evolution as the social services sector has changed. I think the other change has been that ECS has evolved in its understanding of what communities need in order to be high resource, high performing, and what we are willing and able to invest in that transformation while balancing our Episcopal faith tradition.

HOW IMPORTANT WAS THE GRAND OPENING OF ST. BARNABAS?

It was such a lovely, wonderful day! We announced to our neighbors that we're here, and it was a way for us to report out to people who participated in our community needs assessment about how ECS will deliver on what we learned during that process. The grand opening launched our community engagement initiative and you know, cotton candy never hurt anybody.

HOW IS THE MINDSET PROGRAM INTEGRAL TO THE ECS MISSION?

MindSet is our flagship program. MindSet is an up-to-seven-year holistic coaching program that provides individual coaches to participants who are admitted into the program. They are rewarded with matched savings dollars to build assets, they earn incentives for reaching their goals, and they get the individualized support and wrap-around services from our housing specialist, our health and wellness specialists, our career development specialist, and our financial specialist. We are excited to double our investment in the program and its size this next fiscal year.

“MindSet is an up-to-seven-year holistic coaching program that provides individual coaches to participants who are admitted into the program.”



WHAT GOALS DO YOU HAVE FOR THE MINDSET PROGRAM AT ECS?

My goal would be that every participant in MindSet is enrolled in a current workforce training program with one of the reputable organizations here in the city. It's a dual enrollment: getting a new software engineering credential, but also saying yes to MindSet, and we just walk alongside you the whole way through your training and then upon program completion and job acquisition. And you have a long-term, holistic accountability partner to build your career, right? That's the hope and the vision and strategy.

HOW DOES OUT OF SCHOOL TIME FIT INTO THE NEW ECS ECOSYSTEM?

ECS' work is organized according to the Bridge to Prosperity®. And there are five pillars to the Bridge to Prosperity. And one of those is family stability. The picture of success is that childcare needs do not get in the way. And so our programs for children really enable their caregivers to run a business or work full-time while their children are learning and safe in our Out of School Time programs. Our early education programs deliver a two-generational model of the Bridge to Prosperity in an exciting way.

WHAT DO YOU THINK ECS WILL BE MOST PROUD OF A YEAR FROM NOW?

We will be able to celebrate tangibly how the Bridge to Prosperity shows up in people's lives. It's not just Out of School Time. It's not just our housing programs, it's not just Health and Wellness, so on and so forth. It's all of these things combined, right? And so that's what I think we will be most proud of — really investing in all of the ways ECS shows up. ▼

THE 5 PILLARS TO THE BRIDGE TO PROSPERITY

- Housing + Family Stability
- Health + Wellbeing
- Financial Management
- Education + Training
- Employment + Career

ST. BARNABAS
COMMUNITY RESOURCE CENTER

Community Strong



This year ECS achieved several milestones, including opening the St. Barnabas Community Resource Center in the Haddington/Carroll Park neighborhood of West Philadelphia.

The vision for St. Barnabas is the product of careful listening to the needs of the neighborhood and its residents, and as a result, many ECS offerings are now based there. With expanded programs and advocacy efforts, this was a year for ECS participants, partners, donors, and staff to celebrate a bright future.

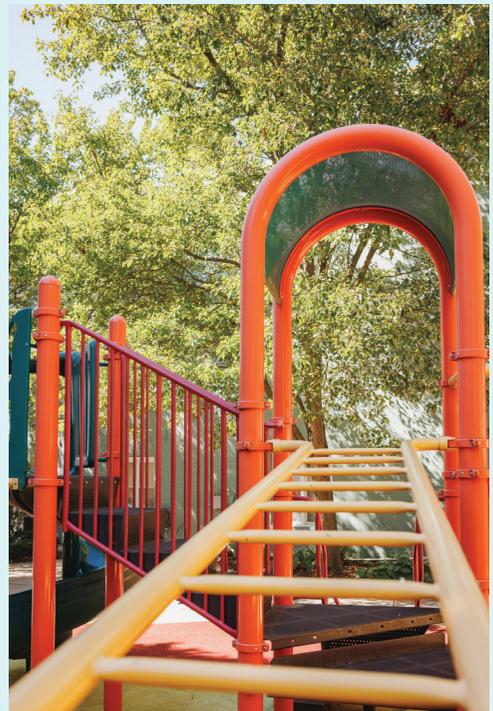


“ECS made a collective decision to reaffirm our commitment to the members of this community.”

DAVID GRIFFITH



2 PLAYSETS WITH A JUNGLE GYM AND A SLIDE



2 LARGE ART PIECES CREATED BY COMMUNITY MEMBERS

A Place-Based Strategy

*Rhena McClain,
Director, St. Barnabas*

There are amazing programs in Philadelphia designed to support people who are managing the impacts of poverty. Yet too often, those deeply impacted are cut off from the source that can help.

St. Barnabas Community Resource Center (SBCRC) is using a place-based strategy, first, to identify the issues connected to poverty impacting this community and, second, to bring in partners who lead in their respective fields, and who are willing to work in collaboration with the community to challenge poverty, and who have fun doing it. The work is serious and hard, but it is also joyful and fun. SBCRC is a reflection of the perspective, experience, and dreams of the wonderfully diverse people we serve and walk beside every day.

We have the privilege of working with a very lively and self-directed community. The majority of participants who are coming in are doing so to access the open-choice food pantry. We spend a good deal of time talking with them about the community or milestones achieved by children



200+
Grand Opening Attendees

20+20
20 Chrome Books + 20 iPads Onsite

500
Monthly Meals to Food Insecure Seniors



528

Open-Choice Food Pantry Participants

or grandchildren. We host programs weekly. The “Breakfast Club” is one example and then there is “Tuesday Tunes,” where students from Drexel set up in the courtyard or pop in. The energy and camaraderie amaze me. As a community, our neighbors have been through so much and they have so much love and light to give.

We are driven by the need of those around us and we adjust and grow just as our community grows. Prior to opening, the community identified several key areas of need, including: food nutrition and education, culturally appropriate mental health support, financial education, parenting support, and a safe space to convene. Each need corresponds to programs and services we offer either directly or through our partners — from our open-choice food pantry, to our partnership with Malvern Behavioral Health, to our fatherhood group, to one-on-one coaching, and more.

“I bet you never imagined that something as small as a pencil could make such a difference.”

During our back-to-school event a community member stopped me and said thank you. He went on to tell me how he and his family had spent the last of their money on rent and utilities and had it not been for us his children would not have what they needed to return to school. He said “I bet you never imagined that something as small as a pencil could make such a difference.” ▼



OPEN-CHOICE FOOD PANTRY

Participants come in and shop the aisle, just as they would if they were in a market. It’s our way of honoring the dignity each of us holds, something that poverty can rob from you. In addition to canned and packaged food items, we’ve added fresh fruits and vegetables and pre-prepared meals. We also offer household supplies, hygiene items, diapers, and school supplies.

Episcopal Legal Aid

An important part of ECS' work is establishing partnerships that advance the ECS mission with additional vigor. One such new partnership is with Episcopal Legal Aid (ELA).

ELA is a non-profit organization providing pro bono legal services to low-income residents of Philadelphia and the surrounding counties. It was founded by Steve Chawaga, who is a practicing

Episcopalian. Once a month, Steve sets up a table in the open-choice food pantry at the St. Barnabas Community Resource Center, where he can be visible to participants and discuss their needs. SBCRC is one of ELA's most active sites. Cases often include entangled titles, writing wills, and handling debt-related legal matters. ♥

Welcome Baskets: The “ECS-ness of things”

The ECS Rapid Re-Housing (RRH) program helps families transition from homelessness to permanent housing by providing short-term rental assistance and coaching support.

When Neibert Richards and her team launched RRH at ECS in 2017, they soon realized that families needed much more than a set of keys. “They were still using blankets they received in shelter. It’s like a hospital blanket, and that’s all they’d have on their bed. No sheets,” she said.

Participants needed what Neibert described as, “the ECS-ness of things” — that extra care that is tied to the core values of dignity, justice, community, and impact. Enter: Welcome Baskets!

Carving out time to procure home essentials soon became a regular part of the process. Sheets, towels, washcloths, potholders, toilet-bowl brushes, detergent, dish soap, plates, cups, bowls, and shower liners with curtain rings, are among the supplies that go into the baskets. Staff even began including framed inspirational quotes for the walls.



Rapid Rehousing Welcome Baskets bring warmth — and practicality — into a home during a fragile time of transition. While it is a challenge to secure supplies for every family, living into “the ECS-ness of things” is deeply important to ECS staff. And it is because of individual donors, like you, that ECS can provide items that make a world of difference to a family in need. ♥



Go Be a Blessing

Spotlighting a staple of St. Barnabas Community Resource Center — Volunteer, Mr. Gerry



“It’s been a journey,” Mr. Gerry said, referring to his 29 years of service. “I am blessed to volunteer. I enjoy it but I also know that it pleases God.”

And whether it’s planning events, preparing meals, teaching children new hobbies and skills, or helping out at community fairs, “I do it all with love,” he said, beaming. He was the raffle announcer at this year’s grand opening of the St. Barnabas Community Resource Center and is a fixture at the reimagined facility, especially during Cook-Off, helping prepare food for local seniors. “I always say, ‘This is a scoop

“There’s so much joy being in service to others. I always say, ‘Get out the merry, Gerry, and go make someone’s day. Go be a blessing to someone else, because that’s what it’s all about.’”

In 1993, St. Barnabas Community Resource Center was an emergency shelter for women and children. That year Gerry McKenzie (Mr. Gerry) became involved as a volunteer — and he has not stopped since.

At the time, he became involved in providing children in the shelter with Christmas gifts. But Mr. Gerry did not wait for holidays to spread cheer, and his service was not confined to the walls of St. Barnabas. He stayed busy organizing regular activities and outings for the children — trampoline parks, baking lessons, deep-sea fishing — and became an integral part of ECS.

of love. This is a scoop of compassion. This is a scoop of hope.’ I don’t know who will end up getting the dinner, but I hope that they enjoy every scoop and feel the love.”

He added, “There’s so much joy being in service to others. I always say, ‘Get out the merry, Gerry, and go make someone’s day. Go be a blessing to someone else, because that’s what it’s all about.’” ♥

Facing the Benefits Cliff

New PA Budget Smooths Child Care Subsidy Benefits Cliff

The benefits cliff occurs when people face a sudden loss in public benefits as their income increases. It is a persistent and often overlooked issue — and it is also one of ECS' lead advocacy issues. This year, Pennsylvanians vulnerable to falling off the benefits cliff received much-needed support.

The Inclusion and Advocacy (IA) team at ECS was contacted by PA State Senator Art Haywood's office (D-District 4) to follow up on our benefits cliff advocacy efforts. Senator Haywood was one of the panelists for ECS' **2021 Forum on Justice & Opportunity**. ECS had also sponsored a call to action for Forum attendees to contact the Senator about the benefits cliff. Senator Haywood appeared on ECS' advocacy radar when his 2019 Poverty Listening Tour report showed that the benefits cliff affected working people across Pennsylvania, and ECS has continued to follow up with him and his staff.

Senator Haywood's office wanted to inform ECS that the recently-passed Pennsylvania Fiscal Year 2023 budget includes funding to smooth out the benefits cliff for the child care subsidy. Families will now be eligible for the child care subsidy with incomes up to 300% of the federal poverty income guidelines with a gradual phase-out. This is an important budgetary victory. According to the staffer, a family of three will now be eligible for the subsidy with an income up to \$69,090 in 2022, compared to the current income limit of \$46,060.

In addition to advocating for action to support people facing the benefits cliff, the IA team sponsored the annual Juneteenth celebration in Germantown, staffed Get Out the Vote events, and established ECS' first Diversity, Equity, and Inclusion work group, among many other important efforts. ♥

300%

Families will now be eligible for the child care subsidy with incomes up to 300% of the federal poverty income guidelines



IA ACTIVITIES

- Juneteenth Celebration
- Get Out the Vote Events
- DEI Work Group

OUT OF SCHOOL TIME

Students in the Out of School Time program this summer explored the theme, “I Am Valuable,” weaving in the ECS core values of *Justice, Impact, Community, and Dignity*. The culminating events at each school on this theme were lively and creative. The ECS Out of School Time program provides educational enrichment and introduces activities in a safe, constructive environment when school is out and caregivers are still at work. ECS runs the second largest OST program in the region, currently active in six schools.



739

Out of School Time Participants



“MindSet provides everything.
The trainings are helpful.
They help you find a job, too.
They give you all that you
need to move forward in life,
and I think that’s the goal.”

MINDSET PARTICIPANT

On Leaving a Legacy

ECS sat down with Cliff Kozemchak, a member of the City Mission Legacy Society, to learn about what motivated him to leave a provision for ECS in his estate plans.

HOW DID YOU FIRST BECOME INVOLVED WITH ECS?

30 years ago I was invited to volunteer with the Development Committee. In 1995 I joined the board where I served for 13 years. For three of those years, I served as President of the board. I also currently serve on the Investment Committee. I am delighted with everything I've done with ECS. It is absolutely the number one charitable organization closest to my heart.

WHAT EXCITES YOU ABOUT ECS' MISSION AND HAS COMPELLED YOU TO GIVE?

ECS has always sought out the toughest cases. This was true in the 80's when AIDS was raging through Philadelphia. Where other people looked away, we turned toward the suffering. The same was true of our foster care work. We specialized in the care of medically disabled children — those for whom finding foster care was extremely challenging.

And the same is true today. It is such a blessing to me personally, and I feel to every person in Philly, that we have ECS.

WHAT WOULD YOU SAY TO FOLKS WHO MAY BE NEW TO THE IDEA OF PLANNED GIVING?

We had an initiative, when I was on the board, to build the endowment. I used to say, "if we can just tell you the story of ECS, how can you not want to contribute?" That story is the "ECS-ness of things." It's a little term we used to use. I'm not sure if you all still use it.

“It is such a blessing to me personally, and I feel to every person in Philly, that we have ECS.”

NEIBERT RICHARDS OF OUR RAPID REHOUSING PROGRAM SPOKE ABOUT HER TEAM PROVIDING WELCOME BASKETS TO FAMILIES IN TRANSITION AS BEING “THE ECS-NESS OF THINGS.”

See, that proves it's in the culture. She's talking about bringing the ECS-ness of things to the work, and I know the reason we can do all those things — the reason we can retain staff like Neibert, and the reason her team can bring that extra measure of care to their work — is because of the endowment. ♥

ECS' Endowment has been funded in large part from the planned gifts of many faithful Episcopalians over the last 150 years.

The Challenge to Serve Better

Jean Tinney Evans and the call to serve



It was Christmas Day, 1949 when Jean Tinney, a 6th grader from Collingdale, Delaware County, walked several blocks to her friend Betty's house to deliver a small gift. Betty was a classmate of Jean's living in a home with a foster care provider — the fourth or fifth foster home Betty had known. Jean was disheartened when she found Betty not celebrating at all, but scrubbing the bathroom floor. "It's what I have to do," Betty told her. "It isn't right," Jean exclaimed to her parents when she returned home. That spring, Betty was sent to the Burd School, an orphanage for girls on Baltimore Avenue.

The Burd School for Girls was one of several Episcopal human service agencies in Philadelphia that would eventually be folded into the ECS family, which explains Jean's long-running ECS connection.

As the weeks went by, Jean — an only child — petitioned her parents to let Betty live with them. "I must have been very convincing," she said. In the summer of 1950 Betty came to stay with the Tinney family for good.

Jean thought back on growing up with Betty. "She had a hard time adjusting and adapting due to her experiences before she came to live with us. It was no fault of anyone's," she explained. No matter the challenges, the family devoted themselves to Betty and considered her one of their own.

Betty received support from the orphanage until she reached adulthood.

When asked what motivates Jean's charitable work she said, "We need to appreciate more the people who are receiving our assistance."

"We need to appreciate more the people who are receiving our assistance."

As an adult Jean married, raised children, and eventually settled in Solebury, Pennsylvania, where she has been a parishioner of Trinity Church for the past 20 years. Jean re-engaged with ECS when she served as Chair of the Outreach Committee at Trinity. Over the years she put on baby-showers at St. Barnabas and provided move-in supplies for families leaving shelter. Jean and Betty remained close. After a brief marriage, Betty remained single and passed away in 1996. Betty's spirit lives on through the charitable service and support that Jean provides ECS and several other beloved service organizations. ♥





OUR IMPACT

WHAT MOVING ALONG THE BRIDGE TO PROSPERITY WITH ECS LOOKS LIKE

1.6K

Number of people served by ECS in FY2022



\$700

Average increase in monthly income
for MindSet participants

83%

of families exited to permanent housing



65%

of participant goals achieved

SELF-DEFINED GOALS ATTAINED BY ECS PARTICIPANTS:



Speak at RISE graduation & share words of encouragement

Pay for last semester of classes

Obtain secondary employment

Complete classes for certification

Obtain Kimmel Center coat check position

Pull credit reports and challenge debt

Apply for housing assistance programs

Obtain apartment with rent less than 30% of income

Close on first home purchase

Make minimum payments on PayPal loan for 3 months

Locate a free tax filing service and file taxes

Stick to exercise routine for one month

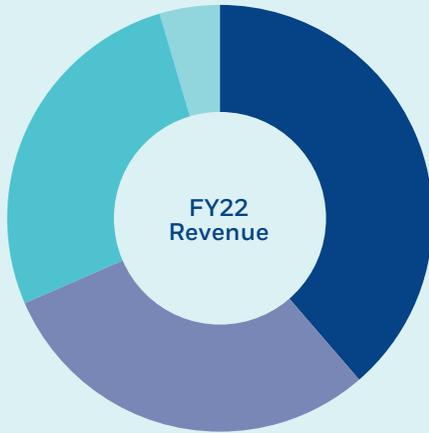
Attend first dentist appointment

Attend first therapist appointment

FINANCIAL SUMMARY

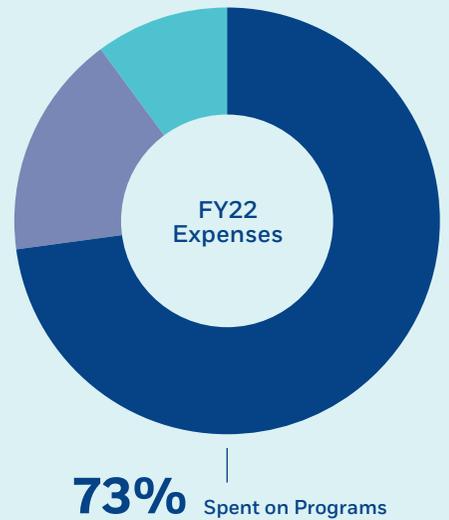
ECS is committed to fiscal responsibility. The gifts entrusted to us help increase our participants' ability to achieve economic independence and mobility for themselves and for their families.





REVENUE	6/30/2022	6/30/2021	% of FY22 total
Private Support from Individuals & Institutions	\$3,559,646	\$2,206,539	39%
Public Support from Government Grants & Contracts	\$2,778,272	\$3,435,053	30%
Endowment Income & Withdrawals	\$2,536,000	\$2,630,800	27%
Other (Includes Fee for Service & Trust Income)	\$385,366	\$1,713,491	4%
Total Operating Revenue	\$9,259,284	\$9,985,883	

EXPENSES	6/30/2022	6/30/2021	% of FY22 total
Programs	\$6,563,220	\$6,937,109	73%
Management & General Administration	\$1,467,520	\$1,533,653	17%
Fundraising	\$914,116	\$1,102,332	10%
Total Operating Expenses	\$8,944,856	\$9,573,094	
Net Operating Results before Depreciation	\$314,428	\$412,789	
Depreciation	(\$282,492)	(\$320,393)	
Net Operating Results after Depreciation	\$31,936	\$92,396	



ENDOWMENT VALUE

Value of ECS Endowment as of June 30, 2021:	\$84,837,390
Investment Earnings	\$1,896,947
Withdrawals	(\$3,279,000)
Investment Performance	(\$13,643,924)
Value of ECS Endowment as of June 30, 2022:	\$69,811,413

ECS' supporters and endowment give us the ability to provide quality social services above and beyond the scope of government contracts.

OUR SUPPORTERS

You make it all possible.

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, like you, and the parishes, foundations, and corporations who have joined us in the challenge against poverty in Philadelphia.



CITY MISSION LEGACY SOCIETY

City Mission Legacy Society members have included ECS in their legacy plans through their will or trust, a life-income gift, or other deferred gifts.

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ECS gratefully acknowledges the support and generosity of all our donors. Following is a list of all individuals who have made a gift of \$125 or more and all contributing foundations, corporations, parishes, community organizations, and government agencies. The full list of ECS supporters can be found on our website at ecshilly.org/supporters

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Stephen and Margaret Dana

* = Deceased

PC = The Philanthropists' Circle is comprised of those individuals who have made cumulative gifts of \$100,000 or more to ECS. Their extraordinary commitment exemplifies the very essence of philanthropy as the "desire to improve the welfare of humanity through charitable activities." We are deeply grateful for their leadership support.

SC = Sustainers' Circle members have made a gift to The ECS Fund for a minimum of 15 consecutive years. Their consistent and unwavering support of ECS demonstrates their deep dedication to our mission.

RGC = The Recurring Giving Circle is comprised of those individuals who have established a continuous annual commitment to ECS.

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