

# EPISCOPAL SOCIAL SERVICES

MAKING PROGRESS | ACHIEVING SUCCESS

## 2010 ANNUAL REPORT



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## EPISCOPAL SOCIAL SERVICES

TRANSFORMING THE LIVES AND  
COMMUNITIES OF NEW YORKERS IN NEED.

# MISSION

MAKING PROGRESS  
ACHIEVING SUCCESS

ESS positively impacts the lives of up to 5,000 of New York City's most vulnerable residents each year. ESS strengthens families, promotes the healthy development of children and youth, and empowers all whom we serve to become self-sufficient to a level at which they are capable. We facilitate progress.

ESS helps families and individuals break the cycle of poverty through a range of high-impact direct services: Foster Care and Adoption, Adolescent Residential Care, Preparing Youth for Adulthood, Medical Clinics, Family Preservation (Foster Care Prevention), Early

Childhood Education, Early Head Start, School-Based Programming and Developmentally Disabled Services. Through all of these programs, we help those in our care achieve success.

Founded in 1831, ESS has a long history of nonsectarian service that is responsive to community needs. Today, ESS serves high-need communities in the Bronx, Manhattan, Brooklyn and Queens. Each program involves a partnership with public schools, child welfare agencies, or community service providers.

The stories on the following pages are about real people and the real challenges that they face.

Names have been changed and some stories modified to protect the confidentiality of our clients.

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# Letter from ESS Leadership



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Executive Director  
2011

2010 was a year full of transitions for Episcopal Social Services. The retirement of Robert H. Gutheil, at the agency's helm since 2004; the transition in Board Leadership from Marshall Green to Ken Kramer; changes in the child welfare system; funding cuts; and the continuation of a troubled economy all contributed to a year with much uncertainty.

But we persevered and used these changes as an opportunity to assess our strategy for our future. We focused on measuring more outcomes to maximize the effectiveness of our programs and we explored new program innovations to meet the needs of more people. We also assured the professional development of our staff so they could better address the broad array of challenges faced by those coming to us for assistance. Thanks to a partnership with the City's NYC Service Initiative, we grew our volunteer force of individuals, corporations and community groups. In the fall, Elizabeth

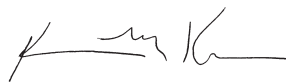
McCarthy was named Executive Director, the first woman to hold the position in our 180 year history!

The pages that follow contain only a few examples of the achievements of those we served in 2010. With the assistance of ESS – our dedicated and tireless staff and the numerous volunteers who give of their time, many individuals and families were able to see a brighter future for themselves. While those stories took shape, the agency's successful future was being written as well.

Together, every day we make progress. Together, we will share in the successes of the people we serve. Together, we look toward the future. We thank you – our partners in this great work. Your passionate past and ongoing involvement is absolutely crucial to our mission.



MARSHALL M. GREEN



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## Early Head Start



Making a difference with early education

Getting your child into a great early education program can ultimately influence their success. Early childhood education can diagnose learning disabilities in a timely fashion, and provide children with the care they need to push them ahead.

Maria registered her oldest son Alex for the Early Head Start (EHS) home-based program. She was also pregnant with her son Chris at the time. After both children were enrolled they received early intervention services. Since then, Alex has gone on to public school for pre-kindergarten and his younger brother Chris recently graduated from EHS. Both are excelling academically.

Maria noticed the importance early intervention played for her children and decided to volunteer as a classroom assistant. She was such a positive worker that when the Robin Hood Foundation gave EHS a grant to serve 20 additional families, she was offered the position of assistant teacher. She completed her Child Development Associate Credential and is beginning studies toward her associate's degree in early childhood education.

Helen Davis, program director says, "Parents like Maria add strength to the EHS program because they understand the scope of early childhood education and the impact it has had on their children; that increases parent involvement." Helen has been able to watch parents like Maria grow and mature.

The Early Head Start program is located in the South Bronx neighborhood of Mott Haven and serves 80 families, providing pre-natal care as well as infant and toddler care for a very low-income, multi-cultural community while promoting healthy family dynamics.

"The more parents understand that ESS values their involvement and become active in the program the higher the success rate for their children, now and over the course of their lives."

– Helen Davis

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## School-based Programs



Providing direction to graduation

Being a teenager is hard. There are so many cognitive, emotional, physical and attitudinal changes occurring simultaneously. The teens we serve also live in neighborhoods where they have to resist the constant temptation to use drugs, join gangs or take part in criminal activity. David had to fight his way through all of these and a devastating illness.

In late 2008, David knew something was very wrong. Upon experiencing severe pain in his pelvis, he went to the doctor to get

an ultrasound. David was diagnosed with testicular cancer. Though it was diagnosed early, he still needed an operation and had to undergo months of radiation treatments. Because of the treatments, David lost 30 pounds and became too weak to attend school.

Thankfully, he learned of ESS' Young Adult Borough Center (YABC) at Truman High School in the Bronx, where he spent a year and a half earning the 18 credits he needed to graduate. He also received assistance job searching and with school work. He appreciated being around more conscientious students and such a professional staff. "They made me more mature and taught me to cope with life differently," David said.

He had a new start and learned he had choices; he was committed to avoiding the temptations of his neighborhood and he learned to live with cancer. He passed all his classes and completed all his homework. Siobhan Mills, Internship Coordinator, said she's proud to have witnessed David "make the transition into the young man that he is today."

David graduated in January 2011 and is now exploring various options for his future. "David epitomizes hard work, perseverance, and courage," said Brandon Morris, Internship Coordinator, at YABC.

The School-based program at ESS is currently in seven schools throughout the Bronx, Brooklyn and Manhattan that serve elementary, middle and high school students.

*"All of the students in our school-based programs come with so many challenges. That's why our programs strive to work with the whole child – and their family – one afterschool day at a time."*

– Jennifer Toussaint, director, School-based Programs

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## Family Preservation



### Building stronger parenting skills

When 26-year-old Alicia was referred to ESS, it was because she had physically struck her toddler daughter. The sole provider for her two children, Alicia suffered from post partum depression having just given birth to her second child.

Alicia shares, “When my first daughter was born, I had so many doubts. As a first time mom, I thought ‘I can’t do this...I’m a bad parent...she probably doesn’t want to be with me.’ I was thinking of giving her up.” By the time she came to ESS she was also overwhelmed with finances, unemployment and childcare.

After successfully graduating from the ESS Family Preservation parenting course, Alicia applies techniques she learned to parent now two-and-half-year-old Sophie and five-month-old Ella without resorting to physical punishment.

With the support of Stephanie Espier, an ESS family worker, Alicia regretfully acknowledges that what she did was wrong and now knows when to reach out to supports such as her mother or Stephanie when she needs help. “She had it in her to be a good parent. She’s very caring and nurturing,” says Stephanie. Since Alicia has worked with Stephanie, she has made tremendous efforts to get her life in order. Alicia still meets with Stephanie, who teaches her about age-appropriate behavior and positive discipline for her children. She helps her to find ways to relieve her stress as well as encourages her to continue with therapy.

Our Family Preservation staff partner with parents in distress to create a community of support so that parents do not develop negative patterns with their children. Without intervention, many families would continue to live in trauma. ESS’ Family Preservation Program works with at-risk families in the Mott Haven section of the South Bronx, with the goal of averting foster care placement. 99% meet that goal.

“She’s at a point where she can provide for herself and nurture her children.  
That’s the point we want to get to.”

– Stephanie Espier

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## Early Childhood Education



Promoting development through the arts

The Chinese New Year was around the corner and the craft project at Virginia Day Nursery was about to awaken a dormant dragon. Atsushi Ohashi, the art instructor had begun creating the head and bodice. The children's task was to decorate the dragon's body with long flowing streamers. In a matter of minutes, the dragon was ready for his first dance of the New Year.

Mr. Ohashi has been working at Virginia Day for seven years, teaching martial arts, sculpture and art. He's taught over 200 students; of all his students, one really stands out. Juan was two and a half years old when he was enrolled. He was prone to temper tantrums and needed extra attention. He also had a cleft palate that severely affected his speech. Juan was not toilet trained and needed constant supervision.

Mr. Ohashi worked with Juan, exposing him to the arts and finding "the baby artist in him." The teachers saw that Juan eagerly took to martial arts and painting and encouraged his interests.

Working with the teachers, Mr. Ohashi tried to support Juan's art, in order to build his self-confidence. Juan's behavior began to improve. The teachers saw that creating art calmed him and helped in his speech development. Juan successfully completed the program and transitioned to kindergarten. Upon admission he was evaluated and found to have the academic skills of a second-grade student!

Virginia Day Nursery is one of six day care centers that ESS runs in Manhattan and Brooklyn. All the programs encourage creative methods of instruction so that children can develop and grow in every way.

*"The creative, individualized approaches orchestrated by the program, with the support of the parents, helped Juan overcome his difficulties during his early years."*

– Aurora Ceniza, director, Virginia Day Nursery

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## Developmental Disabilities Services



Thriving in developmental disabilities programs

A calm presence filled the air in the ESS Manhattan Day Habilitation program. Participants munched on snacks while listening to soothing music. One particular participant, Carolyn, sat in the center of the room with a serene expression.

What may seem a mundane experience to many – an adult sitting peacefully – is a significant stepping stone in the journey of Carolyn, and a success for Developmental Disabilities Services.

ESS opened the first Day Habilitation program in 2007, where one of the participants was Carolyn. She is a 55-year-old female. She is ambulatory, non-verbal and functions in the profound range of mental retardation. She also suffers from generalized anxiety disorder with compulsive features and impulse control disorder as well as Ogilvie's Syndrome (a bowel disorder). When Carolyn began attending the program she required the use of orthotic elbow immobilizers that restricted her movements because she would constantly hit and scratch her face.

Carolyn has made significant improvements in the past three years. Much of this is due to the program staff who are willing to understand her needs, preferences, and wishes. She now communicates a full range of emotions.

"Carolyn has been doing much better in terms of managing her emotions when she is attending the DayHab program," said Richard Anemone, Program Director for Developmental Disability Services (DDS). "She used to cry a lot in the past, now, she is now more at ease."

The elbow immobilizers have not been utilized in more than a year and she has been responding well to staff re-direction during her occasional bouts of anxiety. She also participates in community inclusion activities, is able to spend more time with family and enjoys going for walks and making purchases by pointing to items that interest her.

The DDS program at ESS includes five residences for adults with developmental disabilities, as well as two Day Habilitation centers.

"With the individualized attention and support she receives from the staff, Carolyn will continue to thrive and become an active member of the community in an atmosphere of acceptance, warmth, understanding and security."

— Richard Anemone

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## Health Services



Strengthening children's wellness

Noah came to ESS at age four with a long history of significant physical abuse and neglect. While under the care of foster parents, Noah would often bang his head against the wall in frustration. An initial mental health evaluation revealed that Noah spouted vulgar language and would have a male doll hit a female doll. He also struggled to control his aggression and was diagnosed with Attention Deficit Hyperactivity Disorder (ADHD).

The Medical Services team at ESS developed a strategy to address Noah's traumatic history and help him begin to heal and develop as a healthy young boy. Weekly play therapy sessions with an ESS mental health therapist helped him communicate his experiences and feelings in a safe, supportive environment. Noah is monitored closely through monthly check ups with the psychiatrist and regular physical examinations ensuring that he continues to meet developmental milestones.

Noah has shown remarkable improvements in his behavior both at home and in school. He is able to follow directions and can perform basic functions without difficulties. He can now focus and complete his work in school and is highly responsive. He has learned to be polite and respectful to both adults and other children.

The Health Services department promotes both the physical and mental well being of all ESS foster children and youth. "Our team is working toward a more integrated approach to the health care of children and adolescents. It includes more than one provider seeing a particular child/adolescent and each sharing their perspective. As a result the entire child/adolescent is cared for –mentally and physically," said Dr. Karen Myrie, Director of Health Services.

**"Despite his traumatic past, Noah always comes to ESS with a bright smile on his face and has formed a close bond with his foster family."**

– Carolyn Fratto, nurse practitioner

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## Foster Care



Becoming part of a loving family

At just four years old, Heather was taken from her family when she was found naked sitting on top of her uncle's lap while his pants were unzipped. Immediately removed from the home, she was placed in foster care with another agency. When she came to ESS she had already been on a journey through 11 foster homes, four hospitalizations, and two stays in residential programs.

She developed multiple behavioral and emotional problems. She was diagnosed with having Attention Deficit Hyperactivity Disorder and Post-traumatic Stress Disorder. "It was one of those

situations that as she got older, it was harder to find placements for her," said Nina Gonzalez, one of her case workers.

ESS placed Heather in the care of Mr. and Mrs. Wilson. "At first, her adjustment was really tough," said Mrs. Wilson. "She ran away from us; we had to call the cops; she almost jumped out the window once. We could see how much she was hurting, but she didn't know how to express her anger and hopelessness. Heather was always arguing and scratching up the furniture and even threatened to kill herself. Mrs. Wilson explained. "You just put yourself in her spot and you work with that. Once she knew that we would not abandon, she began to open up."

With the constant support of her foster family and case workers, Heather began to show signs of improvement. She began to express herself better, could articulate her thoughts, feelings and behaviors. "They helped me when no one else wanted to help me. Everyone thought I could never change," said Heather.

The Wilsons decided to adopt Heather and in June 2010, she officially became part of the family. The Foster Care and Adoption program, which emphasizes family unification when possible, works with more than 500 clients. "They helped me find my way," said Heather. "They encouraged me to do better; I didn't really believe in myself."

Now 16, Heather is poised to graduate early from high school. "She's very bright, and she's managed to build her grades up," said Mrs. Wilson. Heather wants to be a veterinarian and go to college, but wherever she goes, she's committed to her new family.

"I've always wanted a family ever since I was four. Look what happened.  
I'm off the street; I'm not moving from home to home."

- Heather

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## Adolescent Residential Care



Working to rebuild family bonds

The teens served in our Adolescent Residential Care (ARC) program have seen more in their young lives than most can conceive, often resulting in serious psychiatric and behavioral issues that cause them to be rejected by many foster parents. But in ARC they have the needed structure and the unconditional support of caring staff all sharing a common goal - for the teens to be prepared for life as an adult.

Renee was placed in Clifford Place in the Bronx due to allegations of inadequate guardianship and physical abuse by her biological father. Her placement in a group home was the result of her school truancy, breaking curfew, and other oppositional behaviors. Initially, Renee was extremely guarded, resistant, noncompliant, and aloof.

Renee and her mother, now remarried, refused to engage in family therapy sessions, both were resentful towards each other, and Renee refused to work towards the reunification process.

Mark Lacava, ARC Family Therapist, says, "it was about helping her mother develop parenting skills. Learning how to treat her daughter like a teenage girl." Through the perseverance of Renee, her mother, and the staff of ARC, Renee became less guarded and complied with reunification. Once she saw a future with her family, her behavior and academics dramatically improved. The determination of the family and the services provided led to the reunification of Renee and her family in September 2010. "Renee and her mother had to learn how to forgive one another and let go the past," explained Mark. "Both mother and daughter are now on the same page."

"Renee has grown as an individual and her relationship with her family has become stronger."

- Mark Lacava

## Donors

Episcopal Social Services was funded in 2009-10 by a variety of sources including the FEMA Emergency Program; New York City Administration for Children's Services; New York City Department of Education; New York City Department of Health and Mental Hygiene; New York City Department of Youth and Community Development; New York State Education Department; New York State Division of Criminal Justice; New York State Medicaid; New York State Office of Children and Family Services; New York State Office of Persons with Developmental Disabilities; and the United States Department of Health and Human Services. In addition, very generous support was received from the individuals, foundations and corporations listed on the following pages.

The 2010 Annual Report is published by the Development Office and lists all gifts received between July 1, 2009 and June 30, 2010. If your name was omitted inadvertently, or if it appears incorrectly, please accept our apologies and notify us.

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 Hostos Community College Children's Center  
 Mr. and Mrs. Henry H. Hoyt, Jr.  
 Images and Details  
 Ms. Susan Impastato  
 John's Pizzeria  
 Kids in Distressed Situations, Inc.  
 Kids in Sports  
 Kidville  
 Ms. Joan King  
 Knight & Company  
 Mr. and Mrs. Kenneth M. Kramer  
 Ms. Toni Mergentime Levi  
 Louis Licari Salon  
 The Little Wings Foundation  
 London NYC Hotel  
 MakeUpMania  
 Mamiye Sales  
 Ms. Elizabeth McGowan  
 Mild to Wild Pepper & Herb Company  
 Paul Molé Barber Shop  
 Ms. Rebecca Nance  
 Nespresso North America

New York Giants  
 New York Islanders  
 New York Jets  
 New York Kids Club  
 New York Knicks  
 New York Liberty  
 New York Road Runners  
 Mrs. Diana C. Nouri  
 Pajama Program  
 Park Avenue Christian Church Day School  
 Park Avenue Skin Care  
 Patterson Belknap Webb & Tyler LLP  
 Ms. Jana Prevette  
 Pure Yoga  
 Mr. Tony Ransom  
 Mr. and Ms. Jerry Raymond  
 Ms. Lissette Resto Brooks  
 Ms. Lauren H. Ross  
 Ms. Diana Santamaria  
 Scribbles Preschool, Inc.  
 Scully and Scully  
 Ms. Susan A. Seigle  
 Ms. Barbara Sherman  
 The Rt. Rev. Mark S. Sisk  
 Dr. Peter J. Snyder  
 Ms. Roberta Specter  
 Starbucks Coffee Company  
 Sun Microsystems  
 Super Soccer Stars  
 Sutton East Tennis  
 Mr. Jeffrey Thomas and Mr. Greg Slack  
 Ms. Irma Tobar  
 Mr. and Ms. Edwin Torres  
 Waldorf-Astoria  
 Mr. and Mrs. Steven Waldron  
 Ms. Kym Watson  
 Wollman Skating Rink  
 Kirna Zabete

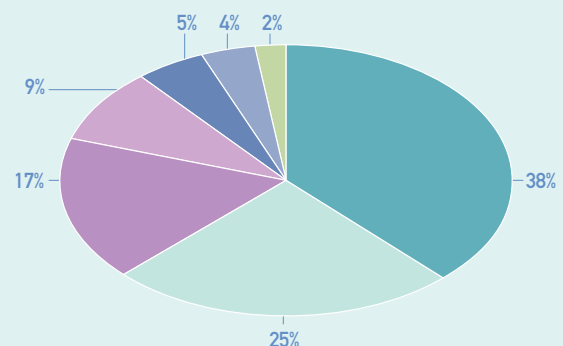
Thank you for all your generous donations!

# Statement of Financial Activity

	JUNE 30, 2010	JUNE 30, 2009	CHANGE	% CHANGE
<b>REVENUE</b>				
Private Grants, Contributions & Support	1,004,294	836,689	167,605	20%
Government Grants, Contracts & Support	39,035,823	38,238,512	797,311	2%
Other Support	303,491	421,548	(118,057)	-28%
<b>Total Revenue and Support</b>	<b>40,343,608</b>	<b>39,496,749</b>	<b>846,859</b>	<b>2%</b>
<b>EXPENSES</b>				
<b>PROGRAM SERVICES:</b>				
Foster Care & Prevention	10,114,751	10,351,734	(236,983)	-2%
Foster Care Medical Clinics	2,223,787	2,287,409	(63,622)	-3%
Group Homes for Adolescents	1,687,095	1,512,445	174,650	12%
Programs for Developmentally Disabled	7,160,603	6,965,247	195,356	3%
Early Childhood & Educative Programs	15,531,648	15,526,998	4,650	0%
<b>Total Program Services</b>	<b>36,717,884</b>	<b>36,643,833</b>	<b>74,051</b>	<b>0%</b>
<b>SUPPORT SERVICES:</b>				
Management & General	3,692,501	4,360,287	(667,786)	-15%
Fundraising & Public Relations	687,031	806,249	(119,218)	-15%
<b>Total Support Service</b>	<b>4,379,532</b>	<b>5,166,536</b>	<b>(787,004)</b>	<b>-15%</b>
<b>Total Expenses</b>	<b>\$41,097,416</b>	<b>\$41,810,369</b>	<b>\$(712,953)</b>	<b>-2%</b>
Results from Operating Activities	(753,808)	(2,313,620)	1,559,812	
Results from Investment Activities	948,807	(1,959,355)	2,908,162	

## PROGRAM AND SUPPORT EXPENSES

Early Childhood & Educative Programs	38%
Foster Care & Prevention	25%
Programs for Developmentally Disabled	17%
Management & General	9%
Foster Care Medical Clinics	5%
Group Homes for Adolescents	4%
Fundraising & Public Relations	2%



## Giving Through Volunteerism



At ESS, there's more than one way to get involved. Whether it's through group projects or individual volunteerism, volunteers at our agency really understand the value of giving back to the community. For a second year in a row, ESS had the pleasure of working with NYC Civic Corps, sponsored through the Mayor's NYC Service initiative, to assist in the recruitment, retention and recognition of volunteers throughout all of the agency's programs.

Some of the highlights include...

### ... Corporate employees!

Morgan Stanley volunteers gave high school students in our After School program a work day experience and discussed resume writing and professional development; Goldman Sachs volunteers planted a garden at one of our homes for adults with developmental disabilities; and during the holidays JPMorgan Chase employees wrote inspirational letters to teens in foster care.

### ... Color and art!

CITYarts brightened our walls and the lives of our children by bringing paint, color and vibrancy to our agency. They helped design and create a mural in one of our Foster Care waiting rooms and brought images of the Lion King, Tarzan and the Jungle Book to life through their beautiful creation.

### ... Community partnerships!

AHRC of New York helped us wrap gifts for our Winter Wonders drive and even hand-made gifts for the children. New York Cares recruited large groups of volunteers to help assemble gift bags of donated items for new foster parents in the spring and also to help wrap holiday gifts.

### ... Committed volunteers!

Numerous individual volunteers put in more than 5,500 hours – a contribution valued at over \$153,000!

**ESS  
ADMINISTRATIVE  
LOCATIONS**

**EPISCOPAL  
SOCIAL  
SERVICES**

305 Seventh Avenue  
New York, NY 10001-6008  
Phone 212-675-1000  
Fax 212-989-1132

**ESS/  
PAUL'S HOUSE**

500 Bergen Avenue  
Bronx, NY 10455  
Phone 718-665-2321  
Fax 718-665-7005

**ESS/  
PAUL'S HOUSE  
ANNEX**

412 East 147th Street  
Bronx, NY 10455  
Phone 646-839-6300  
Fax 718-401-7120

**ESS  
EXECUTIVE  
TEAM**  
(as of January 2011)

**ELIZABETH MCCARTHY**  
Executive Director

**ANNE LOWN, LCSW**  
Assistant Executive Director  
Child Welfare Services

**CORDELIA MC NISH, LCSW**  
Assistant Executive Director  
Early Childhood Services

**RICK GREENBERG, PHD, LCSW**  
Assistant Executive Director  
Professional Development

**MILTON DE RIENZO, CPA**  
Chief Financial Officer

**MARY G. CONNOLLY**  
Director, Development  
and Communications

**JESSICA HICKMAN**  
Director, Human Resources

For more information on how you can help Episcopal Social Services, please contact Mary G. Connolly, director of development and communications, at 212-886-5604 or [connollym@e-s-s.org](mailto:connollym@e-s-s.org) or visit our web site at [www.essnyc.org](http://www.essnyc.org).



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## How Can I Help Episcopal Social Services?

SO GLAD YOU ASKED!  
THERE ARE SEVERAL WAYS!

**PERSONAL DONATION ...** Every dollar given will help sustain our programs that transform the lives and communities of 5000 of New York's neediest each year. By making a multi-year pledge, you help plan for not only this year but the future as well.

**MEMORIAL OR HONORARIUM GIFT ...** Give in memory of a loved one or if you have a friend "who has everything" recognize their special occasion by making a gift to ESS in their honor.

**EVENT SUPPORT ...** Purchase a ticket for our benefit and donate a toy or personal care item to Winter Wonders holiday gift program or ask to be added to our mailing list to be kept up-to-date on other events throughout the year.

**PLANNED GIVING ...** Consider including ESS in your estate plan. There are many types of planned gifts we can accept. Please call us to discuss them.

**VOLUNTEER ...** See our web site for a listing of current volunteer needs or call us to discuss your ideas of how you'd like to help.

**CORPORATE GIFT ... Match or Sponsorship:** Corporate support plays a big role in the success of our fundraising efforts. Corporations may give year round, or sponsorship of one of our program or fundraising events may help you market your business! If you make a personal gift, don't forget to ask for your company's matching gift form to double the impact of your donation.

**THIRD-PARTY EVENT ...** Organize your own fundraiser! Be creative: throw a party, run a marathon, sell your old stuff – with the proceeds coming to ESS. Please call us to discuss your ideas and the guidelines.

**SPREAD THE WORD ...** Learn about ESS by coming on a tour – and bring a friend! "A few words with ESS" is a one-hour informational session and tour designed to give our friends an up-close and personal look at what we do. We promise not to keep you more than an hour and that you will leave inspired. Please visit our web site, [www.essnyc.org](http://www.essnyc.org), for upcoming tour dates.

