



CARING FOR KIDS & FAMILIES

SINCE 1806



# 2023 Impact Report

From the President & CEO





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## FROM THE PRESIDENT & CEO

I've never been Graham-prouder than I was this past year, which was a difficult year for many. When we think of everything that is happening in the world around us—from the Hamas-Israel conflict to tensions around the arrival of migrant families at the U.S./Mexico border, to NYC's financial crisis — it can be overwhelming. I manage my feelings of helplessness by reminding myself that I can positively impact the sphere in which I have the influence and ability to do so. And I believe fervently that we can do it together, as a “Graham-force” for good! I see this truth in operation with my own eyes quite often when I visit our centers and hear the stories of how we are making a difference.

This year, Graham continued to carry out and fulfill our Vision 2025 goals, among which is the audacious goal to dismantle the oppressive and unjust systems that thwart the pursuit of a joyful, thriving life for so many:

- We are expanding our support of women and people of color who are launching businesses within their community.
- We are expanding the treatments offered in our mental health clinic to include pet therapy, eye movement desensitization and reprocessing (EMDR) therapy, and other therapies shown to enhance well-being or treat trauma.
- We continue to call for changes in the mandated reporter system and response to child abuse and neglect hotline calls.
- We have increased the number of families with whom we partner and we are evolving our practice with families to address poverty-related issues, such as assisting with financial mobility, education, health and mental health care, and social support.
- We're working to improve well-being within our own Graham family, making investments in staff compensation that go well beyond public funding, and committing to develop just, anti-racist, inclusive practices that ensure all staff feels safe to show up to work as their authentic selves.

There is still much work to do to achieve excellent outcomes for our youth, families, and staff. But there is also much work to be proud of, so I want to take this opportunity to say thank you. Thank you for engaging with Graham in this important work, and for maintaining hope that together, we can change the unjust and inequitable systems that affect our communities and the world.

With gratitude,  
Kym





## YEAR AT A GLANCE



### **\$3.3M** raised from 2023 Gala

honoring Georgia Wall – highest grossing Gala ever.



### **4,453** children, youth and their families reached

through Graham services, initiatives, and offerings.



### **20** back to school events

at our community centers, partner schools, in local communities, and with the Stewart Hotel, our partner for newly arrived families.



### **82%** of SLAM youth graduated high school

by age 21, compared to 24% of youth in foster care city-wide. SLAM graduation rates of 18-year-olds increased 22%, and 19-year-olds increased 36% over the previous year.



### **86%** of SLAM first-year college students

completed two semesters of college, a critical milestone toward college graduation and significantly higher than the CUNY rate of 61%.



### **2,000+** newly arrived individuals

supported at O.U.R. Place and the Stewart Hotel, one of NYC's Emergency Response and Relief Centers.



### **83%** of children and youth who ended mental health treatment

made progress toward their goals.



### **234** families from our Family Support & Empowerment Programs

succeeded in overcoming individual and parenting challenges, such as substance abuse, mental health, intimate partner violence, and managing difficult child and teen behaviors.



### **167** children

remained safely with their families for one year or more after being in foster care. This is a rate of 95%, which is higher than the New York City average.



## VISION GOAL 1

# Help Children and Families Achieve Their Dreams

Graham is working to create safe, vibrant communities that support strong, loving families and minimize the need for crisis intervention.



### Graham SLAM widens its reach.

SLAM is an innovative program that Graham created in 2014 to provide intensive, consistent, long-term support, with the goal of helping young people enter a living wage career path by age 26. In 2023, we continued to develop a strong network of support for each young person through high school and postsecondary education (college or a recognized vocational certificate), and into living-wage employment. We reached 347 youth, and have plans to expand to our goal of reaching 900 youth.



**347 YOUTH**  
reached through SLAM program



### Fair Futures continues to deepen its impact.

With last year's success securing \$30.7M in the NYC budget, the Fair Futures model, which is largely based on Graham SLAM, has now been implemented and scaled across all 26 NYC foster care agencies. Fair Futures now impacts nearly 4,000 young people ages 11-26! Graham is currently working with the Center for Fair Futures to expand the model to youth outside the foster care system who could benefit from the support of a coach.



## VISION GOAL 2

### Help Families in Crisis Heal

In 2023, Graham's clinical and therapeutic teams—comprised of licensed social workers, mental health counselors, family therapists, and other professionals—provided trauma-informed, evidence-based support for children across our Bronx, Harlem and Brooklyn Centers.

#### A calming presence for students in moments of distress.

At PS/MS 123 Mahalia Jackson School in Harlem, Graham created a new role to support students whose behaviors are disrupting classroom instruction. Graham hired a wellness and behavioral coach who pulls students out of classrooms to provide care and support that enables them to quickly return to class and resume learning. The wellness and behavioral coach has been responding to challenges stemming from the effects of pandemic-era isolation as well as other traumatic situations.



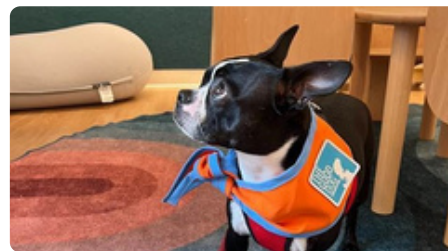
## 398 YOUTH

received mental health therapy and behavioral health services from Graham's clinical team



#### Holistic wellness.

We've begun offering therapies that our communities are not often able to access, including therapy dog services (in partnership with the Good Dog Foundation) and neurofeedback (NFB) therapy: a non-invasive treatment that encourages the brain to develop healthier patterns of activity to treat trauma.



#### Space to heal.

In September we began renovation on our Manhattan Mental Health Center, to create a beautiful space where our therapists will meet with children, youth and families, and our Family Support and Empowerment Staff will work and meet. This construction, primarily funded through the New York State Office of Mental Health (OMH), is slated to be completed in 2024.





## VISION GOAL 3

### Change Biased Systems and Fight Inequity

In New York City, the starting line is not equal for everyone. We work to change community conditions that currently lead to family crises and make tangible progress in dismantling racist policies and practices in systems that impact children and families.



#### Funding essential needs.

We obtained funding for essential needs such as food, clothing, and shelter with support from the Mother Cabrini Health Foundation and other private funders. With their essential needs met, families can shift from focusing on surviving, to growing and thriving, for instance, on health, wellness, educational achievements, career success and family wellbeing.



#### Inspiring new ventures.

Graham hired a career coach to support the aspirations and entrepreneurial ventures of community members in Hunts Point. Over 100 community members have participated one of three courses: O.U.R. Business, teaching members the steps to start a business; O.U.R. Kitchen, preparing participants to pass the NYC food handler's licensing test; and O.U.R. Design, offering an introduction to the seamstress/tailoring trade.

### 100+ COMMUNITY MEMBERS

have learned new skills, passed city licensing tests or started their own businesses.



#### Supporting migrant families.

Since April 2022, Graham has been a welcoming support to thousands of migrant families who are resettling and acclimating to life in the United States. This past year, with money from Graham's Essential Needs Fund and support from the Administration for Children's Services, we began serving the 2,000+ asylum-seekers living at the Stewart Hotel in Manhattan, providing material goods and information, as well as access to other supports like housing, healthcare, mental health, and school.



## VISION GOAL 4

### Build a Thriving OneGraham Culture

Our goals to support community wellness start close to home, with our own Graham workforce. In 2023 we took significant steps to improve our own processes, staff structures, and physical spaces.

#### A new center opens.

In 2023 we opened our newest center on Montague Street in Downtown Brooklyn! The Youth and Family Center offers opportunities for children, youth, parents, foster parents, community members, and staff to get support from Graham—everything from a cup of coffee and space to relax, to professional therapy and coaching, to healing support for those in crisis.



#### Investing in our people.

Our Graham workforce, which largely identifies as people of color and female, are part of a sector that is historically underpaid and overworked. Graham committed to addressing this inequity and with the support of our Board of Directors, we've been making investments in compensation to add to government funding with the goal of getting all of our staff to a living wage.



### INCREASED PAYCHECKS

by 8%+ for Graham staff members to keep pace with inflation

#### Strengthening our team.

In 2023 we enhanced our leadership team with internal promotions and new hires to improve our staff's capacity to support children and families and implement new initiatives.

- Kevin Taylor, our Chief Development Officer, was hired to grow the development team and infrastructure to help us reach our ambitious fundraising goals.
- Bonnie Kornberg, previously our Chief Development and Strategy Officer, assumed the role of Chief Strategy Officer to focus on growing our strategic communications and leading the planning for our next 5-year Vision.
- Nosa Omoruyi, previously the Director for Foster Parent Recruitment, Development, and Support, was elevated to the position of Associate Vice President for our Foster Home Life and Support Programs.
- Yvonne Chan, Esquire, joined our executive team as General Counsel
- Daleisha Robinson joined us as Associate Vice President for Human Resources
- Chelsea Zhang joined us as Associate Vice President of Finance



## Events to Remember:

# GRAHAM'S SUPPORTERS SHOW UP AND MAKE A DIFFERENCE

## Reaching for the Stars: Our Highest-Grossing Gala Ever Raised \$3.3M

In May, Graham staff and supporters gathered to celebrate and benefit our families and children at the 2023 Graham Gala. The event honored Senior Vice Chair and Chair Emeritus of Graham, Georgia Wall, who for over three decades has supported innovative programs from Graham SLAM to Family Success and the Fair Futures coalition. Held at Gotham Hall in New York City, this year's gala inspired attendees to "Reach for the Stars" — and we did just that, raising a record-breaking \$3.3M for our Graham initiatives.



## MoMA Exhibit: Sharing Stories of Innovation

Early in 2023, we celebrated a special evening at the MoMA exhibit Just Above Midtown—Changing Spaces with visionary artist, gallery director, activist, and Graham supporter, Linda Goode Bryant. The exhibit explored the groundbreaking gallery and experimental laboratory for emerging Black artists that Linda created and ran from 1974-1986. Many of the ways Linda described the early days at the JAM Gallery, including the supportive environment, reminded us of Graham's work with children and families.



## Celebrating Dr. Emily Lopez

In June, Graham supporters gathered at our new Youth and Family Center in Brooklyn Heights for a special presentation by our Senior Director for Community Leadership Development. Dr. Emily Lopez presented her doctoral dissertation on the barriers and facilitators of Puerto Rican women leaders in NYC nonprofit social service organizations. We celebrated and honored Dr. Lopez's degree as she shared her research findings, the strategies she used to complete the process, and the challenges she faced as a woman of color in a doctoral program.





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# GRAHAM WINDHAM'S BOARD OF DIRECTORS

## June Dwyer of AXA XL Joins Board

"The depth of commitment the board members have to the issues we are trying to impact and solve is most rewarding – whether it's funding and supporting children and their families; highlighting institutional racism and its cures; or elevating social justice in all aspects of our society.



The openness of the board to tackle uncomfortable topics is impressive. The body of the board exemplifies the ways a diverse group of people can work together with trust and respect for each other. Every member's ideas and thoughts are equally valued."

- June Dwyer



## In Memoriam

With deep admiration we honor and cherish the memory of Thomas Haines, Ph.D, beloved member of the Graham community (August 9, 1933 - December 17, 2023). He lived at the Graham Home for Children from ages 4 to 15, and served as a member of our Board of Directors for eleven years. Tom was elected Board Member Emeritus in May 2023 to honor the lasting impact his leadership will have on Graham. He lived an extraordinary life, which was beautifully chronicled in his autobiography, *A Curious Life, From Rebel Orphan to Innovative Scientist*.



## With Gratitude

Both André Koester (10 years of service) and Jennifer Russo (11 years of service) rotated off the Board of Directors. We are grateful for their many years of leadership and dedication to our organization and mission.



## Donor Corner: A Message From One of Graham's Generous Supporters

"I was very impressed when I first met with the staff of Graham several years ago. It seemed to me that they are striving to help not just one child or one parent, but a whole family and even whole communities. They are not just trying to feed or educate a child, but rather support the whole child, with all their warts and all their potential. They assume nothing, but are always asking the questions 'What do you need?' 'How can we help?' Graham is a family in the truest sense of the word and it is an honor for us to be a small part of their family."

- President of the Board, Dune Road Foundation



## LOOKING AHEAD

**While Graham has already made significant achievements toward our 2025 Vision, there is still much work to be done to achieve excellent outcomes for our youth and families. We are determined to create opportunities and remove the obstacles that prevent our families from thriving. In 2024 we will focus our energy and resources on these priorities:**

- **Roll out additional compensation changes.** One of our goals for compensation is to pay our staff a living wage, which is not possible within our government contracts. We are determining how to re-prioritize funding and continue to advocate for JustPay as part of a human services sector campaign. This past year Graham conducted a full compensation review with the goal of offering higher salaries to attract and retain quality staff. Over the next year we will continue our compensation planning, updating pay grades for every position, reviewing retirement options, and implementing a new performance evaluation system.
- **Renovate Manhattan Mental Health Center.** Our goal for this renovation is to expand from one to two floors and create a warm, welcoming, vibrant center meeting youth, family, and community needs.
- **Continue investments to combat anti-Black racism.** This past year a consultant partner Cee Suite, LLC helped us develop and implement sustainable changes toward becoming an organization that is fighting anti-Black racism. We have been and will continue to delve into our psychological safety needs through Board engagement and staff training and will conduct additional planning and advocacy.
- **Expand Graham SLAM,** increasing the number of youth reached in our Family Support and Harlem and Hunts Point programs from 347 in FY23 toward our goal of 900.
- **Expand Scholars of Service** for year-round paid internships from 114 to 200+ youth.
- **Expand communications capacity.** When people learn about the incredible work Graham is doing in NYC, they often say, “Why don’t more people know about you?” Our internal communications team is working toward changing that!



**Start planning for the next Vision. With 2025 approaching, we are looking toward the future and setting our sights on new, ambitious Vision Goals.**



# GRAHAM SITES

**Bronx Program Office**

1946 Webster Avenue  
Bronx, NY 10457

**Brooklyn Program Office**

195 Montague Street, 8th Floor  
Brooklyn, NY 11201

**Brooklyn Program Office**

25 Chapel Street  
Brooklyn, NY 11201

**Harlem Program Office**

423 West 127th Street, 2nd Floor  
New York, NY 10027

**Harlem Family Support Services**

127 West 127th Street  
New York, NY 10027

**Harlem Beacon Community Center**

PS/MS 123, 301 West 140th Street  
New York, NY 10030

**Hunts Point Beacon After-School  
and Family Support Program**

MS 424 BAMB, 730 Bryant Avenue  
Bronx, NY 10456

**O.U.R. Place Family Enrichment Center**

940 Garrison Avenue  
Bronx, NY 10474

**Family Support Program**

PS 55, 450 St Paul's Place  
Bronx, NY 10456

**Graham Mental Health**

274 West 145th Street  
New York, NY 10039

**Manhattanville Cornerstone****Community Center**

530 West 133rd Street  
New York, NY 10027

**Administrative Office****Graham Windham**

One Pierrepont Plaza, Suite 901  
Brooklyn, NY 11201

**Historical Program Site****The Graham School**

One South Broadway  
Hastings-On-Hudson, NY 10706

**Affiliated School District****Greenburgh-Graham****Union Free School District**

One South Broadway  
Hastings-on-Hudson, NY 10706

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**Thank you for all you do to make  
the Graham vision a reality!**

