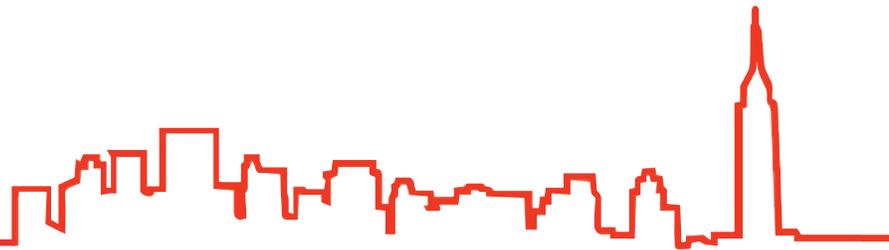




empowering the homeless  
improving communities

# The Association of Community Employment Programs for the Homeless



## 2012 ANNUAL REPORT

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# EXECUTIVE MESSAGE

Dear Friends,

In 2012, ACE proudly celebrated its 20th anniversary. While the rates of poverty and homelessness in New York City soared to record levels and unemployment hovered near 9%, ACE had its most successful year ever. We helped 91 men and women gain full-time employment, enabling them to reclaim their lives and take their first steps toward self-sufficiency. We also took great strides refining and expanding our suite of services, so as to ensure our participants are well prepared to meet the increasing demands of the labor market.

Specifically, to further assist our graduates in their transition to independent living, ACE proudly launched Project Home in March 2012. This unique program, which is offered in partnership with the Highbridge Community Development Corporation in the Bronx, provides a declining rent subsidy to select ACE graduates throughout a three-year period. During this period, participants pursue education and/or hard skills training to increase their earning power and further their vocational growth, with the goal of establishing greater economic independence.

Additionally, to bolster participants' employability, in the past year, ACE undertook a significant expansion of its educational programming. We added several literacy classes to our curriculum and started offering numeracy instruction, focusing on real-life applications of math, such as how to balance a checkbook and budget a paycheck. We also doubled the size of our computer facilities and incorporated online learning into our curriculum.

Like the men and women we serve, ACE has a relentless desire to overcome challenges. As we move into our 21st year of service, ACE is grateful for the generous support from individuals, businesses and foundations, which enables us to remain 100% privately funded. Thanks to your contributions, we continue to create hope and opportunity for a better life for New York City's homeless men and women.

Sincerely,



Henry Buhl  
Founder



James Martin  
Executive Director



# OUR MISSION

**ACE** (The **A**ssociation of **C**ommunity **E**mployment Programs for the Homeless), founded in 1992, provides vocational rehabilitation services, adult basic education, job placement assistance, an employment retention program and housing opportunities for the homeless men and women of New York City, enabling them to transition to self-sufficiency and establish economic independence.



ACE takes a three-part approach to addressing some of the root causes of homelessness:

**Project Comeback:** ACE's vocational rehabilitation program provides job-readiness training, adult basic education, supported work experience and job placement assistance. Participants graduate from Project Comeback when they find full-time permanent employment.

**Project Stay:** ACE's life-long aftercare program assists graduates in retaining employment and supports them in the transition to self-sufficiency. It consists of regular group meetings, individual case management, financial incentives, adult basic education and the opportunity for educational (occupational) advancement.

**Project Home:** ACE's pilot housing program, assists graduates in the transition to independent living by providing a three-year declining rent subsidy, which helps them meet the financial demands of living in their own apartments. In return, graduates must pursue education or hard skills training that will allow them to increase their earning power and further their vocational growth.

# MILESTONES



# PROJECT COMEBACK

ACE's vocational rehabilitation program comprises three elements – adult basic education, work experience and job-readiness training – designed to provide participants with the academic, practical and social skills they need to secure and maintain employment. Recognizing the increasingly stricter skill requirements of today's labor market, and that many of our participants struggle with grave educational deficits – 35% read below sixth grade level, 40% lack fundamental math skills, and 79% do not master basic computer knowledge at the time of program intake – we made significant efforts in 2012 to intensify our educational offerings.

**Job Readiness Training:** The goal of our job readiness curriculum is to develop participants' social, public speaking and daily living skills, particularly those related to job search, interviews and workplace norms. Through our workshops, "Job Club" support groups and mock interviews with ACE's program and fundraising staff, participants learn the basics of job search and the world of work, including time management, phone etiquette, and how to explain a criminal past during job interviews.



**Literacy:** To improve participants' reading and writing proficiency, we offer basic and intermediate literacy classes and one-on-one tutoring sessions. Our curriculum includes topics such as writing résumés and cover letters, filling out job applications, and deciphering a subway map.

**Numeracy:** Our numeracy classes emphasize the application of basic math in a vocational and/or financial literacy context, focusing on real-life situations such as handling money, budgeting and paying bills.

**Computer Classes:** Our computer classes are designed to build the skills needed to conduct online job search and use a computer in a workplace setting. Such skills range from operating a mouse and navigating browser windows, to utilizing online job search engines, attaching documents to emails and recognizing an Internet scam.

**Work Experience:** To gain experience and learn the rules and requirements of the workplace, participants work five days per week on ACE's street sanitation crews throughout New York City. Working on our crew instills discipline and responsibility, and provides our participants with valuable experience to add to their résumés.

## PARTICIPANT DEMOGRAPHICS

Often judged by their backgrounds, our participants face multiple barriers to employment. Below is a snapshot of the individuals we served in 2012, at the time of program entry.

**99%** bring a history of substance abuse and/or addiction issues

**91%** have a criminal past

**100%** are homeless

**81%** are male and **19%** are female

**52%** have less education than a GED or high school diploma



# LILLIAN'S STORY

Lillian, a native New Yorker and mother of three children, is the prime example that homelessness can happen to almost anyone. Born and raised in Brooklyn, she was leading a normal and happy life, working in food service and spending time with her family, friends and children. But her life took a turn for the worst in 2007, when her then-boyfriend planted a gun in her diaper bag without her knowledge. Unaware of the weapon, Lillian walked into a federal building, carrying her baby in her arms and the bag over her shoulder, and was arrested on the spot.

Charged with a serious felony and lacking the knowledge and resources to fight for her innocence, Lillian's whole life instantly came to pieces. Having lost her job and custody of her children, she sank into a vicious cycle of depression, anxiety and drug addiction. "I was in a very dark place, feeling lonely and helpless," she remembers.

She entered a treatment program for young mothers in 2009, where she stayed for over two years, working towards becoming sober and regaining control over her life. However, finding employment with a pending weapon charge to her name turned out to be a tremendous challenge. It was not until she came to ACE in October 2012 that Lillian finally began to feel hopeful about her future. She started re-building her résumé right away, working on the ACE street sweeping crew. She also brushed up on her computer knowledge, as well as the nuts and bolts of job search, interview techniques and workplace "dos and don'ts."

After six months with ACE, Lillian found full-time employment as a maintenance worker in midtown Manhattan. She loves her job and is grateful to have so many positive people around her. The criminal charges against her have been dismissed and she recently regained joint custody of her two youngest children. Her oldest daughter will reunite with the family once they move into their own apartment later in the fall.

"I will always be grateful to ACE, because they gave me a stepping stone to my new life," Lillian concludes. "They put the opportunity in front of me – all I had to do was grab it. They helped me find hope and a new perspective on life. I feel blessed to have such positive and loving people in my life – ACE is like my family."



## PROJECT COMEBACK 2012 HIGHLIGHTS

Number of participants served:

**206**

**67%** of participants enrolled in 2012  
obtained full-time employment

Total hours of classroom instruction:

**540**

Average improvement in reading proficiency:

**1.5 grade levels**

Average time in program before graduation:

**5.5 months**



# PROJECT STAY

Project Stay is ACE's aftercare/retention program, which offers our graduates lifelong support and enrichment services aimed at helping them retain employment, explore opportunities for career growth, and continue to develop their living skills, particularly those pertaining to financial literacy and money management. To assist graduates during their transition to self-sufficiency, Project Stay offers regular support/discussion groups and one-on-one counseling as needed with a Certified Rehabilitation Counselor. The program also provides a variety of workshops geared toward vocational, educational and personal advancement, covering topics such as communication skills, time management, conflict mediation and work/life balance. In addition, we hold monthly recreational events, where participants socialize, network and catch up with ACE staff and old friends from Project Comeback.



## PROJECT STAY 2012 HIGHLIGHTS

Number of participants served: **248**

Graduates retaining employment for at least twelve months: **67%**

Graduates' average hourly wage after 6 months on the job: **\$9.32**

Graduates with access to employer-sponsored health benefits, paid vacation time and/or a 401K: **25%**

Graduates who have secured private housing: **70%**

# PROJECT HOME

Our new initiative, Project Home, assists select Project Comeback graduates during their transition to living independently, by providing them with a declining three-year rent subsidy to help meet the demands of living in their own apartments. In return, with the money saved by receiving the subsidy, participants must pursue education and/or hard skills training to increase their earning power and further their vocational growth. Project Home currently has four participants.

## PROJECT HOME OFFERS

- Individualized vocational plans, tailored to meet participants' personal goals and needs.
- Workshops covering topics such as financial literacy, leadership skills, conflict resolution, and professional networking.
- One-on-one counseling and support groups related to career advancement, job search and workplace challenges.
- Access to a network of contacts for support and assistance – in participants' home neighborhoods as well as at ACE and among their peers in our programs.
- Assistance with résumé updates and job search as needed.



# EDWIN'S STORY

Edwin was referred to ACE through his rehabilitation facility. He says, "I can't speak for everyone else, but I was afraid of the unknown. I had been at other programs and failed. Being at ACE was different. I found a home with ACE and a family.. I want to thank ACE for believing in me when no-one else did, not even myself."

Determined to improve his reading and writing skills, Edwin benefited greatly from ACE's education program, through which he received one-on-one literacy tutoring, and attended math classes and job readiness workshops. His favorite class soon became the one-on-one reading sessions, because of the personalized attention his tutor gave him. "I was getting so much help, I was elevated to a skill level that I never thought I would. I was shown that with time and hard work there's nothing I can't do."

Today, Edwin is employed full-time as a maintenance worker at a school in Brooklyn. Grateful to be back in the workforce and to have purpose and direction in life again, Edwin is excited about the future. "I have achieved what I wanted, but I still have more goals to accomplish." He was recently selected to participate in ACE's housing program, Project Home, and is now working toward obtaining his GED.



# OUR PARTNERS

ACE has a strong network of external partnerships in place to help connect participants with support services not provided by our in-house programming. We have long-standing relationships with many New York City businesses, individuals, and non-profit organizations, all of whom add tremendous value and depth to our services. In the past year we successfully deepened our educational partnerships with Apple, Inc., ProLiteracy and the Community Service Society (CSS). We also continued to grow our network of business district partners, so as to expand our maintenance services and capacity to provide work experience for our participants.

Below is an overview of our education and maintenance partners. For a complete list of the organizations and corporations we collaborate with, please visit [www.acenewyork.org](http://www.acenewyork.org).

## EDUCATION PARTNERS:



### **Apple, Inc.**

Apple, Inc. provides computer classes to our participants, at levels ranging from basic through advanced. Serving as a complement to ACE's in-house computer skills curriculum, Apple classes are held on site at the company's SoHo store, where employees work with our participants on utilizing computer knowledge for job search, work and everyday life needs.



### **ProLiteracy**

ProLiteracy is an international non-profit organization that supports programs and organizations helping adult learners improve their literacy levels. ProLiteracy supports our education program by providing novels, textbooks and classroom materials designed to teach adults how to read and write.



### **Community Service Society of New York (CSS)**

CSS is a local non-profit agency that works independently as well as in coalition with other organizations to provide health care, affordable housing and education for underserved New York City families and individuals. Through its partnership with ACE, CSS provides financial literacy coaching and legal services to our Project Stay and Project Home participants, assisting them with financial planning, credit repair and benefits counseling, among other services.

## MAINTENANCE PARTNERS:

Below are our maintenance partners, through whom we provide streetscape and beautification services throughout NYC:

**New York City Department of Small Business Services – 2008**

**Belmont Business Improvement District – 2010**

**Bogardus Plaza / NYC Department of Transportation – 2010**

**Meatpacking Improvement Association (MPIA) – 2011**

**Vesuvio Park / New York City Department of Parks – 2011**

**DeSalvio Park / New York City Department of Parks – 2011**

**Times Square Alliance Business Improvement District – 2012**

**Queens Economic Development Corporation / NYC Department of Transportation – 2012**



# OUR TEAM

## STAFF:

**Henry Buhl**, *Founder*

**James Martin**, *Executive Director*

**Elizabeth McNierney**, *Director of Program Services*

**John Ellert, M.S. Ed. CRC**, *Coordinator of Vocational Rehabilitation Services*

**Harvey Semler**, *Senior Job Developer*

**Emmanuel Fernandez**, *Job Developer*

**Tawana Jackson**, *Project Stay Coordinator*

**Olivia Van Osch**, *Education Coordinator*

**Shawn Jenkins**, *Vocational Education Associate*

**Steve Martin**, *Senior Crew Supervisor*

**Robert Bowman**, *Crew Supervisor*

**Vance Lawson**, *Assistant Crew Supervisor*

**Eugene Torres**, *Director of Finance and Human Resources*

**Gwendolyn Matos**, *Database and Office Manager*

**Michele Schuster**, *Director of Development*

**Michael Ross**, *Senior Development Manager*

**Jessica Cannold**, *Membership Manager*

**Travis Tinney**, *Membership Manager*

**Malin Bergman, Ph.D.**, *Grant Writer*



## BOARD OF DIRECTORS:

**Henry Buhl**, *Founder, Association of Community Employment Programs for the Homeless*

**Stuart Epstein**, *Agent, Devlin McNiff Real Estate*

**Kenneth Klein**, *CEO, Fair Market Life Settlements Corp.*

**Richard Kobusch**, *Trustee, Caleb C. & Julia W. Dula Educational & Charitable Foundation*

**Catherine D. Rice**, *CFO, W.P. Carey*

**James Rhodes**, *Co-Founder, Magnuss Ltd.*

**Richard Robinson**, *President, Chairman and CEO, Scholastic, Inc.*

**Jed Root**, *President, Jed Root, Inc.*

**Monsignor Donald Sakano**, *The Basilica of St. Patrick's Old Cathedral*

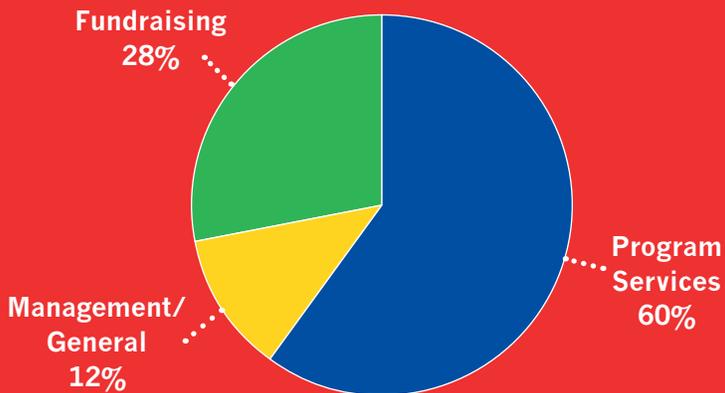
**Ron Shapira**, *CFA, Director, Advisor Growth and Development, Merrill Lynch*



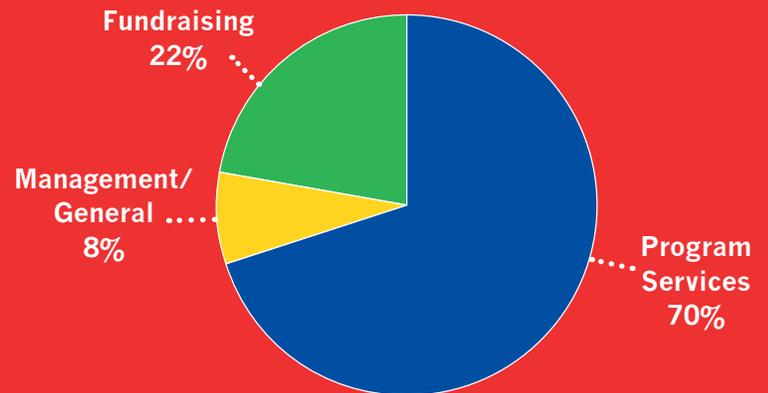
# FINANCIALS

2012 was a banner year for ACE. Our revenue increased by \$400,000, which enabled us to add many vital services to our programming, increasing our capacity to serve New York City's homeless by 13%.

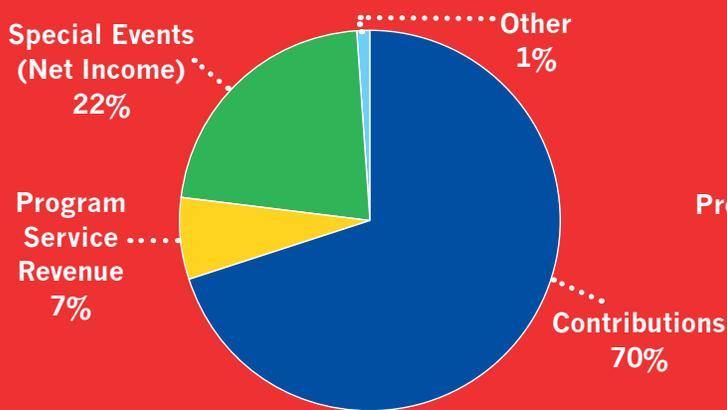
## 2011 Expenses



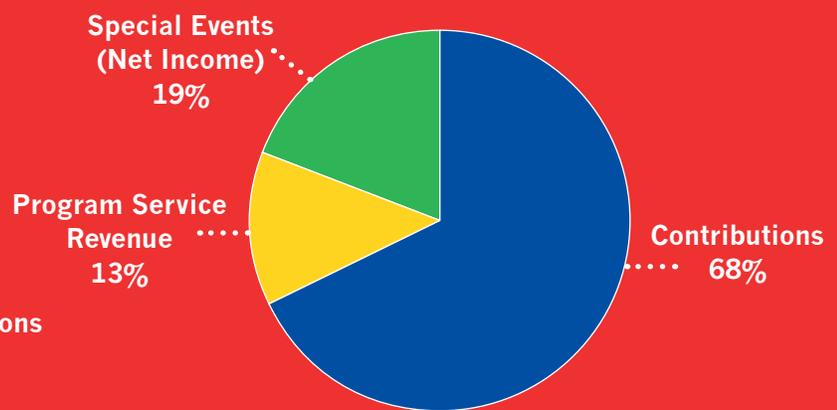
## 2012 Expenses



## 2011 Income



## 2012 Income



To view our 2012 Audited Financial Statements, please visit [www.acenewyork.org](http://www.acenewyork.org) or email a request to [info@acenewyork.org](mailto:info@acenewyork.org).

Revenue	2011	2012
<b>Contributions</b>	<b>1,333,090</b>	<b>1,620,859</b>
<b>Program Service Revenue</b>	<b>121,739</b>	<b>306,518</b>
<b>Special Events (Net Income)</b>	<b>422,662</b>	<b>469,099</b>
<b>TOTAL REVENUE</b>	<b>\$1,877,491</b>	<b>\$2,396,476</b>
Expenses	2011	2012
<b>Program Services</b>	<b>1,175,615</b>	<b>1,533,988</b>
<b>Management/General</b>	<b>242,166</b>	<b>187,448</b>
<b>Fundraising</b>	<b>552,047</b>	<b>514,621</b>
<b>TOTAL EXPENSES</b>	<b>\$1,969,828</b>	<b>\$2,236,057</b>
<b>NET INCOME</b>	<b>(\$92,337)</b>	<b>\$160,419</b>



# DONORS

ACE would like to thank all our supporters for their generous contributions in 2012. Without your assistance, none of our many accomplishments in the past year would have been possible.

## **\$100,000 and above**

The Charles Evans Foundation

## **\$50,000 and above**

Paulson & Company, Inc.

## **\$25,000 and above**

Cynthia Wainwright-Berger

Steven B. Tanger

Jed R. Root

Joseph M. & Barbara Cohen Foundation, Inc.

Irvin Stern Foundation

The J.M. Kaplan Fund

Sorgente Group Foundation for Art and Culture

Caleb C. & Julia W. Dula Educational

& Charitable Foundation



## **\$15,000 and above**

Denise Rich

Donald Smith

Goldman Sachs Gives

The Oak Foundation

Apple SoHo

The Cygnet Foundation

## **\$10,000 and above**

Mark W. McGauley

Curtis Erickson

James G. Rhodes

Russell Simmons

BGC USA LP

Fiduciary Trust International

Overlook Foundation

Josephine C. Wilkinson Charitable Lead Trust

R & K Foundation

Northern Trust Charitable Giving Program

The Janet & Tony Goldman Take a Risk Foundation

The Leeds Family Foundation

Saul D. Goodman

Eleanor Robb

376 West Broadway Enterprises

Robert B. Campbell

Scholastic, Inc.

The Ostberg Foundation, Inc.

Donna A. Soloway

## **\$5,000 and above**

Pamela Michaelcheck

Carlos G. Morrison

Donald M. Kendall

George S. Kaufman

Diana Momjian

CP, LLC as Agent for LF 419 W. Broadway, LLC.

Big Greene Eagle, Inc.

Madison Immobilier

40 Worth Associates

436 Realty, LLC

240 Centre Street Condominium

Bon Jovi Family Foundation, Inc.

The Dammann Fund

The Stephen P. Hanson Family Foundation, Inc.

Eaton Family Foundation

Blanche F. Ittleson Fund

The BTMU Foundation, Inc.

The William R. and Virginia F. Salomon Family Foundation, Inc.

Catherine D. Rice

Joanne Morrison

560 Associates, LLC

594 Broadway Associates, LLC

Henry Hay

Donna Poyiadjis

SoHo 109 Greene Retail, LLC.



# PARTNERING WITH THE COMMUNITY

ACE began on a summer morning in 1992, when Henry Buhl offered a local homeless man a job – sweeping the sidewalk in front of his SoHo building in exchange for \$20. Today, 21 years later, ACE continues to provide sweep services to the community – our participants are at work seven days a week, making sure the streets of New York City are clean and beautiful. We partner with over 100 boutiques, restaurants and hotels in the neighborhoods we serve, who provide internships for our participants and advertise their businesses on our SoHo/Nolita Guide.

**Pick up our guide at participating businesses and hotels.**



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