empowering the homeless
improving communities

The Association of Community Employment Programs for the Homeless
Dear Friends,

Despite improvement in the unemployment rate in New York City, nearly half of all New Yorkers lived at or near the poverty level in 2015. This fact has contributed to the record number of homeless individuals living in shelters and on the streets of our city.

Never before have ACE services been more in demand. With support from the private and public sectors, ACE has been able to enhance and expand our services to meet the needs of New York’s less fortunate. So many of the men and women we serve all say the same thing at intake: all they want is an opportunity to work. In 2015, ACE continued to provide just that.

With the financial support of the New York City Council, ACE has developed a supported employment program that allows us to offer full-time employment to program participants with limited work histories and extreme barriers to employment. This initiative has created a motivated and vibrant workforce tasked with beautifying city streets and public spaces in Brooklyn, Queens and Manhattan.

In 2015, ACE connected with new referral partners located throughout New York City and doubled our outreach to existing partners, ensuring that every New Yorker has the opportunity to reclaim their lives by accessing ACE’s services.

Our focus remained on our employment training and placement results in 2015, never more critical than in this time of crisis. Of all those who received training and placement services in 2015, 132 have secured full-time employment, with an amazing 60% one-year employment retention rate, proving that when afforded the opportunity to work, ACE participants take full advantage.

In our 23rd year, ACE continued to adapt to the needs of New York City and the population we serve. We thank everyone who stood with us during this difficult time in our city’s history, ensuring that the notion of “opportunity” remains alive and well for all New Yorkers, even during the toughest of times.

Sincerely,

Henry Buhl
ACE Founder

James Martin
Executive Director
The Association of Community Employment Programs for the Homeless (ACE) works with homeless men and women throughout New York City, providing job training, work experience and a lifetime support network to help our program participants achieve their goals and establish economic independence.

Our Story

On a summer morning in 1992, Henry Buhl was leaving his loft on Greene Street in SoHo when a homeless man asked him for $20. Figuring, “if you give a man a fish, he eats for a day; teach a man to fish, he eats for a lifetime,” Henry offered the man $20 in exchange for sweeping the sidewalk in front of his building and then rallied the stores in his neighborhood to follow suit.

Within months, word had spread about the new initiative. Homeless men and women were eager to join the sweeping crew and start rebuilding their lives. Henry began to accept referrals from homeless shelters and soon founded the SoHo Partnership, followed by the establishment of other neighborhood-based initiatives in the years to follow.

ACE was created in 2010 as an umbrella organization to unify these local initiatives.

Today, ACE has grown to serve more than 500 people annually, offering vocational rehabilitation, workforce development services, adult education, job readiness, life skills training and industry specific certifications in our vocational program, Project Comeback; lifetime employment retention and support services in our aftercare program, Project Stay; and access to affordable housing through one of our most recent initiatives, Project Home.

Since 1992, we have helped over 2,500 homeless New Yorkers find full-time jobs, reconnect with their families and start new lives.
Program Overview

In 2015, ACE provided vocational rehabilitation and workforce development services to over 500 New Yorkers in need. We take a three-part approach to achieving our mission of helping participants to obtain and maintain employment and transition to economic self-sufficiency:

**Project Comeback** empowers homeless individuals with the skills they need to successfully obtain full-time employment and achieve economic independence. Program participants gain supported work experience on the ACE maintenance crew, providing street sanitation and horticultural services throughout New York City. They also receive job readiness training (interview etiquette, workplace conduct), adult education (literacy, math, computer proficiency), industry specific certifications (Occupational Safety and Health Administration [OSHA], Food Protection, Custodial Maintenance), and vocational support services (job search assistance, mock interviews, access to professional clothing). Participants attend the program five days per week for an average of four to six months, graduating once they secure full-time employment.

**Project Stay** is our aftercare/retention program, which provides Project Comeback graduates with lifelong support and enrichment services aimed at helping them to retain employment, explore opportunities for career growth and continue to develop their skills, particularly those pertaining to financial literacy and money management. Project Stay offers regular support groups, one-on-one counseling, industry specific certifications and a variety of workshops geared toward professional advancement.

**Project Home** assists select Project Comeback graduates by providing them with a declining three-year, or flat one-year, rent subsidy to help meet the financial demands of living in their own homes. In return, participants must pursue education and/or industry specific certifications to increase their earning power and develop their career prospects.
ACE provides services to New York City’s hardest-to-employ men and women. Seventy percent are chronically homeless, and over 95% report at least two consecutive years of unemployment or under-employment.

Much of ACE’s success in serving this population can be attributed to the unique structure of its programs: soft and hard skills taught in the classroom are practiced in the field during our work experience component, and the lessons learned in the field are reinforced with real-time individualized counseling. This unique structure, refined and enhanced over 23 years, positions ACE to best serve New Yorkers who are homeless and chronically poor.

### 2015 BY THE NUMBERS

<table>
<thead>
<tr>
<th>Project Comeback</th>
<th>2015 Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>In 2015, out of 215 participants served, 132 have secured full time employment with an average salary of $10.11 an hour</td>
<td>500 homeless New Yorkers were served by ACE in 2015</td>
</tr>
</tbody>
</table>

| 15,737 | 20 | 19 | 103 | 11 |
| total number of classroom hours logged | secured food protection certification | secured janitorial certification | secured OSHA 10 general industry certification | secured OSHA 10 construction safety certification |

### Project Stay

| 11 | 1 | 2 | 3 | 1 |
| secured OSHA 30 general industry certification | secured OSHA 30 construction certification | secured forklift certification | secured food protection certification | secured boiler maintenance certification |

| 2 | 1 |
| secured CPR certification | secured culinary certification |

### Project Home

Since its launch, Project Home participants have seen an average wage growth of 60% while receiving the housing subsidy. 100% were unemployed before enrolling.
Lance moved to New York City with his mother and father when he was seven. He had a middle-class upbringing and was never worried about financial insecurity. “My dad made good money as an accountant. I never imagined growing up that I could be homeless.”

Lance graduated high school and immediately wanted to start working. He got a job as a bike messenger for a firm on the 86th floor of World Trade Center One. On the morning of September 11th, 2001, Lance locked up his bike and entered a deli across the street from the World Trade Center. As he put in his usual breakfast order, he was jarred by a series of explosions.

“Oh my God, a plane hit the World Trade Center.”

“I looked out the window and thought, oh my God, a plane hit the World Trade Center. After a while, the deli filled with soot and debris and everyone started to panic. I panicked. I ran out of the deli and headed for the One train. When I got to the station the police were pushing people into the train. Everyone was yelling and crying. It took an hour to get to 34th Street, and that’s when they made the announcement that Tower Two had collapsed. I was in a daze. Later that night, when I finally made it home to the Bronx, my parents and my grandparents broke down. They had thought I was gone.”

“Finding myself homeless was like standing on the track and seeing a freight train coming at me.”

Like many thousands of New Yorkers whose companies were devastated, Lance lost his job. He shifted gears and started taking classes at Devry University. For a decade, Lance maintained a series of steady jobs, but in 2013 his life took a tragic turn.

Lance had a good position working at the Department of Commerce, but budget cuts were implemented and he was laid off. At the time, he was living with his mother and
father in a run-down building in the Bronx. His family was forced to vacate the apartment when they refused to pay rent after a bathtub fell through their ceiling. Lance had no income, no home and his family had nowhere to go.

Suddenly, Lance and his parents were homeless. They entered the New York City shelter system, and it was there that things went from bad to worse. After a short time in the shelter, Lance’s mother unexpectedly passed away due to a heart attack. Lance was distraught and fell into a depression. Looking back on that time he says, “I took things for granted. Finding myself homeless was like standing on the track and seeing a freight train coming at me.”

A counselor at the homeless shelter referred Lance to ACE’s vocational program, Project Comeback. At ACE, Lance gained work experience on ACE’s sanitation crew and the support he needed to build his resume and his confidence. After six months with ACE, Lance earned a full-time position as the crew supervisor for a local sanitation company.

“Thank you for believing in me.”

At the ACE graduation ceremony, Lance touched the audience when he pointed to his father and said, “I just want to make you proud.” With tears in their eyes, they embraced.

In Lance’s words, “Being helped by someone who doesn’t know you, who is willing to give you a chance, that feels great. Because of those supporters, I am actually now in a position to give to others who want an opportunity. It is incredible.”

Lance continues to flourish in his supervisory role. He rents an apartment in Staten Island and is enjoying his new life. He asked us to pass on this message, “Thank you for believing in me.”

“I am pleased to be a supporter of the Association of Community Employment Programs for the Homeless or ACE. Because of the ACE program, the commercial corridors in my district are being taken care of by men and women who are transitioning from challenging circumstances to constructive and positive lives.”

- New York City Council Member Karen Koslowitz, District 29
ACE participants face major barriers to employment, including diagnosed and undiagnosed mental illness, chronic addiction issues, and extensive criminal histories. Overcoming these obstacles takes hard work, dedication and most of all, an opportunity for employment.

Traditionally, supported employment programs have provided vocational services to those with disabilities, including intellectual disabilities, mental health issues, and traumatic brain injuries, among others. In 2015, ACE put a new spin on the supported employment model, adapting it to the needs of our program participants.

With the financial support of eleven New York City Council Members, via the ‘Cleanup NYC’ initiative, ACE has developed a supported employment program that offers full-time employment opportunities to the participants with the most extreme barriers to employment.

These men and women are hired full-time here at ACE and assigned to our Contract Services Team, tasked with providing sanitation and beautification services in City Council Districts located throughout New York City. Team members receive all of the employment retention services that ACE has to offer. They meet on a regular basis with ACE staff, receiving career guidance, financial advice, peer support and, most importantly, industry specific certifications. The results of this new initiative have been outstanding as 78% of those participants who have entered ACE’s supported employment program have remained employed for at least 12 months.

With the support of the New York City Council, ACE has created a motivated and vibrant workforce, dedicated to beautifying city streets while building a stable future for themselves and their families.
"I have been so pleased with ACE’s work. Residents and business owners deserve clean and safe streets and ACE’s efforts have helped accomplish this in an area that has historically been difficult to keep clean. I appreciate their great work and their regular updates and check-ins, and have recommended their services to other Council Members and BIDs."

- New York City Council Member Antonio Reynoso, District 34
**Consortium for Worker Education**

The Consortium for Worker Education, established in 1985, is a private non-profit that provides workforce development programs with technical assistance and program funding. In 2015, ACE was accepted as a community partner in their ‘Jobs to Build On’ portfolio.

This incredible honor means that ACE will join other leading workforce development providers in the network, sharing best practices within the industry. We will also receive vital funding to help subsidize the annual cost of Project Comeback.

We are proud to partner with this prestigious workforce development leader and we look forward to working together to change the lives of hundreds of less fortunate New Yorkers.

**Community Service Society**

In 2015, for the third consecutive year, ACE was awarded a grant by the Community Service Society as part of the ‘New York’s Neediest’ Campaign. This grant provides ACE graduates with funding for vocational and educational training opportunities. Select ACE graduates who benefit from the grant are featured in The New York Times.

In 2015, four ACE graduates were profiled in this historic New York publication. ACE is incredibly thankful for the support of the Community Service Society and proud to see the stories of our program graduates inspiring others throughout New York City.
Project Home assists select ACE graduates by providing a three-year rent subsidy to help them meet the financial demands of living in their own apartments. In return, participants must pursue educational opportunities or industry specific certifications in order to increase their earning power and develop their career prospects.

Project Home has seen incredible success since its launch in 2012. Each participant has seen significant increases in their earning power, with an average wage growth of 60% while receiving the subsidy.

In 2015, Maceo, Project Home’s first participant, completed the housing program. Maceo entered Project Home in 2012, working as a line cook, earning $12 an hour. Today, Maceo is the general manager of a food court at a well known transportation hub, having seen a total wage growth of nearly 200% over three years.

Late in 2015, ACE introduced Project Home - One Year. This initiative offers a housing subsidy of $150 per month to those in ACE’s supported employment program. In return, those receiving the subsidy must commit to career advancement by pursuing educational goals and industry specific certifications.

We are proud of the men and women who have transformed their lives in Project Home, and we look forward to new achievements for those enrolled in Project Home - One Year.

“For years, ACE has served as a lifeline for small businesses who rely on their services to maintain the cleanliness of our city’s streets. I applaud the leadership of ACE and its entire team for their unwavering dedication and exemplary work towards the beautification of the 35th Council District. “

- New York City Council Member Laurie Cumbo, District 35
On behalf of 500 New Yorkers served at ACE this year, we would like to thank all of our incredible community partners. You make it possible for so many men and women to achieve their potential and rejoin the workforce.

**OUR PARTNERS**

**Membership & Affiliations**
- AVRASA
- Consortium for Worker Education (CWE) / Jobs to Build On
- Food Bank for New York City
- New York State Department of Corrections and Community Supervision (DOCCS)
- New York City Department of Homeless Services (DHS)
- New York City Employment and Training Coalition (NYCETC)
- New York City Human Resources Administration
- ProLiteracy
- Workforce1

**Education & Training**
- Metropolitan College of New York (MCNY)
- New York City Department of Health & Mental Hygiene
- New York Safety & Training
- WrightCo Environmental Solutions

**Supplementary Services**
- Apple
- Bottomless Closet
- Career Gear
- Community Service Society (CSS)

**Additional Partners**
- Dress for Success
- Legal Action Center
- Nazareth House / Free Tax Preparation Clinic
- New York Public Library
- Popular Community Bank
- Project Renewal Next Step
- Project Renewal 3rd Street Clinic
- St. John’s Bread & Life
- Strong Self
- That Suits You
- The Financial Clinic
- Valley National Bank

**Most Frequent Referral Partners**
- ACACIA
- ACI Chemical Dependency
- Addicts Rehabilitation Center (ARC)
- ASCNYC
- Back on My Feet
- Black Veterans for Social Justice
- Bowery Mission
- CAMBA
- Canarsie Aware
- Casa Esperanza
- Center for Alternative Sentencing and Employment Services (CASES)
- Damon House
- Department of Corrections and Community Supervision
- Educational Alliance / Pride Site
- Food Bank for the City of New York
- Greenhope Services for Women
- Harlem Justice Center
- Harlem Park Hotel
- Help USA
- Kings County Hospital Center
- Lower East Side Service Center
- NAICA/Bronx Park Transitional Facility
- New York City Relief
- New York City Rescue Mission
- North Crown Heights Outreach Center
- NYTC, Inc. Outpatient Programs
- Odyssey House
- Palladia
- Peter Young Housing
- Phoenix House
- Promesa
- Rikers Island GreenHouse Program
- Samaritan Village
- Serendipity
- Turning Point
- VIP Community Services, Casa Banome
- Volunteers of America Jamaica Employment Center

**Sanitation Services**
- Meatpacking Improvement Association (MPIA)
- Neighborhood Plaza Partnership (NPP)
- SoHo Broadway Initiative
- Councilwoman Chin
- Councilman Constantinides
- Councilwoman Cumbo
- Councilman Dromm
- Councilwoman Ferreras
- Councilman Greenfield
- Councilwoman Koslowitz
- Councilman Lander
- Councilman Levine
- Councilman Menchaca
- Councilman Reynoso
## FINANCIALS

### 2014 Revenue
- Contributions: 46%
- Program Service Revenue: 41%
- Special Events (Net Income): 17%

### 2015 Revenue
- Contributions: 46%
- Program Service Revenue: 42%
- Special Events (Net Income): 12%

### 2014 Expenses
- Fundraising: 15%
- Management/General: 4%
- Program Services: 81%

### 2015 Expenses
- Fundraising: 13%
- Management/General: 5%
- Program Services: 82%

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<th>Year</th>
<th>Revenue</th>
<th>Expenses</th>
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<td>Contributions</td>
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<td>Program Service Revenue</td>
<td>Management/General</td>
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<td>2014</td>
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<td>124,449</td>
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<tr>
<td>2015</td>
<td>$1,470,919</td>
<td>186,946</td>
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<td>Special Events (Net)</td>
<td>Fundraising</td>
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<td>2014</td>
<td>$496,631</td>
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<td>$432,054</td>
<td>423,230</td>
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<td>TOTAL REVENUE</td>
<td>TOTAL EXPENSES</td>
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<td>NET INCOME</td>
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<td>2015</td>
<td>$206,968</td>
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</table>

To view our 2015 audited financial statement please visit www.acenewyork.org or send a request to info@acenewyork.org.
Staff:

Henry Buhl, Founder
James Martin, Executive Director
Elizabeth McNierney, Director of Program Services
Eugene Torres, Director of Finance & Human Resources
Sandra Sanches, Director of Public Relations and Major Gifts
Travis Tinney, Director of Development
Jessica Cannold, Development Manager
Rachel Cohen, Admissions and Vocational Coordinator
Emmanuel Fernandez, Job Developer
Tawana Jackson, Project Stay Coordinator
Davika Singh, Project Stay Associate
Djaratou Aney, Education Coordinator
Jacquelyn Kroeze, Education Associate
Steve Martin, Senior Crew Supervisor
John Kaminski, Crew Supervisor
Paul Manzi, Water Truck Operator
Leo Gil, Quality Control Officer
Gwendolyn Matos, Database & Office Manager

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Nicole Oge, Global Chief Marketing Officer, Douglas Elliman Real Estate
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Monsignor Donald Sakano, The Basilica of St. Patrick’s Old Cathedral

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Thank you so much for your support. Our work would not be possible without the generous support of the individuals, businesses, and foundations listed below. These gifts were made between 1/1/2015 and 12/31/2015.

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The Association of Charles Evans Housing Foundation
The Buhl Foundation

$50,000 · $99,999
Paulson Family Foundation
The Harry & Jeanette Weinberg Foundation, Inc.

$25,000 · $49,999
Bloomberg Philanthropies
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Red Apple Group
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10 Bleeker Street Owners Corp.
109 Prince St. Condo Association
114 Green LLC
119 Greene Street
131 Prince Street Cooperative, Inc.
151 Spring Realty LLC
156 Franklin Co-Operative, Corp.
176 Duane Street, LLC
180 Duane Street, LLC
19-21 Leonard Street Condo
2 Prince Condominium
200 Varick Street Associates, LLC
376 West Broadway Enterprises
382 West Broadway
39 Vestry Street Condominium
436 Realty, LLC
465 West Broadway Cooperative, Inc.
48 Walker Street
560 Associates, LLC
568 Broadway Property, LLC.
57 Reade Street Condominium
594 Broadway Associates, LLC
91 Greene, LLC
A. Trenkmann Estate, Inc.
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Alternative Apparel
Andrea Schiffer
Anna Gerzon
Annaliese Soros
Anouk Nora
Art Base, Inc.
Artemide, Inc.
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Rolf Heimeyer
Roots
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Schwinghammer Light LLC
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SoHo Strut LLC
Sourab Choudhury
Spring Street Natural Restaurant
Springtree Condominium, LLC
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Stephen Corelli
Steve Forbes
Steven Wils
Svetlana Smith
Tanja Dreiding Wallace
Taschen
Ted Baker London
The Barnert Temple Congregation B’Nai Jeshrun
The Dutch
The Eddie and Jo Allison Smith Family Foundation
The Emily Hall Tremaine Foundation
The Fanwood Foundation
The George A. Long Foundation
The Hubert Street Condominium
The Joshua Mailman Foundation
The Mercer Hotel
The Rock Foundation
The Samuel J. & Ethel Lefrak Charitable Trust
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The Sugar Loaf Condominium
The Webster
Thompson Chemists & Cosmetics
Tory Brewer
Tribecca Court Condominium
Tribecca North Condominium
Trump SoHo
USM U. Schaerer Sons, Inc.
Weeden Foundation
William Crudup
William G. Gahagan
Wolfgang
Wooster Realty, Ltd.
“I will always be grateful to ACE because they gave me a stepping stone to my new life. 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.”

– Lillian, ACE graduate

We thank each individual donor, business owner, charitable foundation, elected official and program partner that works with ACE to makes these life-changing services possible. Together, we are putting New Yorkers back to work.

ACE

598 Broadway, 7th Floor
New York, NY 10012
Tel: 212.274.0550 Fax: 646.613.8276
www.acenewyork.org

info@acenewyork.org
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