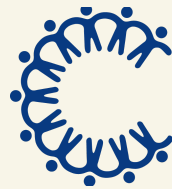


A YEAR (2020) IN THE LIFE ...



Communities for People



ANNUAL REPORT FY20



Boyce Slayman, Chairman of the Board
Joe Leavey, Chief Executive Officer on Zoom.

Dear friends,

These are challenging times for all of us and devastating for many. Coronavirus infections and deaths. Businesses forced to close. Millions of people out of work. Many people unable to pay their rent or mortgage facing eviction or foreclosure. Continued long lines at food pantries.

And then there's the perplexing issue of schooling our children. As if that wasn't enough there have been Black Lives Matter demonstrations nationwide (with support around the world), demanding criminal justice reform, and counter demonstrations by far Memorials defaced, destroyed or removed.

The only glimmer of a silver lining in all of this are the earnest conversations about racial justice, reconciliation and reparations. Then throw the presidential election into the mix. (Phew!) While Russia, China and Iran were flagged interfering in the election, it turned out that those were small potatoes compared to Joe Biden's dramatic victory over President Trump, who insisted he won the election and took to the courts to say he should remain president. It's enough to make your head spin. To throw you off your game. But not here. Not at Communities For People.

In spite of the turmoil and no matter the challenge, our staff continue to deliver on our mission: To foster hope in the lives of at-risk children and families and to enrich their capabilities, enabling them to flourish as contributing members of the community; even as we remain committed to doing our part to make this a world of racial justice, equality, equity, and fairness.

Boyce Slayman,
Chairman of the Board

Joe Leavey,
Chief Executive Officer

SUMMER-FALL 2019

This fiscal year felt very much divided between events that occurred pre COVID-19's onset and post-onset. This pandemic set us into uncharted waters and was just the beginning of many changes to come. This annual report celebrates the events from before the pandemic struck and emphasizes those from after.

2020

Youth Development Services (YDS)

This year our RI programs added the Youth Development Services (YDS), a program that supports all youth in RI who are aged 16+ and have been involved with the foster care system. Supports offered include life skills assessments, financial literacy education, mentor connections, job readiness services, matched savings accounts, youth advisory group participation and more. The IMPACT mentor component of this program is meant to connect youth seeking a mentor connection with adult mentors who can share real life experiences with youth making them feel supported and less alone. Mentors help youth to develop job readiness skills, gain an understanding of finances and budgets, and identify and establish authentic life-long connections within their own communities. Overall, the program is further preparing and equipping youth for independence.



YDS staff identify and link older adolescents with local CAP agency youth vocational centers and work with youth to prepare for the application process, interviews and overall professionalism in the workplace. As youth learn about employment and get hired for jobs, it is important to teach them to be financially literate and responsible. The curriculum teaches youth how to manage their hard-earned income, save and monetize their earnings further. The Double UP Match Savings program incentivize saving for youth by matching up to \$1000 of what youth responsibly save in a savings account. This is proving to be an effective motivator, one youth has already matched his savings at the cap amount of \$1,000 and then was able to achieve his goal of purchasing a car on his own.

This expansive program empowers youth at every turn and youth input is valued and amplified. Older adolescents ages 16-20 who have been or are currently in the foster care system are invited to participate on our state-wide SPEAK Youth Advisory Board. This is an active board that meets bi-weekly and participants learn to advocate for themselves and their peers involved with any out of home placement through RI's Department of Children, Youth and Families. Our youth board has offered and hosted numerous events and workshops to for youth to participate in including paint therapy, movie nights, and craft circles. They hosted a workshop on obtaining a driver's license and auto insurance, invited motivational speakers, and even held a women's table talk on birth control and reproductive health. We are proud to include it in the continuum of care for CFP's RI programs.

DYS recognizes Dan Reardon, L.I.F.E Program Director

2020

Dan Reardon has been with CFP for over 15 years and the Learning Independence by Fostering Empowerment (LIFE) Program since it opened in 2014. The LIFE Program is a one-of-a-kind residential program for DYS, serving a challenging population of male youth ages 16-20. The program is designed to help adjudicated youth in the juvenile justice system begin to learn and practice independent living skills. By strengthening their skills in the community, we hope to divert youth from further involvement with the justice system. Jay Turillo, Assistant Regional Director said:



Program Director, Dan Reardon with DYS staff after receiving his award.

"Dan has been not just the Program Director but the heart and soul of the program. Dan has always made sure that the focus of the program is on meeting the needs of the young men we serve."

Dan's commitment to working with the LIFE residents is evident by the way he continually finds supportive and creative ways to engage the program's young men.

Because of his exceptional performance Dan was nominated by DYS staff for the Commissioner's Award and he won the award for DYS' Metro Region for provider agencies. Recipients of the 2019 Commissioner's Award were selected because of their excellent work ethic and dedication to the Department's mission. We are thrilled Dan received this well-deserved recognition, and we are proud to have Dan managing the LIFE program and leading by example. Thanks, Dan!

WINTER-SPRING 2019

2020

COVID-19 Has Global Impacts and CFP Adapts and Pivots

On March 13th, 2020 how we were conducting business changed instantly. The onset of COVID-19 shut everything down but essential businesses in an effort to curb the rapid spread of the virus. There were so many unknowns and as the world was learning a new way of life, our organization was also forced to adapt. As an essential business the priority became maintaining everyone's safety and maintaining the continuity of our programming.



CFP Staff providing telehealth services.

We made a number of organizational changes to ensure everyone's safety. Office staff was reduced, schedules were adjusted and we swiftly moved from doing business in person to utilizing Zoom and providing Telehealth services as often as possible. Our greatest concern was retaining our front line staff and keeping everyone safe and healthy. Securing Personal Protective Equipment (PPE) was very difficult during the initial months of the pandemic. However, no price was too high to acquire masks and sanitizers for our staff. During that time Joe Leavey, CEO sent out a letter to staff,

"I want to take the time to express how proud and grateful I am for the commitment and unwavering efforts of our staff, who are caring for the at risk youth and families we serve during this time. At this time they need and rely on our services more than ever. As we face this together, I know we will work to tirelessly to support our clients. The dedication and commitment of our staff is amazing and unmatched. Lastly, I just want to thank my staff for keeping up the ideals on which I founded CFP."

CFP's Board approved "hazard pay/hero pay" for our residential programs' staff very early into the pandemic, and informed all staff that even if no government benefits were approved (they later were) CFP would provide additional paid time off to anyone who contracted the virus.

Our rather smooth pivot to telehealth services ensured there wasn't any disruption in service. In many situations the ease and accessibility of remote meetings has increased participation and engagement. It may have become part of our everyday business practices out of necessity, but it will remain long after the pandemic as a way to engage clients. As we continue to navigate this pandemic we remain hopeful because of our dedicated workforce.

Sandy Cades, CFO, Secured Critical PPP Loans for CFP and Others

2020

The arrival of COVID-19 sent the world into a tailspin. As a nonprofit we were faced with a completely unforeseen, unpredictable and dangerous financial landscape. Retaining our trained and committed staff as well as providing them the proper supports and Personal Protection Equipment (PPE) became critical to ensure the continuity of our programs. CFP's Chief Financial Officer, Sandy Cades, was instrumental in securing financial relief for not only Communities for People, but also many other nonprofits, including our affiliates and the agencies for which we provide management services.



U.S. Small Business
Administration

 **Eastern Bank**
JOIN US FOR GOOD®

The Paycheck Protection Program (PPP) loans were crucial to survival for so many organizations. When Communities for People was reconsidering its banking option a few years back, David Cohen, CEO of Doc Wayne Youth Services suggested Eastern Bank. Not only did we move our banking and investments to Eastern Bank, but Sandy developed a strong partnership with them over the past few years. Eastern Bank's philanthropic reputation precedes them because they truly care about the communities they serve. They not only invest in these communities but also the organizations that support them. We value Eastern Bank's corporate philanthropy and appreciate their ongoing support of CFP programs and services.

Because of COVID-19 the PPP loans were critical to maintaining continuity of our programs. Sandy, with support from the Board, was able to secure a PPP loan for \$2.1 million for Communities for People. This provided needed support not only for CFP, but also for our affiliate agency Doc Wayne Youth Services and several smaller nonprofit agencies hosted on our payroll like the Union of Minority Neighborhoods and the Rhode Island Coalition for Children and Families. Sandy secured a PPP loan through Citizen's Bank for our other affiliate agency Boston ASAP. Since CFP provides management support services for other agencies, Sandy was able to help the Children's League of Massachusetts, Nature's Connection, Lovin' Spoonfuls and Citizens for Juvenile Justice all receive a lifeline of loan funds that may be forgiven if they meet certain criteria. Sandy was able to assist 9 agencies in total receive PPP loans allowing all of them to focus on and continue their missions. Fortunately, we believe at least 90% of the funds CFP received will be forgiven and the loan will then become a grant. During one of the most uncertain periods, we were able to continue to provide at risk youth and families with essential programs and services as well compensate our staff properly for the heightened risk they were facing.

FCCP COVID-19 Outreach Impact

2020



FCCP staff partnered with local police to distribute supplies.

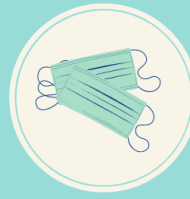


FCCP Staff at the BVCAP Food Pantry

The Family Care Community Partnership (FCCP) program continues to be a valuable resource in the communities of East Providence, Pawtucket, and Central Falls. Normally the program hosts and participates in many creative outreach initiatives. COVID-19 has hit the communities we serve the hardest. In response we quickly adapted to meet the increased needs of families in new ways.

With respect for social distancing and CDC guidelines, FCCP staff was able to distribute school supplies when kids started remote learning in the Spring. They assisted families find emergency shelter and payoff outstanding debts helping them from becoming homeless. Families were offered virtual support groups to participate in. Staff also distributed thousands of masks throughout the community at lunch delivery sites, and food banks. Our staff provided families with Covid-19 and FCCP support information in English and Spanish.

FCCP COVID-19 COMMUNITY OUTREACH RESPONSE IN FY20



9000

FCCP Staff distributed 9000 masks in collaboration with the East Providence, Central Falls and Pawtucket Health Equity Zones (HEZ).



\$8,050

FCCP Staff provided \$8,050 in gift cards to help 175 families buy groceries and other basic needs items.



1750

FCCP Staff distributed 1750 sets of schools supplies including notebooks, and pencil cases to students and families in the communities of Central Falls, East Providence, Pawtucket.



\$8,730

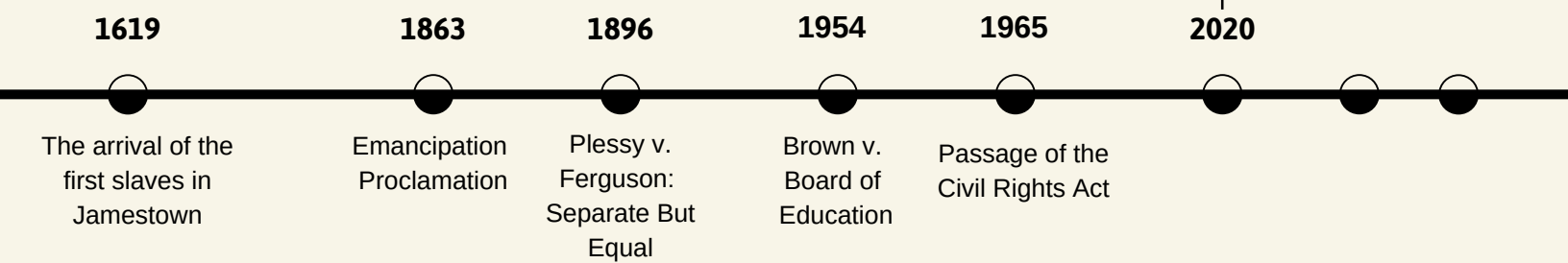
The FCCP was able to provide \$8,730 to families for emergency shelter or housing expenses including utilities, rent, and mortgages. The provided relief to help families from becoming homeless during the pandemic.



21

FCCP Staff conducted 21 Virtual Support Groups for the community of Central Falls. The groups offered parents a way to connect despite quarantine.

The Murders of George Floyd and Breonna Taylor and Racism in America



Rest in Peace
George Floyd (1973-2020) and Breonna Taylor (1993-2020)

The murders of George Floyd and Breonna Taylor at the hands of those sworn to protect and serve provoked an international outpouring of calls for racial justice and police reform. While tragic, they shined a very necessary light on the hundreds of years of oppression and systematic racism endured by African Americans. These horrific murders brought to the forefront of Americans' consciousness the brutal reality of the discrimination people of color continually deal with in our country due to laws and systems designed to oppress Black people at every turn.

CFP affirms that Black Lives Matter, that these demonstrations were not "Playing the Race Card", and we are committed to do our part to hasten the arrival of the end of racism. These occurrences generated outcries among CFP staff, too. As a proactive response, Communities for People's Board of Directors issued a statement decrying this state of affairs and took a clear stance. And we've formed a Diversity, Equity and Inclusion Committee comprising leadership and line staff charged with identifying areas where improvements could be made within the organization for the benefit of employees, those we serve, and the community writ large.

No one should live with fear of the perpetual injustices faced by communities of color. Communities for People has always stood for treating each person with respect and dignity and we are committed to doing our part to make this a world of racial justice, equality, equity, and fairness. We are encouraged by one of Dr. Martin Luther King's exhortations:

"The moral arc of the universe is long but it bends towards justice." The moral arc of the universe is long but it bends towards justice."

Youth from Gardening Program Express their Support of Black Lives Matter

2020

Four years ago, Clinical Director, Emily Carey's great idea for a gardening program began to take hold. This year was the most successful yet, due to a valued partnership formed between CFP, the Department of Public Parks and P3. Thankfully, the Department of Public Parks connected CFP with Samantha Zimmer and she stepped in as our Youth Garden Facilitator. With her help the garden has become a place where youth are able to connect with nature, learn life skills and express themselves. Youth feel ownership of the space, which is why they not only feel comfortable and safe in it, but also they are empowered by it.

Over the course of the Spring the program began to take shape and youth voluntarily participated with at least 5 youth consistently showing up weekly. Youth provided input and strategized about what to plant in the garden. They are growing greens, tomatoes, and even watermelon. Youth participate in all aspects of the tending to the garden from seeding to harvest. Though it isn't designed to be a formal therapeutic service, the program proves to be therapeutic simply by connecting youth with nature. While gardening, youth form relationships and share their feelings and thoughts. The garden space is also being utilized as a meeting space for other programs like our Youth Development Services program and its SPEAK Youth Advisory Board.

It has become so much more than just a garden. It is an outlet and safe space for our youth to express themselves. After the murders of George Floyd and Breonna Taylor youth took to the garden to do just that. They painted beautiful murals around the garden and on picnic tables in support of the Black Lives Matter movement during all the protests. The fence was painted with flags from around the world. We couldn't be more proud of this program and how it is impacting the youth in our programs.

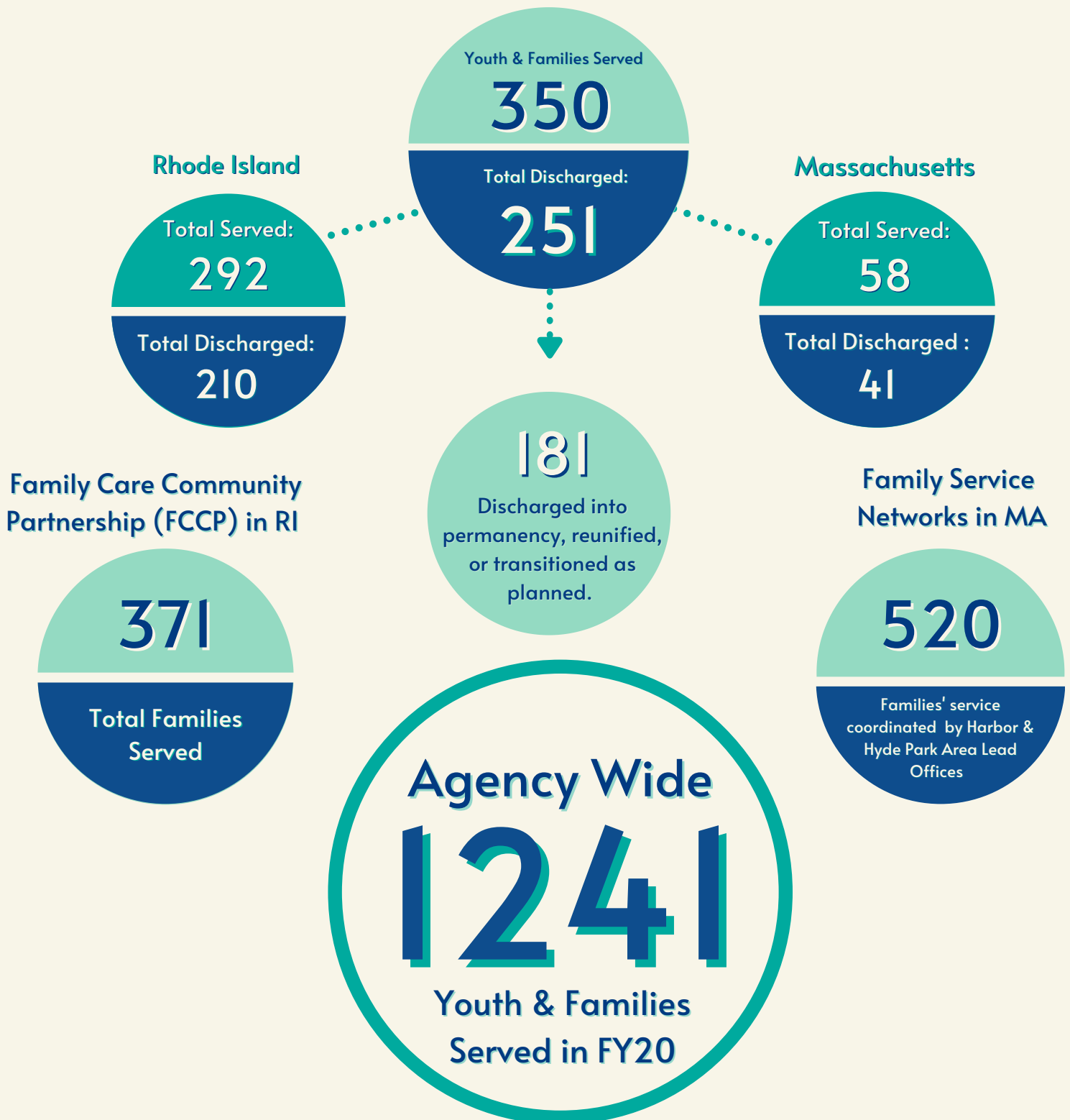


Murals and paintings from the Garden in support of Black Lives Matter.

FY20 By the Numbers

2020

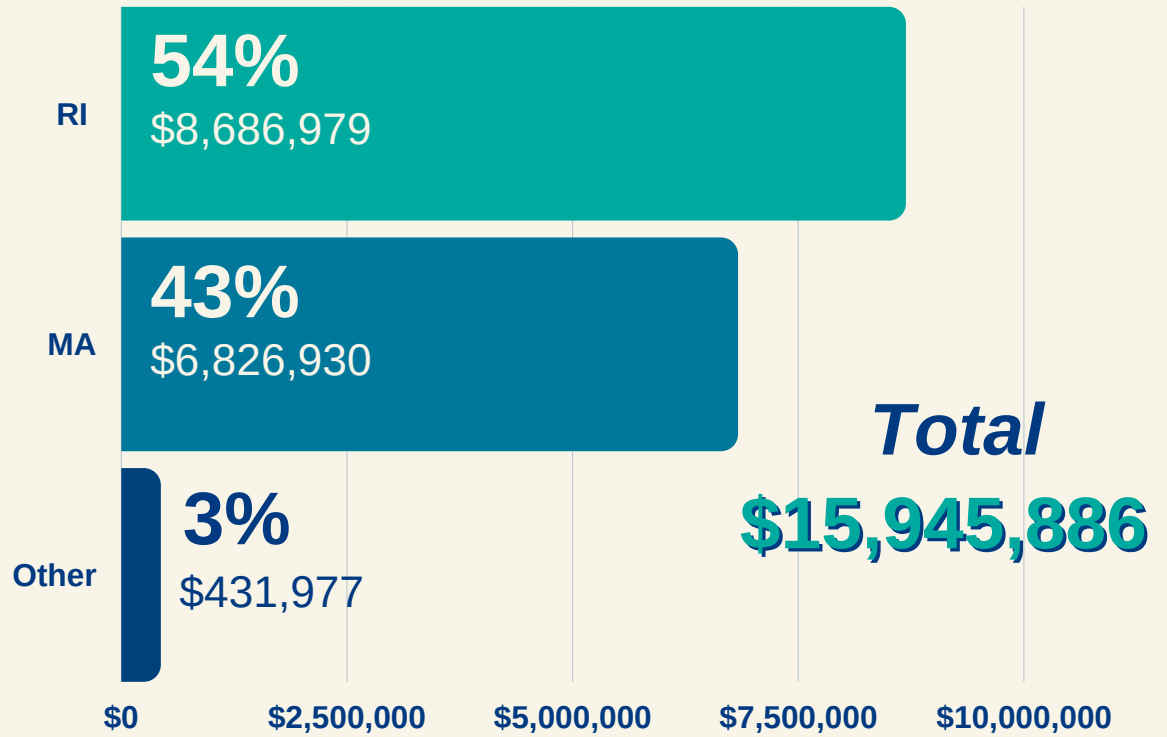
Residential Programs & Home-based Services



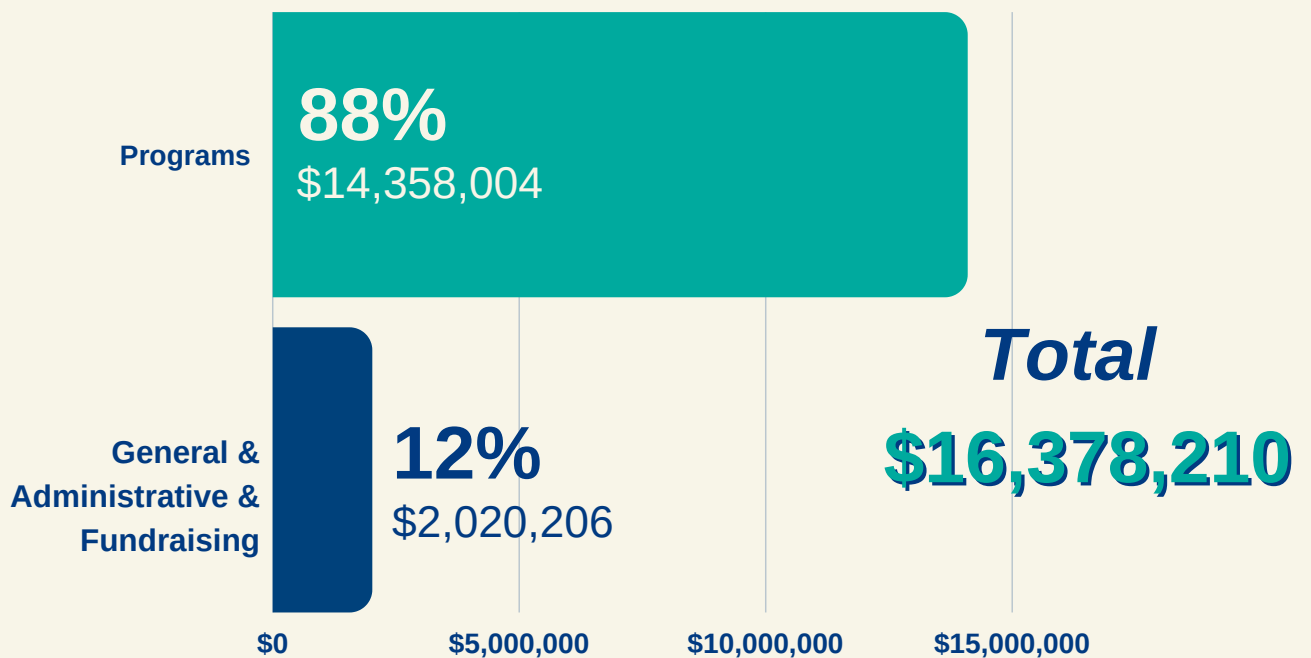
Budget Summary FY20

2020

REVENUES



EXPENSES



Before the pandemic, the number of referrals to our Driving Under the Influence (DUI) courses were already decreasing. The punitive system in place seems to be working and combined with rise of services like Uber and Lyft there is a decrease in the number of drunk drivers as whole. Then the onset of COVID-19 caused the courts to close, which halted referrals and Boston ASAP struggled with the transition from in person group meetings to tele-health services and virtual group meetings. Needless to say it has been a difficult year financially for our DUI programs.

However we have been able to continue to meet the needs of the community by expanding our Mental Health Clinic Services. We served 80 clients in FY20 and we are working to grow this service even further in FY21. Boston ASAP also said goodbye to Executive Director Matt Hoffman and that shift in leadership was certainly an adjustment as well.

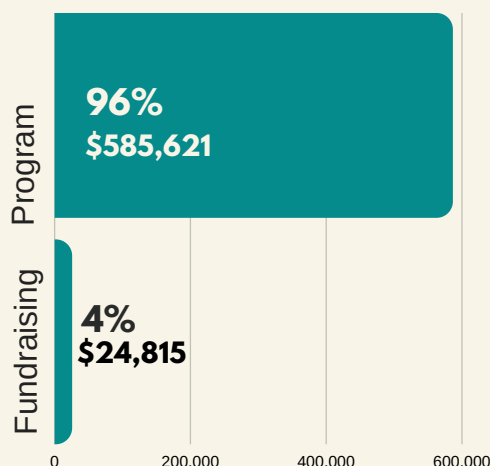
Boston ASAP Says Farewell to Executive Director, Matt Hoffman

For the past ten years Matt Hoffman has been the executive director of Boston ASAP. Matt is an icon in the substance abuse addiction field and has the respect of all other agencies both public and private. In addition to his duties at ASAP he continually made himself available to further efforts in treatment for problem gambling and a variety of other addictions.

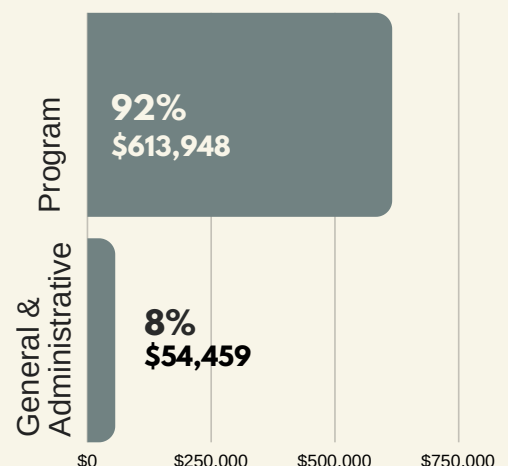


Last spring Matt had some medical problems and at the end of June decided to retire. We at Boston ASAP were fortunate to have him as a leader for ten years and wish him well in his retirement.

REVENUES



EXPENSES

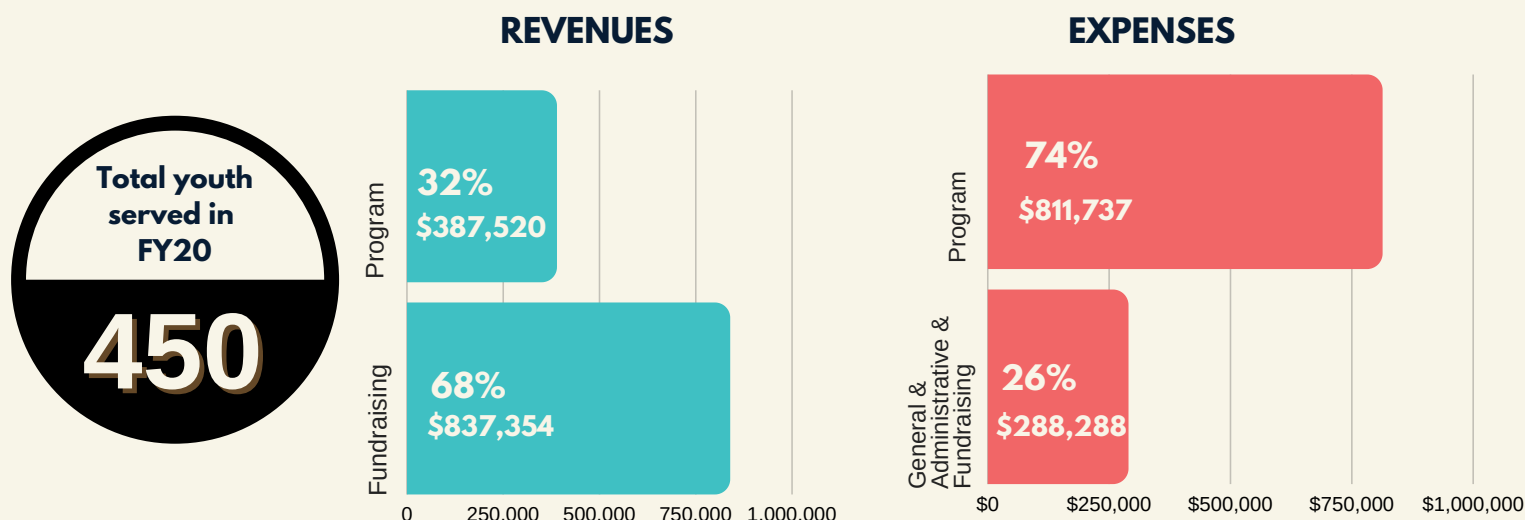




The school closures, social distancing requirements, and the seemingly abrupt transition to working remotely caused by the COVID-19 pandemic challenged Doc Wayne programmatically. Adapting quickly to Telehealth systems required a new level of creativity and patience on our team's behalf, but the success of our virtual programming is an indication of our greater impact. This adjustment was essential to providing support for youth during particularly difficult times. Our quick and successful transition to Telehealth systems helped ease this financial burden as we provided over 3,000 individual and group sessions since March. Moving forward, we will rely on state protocols, school mandates, and collaborative partners to determine the nature of programming. We are prepared to continue in a virtual manner, anticipating this option will remain a viable choice for families.

The success of Doc Wayne's programming despite the changes brought on by the pandemic, is a testament to strong collaboration and coordination with stakeholders. Our team works tirelessly with school and community staff, families, and additional care providers to coordinate logistics including safe spaces, student schedules, and appropriate treatment plans. Providing a holistic, well-rounded program for students is only possible through constant communication and teamwork. The symbiotic relationship between Doc Wayne and its partners creates a sustainable path on which our model continues to thrive and expand.

Doc Wayne envisions a world where every child in need of mental health support has access to engaging, culturally competent, and consistent services. We recognize our innovative approach on mental health treatment is not the only solution for everyone, but we believe teamwork and shared learning is vital to propelling this sector forward. That being said, Doc Wayne is striving to make our sport-based approach available to more communities. Sport-based therapy has been shown to be just as effective as traditional outpatient therapy, and the skills promoted in our proprietary curriculum can be adapted to promote well-being in a variety of contexts. Thought partnership and support would be most effective in our continued exploration of developing our online training portal: The Champions Network. Doc Wayne's team launched The Champions Network in July 2020. Trainings offered include: Mental Health 101, One-on-One, Trauma-informed Care, and a Clinician track. As a team, Doc Wayne is invigorated by the excited response to our launch, quickly seeing the demand for our services. With the mental health needs of youth thrust into the spotlight by the pandemic, more community organizations recognize the value in including trauma-informed care in their work.



Our Supporters Get Us Through the Year

2020



STARKWEATHER & SHEPLEY
INSURANCE BROKERAGE INC.



AAFCPAs
great minds | great hearts



CUSTOM BENEFITS GROUP
Insurance Brokerage, Inc.



RHODE ISLAND
FOUNDATION



FOUNDATION FOR METROWEST



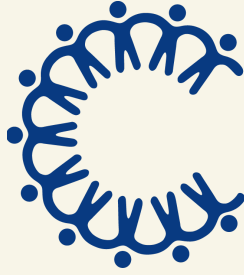
Bank of America
Merrill Lynch



RI REALTY MANAGEMENT CORP.
P.O. Box 10191 • Cranston, RI 02910



Communities for People



Communities for People

We foster *care.*

Find out how **YOU** can.

Please visit our website www.c4p.org to learn more about CFP and ways to support our programs and services.

Join us on    @CFPkids

Corporate Office:

418 Commonwealth Avenue
Boston, MA 02215
(617)267-1031

RI Programs:

623 Atwells Avenue, Suite 201
Providence, RI 02909
(401)273-7103

www.c4p.org