

A photograph of a young Black child, likely a toddler, smiling broadly and looking upwards. The child is wearing a green long-sleeved shirt under blue denim overalls. They are being held by an adult whose hands are visible at the top of the frame, one holding the child's right hand and the other their left. The adult is wearing a grey sweater and blue jeans. The background is a soft-focus indoor setting with warm lighting.

EPISCOPAL COMMUNITY SERVICES

# Impact Report

150 YEARS OF SERVICE

Look up.  
Challenge  
Poverty.



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Small victories add up to meaningful gains on the path to prosperity.

Thousands of people rely on the programs of Episcopal Community Services each year. We coach them as they set attainable goals that yield big results toward lasting transformation. We are committed to standing with our neighbors and program participants as we navigate through challenging times together. And we thank you for standing alongside us this year, in years past, and for years to come.



<b>PAGE 04</b> The Bridge to Self-Sufficiency®	<b>PAGE 10</b> 150 Years of Service Timeline	<b>PAGE 16</b> Financial Summary	<b>PAGE 17</b> Our Generous Supporters
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# Thank you for believing in our work and for helping us drive positive change throughout the region.

WHEN EPISCOPAL COMMUNITY SERVICES entered its 150th anniversary year, celebrations and activities were planned with optimism to honor the agency's impactful past and promising future. Of course, the year turned out very differently.

Our work continued—high-quality and high-functioning, some direct as essential services, and some virtually—while the challenge in reducing intergenerational poverty took on new proportions and urgency.

A global pandemic. Economic fallout. A renewed focus on racial inequity. 2020 events tested our courage, capacity, and will, and they will continue to for months, perhaps years, to come.

In times such as these, rather than numbers, we hold up the stories of the people we work with and the impact that your support has on their lives.

As we present in the pages that follow, we ask you to put a human face on the issue of poverty. We ask you to walk with the people we serve—to understand the complexity of their lives and the complexity of the solutions.

Consider Erika in our MindSet program. With her coach, she is setting and achieving education and financial goals to obtain a promising future. She's on her way toward a fulfilling career with a stable income and continues to build a savings account.

Christina finds family support and stability in our afterschool programming. With City classrooms having gone mostly digital, in-person Access Centers add structure to daytime and afterschool hours. Her daughters continue to learn as she maintains job security.

To understand our shared call to service, see and hear directly from the people and families in our programs. They are what transformation looks like.

Thank you for being a part of this community. Strong and resilient, like the people we serve, we will continue to rise to the occasion no matter the circumstance. But we could not do this without you.

In faith,

**David E. Griffith**  
Executive Director & Head Coach

**L. Frederick Sutherland**  
President of the Board of Trustees



# Prosperity is possible for all Philadelphians.



We transform lives by partnering with people as they set and achieve goals toward economic independence. The Bridge to Self-Sufficiency® is a tool developed to help move people out of poverty. It focuses on upward success in the following areas of life:

## FAMILY STABILITY

# 400

Nearly 400 children and adults experiencing homelessness were given safe, stable housing.



## EDUCATION & TRAINING

The second cohort of ambitious adults joined MindSet to work toward stabler futures with fulfilling work and opportunities to advance.

## WELL-BEING

Open to the public, mental health services were launched at St. Barnabas Mission in partnership with Malvern Community Health Services.

## EMPLOYMENT & CAREER

100% of RISE graduates improved their job interviewing skills based on their pre- and post-program assessments.

## FINANCIAL MANAGEMENT

Nearly 40 MindSet participants had access to a 2-to-1 savings match to help them build financial security and strong credit.

## The Bridge to Self-Sufficiency®

What does success look like?

### FAMILY STABILITY

I am spending less than 30% of my after-tax income on housing.

The needs of my children are being met and do not prevent me from pursuing school or work.

### WELL-BEING

I am fully engaged in work and family, and no health or behavioral issues prevent me from pursuing school or employment. I am part of a strong social network, serving as an advocate, organizer, and support to others.

### FINANCIAL MANAGEMENT

I have savings equal to three months worth of living expenses. I have good credit and am managing debts in balance with my income.

### EDUCATION & TRAINING

I have achieved a level of post-secondary education and/or training and am prepared for a job paying enough to support my family.

### EMPLOYMENT & CAREER

Earnings from my job are greater than the real costs of basic living expenses for my family.





**FROM OUR STAFF**  
Stephanie, Director of Opportunity Development

**Coaching is at the core of our work. Our team works with people across all programs to achieve short- and long-term goals toward self-sufficiency.**

"In navigating this pandemic—devastating for many—new needs did arise and the recalibration of goals was necessary.

Our coaches continued coaching amidst the storm of 2020. With technology on our side, Episcopal Community Services, as it always has, was able to quickly pivot its service delivery to help those in need.

Like you, like me, everybody was forced to make adjustments in life. But the how has varied for each person. How did COVID-19 affect the coaching process for people who seek economic independence for

themselves and their families? Well, it depended on how stable their ground was.

Were they housed? Employed? Healthy? Were their kids safely supervised while still learning? Were parents handling stress well? What about internet connectivity, not to mention the tools and skills to access it? Today's priorities may be completely different than those of yesterday, but, steadfast, we #ChallengePoverty."



**92% of closed short-term goals, like saving for a laptop or enrolling in school, were achieved by participants of MindSet's second cohort.**

**FROM OUR PARTICIPANTS**  
Erika, MindSet Participant

**MindSet pairs one-on-one coaching with group training to help individuals set goals, develop skills, and achieve self-sufficiency. It empowers people and gives them the tools they need to enter and built a career that has long-term advancement opportunities and a living wage.**

"Wow! A lot has changed for the better since joining Mindset.

I came to ECS through the Mindset program. I was interested in the program because I was seeking more support and guidance to help me achieve my goals.

I am hoping to obtain my bachelor's degree, seeking to continue to improve my finances to become more financially stable, and hoping to accomplish starting my first business by my completion of the program.

MindSet helped me figure out my next steps, make a plan, and go for it.

A short-term goal of mine that will help me achieve my long-term goal is by staying on top of my degree completion plan. Every semester, I review the classes remaining

that I have to take to be on track to graduation. I even plan on taking a course in the summer to get it done sooner.

I am doing this for myself.

I shifted my thought patterns about money and began to invest my money for the future not just save. I also was able to enroll back into college with the determination to finish. I've also had the opportunity to build my relationship-building skillset, which is truly important as I progress.

And my coach is cool. We talk through the things that I want to achieve instead of what he thinks is best for me. It's nice to be held accountable for things to keep you on track but at your own pace."



**"MindSet helped me figure out my next steps, make a plan, and go for it ... It's nice to be held accountable for things..."**

**MINDSET**

**100%**

**In MindSet's first cohort, 100% of closed long-term goals were achieved, like entering college or increasing their savings.**





FROM OUR PARTICIPANTS  
Karren, Parent Connection Participant

### “What I have learned in the Parents’ Connection adds to the quality of life in my household.

I have been equipped with tools, such as being cognizant of encouraging children, supporting them, and building their self-esteem. Also, to have a contract with each child outlining their chores and other pertinent duties in the home.

My family noticed changes in my self-care, patience, and listening with intent. I realize many times I am talking when I should be listening. This is a big thing for me because I sometimes talk while others are talking. It is something I now concentrate on correcting. It is also noticeable that when I ask and/or instruct tasks to be done in a manner, they are more likely to get the job done without resistance.

I have good relationships with my grands, and I practice what I have learned: Praise them when they have performed well in school,

with chores, and other activities. Let them know there are consequences for their actions. And where it is appropriate, give them some autonomy and allow children to develop independence responsibly.

We [participants] all benefit from each other. It is empowering to learn and grow together, especially when you realize we all share many of the same issues raising our children. We also look forward to each session because of the value given in a no-judgment zone!

The support, value, and information offered [to us] helps us all ... regardless of age, orientation, education, economic status, employed, unemployed, etc. This is important to me personally because we are often segmented by these criteria, when in fact, we can all benefit equally.

“I have been equipped with tools, such as being cognizant of encouraging children, supporting them, and building their self-esteem. Also, to have a contract with each child outlining their chores and other pertinent duties in the home.”

Nearly 150 people benefited from health screenings and wellness skill-building and established healthful habits.

Strong and resilient, like the people we serve, we will continue to rise to the occasion no matter the circumstances.

# 1870

Bishop William Bacon Stevens founds the Philadelphia Protestant Episcopal City Mission on May 1, 1870.

# 2020

ECS celebrated its 150th anniversary amidst a global pandemic and social upheaval.

# 1887

Home for Consumptives is established in Chestnut Hill to address the increasing need for tuberculosis treatment.

# 150 Years of Service

# 2017

The Board of Trustees and staff present a new comprehensive three-year strategic plan based on a research-informed coaching model that helps people achieve upward economic mobility.

# 1901

Regular program of prison ministry with City Mission chaplains is established at Eastern State Penitentiary.

# 1906

The City Mission moves to the Old St. Paul's Church building at 225 South 3rd Street.

# 1987

ECS is awarded the City's first contract to provide homemaker and transportation services for people with AIDS.

# 1999

ECS merges with St. Barnabas Mission in West Philadelphia to serve families experiencing homelessness.

# 1926

Society for the Promotion of Church Work Among the Blind, originally a Diocesan program, comes under City Mission auspices.

# 1930

The City Mission begins to organize foster care, leading to the establishment of Episcopal Children's Service.

# 1981

ECS merges with Mercer Memorial Home and uses the Mercer endowment to begin Home Care services for the elderly.

# 1985

In the mid-80s to this day, ECS puts an emphasis on educational enrichment to support Philadelphia students in grades K through 12.

# 1933

When President Franklin Delano Roosevelt took office, New Deal policies change the nature of relief work performed by private agencies like the City Mission, leading to the modern social work and government partnership.

# 1958

In line with the development of modern social work, the City Mission officially changes its name to Episcopal Community Services of the Diocese of Pennsylvania.

# 1963

Episcopal Fellowship of St. Dismas is established at Holmesburg Prison.

# 1980

ECS develops a specialty in medical case management during the 80s.



FROM OUR PARTICIPANTS  
Christina, Parent of Afterschool Participant

# Social-Emotional Learning environments help students remove barriers in the way of academic achievement.

With City classrooms having gone digital, in-person Access Centers add structure to daytime and afterschool hours. Many participating Out of School Time families opted-in to this adjustment, facilitated in the neighborhoods where we are needed most.

“I have been able to work without worrying about my children.

My nephew was going to OST and he loved it. I just had to get my girls involved! Knowing they are okay makes me feel great.

At ECS, they are working hard with my girls. My goal is to keep them in a safe and secure environment ... and I hope to [raise] them to

be smart, intelligent women. The program has helped my youngest be a little stronger at talking to others and able to share how she’s feeling. The trips, the girls love, but this pandemic has stopped them from doing a lot of things they used to do before it started.

I would love to keep things this way until the pandemic is over, but my long-term hope is that the program keeps helping, not just my girls, but all the children whose parents could not afford to put their children in a safe Out of School environment. Clean, safe ... and these women go above their jobs to help me and my girls out. I could not have picked a better place for them to be!



“I have been able to work without worrying about my children.”



4,445+ hours were spent volunteering to help underserved communities in Philadelphia.

FROM OUR VOLUNTEERS  
Ben, St. Barnabas Mission Volunteer

# “I wanted to give back to my community and make a difference. Through ECS, I have been able to do just that.”

I first heard about ECS through my school, The Haverford School. In eighth grade, I along with other members of the student council helped lead a canned [food] drive.

For the past three years, I ran a toy drive for the families at St. Barnabas Mission. With the help of family and friends, we collect toys and supplies to give to the children and parents at St. Barnabas for Christmas.

The most rewarding part of giving back is knowing that not only did I help someone, but I gave them joy.

I have been given many opportunities in my life and believe it is very important to give back to those in my community, especially kids who do not have the same opportunities. I think

that giving back and providing joy is not only the most rewarding part of my volunteering experience but at the end of the day, it is all one can really ask for.

I tell my friends and family who have never heard of ECS about how they are helping to transform lives in our community. Although I have been working with ECS for only three years, I have been able to see the opportunities that ECS provides families to help them change their lives for the better. ECS is a great organization. Not only because of its mission, but because of its people.

Consider helping ECS because what they do matters and has a very meaningful impact on those they help. I love helping and hope that our relationship will continue to flourish.

“The most rewarding part of giving back is knowing that not only did I help someone, but I gave them joy.”





FROM OUR DONORS  
The Rileys

**Mike Riley and his wife ML have supported ECS for more than 15 years. We spoke to Mike about their call to service.**

"I give because I believe in helping people grow in their lives.

I think I knew about ECS as a child. My parents were among the founding members of St. Christopher's Church, Gladwyne, and my mother was very active in church ministries. From Sunday School influences and from early business clients, I got the idea that it is best to invest in people, not in buildings. Buildings can be specific to a time and a place. Investing in a person's growth can have benefits throughout many generations.

I studied history in college and am trained as a lawyer, so I have been involved in the stewardship of many non-profit organizations as a board member and leader.

Whether I am working with a local hospital, an environmental group, or the Goodwill, I believe that I am a member of the community and I want to see it succeed.

I am especially drawn to ECS' current emphasis on programs that remove barriers to success—in work and in life. Like ECS, I want everyone to have a chance at survival in the fullest sense with the opportunity to become responsible members of their communities.

ML and I often use our giving as a way to honor friends and family and hope these gifts will serve as a gentle challenge to each person to invest in organizations that really help individuals and families."

**"I give because I believe in helping people grow in their lives."**

**1,400+**  
**More than 1,400 families were supported through individual and group volunteer and gift-in-kind activities.**

FROM OUR DONORS  
The Bittermans

**Elizabeth and Steve Bitterman have been dedicated ECS volunteers and donors since 1998.**

"We came to know about ECS through our involvement with St. Thomas Church, Whitemarsh.

As we joined the parish, we were invited to become involved in a host of outreach activities, all centered around children and families. Older parishioners modeled the behavior of forming partnerships with local institutions. There has always been the satisfaction of being in community both with our friends at St. Thomas and with the people we serve through outreach—at Summer Camp or Harvest Fest, or the Be an Angel Party.

**S:** For me, the most rewarding thing is always the opportunity for hands-on volunteering combined with financial support. One of the things I admire about ECS is its forward thinking, its interest in always looking for new and better ways to help. I think the financial stability of ECS is a very important

component of its success. As a donor, I am reassured by the healthy endowment that basically funds all the overhead. We know that our gifts are well and wisely spent.

**E:** Supporting ECS gives us the opportunity to live out the commandment to 'love our neighbors'; we recognize the value of ECS' programs in the context of our faith. Right now, the food insecurity suffered by so many is what concerns me the most. How can we provide support during this time of COVID-19? Over the years, I have had the greatest satisfaction watching our children interacting with the guest children who come to the summer camp, or Harvest Fest or the Christmas event. I have seen the city children explore nature when they come to our campus at St. Thomas while the St. Thomas' youth begin to understand lives very different from their own."



**"One of the things I admire about ECS is its forward thinking, its interest in always looking for new and better ways to help."**

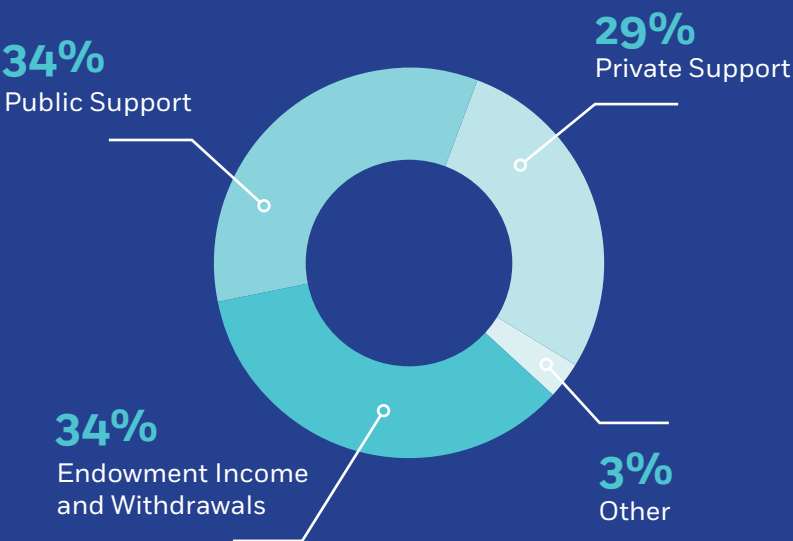
**109%**

**With the support of you and other generous supporters, we exceeded our fundraising goal for The ECS Fund.**



FINANCIAL SUMMARY

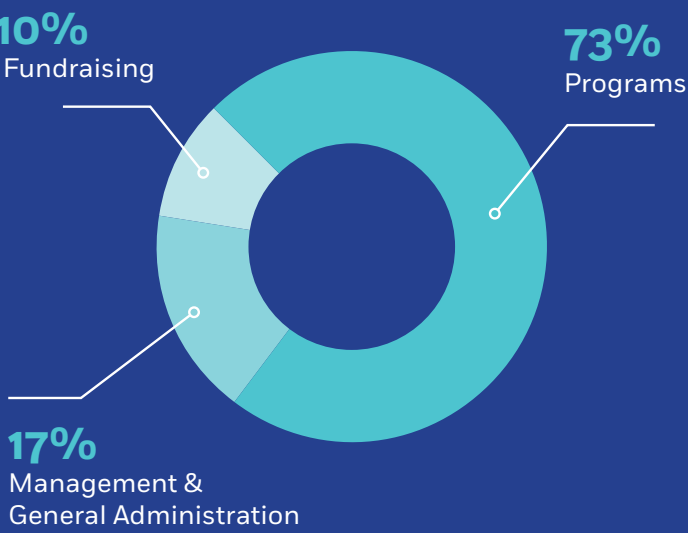
REVENUE	6/30/2020	6/30/2019
Private Support from Individuals & Institutions	\$3,124,509	\$2,866,424
Public Support from Government Grants & Contracts	\$3,623,939	\$3,534,214
Endowment Income & Withdrawals	\$3,587,243	\$3,576,800
Other (Includes Fee for Service & Trust Income)	\$325,008	\$295,090
Total Operating Revenue	\$10,660,699	\$10,272,528



Our Supporters

The meaningful and lasting change created this and every year would not be possible without your support and the support of other members of this community.

We are eternally grateful to the following individuals, foundations, organizations, and volunteers. Along with the names that follow, please go to [ecsphilly.org/supporters](https://ecsphilly.org/supporters) for a complete and continued list of those in this movement.



EXPENSES	6/30/2020	6/30/2019
Programs	\$7,469,427	\$7,042,231
Management & General Administration	\$1,717,992	\$1,645,383
Fundraising	\$1,082,266	\$985,546
Total Operating Expenses	\$10,269,685	\$9,673,160
Net Operating Results before Depreciation	\$391,014	\$599,368
Depreciation	(\$334,913)	(\$324,985)
Net Operating Results after Depreciation	\$56,101	\$274,383

ENDOWMENT VALUE

Value of ECS Endowment as of June 30, 2019:	\$68,296,709
Investment Earnings	\$1,745,899
Withdrawals	(\$3,937,749)
Additions to Endowment	\$129,652
Investment Performance	\$2,005,785
Value of ECS Endowment as of June 30, 2020:	\$68,240,296

ECS’ Endowment covers all overhead and administrative costs and was built in large part by the generosity of generations of Episcopalians throughout the Diocese of Pennsylvania.

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City Mission Legacy Society members have included ECS in their legacy plans through their will or trust, a life-income gift, or other deferred gifts.

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ECS gratefully acknowledges the support and generosity of all its donors. Following is a list of all individuals who have made a gift of \$125 or more and all contributing foundations, corporations, parishes, community organizations, and government agencies.

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\* = Deceased

\* = The Philanthropists' Circle is comprised of those individuals who have made cumulative gifts of \$100,000 or more to ECS. Their extraordinary commitment exemplifies the very essence of philanthropy as the "desire to improve the welfare of humanity through charitable activities." We are deeply grateful for their leadership support.

° = Sustainers' Circle members have made a gift to The ECS Fund for a minimum of 15 consecutive years. Their consistent and unwavering support of ECS demonstrates their deep dedication to our mission.

ˆ = The Recurring Giving Circle is comprised of those individuals who have established a continuous annual commitment to ECS.



(\$2,500 - \$4,999)

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grow weary of  
doing good, for  
in due season we  
will reap, if we  
do not give up.

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