Friends –

This was yet another challenging year. Despite it all, we continue to be inspired by our sector’s commitment, leadership, and our incredible workforce – we continued to respond and lead on the frontlines of this pandemic!

We now know the path to recovery from COVID-19 will be long and it will bring unexpected challenges. But no matter what lies ahead, we stand ready to serve.

Together we fought for our people, served our communities and we also strengthened the foundation required for human services organizations; we advocated for and received restoration of the full funding to cover the Indirect Cost Rate (ICR) initiative in FY21 and increased baseline funding to keep the program back on track for future years.

The Human Services Recovery Taskforce that HSC convened released four key recommendations for an equitable recovery from this pandemic.

And since the beginning of the pandemic, our disaster response initiative has continued to provide unique support to the incredible work of our member agencies and the human services workforce through our morning provider calls, weekly Executive Director Roundtable meetings, and more. We are also proud that our advocacy to City Hall throughout the pandemic ensured that organizations had the up-to-date guidance and resources they needed to respond to the COVID-19 pandemic.

In the coming year, we will continue to build our movement to create a stronger, more equitable, and better supported human services sector. We will make sure we hold the Mayoral Administration accountable to the promises made to our sector. And we will work to educate the gubernatorial candidates on the importance of a strong human services sector in New York.

HSC is proud to serve as the voice of this incredible sector and to be your advocate with decision-makers throughout the City and State.

Thank you for all that you do,
Jeremy Kohomban, Board Chair
Michelle Jackson, Executive Director
Our Mission

HSC is the voice of the human services sector.

HSC strengthens New York’s nonprofit human services sector, ensuring all New Yorkers, across diverse neighborhoods, cultures, and generations reach their full potential.

HSC amplifies the need for a strong and financially sound human services sector.

Our Team...

Gabriela Andrade • Gloria Kim • Jason Wu • Jennifer Diamond • Luis Saavedra • Michelle Jackson • MJ Okma • Na’ilah Amaru

Intern: Phoebe Wapnitsky
Board of Directors

Chair | Jeremy Kohomban
Vice Chair | Frederick Shack
Treasurer | Mitchell Netburn
Secretary | Maria Lizardo

Lilliam Barrios-Paoli
Gordon J. Campbell
Louisa Chafee
Margaret Crotty
Janelle Farris
Nathaniel Fields
David Garza
Karen Spar Kasner
Damyn Kelly
Thomas Krever
Keith Little
Ronald Richter
Eileen Torres
Robert Trobe
The human services workforce encapsulates 200,000+ employees in subsectors including: housing access, childcare, elder care, shelters, food pantries, mental health counseling, and disaster response.

170 Total members comprised of coalitions, federations, and service providers.

10 New members who joined the Human Services Council in the past year.

96% Retention rate of member organizations that chose to remain engaged with HSC this past year.
Media Mentions

Spectrum NEWS1
Times Union
Politico New York
City & State New York
GG
NPO
Gotham Gazette
The Place for New York Policy and Politics
NYN Media
FOX 40
The City
COVID-19 Response Work

Since March of 2020, HSC has worked diligently to support the needs of human services organizations, workforce, and leadership through our robust COVID-19 response program. We continued many of the programs we began at the start of the pandemic through the last year because our members continually expressed their usefulness in supporting their essential work to support New York communities.

In FY 2021, HSC continued this important work as the sector began looking away from response and towards recovery. Throughout the past year we...

Convened the Sector

HSC continued to offer a virtual space for social service leaders to learn from and provide support to one another while responding to the COVID-19 pandemic and a volatile economy. Throughout the year we maintained our regular morning provider calls, during which organizations can ask questions for us to amplify to the City or State, raise concerns about providing services during a pandemic, and learn about new guidance. We also continue to host weekly Executive Director Roundtable meetings to provide a space for Executive Directors to express concerns, ask questions, and share expertise in order to best address the challenges presented by COVID-19.

Advocated for Critical Needs

HSC acted as the voice of the New York human services sector by raising up issues facing CBOs during the pandemic to government. Through our well-established relationships with the NYC Department of Health and Mayor’s office, we continually shared lessons from the frontlines with relevant officials. HSC was also invited to join the City’s Recovery Framework Social Sector Core Workgroup to offer insight and perspective from the human services sector.

Provided Learning Opportunities for Members

This year, with support from the Fund for Public Health of NYC, HSC developed ten, new guidance documents aimed at human services organizations on topics ranging from supporting staff mental health during COVID-19, to extreme winter weather during a pandemic. HSC also led two trainings about the City’s Pandemic Planning Toolkit to ensure providers had the resources and knowledge necessary to sustain an ongoing pandemic response.
Human Services Recovery Taskforce

In the fall of 2020, HSC launched the Human Services Recovery Taskforce to help analyze and develop strategies for strengthening the resilience of the sector during the COVID-19 health crisis. This commission was created to study the human services sector's response to COVID-19, the “new normal” that providers face, and the steps that government must take to keep the sector afloat and help New York recover from the pandemic.

The Taskforce was made up of partners from the nonprofit sector, the private sector, and philanthropy in order to bring diverse perspectives to the conversation. The Taskforce worked for months to gather information about response and recovery before developing recommendations for steps New York can take to support a resilient and strong sector.

The Report

The Human Services Recovery Taskforce’s recommendations were published in a report in June 2021 titled, Essential or Expendable? How Human Services Supported Communities Through COVID-19 and Recommendations to Support an Equitable Recovery.

Since its release, the report has been cited by private and nonprofit partners in their reports and advocacy, and has led HSC to launch a new campaign called #JustPay to push the City and State to provide better supports for the essential human services workforce.

These recommendations propose initial steps and guidance for government to ensure a strong and sustainable human services delivery system:

- **Recommendation 1:** Human services nonprofits must be a part of crisis response and community recovery.
- **Recommendation 2:** Government must commit to paying equitable wages to contracted human services workers.
- **Recommendation 3:** Government must pay in full and on time for essential services for New Yorkers. Human services contracts must cover indirect expenses, reflect market rates for goods and services, and end delayed reimbursements that amount to millions of dollars.
- **Recommendation 4:** Transform the human services procurement system to prioritize meaningful outcomes for New Yorkers, rather than race-to-the-bottom cost-cutting, starting with a Procurement Reform Commission.
City Policy

Despite challenges presented by COVID-19, HSC worked diligently over the past year to advocate for the New York City human services sector’s needs to City Council and agencies. This year we...

Secured Crucial Investment in Nonprofit Indirect Costs

Over the past few years, HSC has pushed City officials to include financial support for nonprofit indirect costs in human services contracts. Historically, contracts have not funded these costs, meaning NYC organizations were forced to struggle to find alternative dollars to keep City-funded programs running.

Pre-pandemic, the Mayor and City Council announced they would be investing in human services indirect costs. But once COVID-19 arrived in New York City, they went back on their word and removed the dollars from the budget, leaving HSC and our partners to push hard to get it back in the final budget. In 2020, HSC began a new campaign, calling on the City to keep their promise and fund the indirect cost rate (ICR) initiative. We saw a successful end to our efforts in April 2021 when Mayor de Blasio and Speaker Corey Johnson announced that full funding to cover the ICR initiative in FY21, as well as increased baseline funding to get the program back on track for future years, would be part of the FY22 Executive Budget.

Co-Led a Nonprofit Platform During the Mayoral and Comptroller Races

In response to a busy electoral year, we leveraged our platform to host Mayoral and Comptroller forums with partners. Our Nonprofit Mayoral Forum was held on May 7, 2021 and was co-hosted by Nonprofit New York, Advocacy Institute, and City & State NY. We had a successful program with Dianne Morales and Eric Adams joining as Mayoral candidates, and approximately 500 human services workers and executives in attendance. We later co-hosted a Comptroller Forum with UJA that same month with over 400 RSVPs. This forum allowed candidates to share their vision and how it would affect the human services sector.

Amplified Human Services Workers’ Voices to City Government

This year, HSC worked with our member organizations to support frontline, human services workers as they advocated for better supports from government. Alongside the New York City Council Women’s Caucus, we hosted an #AlwaysEssential Press Conference to demand support for women in human services. We also organized a human services workers and client speak-out in May of 2021, which was attended by mayoral candidates, including Kathryn Garcia and Shaun Donovan. More than ten human services workers and clients were able to share their stories directly to these officials. In June we also co-hosted a virtual rally to restore the COLA and achieve pay equity for the essential human Services workforce. This event was attended by more than 1,000 human services workers and advocates.
State Campaign

HSC continues to lead the Strong Nonprofits for a Better New York coalition as we fight for State-level supports for the human services sector through 2021.

This year, as campaign leads, we...

• Advocated for the State to utilize a portion of any federal pandemic aid received to fund emergency pay for the State’s essential human services workers.
• Lobbied the Governor and State Legislature to raise revenue for key human services investments by enacting sensible revenue raising policies.
• Began conversations with Kathryn Garcia, the Director of State Operations, and asked the State to create a Procurement Reform Commission to address chronic underfunding and financial stress that the sector is facing due to inadequate payment for services and inefficient procurement processes.
• Hosted our annual Human Services Bake Sale virtually on January 28, 2021. We had a total of nearly 300 tweets and retweets throughout the virtual action, which called on the State to implement improvements to human services contracts.
• Filmed a Strong Nonprofits State of the Sector response to former Governor Cuomo’s State of the State address. Our video response identified key areas where the Governor could step up to support the human services sector and workforce during the ongoing COVID-19 pandemic and beyond.

About the Coalition:
Strong Nonprofits unites hundreds of organizations from around New York State and from a wide variety of subsectors to call for increased State investment in the sector’s workforce and infrastructure.
In 2021, we hosted our annual Changemakers of New York fundraiser virtually due to public health concerns related to the COVID-19 pandemic. Despite this challenge, HSC managed to exceed our $200,000 fundraising goal while celebrating our honorees and their contributions to the human services sector.

This year’s event honored Amalgamated Bank, Carver Federal Savings Bank, and the human services workforce.

We also released a new video with Key Ideas, called *The Grinch: A Nonprofitable Christmas*, to raise the public’s awareness around issues facing the sector.
Other Programs

ORGANIZING ACADEMY
This year we launched the Organizing Academy, which was developed as part of our approach to build the influence of the human services sector and maximize the impact of HSC’s advocacy campaigns.

The Organizing Academy offers a series of workshops designed to develop and build the knowledge base of our members and provide key tools needed to fully engage in HSC’s organizing and power-building efforts. The trainings are available to all member organizations, with different trainings available for staff at all levels.

VALUE-BASED CARE
Over the past few years, with support from the New York Community Trust and the Altman Foundation, HSC has partnered with the Greater New York Hospital Association to convene the Commission on Value-Based Care. This group worked to examine and inform the State’s health care reform efforts with a human services lens.

These conversations led to the publication of a report titled, Improving Contracting between Human Services and Health Care Organizations: Recommendations from a Cross-Sector Collaborative, which included recommendations to facilitate cross-sector contracting and sustain human services organization activities that provide value to healthcare providers and plans.
Expenses by Program
Fiscal Year 2021

Statement of Functional Expenses
Fiscal Year 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>$1,026,739</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$135,005</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$104,083</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$1,265,827</strong></td>
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</tbody>
</table>
Revenues by Year
Fiscal Year 2021
# Statement of Financial Activity

<table>
<thead>
<tr>
<th></th>
<th>6/30/2021</th>
<th>6/30/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Public support and revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership Dues</td>
<td>604,819</td>
<td>555,327</td>
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<tr>
<td>Government grants &amp; contracts</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Foundation grants</td>
<td>783,280</td>
<td>286,575</td>
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<tr>
<td>Contributions</td>
<td>8,963</td>
<td>8,601</td>
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<tr>
<td>Special events income</td>
<td>207,677</td>
<td>263,976</td>
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<tr>
<td>Interest income &amp; Misc.</td>
<td>212</td>
<td>-</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>58,500</td>
<td>58,500</td>
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<tr>
<td>Net assets released from restrictions</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total public support &amp; revenue</strong></td>
<td>1,663,451</td>
<td>1,172,979</td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Services</td>
<td>1,026,739</td>
<td>1,196,625</td>
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<tr>
<td>Management &amp; general</td>
<td>104,083</td>
<td>141,110</td>
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<tr>
<td>Fundraising</td>
<td>135,005</td>
<td>105,268</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>1,265,827</td>
<td>1,443,003</td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in net assets</td>
<td>397,624</td>
<td>(270,024)</td>
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<tr>
<td>Net assets - beginning</td>
<td>918,730</td>
<td>1,188,754</td>
</tr>
<tr>
<td><strong>Net assets - ending</strong></td>
<td>1,316,354</td>
<td>918,730</td>
</tr>
</tbody>
</table>
# Statement of Financial Position – FY 2021

<table>
<thead>
<tr>
<th></th>
<th>6/30/2021</th>
<th>6/30/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1,359,720</td>
<td>966,954</td>
</tr>
<tr>
<td>Grants and other receivables</td>
<td>92,643</td>
<td>52,696</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>11,607</td>
<td>32,912</td>
</tr>
<tr>
<td>Property and equipment</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>1,463,970</td>
<td>1,052,562</td>
</tr>
<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable &amp; accrued expenses</td>
<td>99,741</td>
<td>49,128</td>
</tr>
<tr>
<td>Deferred income</td>
<td>47,875</td>
<td>84,704</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>147,616</td>
<td>133,832</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>1,183,354</td>
<td>890,730</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>133,000</td>
<td>28,000</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>1,316,354</td>
<td>918,730</td>
</tr>
<tr>
<td><strong>Total liabilities &amp; net assets</strong></td>
<td>1,463,970</td>
<td>1,052,562</td>
</tr>
</tbody>
</table>
FUNDERS

Altman Foundation

The Clark Foundation

Fund for Public Health NYC
Health is everybody’s business.

Nycgo The New York Community Trust

Nyc Health

Robin Hood
FY21 Organizational & Corporate Donors

AARP New York
Alliant Insurance Services, Inc.
Amalgamated Bank
Anat Gerstein, Inc.
Barrier Free Living
BDO USA, LLP
Bennett Midland
Black Veterans for Social Justice, Inc.
BronxWorks, Inc.
Brooklyn Community Services
Carver Federal Savings Bank
CASES
Catholic Charities Brooklyn and Queens
Catholic Charities of the Archdiocese of New York
Center for Community Alternatives
Center for Family Representation, Inc.
Center for Urban Community Services, Inc.
Children's Aid
Chinese-American Planning Council, Inc.
Citi
Citizens' Committee for Children of New York, Inc.
Community Access, Inc.
Council of Family and Child Caring Agencies
Covenant House New York
Denham Wolf Real Estate Services
DREAM
Encore Community Services
Fedcap Rehabilitation Services
First Republic Bank
Forestdale, Inc.
FPWA
Gateway Housing
Good Shepherd Services
Graham Windham
Grand Street Settlement
Greater New York Hospital Association
Greenberg Traurig LLP
Heights and Hills
HELP USA
Henry Street Settlement
Homeless Services United
Jacob A. Riis Neighborhood Settlement
FY21 Organizational & Corporate Donors

JCCA
Jewish Association Serving the Aging
Jewish Community Council of Greater Coney Island
Legal Information for Families Today
Little Flower Children and Family Services of NY
LiveOn NY
Mazars USA LLP
MercyFirst
MFS Investment Management
Moshulu Montefiore Community Center
Mutual of America
Nazareth Housing, Inc.
New Alternatives for Children
New York Edge
New York Foundling
Nonstop Wellness
Northern Manhattan Improvement Corp.
Partnership for New York City
Partnership with Children
Phipps Neighborhoods
Project Hospitality, Inc.
Project Renewal
Public Health Solutions
Public Works Partners
Risa Heller Communications
RiseBoro Community Partnership
Rising Ground
Safe Horizon
Samaritan Daytop Village, Inc.
Sanctuary for Families
Sandler Search
SCO Family of Services
Selfhelp Community Services
Services for the UnderServed
Sheltering Arms Children and Family Services
Stanley M. Isaacs Neighborhood Center, Inc.
Sunnyside Community Services
Support Center | Partnership in Philanthropy
Supportive Housing Network of New York
TCC Group
The Actors Fund
The Bridge
The Child Center of New York
The Children's Village
The Fortune Society
UJA-Federation of New York
Unemployment Services Trust
United Hospital Fund
United Neighborhood Houses of New York
University Settlement Society of New York
Urban Pathways, Inc.
Urban Resource Institute
VISIONS
Win
YMCA of Greater New York
FY21 Individual Donors

Robin Avram
Joel Berg
Gordon Campbell
Margaret Crotty
Philip Gartenberg
David Garza
Karen Kasner
Damyn Kelly
Jeremy Kohomban
James Krauskopf
Thomas Krever
Brigid Lang
David Lebenstein
Maria Lizardo
John MacIntosh
Carlos Maestas
James Mandiberg
Gail Nayowith
Steven Ortiz
Jamie Rubin
Allison Sesso
Alan Siskind
Sibi Thomas
Robert Trobe
Nancy Wackstein
Michael Zisser
Our Members

82nd Street Academics
AARP New York
American Red Cross in Greater New York
Association for a Better New York
Baltic Street AEH, Inc.
Barrier Free Living
Black Veterans for Social Justice, Inc.
Bowery Residents' Committee
Breaking Ground
BronxWorks, Inc.
Brooklyn Community Services
Brooklyn Perinatal Network, Inc.
Business Outreach Center Network, Inc.
CAMBA
Carter Burden Network
CASES
Casita Maria
Catholic Charities Brooklyn and Queens
Catholic Charities Community Services, Archdiocese of New York
Catholic Charities of the Archdiocese of New York
Center for Community Alternatives
Center for Family Representation, Inc.
Center for Independence of the Disabled in New York
Center for Urban Community Services, Inc.
Child Development Support Corporation
Children’s Aid
Chinese-American Planning Council, Inc.
Citizens’ Committee for Children of New York, Inc.
Coalition for Asian American Children and Families
Coalition for Hispanic Family Services
Community Access, Inc.
Community Agency for Senior Citizens, Inc.
Community Resource Exchange
Comunilife, Inc.
Council of Family and Child Caring Agencies
Counseling Service of Eastern District New York
Covenant House New York
Day Care Council of New York, Inc.
Day One
Dennelisse LHCSA Corp
Directions for Our Youth
DREAM
Our Members

Education and Research Foundation of the Better Business Bureau of Metropolitan New York, Inc.
Encore Community Services
ExpandED Schools
Families on the Move of New York City, Inc.
Family Focus Adoption Services
FDNY Foundation
Food First, Inc.
Forestdale, Inc.
FPWA
Gateway Housing
Good Shepherd Services
Goodwill Industries of Greater New York and Northern New Jersey, Inc.
Graham Windham
Grand Street Settlement
Greenwich House, Inc
HANAC
Harlem Children’s Zone, Inc.
Harlem Dowling - West Side Center for Children and Family Services
HeartShare St. Vincent’s Services, Inc.
Heights and Hills
HELP USA
Henry Street Settlement
Hetrick-Martin Institute
Homeless Services United
Homeward NYC
Hudson Guild
Hunger Free America
IMPACCT Brooklyn
InterAgency Council of Developmental Disabilities Agencies, Inc.

Jacob A. Riis Neighborhood Settlement
JCCA
Jewish Association Serving the Aging
Jewish Community Council of Greater Coney Island
Lantern Community Services
Legal Action Center
Legal Information for Families Today
Lenox Hill Neighborhood House
Little Flower Children and Family Services of NY
LiveOn NY
Lower East Side Family Union
LSA Family Health Service, Inc.
Lutheran Social Services of New York
Martin DePorres Youth and Family Services
Mental Health Providers of Western Queens Inc.
MercyFirst
Midwood Development Corporation
Morningside Retirement and Health Services, Inc.
Moshulu Montefiore Community Center
National Association of Social Workers, NYC Chapter
Nazareth Housing, Inc.
Neighborhood Coalition for Shelter, Inc.
Neighborhood SHOPP
New Alternatives for Children
New York City Criminal Justice Agency
New York City Employment and Training Coalition
New York City Mission Society
New York City Voluntary Organizations Active in Disaster
Our Members

New York Disaster Interfaith Services
New York Edge
New Yorkers For Children
New York Foundling
New York State Coalition for Children’s Behavioral Health
Nonprofit Finance Fund
Nonprofit New York
Nontraditional Employment for Women
Northern Manhattan Improvement Corporation
Northside Center for Child Development, Inc.
Nurse-Family Partnership
Oliver Scholars
Opportunities for a Better Tomorrow
Partnership for Afterschool Education
Partnership with Children
Phipps Neighborhoods
Project FIND / Find Aid for the Aged, Inc.
Project Hospitality, Inc.
Project Renewal
Public Health Solutions
Queens Community House
RiseBoro Community Partnership
Rising Ground
Safe Horizon
Samaritan Daytop Village, Inc.
Sanctuary for Families
SCO Family of Services
Search and Care, Inc.
Selfhelp Community Services
Services for the UnderServed
Sheltering Arms Children and Family Services
Shorefront YM-YWHA of Brighton-Manhattan Beach, Inc
St. John’s Place Family Center, HDFC
Stanley M. Isaacs Neighborhood Center, Inc.
STRIVE
Sunnyside Community Services
Support Center | Partnership in Philanthropy
Supportive Housing Network of New York
The Actors Fund
The Arab-American Family Support Center
The Bridge
The Child Center of New York
The Children’s Village
The Coalition for Behavioral Health
Our Members

The Committee for Hispanic Children and Families, Inc.
The Door
The Fortune Society
The Health & Housing Consortium, Inc.
The Hebrew Educational Society
The Jewish Board
The Osborne Association
The Salvation Army
UJA-Federation of New York
United Neighborhood Houses of New York
United Way of New York City
University Settlement Society of New York
Urban Justice Center
Urban Pathways, Inc.
Urban Resource Institute
Violence Intervention Program, Inc.
VISIONS
Volunteers of America - Greater New York
Westhab, Inc.
William Hodson Community Center, Inc.
Win
Womankind
Women’s Center for Education and Career Advancement
YMCA of Greater New York
You Gotta Believe!
YWCA of the City of New York
Human Services Council of New York
130 East 59th Street
New York, NY 10022

www.humanservicescouncil.org