The Year in Review

Just as we had anticipated, it happened! Co-locating InterFaith Works’ four major programs—the Center for New Americans, El-Hindi Center for Dialogue, Senior Services and Spiritual Care—to our new home at 1010 James Street resulted in an energy and synergy unparalleled in the life of the agency.

Immediately, our new building was brimming with refugees who had fled war, persecution and economic hardship to begin new lives in the United States. Often timid and unsure of what to expect, all refugees were greeted warmly and guided through the resettlement period in a building that now reflects the dignity they so deserve. Convenient for our clients who live primarily on the city’s North Side, we now have the physical space and technology to conduct classes that include English as a Second Language, job readiness and banking basics. For those who struggle with mental health issues or alcohol addiction, individual counseling and group support services also are available. Through the end of December 2015, nearly 8,000 client visits had taken place.

The El-Hindi Center for Dialogue was busy developing new programs to meet the needs of our community as it builds bridges of understanding. The center launched five new dialogue programs: police/community, interfaith, Syracuse City School District/community, Onondaga Community College faculty/students and Syracuse University students/public safety. We are encouraged by this work. In a post-interfaith dialogue survey, for example, one attendee stated, “I learned to be more open with others to break down barriers.”

Our new building provides ample meeting space, which allowed us to expand training. As one example, monthly educational sessions were held for those who serve as senior companions to the frail elderly as part of our Senior Services program. Collaborating with the Alzheimer’s Association, we held two programs in 2015 focusing on behavioral and communication strategies for those affected by memory loss. A variety of topics, including avoiding financial scams and elder abuse, are scheduled for 2016.

Staff collaborated across programs to enhance client services and extend our reach in the community. Colleagues from other nonprofit agencies partnered in our conference rooms, and more than 45 community groups—including members of the Salt City Harvest Farm and board members of the Bhutanese Community of Syracuse—met in our conference space.

Our new home also increased public and media awareness of our agency. During the Syrian refugee crisis, for example, we served as the go-to source for local media outlets reporting on immigration and related security policies.

The purchase and renovation of our new home is being funded by a $1.8 million capital campaign, Building Community/Affirming Dignity. Many generous donors have invested in our work by contributing to our campaign, and we are pleased to report that we are closing in on our goal, with $250,000 remaining to raise as of April 2016. We are eager to complete the campaign, so that we can put our energy into funding programs and services that will further enhance life in Central New York.

“You must be the change you wish to see in the world,” said Mahatma Gandhi. Each day at InterFaith Works we work to affirm the dignity of each person and every faith community and to build bridges of understanding. Won’t you join us in being the change you wish to see in the world?

Sincerely,

Louise Thurlow, Esq.
Chair, Board of Directors

Beth A. Broadway
President/CEO
Cutting a red ribbon marked the ceremonial opening of InterFaith Works’ new home. Joining in the celebration on Jan. 15, 2015, were (from left to right): Camille Tisdel, chair, InterFaith Works’ board of directors; Maryam Wasmund, co-chair, Building Community/Affirming Dignity capital campaign; Dennis Baldwin, co-chair, capital campaign; Beth A. Broadway, InterFaith Works’ president/CEO; and Aminy Audi, CEO of Stickley, Audi & Co.

Nearly 500 people joined InterFaith Works in honoring the contribution and commitment to community of Central New York’s major philanthropic organizations at the InterFaith Leadership Award Dinner, held in May 2015. Representing their respective organizations are (from left to right): Peter Dunn, Central New York Community Foundation; Meg O’Connell, Allyn Foundation; Linda Alexander, The Jewish Community Foundation of Central New York; Robert Falter, The Dorothy and Marshall M. Reisman Foundation; Jonathan Snow, The John Ben Snow Foundation; Frank Lazarski, the United Way; and Dirk Sonneborn, The Gifford Foundation.

InterFaith Works joined with members of the Bhutanese Community of Syracuse to hold a community prayer service for victims of the April 2015 earthquake in Nepal. More than $8,000 was donated through InterFaith Works to support the relief and construction efforts of UNICEF.
InterFaith Works’ Ahmad & Elizabeth El-Hindi Center for Dialogue, established through a generous gift from The Ahmad and Elizabeth El-Hindi Foundation, serves as a regional hub for constructive community engagement and the important work of dialogue. We bring together disparate groups of people to foster mutual understanding and trust, and to find additional ways to work together for the betterment of our whole community. Dialogue programs address community concerns and encourage understanding across racial, ethnic, religious and community differences.

The El-Hindi Center for Dialogue incorporates the ongoing work of the Community Wide Dialogue to End Racism—now the longest-running dialogue of its kind in the nation. Since 1995, more than 10,000 people have participated in more than 400 dialogue circles.

Recipients of the Racial Justice Award are those whose passion and skills have produced change or have contributed toward change in ending racial injustice and promoting social equity. InterFaith Works’ President/CEO Beth Broadway (far left) and Camille Tisdel, chair of the board of directors (far right), congratulate 2015 award winners (from left to right) Francis McMillan Parks, Ranya Shannon and Lisa Alford.

Seeds of Peace from five Syracuse City School District high schools met at InterFaith Works in November 2015 to discuss ways to increase collaboration between their individual schools. The seeds’ discussion included ways to increase cultural awareness and break down barriers among different groups. The meeting was facilitated by Gregory Barker, Seeds of Peace dialogue coordinator for the El-Hindi Center for Dialogue (far right).
2015 Program Accomplishments and Highlights

- Sent 36 refugee and American-born students from five city high schools to the International Seeds of Peace Camp in Otisfield, Maine, with support from the Say Yes to Education Foundation, Onondaga County and Seeds of Peace.

- More than 100 Syracuse City School District high school students participated in the Seeds of Peace programs in their schools and, with the support of the Syracuse City School District, have begun work to expand the Syracuse Seeds of Peace program to include more students and possibly engage them in peer support for the new Code of Conduct.

- Engaged more than 130 students and 30 adult allies at four city and four suburban high schools in facilitated dialogue sessions to break down racial and ethnic stereotypes and build bridges of understanding.

- Implemented urban/suburban school exchanges involving more than 560 third-grade students and more than 110 adult allies from the Syracuse and Fayetteville-Manlius School Districts.

- Explored new partnerships between city and suburban high school, middle school and elementary schools to expand the Starting Small School Exchange Program.

- Held four interfaith dialogue circles, including a pilot dialogue in the spring and three circles in the fall. The program focuses on fostering relationships and promoting action among people of different faith traditions and philosophical beliefs.

- Held a police/community dialogue circle and developed a new dialogue curriculum, with community wide police/community dialogues planned for 2016, with the support of the City of Syracuse Police Department.

- Planned a new dialogue with the Onondaga County Department of Transportation to support positive communications in the workplace.

- Conducted facilitator training for more than 20 Onondaga Community College faculty and staff to conduct Dialogues About Race and Ethnicity for on- and off-campus students.

- Planned facilitator training for Le Moyne College faculty and staff.

- Planned for Syracuse University Student/Department of Public Safety dialogues.

- Presented the 13th Annual Duck Race to End Racism, with an estimated attendance of 1,200 people, designed to raise awareness about racism and racial inequality and to raise funds for Center for Dialogue programs and activities.

- Presented, in partnership with Syracuse Stage, the annual Racial Justice Awards ceremony to honor adults and youth in the community whose work promotes social equity and racial justice.

- Convened the 6th Annual Dinner Dialogues, held in 24 homes across Central New York for more than 400 people.

- Collaborated with Women Transcending Boundaries in presenting the 5th Annual World Interfaith Harmony Assembly, held at St. Paul’s Episcopal Cathedral. The event attracted more than 400 people and showcased 13 diverse faith traditions through performances, readings, hymns and scripture.
Center for New Americans

InterFaith Works’ Center for New Americans provides resettlement and crucial post-resettlement services to help refugee, entrant and asylee families re-establish their lives and overcome the barriers necessary to successful integration in the United States. Since its establishment in 1981, the center has resettled between 300 and 600 refugees annually. It also serves more than 1,500 individuals who have been in the country less than five years. In addition to initial resettlement, post-settlement focuses on employment, literacy, housing and health services to improve the health and well-being of refugees.

Staff and Center for New Americans’ clients enjoyed a day at the 2015 New York State Fair.

New York State Sen. David Valesky (back row, center) and his office annually collect donations for the InterFaith Works’ coat drive. Sen. Valesky and his staff delivered 30 bags of winter clothing, and were warmly thanked by InterFaith Works’ staff and clients.
2015 Program Accomplishments and Highlights

- Resettled 462 refugees from Burma, Bhutan, Eritrea, Democratic Republic of the Congo, Sudan, Somalia, Iraq, Afghanistan, the Ukraine and Cuba, as an affiliate of Church World Service and Episcopal Migration Ministries.

- Resettled 176 Cuban entrants.

- Through Matching Grant intensive case management and employment placement services, provided alternatives to public assistance for 116 people.

- Maintained the Match Grant Store, providing special donated items for Match Grant clients in space donated by Missio Church and First English Lutheran Church.

- Provided mental health services to 175 clients.

- Provided intensive medical case management to 35 families.

- Provided alcohol abuse and alcoholism support services to 76 individuals and families through the International Recovery Group.

- Provided immigration and English as a Second Language (ESL) services to 171 individuals.

- Provided instruction in English, job readiness and banking basics to 159 Cuban entrants.

- Worked in collaboration with CENTRO to teach 259 refugees how to use the bus. Training includes how to board, pay the fare, transfer and request a stop. Refugees also benefit from a guided bus tour of Syracuse.

- Provided employment placement services to more than 360 clients, with more than 65 percent successfully placed in jobs.

- Helped more than 400 clients avoid homelessness, due to grants received from the City of Syracuse and the Department of Housing and Urban Development. Clients were linked with essential government and private programs that enabled them to stay safe and warm in their own homes.

- In partnership with The Literacy Coalition, provided early language learning for toddlers and parents. Provided employment services at Catholic Charities’ Office for New Americans Opportunity Center.

- Provided internship opportunities to 22 undergraduate and master’s level students from Syracuse University, Cazenovia College, Le Moyne College, Onondaga Community College and Bryant & Stratton College.
The Senior Companion Program has been a part of InterFaith Works for 30 years. Each year, companions serve frail elders in Onondaga, Cayuga and Madison counties, addressing their physical and emotional needs with a goal of helping them to remain healthy and live independently in the community. Companions receive ongoing training and support as part of the program and are carefully matched with 200 seniors in order to provide friendship and companionship, alert doctors and family members about potential problems, and provide general assistance on an as-needed basis. They also are ready to provide respite for caregivers. While most companions serve their clients in their homes, some work in senior day care facilities, assisting individuals with meals, helping them to participate in activities and offering socialization.

2015 Program Accomplishments and Highlights

- Supported 60 companions in providing more than 60,000 hours of assistance to 200 frail seniors in three Central New York counties.
- Conducted monthly training in three counties to improve the skills of companions in addressing the needs of their clients. Through continuing education and mentoring, companions become fully knowledgeable in the principles of senior service: encouraging independence, enabling freedom of choice, preserving dignity, celebrating individuality, and nurturing both mind and body.
- Recruited and trained new companions to work in each county served.
- Provided each companion with well-filled emergency preparedness kits containing all of the supplies needed for a senior to safely shelter-in-place in the event of severe winter weather or other potentially catastrophic event.
- Contributed an abundance of personal care items to the United Way’s “Shoebox Project,” which distributed these items to people in need in our community.
- Honored the veterans among our companions for their continued service as volunteers.
- Partnered with the Alzheimer’s Association to present two educational sessions to our companions and others from our community.
- Provided low-income healthy seniors with the opportunity to serve their community and receive stipends of support.
InterFaith Work's Spiritual Care Program provides chaplaincy services to institutionalized people in hospitals, nursing homes and correctional facilities. The professional chaplains, who represent a variety of faith traditions, offer a listening ear and a compassionate heart to those in need of spiritual care. The Spiritual Care Program also offers educational opportunities to the community through the annual Spiritual Care Day event, Pastoral Care Volunteer training workshops and The Post-Standard/Syracuse.com Daily Inspiration column. Written by local faith and community leaders, the column showcases the rich cultural and religious diversity of Central New York.

2015 Program Accomplishments and Highlights

- InterFaith Work’s chaplains served the spiritual and religious needs of more than 2,000 institutionalized individuals each month. Twenty-three chaplains, representing five faith traditions, served hospital patients, nursing home residents and correctional facility inmates in seven local facilities.

- 2015 marked the fifth year that the Spiritual Care Program has coordinated and edited the Daily Inspiration column published daily by The Post-Standard, in both print and online versions.

- More than 300 clergy parking cards were issued to clergy and pastoral care visitors. The cards, which cover Upstate Medical University Hospital (both locations), Crouse Hospital and St. Joseph's Hospital, allow them to park free of charge while visiting their hospitalized congregants.

- More than 100 clergy, chaplains and caregivers attended the 25th Annual Spiritual Care Day on Oct. 22, 2015. The event titled, Overcoming Barriers to Health and Healthcare, featured Onondaga County Commissioner of Health, Indu Gupta, MD. Following her keynote address, local experts shared their expertise in four breakout groups that covered barriers in maternal and infant, mental, senior citizen and refugee health.

Held for 25 years in recognition of Pastoral Care Week, InterFaith Works’ Spiritual Care Day drew more than 100 people who learned about overcoming barriers to healthcare.
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*Audited*

For the period ending December 31, 2015

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</thead>
</table>

**Expenses by Program**

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building</td>
<td>$222,430</td>
</tr>
<tr>
<td>Center for New Americans</td>
<td>$2,104,679</td>
</tr>
<tr>
<td>Center for Dialogue</td>
<td>$298,510</td>
</tr>
<tr>
<td>Senior Companion</td>
<td>$306,202</td>
</tr>
<tr>
<td>Spiritual Care</td>
<td>$269,463</td>
</tr>
<tr>
<td>Development</td>
<td>$162,276</td>
</tr>
<tr>
<td>Management and General</td>
<td>$110,538</td>
</tr>
</tbody>
</table>

**Total Expenses** $3,474,098

**Change in Net Assets** $202,987

### Functional Expenses 2015

![Functional Expenses Pie Chart]

- Program Services: 86%
- Building: 6%
- Fund-Raising: 5%
- Management and General: 3%
- Other: 15%
Mission
InterFaith Works of Central New York, through education, service and dialogue, affirms the dignity of each person and every faith community and works to create relationships and understanding among us.

Vision
InterFaith Works builds bridges of understanding to affirm the dignity of all people in Central New York. Working with the different faith communities and the diversity of the region’s people, we address deeply embedded social divisions. Informed and influenced by the values and ethics of the faith traditions, we work with the community to find common ground on its issues. Using the tools of interfaith and cross-cultural dialogue, we create life-changing experiences that lead to actions for the creation of a more equitable and loving community.