

A stylized logo consisting of four human figures arranged in a circle, facing outwards. The figures are rendered in shades of gray and black. Each figure has a circular head and a curved body. The top figure is dark gray, the left figure is light gray, the bottom-left figure is medium gray, and the bottom-right figure is black. The text 'InterFaith works' is centered over the figures. 'InterFaith' is in a serif font, and 'works' is in a lowercase sans-serif font. A thin gray circle is positioned behind the text, partially overlapping the figures.

InterFaith
works

Affirm Dignity

2017 **ANNUAL REPORT**

The Year in Review

“But I know, somehow, that only when it is dark enough can you see the stars.”

— Martin Luther King Jr.

2017 brought with it a watershed of change to our nation and to our agency.

In 2016, InterFaith Works resettled almost 800 refugees. Then, on Jan. 27, 2017, the president signed one of his first executive orders, barring all refugees from anywhere in the world from entering the United States for 120 days and placing an indefinite ban on refugees from Syria. A series of court injunctions and subsequent executive orders ensued, along with new “extreme vetting” procedures that resulted in a virtual strangulation of refugee resettlement programs across the nation. Although the financial impact on InterFaith Works was potentially devastating, our greatest concern was for those fleeing war and political persecution, and to whom the doors to our country were now bolted shut.

InterFaith Works quickly took measures to ensure the viability of our Center for New Americans and developed a multifaceted plan to stabilize the agency’s finances and to advocate for refugees. As Dr. Martin Luther King Jr. so aptly stated, it is only when it is dark enough that you can see the stars. And the stars shone brightly. People generously contributed to our emergency “Bridge Fund” campaign, while others held grassroots fundraising events. There was a Run for Refugees. Strong Hearts Café donated a portion of its sales. Thrive at Syracuse University organized a Thrive Together Fair. Hundreds of individuals sent in donations, and a local potter even donated a portion of her sales. The community’s support of refugees and InterFaith Works was reassuring and inspiring. We are also grateful for the support of the elected officials, including Assemblyman Bill Magnarelli and Assemblywoman Pam Hunter. They worked in coalition with other Assembly officials from refugee cities across New York state to secure critical support that allowed resettlement agencies to provide extensive integration

services to refugees who were already here. As a result, we were able to retain skilled staff and institutional capacity. We are grateful that this funding was renewed in 2018.

We nimbly sought new ways to serve refugees who had resettled in our community. We applied for grants from the U.S. Citizenship and Immigration Services Department and were awarded funding to provide citizenship instruction—naming our program Path to Citizenship—for two years. We also were awarded a grant from the New York State Office of New Americans’ Workforce Community Education, Community Navigator and Welcoming Communities Program. Our program, Immigrant Community Advancement Network (ICAN), aims to accelerate New Americans’ contributions to community and economic life, connect all who support New Americans and create a welcoming community. The ICAN program encompasses eight Central New York counties.

Grants received from the Central New York Community Foundation and Health Foundation of Western and Central New York provided funding to implement collaborations between our Center for New Americans and Senior Services office. A performance management grant from the Community Foundation enables us to identify triggers that contribute to homelessness and work toward stabilizing senior citizen and refugee housing. An Aging By Design grant from the Health Foundation of Western and Central New York is funding research to identify the causes of decline in the elderly, including refugee elders, and then to develop programs that will mitigate their effects.

2017 also saw new initiatives in the El-Hindi Center for Dialogue, Interfaith Initiatives and Senior Services. Working to engage disparate groups of people to foster understanding and trust, our Center for Dialogue saw expanded interest in its programming throughout Central New York. New partnerships were formed with Tompkins Cortland Community College, Peaceful Schools and Coordinated Care Services Inc. Expanded programming

has occurred in the Syracuse City School District, the City of Syracuse Police Department and Syracuse University. We are pleased the Center for Dialogue’s Community Wide Dialogue to End Racism is the longest-running dialogue of its kind in the nation, and we are confident that interest in programming that encourages understanding among diverse racial, ethnic, religious and socioeconomic groups will continue to grow.

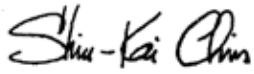
In 2017, the former Spiritual Care Program was renamed Interfaith Initiatives and came under the leadership of the Rev. Gracious Moyo. Interfaith Initiatives increases understanding among members of varied faith traditions and the community at large. Our efforts in 2017 focused on further enhancing and expanding our outreach, and developing additional partnerships through our Faith Partners Program. We are pleased with the number of faith communities and individuals who joined us in initiatives such as the Spirit of America and Blessed Ramadan projects, Walk for Refugees, World Day of Prayer and interfaith dialogues, among others. We are also grateful to those who serve on our Round Table of Faith Leaders. They are the spiritual heart of our agency and act as a collective moral voice for our community.

For more than 30 years, our Senior Services Program has addressed the isolation and loneliness that can accompany aging. Annually, nearly 60 senior companions provide 60,000 hours of assistance and friendship to 180 vulnerable adults in Onondaga, Madison and Cayuga counties. Senior Services piloted a new initiative, the One-to-One Program, in 2017 that paired volunteer visitors with “elder orphans” in nursing homes who have no regular visitors. We are pleased to report the program has received partial funding from the United Way and so we have taken a leap of faith to formally launch in 2018.

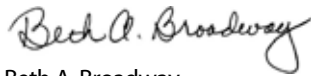
It is with grateful hearts that we report an important milestone was reached in the life of InterFaith Works: Our \$1.8 million capital campaign to raise the funds necessary to purchase and renovate our headquarters at 1010 James Street

was reached – and exceeded! We are thankful to the nearly 200 individuals, foundations, corporations and faith communities that demonstrated their belief in our mission and support of our agency through their donations. This building is truly a gift from our community.

2017 was indeed a year of challenges but also many opportunities. We remain firm in our mission to affirm the dignity of each person and every faith community, and to build bridges of understanding. As Theodore Parker observed, “The arc of the moral universe is long, but it bends towards justice.” With our heads and in our hearts, we remain resolute in this belief. We invite you to join us!



Shiu-Kai Chin, PhD
Chair, Board of Directors



Beth A. Broadway
President/CEO



Shiu-Kai Chin, PhD
Chair, Board of Directors



Beth A. Broadway
President/CEO

InterFaith Works’ Legacy

A Statement in Support of Settling Refugees

Developed in 2017 in response to the executive orders severely limiting the resettlement of refugees in the United States

InterFaith Works affirms our commitment to providing a new start for refugees who have lost their homelands, farms, families and lives to war, political repression, environmental devastation and genocide. We understand and accept that settling refugees comes with organizational instability – arrivals can be interrupted by geopolitical issues beyond our control, leaving the agency with the need to readjust and address uncertain or reduced funding.

But our agency was founded to leap “into the breach” of volatile, politically charged and uncomfortable matters, as seen through our dedication to humanitarian service and our interfaith and ending racism dialogues. We accept budgetary struggles in exchange for the courage and affirmation of dignity for all that are the hallmarks of our work. Our legacy lies with the people whose lives have been touched for the better.



One of the highlights of 2017 was the installation of the sacred texts and objects of more than 15 faith traditions in one unified display at InterFaith Works. An initiative of the agency’s Round Table of Faith Leaders, this “Celebration of the Sacred” was dedicated on Nov. 15, 2017. Few places around the world have a display of this nature, and we invite the community to visit in contemplation and joy that such an important testimonial to our interconnectedness as humans resides in Syracuse.



The 2017 InterFaith Leadership Award Dinner celebrated those in our community who have gone the extra mile in partnering with InterFaith Works and have been instrumental in ensuring the success of our work. Our 2017 honorees and those receiving the award on their behalf were (first row, left to right): Doug Reicher, president, Christopher Community, Inc.; event honorary co-chairs Laurence and Lauri Bousquet; Carrie Berse, president of Crouse Health Foundation, Crouse Health; Frank Fowler, chief, Syracuse Police Department; (back row, left to right): Rick Lee, CEO, Centro; Kathy Allen, senior manager of community relations, and Ed Walker, manager, Tops Friendly Markets; Jaime Alicea, superintendent, Syracuse City School District; Evelyn Carter, director of community relations, Wegmans; and Michael Melara, executive director, Catholic Charities of Onondaga County.

Ahmad & Elizabeth El-Hindi Center for Dialogue

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 15,000 people have participated in more than 600 dialogue circles.



Twenty-seven Seeds of Peace students from five Syracuse City School District high schools attended the 2017 Seeds of Peace summer camp in Otisfield, Maine. At camp, the seeds increase their cultural awareness and break down barriers among those who are different from one another. They return to Syracuse energized to become ambassadors of understanding in their high schools. Photographed with the seeds is Kofi Addai, dialogue coordinator (front row, far right).

Winners 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. Sharif Bey, InterFaith Works' board member (far left) and Peter Willner, director of the El-Hindi Center for Dialogue (far right), congratulate 2017 award winners (from left to right) the Hon. Jawwaad Rasheed (Catalyst Award), Laurel Ulyette (Lifetime Achievement Award), Zau N-Hkum (Youth Award), and the Brady Faith Center (Organizational Award) accepted by Kevin Frank, executive director.



2017 Program Accomplishments and Highlights

- Sent 27 refugee and American-born students from five city high schools to the International Seeds of Peace Camp in Otisfield, Maine, with support from Onondaga County and the Syracuse City School District.
- More than 150 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 engage them in peer support for the new Code of Conduct.
- Engaged more than 250 students and 30 adult allies at seven city and seven suburban high schools and middle schools in facilitated dialogue sessions to break down racial and ethnic stereotypes and build bridges of understanding.
- Explored new partnerships between city and suburban high school, middle school and elementary schools to expand the Starting Small School Exchange program.
- Held six interfaith dialogue circles to foster relationships and promote action among people of different faith traditions and philosophical beliefs.
- Held seven police-community dialogue circles (including two circles for youth) and updated the dialogue curriculum, with community wide police-community dialogues planned for 2018, with the support of the City of Syracuse Police Department and the City of Syracuse Common Council.
- Conducted facilitator training for 14 Onondaga Community College faculty and staff to conduct Dialogues About Race and Ethnicity for on- and off-campus students.
- Designed and conducted eight bystander trainings for 250 Onondaga Community College faculty and staff members.
- Conducted facilitator training for 13 Tompkins Cortland Community College faculty and staff members.
- Conducted an Ending Racism facilitator training for the Syracuse University Office of Multicultural Affairs.
- Conducted an Ending Racism dialogue circle using a newly updated Ending Racism dialogue guide.
- Designed and delivered introductory dialogue programs:
 - Thirteen Syracuse University College of Law faculty and staff members were trained to deliver a two-hour dialogue session to 220 first-year law school students.
 - Five Peaceful Schools staff members were trained to facilitate dialogue circles for 60 staff members.
 - Seven Coordinated Care Services Inc. staff members were trained to facilitate dialogue circles for 100 staff.
- Presented the 15th Annual Duck Race to End Racism to raise awareness about racism and racial inequality and to raise funds for Center for Dialogue programs and activities. Nearly 3,000 people attended.
- Presented, in partnership with Syracuse Stage, the annual Racial Justice Awards to honor adults and youth in the community whose work promotes social equity and racial justice.



Dialogue circles, involving police officers and community member facilitators and participants, were held throughout 2017. The circles build understanding and trust.

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 800 refugees annually. It also annually serves more than 2,500 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.



InterFaith Works holds a monthly immigration clinic to assist its clients with legal issues pertaining to immigration such as green card applications and family reunification processes. After initial consultation with a volunteer immigration attorney, clients may be referred to other legal service providers in the community.

Speaking at public meeting about refugee resettlement held at InterFaith Works is Olive Sephuma, director of InterFaith Works' Center for New Americans. Attendees at dozens of meetings were educated about refugees and the vetting process, and encouraged to be advocates.



2017 Program Accomplishments and Highlights

- Resettled 379 refugees from Burma, Bhutan, Eritrea, the Congo, Sudan, Somalia, Iraq, Afghanistan, the Ukraine and Cuba, as an affiliate of Church World Service and Episcopal Migration Ministries.
- Resettled 122 Cuban entrants.
- Through Matching Grant intensive case management and employment placement services, provided alternatives to public assistance for 101 people.
- Maintained the Match Grant Store, providing special donated items for Match Grant clients in space donated by Missio Church and First Lutheran Church.
- Provided mental health services along with intensive medical case management to 237 clients.
- Provided immigration and English as a Second Language (ESL), computer and financial literacy services to 82 Matching Grant clients.
- Worked in collaboration with Centro to teach 152 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 179 clients, with 124 successfully placed in jobs.
- Helped more than 430 clients avoid homelessness, using 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 Catholic Charities Resettlement Program, provided early language learning and employment assistance services on site and at the Office for New Americans Opportunity Center.
- Provided internship opportunities to 54 undergraduate and master's level students from Syracuse University, Cazenovia College, Le Moyne College, Onondaga Community College and Bryant & Stratton College.



InterFaith Works' staff members Cristal Mendoza (far left) and Harith Alnoamy (center) celebrate with the first graduating class of home health aides to be hired by Peregrine HomeCare.



Hundreds of people attended a World Refugee Day celebration, "Come as Strangers, Leave as Friends," held at Dr. Weeks Elementary School on June 20. The event featured a multitude of performances, authentic ethnic cuisine and activities to make new acquaintances.

Interfaith Initiatives

InterFaith Initiatives is a newly expanded version of the previously named Spiritual Care Program. This program seeks to increase interfaith understanding among members of various faith traditions and the community at large. To that end, it organizes interfaith events and dialogue programs, working closely with InterFaith Works' more than 60 Faith Partners and its Round Table of Faith Leaders. Interfaith Initiatives provides spiritual care and religious services to institutionalized individuals by placing chaplains of diverse faiths in area hospitals, nursing homes and correctional facilities. In collaboration with Crouse Hospital, the Interfaith Initiatives Program coordinates and hosts a yearly educational event known as Spiritual Care Day.



In support of refugees and the nation's diversity, the InterFaith Works' Round Table of Faith Leaders created the Spirit of America project. Presenting at organizations throughout Central New York, distributing posters and banners, and spreading the word through social media, refugees and their allies presented facts about refugee resettlement in the United States.



Eighteen groups participated in interfaith dialogues. "The reason why I go to a dinner dialogue every year is that ... something extraordinary happens," said one participant surveyed. "One of these conversations changes me, binds me to my colleagues, advances my understanding of myself and others, and adds texture and depth to my own religious beliefs and convictions."



Dr. Keith Alford addresses the nearly 70 chaplains, faith leaders and caregivers who attended the 2017 Spiritual Care Day, held at the Marley Education Center at Crouse Hospital.

2017 Program Accomplishments and Highlights

- In collaboration with Catholic Charities, InterFaith Works held a successful prayer march on May 7, 2017. More than 300 people participated in the 1.8 mile walk, which was held in support of refugees.
- More than 170 people of diverse faith traditions participated in interfaith dinner dialogues in 2017. Comprised of small groups of eight to 10 members, the groups seek to build understanding and to find common ground among varied faith traditions.
- The number of faith communities who became Faith Partners of InterFaith Works continued to grow and currently stands at more than 60. Faith Partners are a network of diverse faith communities that seek to support one another and the mission and programs of InterFaith Works.
- Interfaith Initiatives joined in the advocacy work in support of refugees and the diversity of the United States through the Spirit of America project. Begun over the July 4 holiday, the project became so successful that it was extended through the fall. In addition to offering the Spirit of America yard signs and banners, refugees and allies (including members of InterFaith Works' Round Table of Faith Leaders and board of directors) traveled to more than 40 locations throughout Central New York to educate people about refugees, the vetting process and to tell personal stories. More than 3,000 people were reached through this initiative, changing hearts and minds through education.
- A conference for New American pastors was held at Hendricks Chapel, Syracuse University, to discuss the challenges they face in executing their ministerial duties, as well as opportunities for ministry in a new land. More than 40 clergy and church leaders attended.
- The 27th Annual Spiritual Care Day was held on Oct. 26 at the Marley Education Center at Crouse Hospital. Keith Alford, PhD, chair of the School of Social Work at Syracuse University, gave the keynote address, "Hospitality: Cultivating Inclusion." He challenged the participants to "always find a room at the table for ensuring racial and social justice for all and at all times."
- InterFaith Works and Unity of Syracuse came together to pray for peace in our community, state, nation and the world on Sept. 13, World Day of Prayer. "Peace in the Midst" was held in honor of our shared, sacred value of a peaceful world. Diverse spiritual leaders took turns offering prayers for peace in their own faith traditions.



Representatives of dozens of Faith Partner congregations gathered at InterFaith Works in 2017. Faith Partners plan to meet at least three times a year to share their experiences and ways to work collaboratively.



More than 300 people marched throughout the North Side of Syracuse in support of refugees in May.

Senior Services

InterFaith Works has a 31-year history of serving seniors by addressing issues of isolation and loneliness that may accompany aging. The Senior Services Department organizes community-based services that promote activity, socialization and lifelong learning, in order to empower older adults to age with dignity. In keeping with the mission of the agency, Senior Services programming reaches a broad spectrum of ethnic groups, builds bridges of understanding among the wide diversity of seniors in the community, and promotes respectful care for elders.



Senior companion volunteers were honored at the 31st Annual Recognition Luncheon. Senior companions are (from left to right): Ellen York, Brian Evans, Janice Gunn, Lucy Cathcart, Harriet Ross, Mary Carr and Zoraida Kimpel.



Senior Services and the El-Hindi Center for Dialogue collaborated to hold an intergenerational dialogue that involved high school students and older adults.

2017 Program Accomplishments and Highlights

- Supported 58 senior companions in providing 60,000 hours of assistance to 180 vulnerable older adults in three Central New York counties.
- Provided respite care to 10 caregivers of frail elderly.
- Delivered wellness training to 58 senior companion volunteers, helping them live healthier lives as well as improving service to their clients.
- Strengthened and expanded partnerships with 13 local agencies to deliver companion services.
- Collaborated with local faith communities to provide senior companions with lunch at monthly training events.
- Honored senior companions as “Superheroes of Service” at our 31st Annual Recognition Luncheon.
- Successfully piloted “One-to-One,” a friendly visiting program to reach isolated elders in nursing homes.
- Initiated efforts to identify and address the needs of senior refugees and their caregivers, with funding from the Health Foundation for Western and Central New York.
- Organized an intergenerational dialogue between older adults and high school students, in partnership with the El-Hindi Center for Dialogue.
- Engaged in service projects, including the Martin Luther King Jr. Day of Service to prepare care packages for area shelters.



Faith communities generously offer to prepare lunch each month for those participating in the senior companion inservice training meeting. Members of the Trinity Outreach Committee distribute lunch at the March meeting.



Refugees and community members attended a workshop to help identify the needs of senior refugees and their caregivers.

Thank You to Our Donors and Funders

The following donations were received between Jan. 1, 2017 and Dec. 31, 2017.

\$50,000 and above

The Herbert S. and Eleanore L. Howard Foundation
United Way of Central New York

\$10,000 - \$49,999

The Ahmad and Elizabeth El-Hindi Foundation
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Syracuse Monthly Meeting of the
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Financial Report

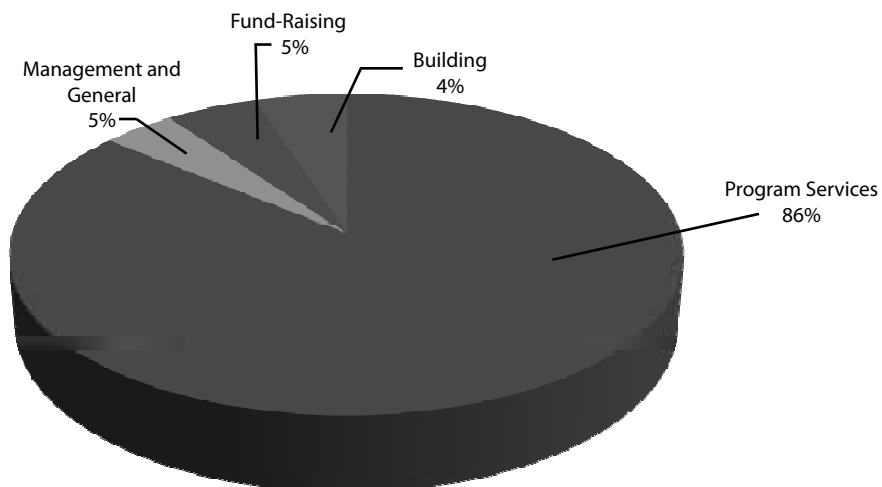
Audited

For the period ending December 31, 2017

Revenues	\$3,123,511
Expenses by Program	
Building	\$126,992
Center for New Americans	\$1,644,048
Center for Dialogue	\$311,447
Senior Services	\$281,312
Interfaith Initiatives	\$297,909
Development	\$149,028
Management and General	\$143,300
Total Expenses	\$2,954,036
Change in Net Assets	\$169,475*

*Of the \$169,475 change in net assets, \$115,762 represents gifts to InterFaith Works' capital campaign.

Functional Expenses 2017





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.

InterFaith Works of Central New York
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