



# 2018 ANNUAL REPORT

# The Year in Review

*“Those who attempt to conquer hatred by hatred are like warriors who take weapons to overcome others who bear arms. This does not end hatred, but gives it room to grow.”*

— *The Buddha*

## **2018 found numerous examples of InterFaith Works joining forces with individuals and other proponents of positive change in full pursuit of the agency’s mission to affirm the dignity of each person and every faith community.**

Nowhere was that pursuit more evident than the ga-ga games youth competition held in September at Schiller Park on Syracuse’s North Side. Organized by InterFaith Works’ El-Hindi Center for Dialogue, the games perfectly illustrated what is possible when differences are put aside in favor of a celebration of the diversity that makes Central New York a special place to live and raise a family.

If you haven’t heard the story before, it began as an idea during the planning for InterFaith Works’ Duck Race to End Racism. Volunteer Bonny McCabe, a Lutheran, reasoned a pit to play ga-ga, a version of dodgeball originating in Israel, would make a fitting prize for a winner of the Duck Race to End Racism’s youth race. Temple Concord volunteered to pay the cost of the ga-ga ball pit. Then, parishioners from King of Kings Lutheran Church in Liverpool agreed to build the fenced-in area where the game is played. At the Duck Race, North Side Learning Center, which serves youth from Syracuse’s Muslim community, gratefully accepted the prize after placing among the top five teams in the youth race.

Following the Duck Race, InterFaith Works organizers began planning a ga-ga youth competition at Schiller Park. Thus, the game of ga-ga not only brought together more than 60 neighborhood youth and suburban children in the same park on a sunny afternoon, it would not have been possible without North Side Learning Center, Temple Concord and King of Kings, with support from Good Shepherd Lutheran Church in Fayetteville, Thrivent Financial and InterFaith Works’ staff.

The year was also highlighted by the participation of more than 300 men, women and children of various faiths, races and national origins in a 1.8-mile prayer march, “Procession of the Neighbors,” through the North Side of Syracuse. Organized by InterFaith Works and Catholic Charities of Onondaga County, the march demonstrated the

community’s warm and welcoming acceptance of refugees and immigrants on a chilly afternoon in May.

Beginning at Destiny Christian Center, which houses a congregation of immigrants from the Democratic Republic of the Congo and other African nations, the procession made stops along the way at Myanmar Baptist Church and a Vietnamese Buddhist Temple, concluding at the Masjid Balil Mosque. At each stop, marchers were addressed by speakers from members of the various faith communities.

Continuing the agency’s long tradition of collaborating with others, the Center for New Americans partnered with Centro to teach more than 60 refugees how to use the public transportation service’s buses. CNA staff also received support from the U.S. Department of Housing and Urban Development and the City of Syracuse to link clients with government and private programs that allowed them to avoid homelessness.



*Students enrolled in an InterFaith Works’ citizenship class examine a shipment of books received through a grant awarded by ProLiteracy’s National Book Fund.*



*Members of InterFaith Works’ staff joined Duck Race volunteers in preparing bag lunches for “Sandwich Saturdays,” an initiative organized by the non-profit organization We Rise Above the Streets Recovery Outreach, which provides food and clothes to Syracuse’s homeless.*



*InterFaith Works' board member and former Naval Officer Samuel Clemence, left, holds an American flag and looks on as Jihad Al Jiboury offered prepared remarks about coming to the U.S. from Iraq and what the American flag means to her during a Flag Day ceremony outside the agency's office.*

The Office of the Mayor of Syracuse contracted with InterFaith Works to lead a conversation last fall in an effort to engage local community leaders in a respectful, open discussion about the legacy of Christopher Columbus. Three more conversations, led by the agency's El-Hindi Center for Dialogue, are planned in 2019.

In a related development, about two dozen adults and high school students, members of the Syracuse Seeds of Peace, Girl Ambassadors for Peace and Syracuse Community Choir, as well as youth from the Onondaga Nation, participated in a three-hour "Blanket Exercise" workshop conducted in October by the Neighbors of Onondaga Nation. The workshop, presented for the first time at InterFaith Works' Syracuse office, was held following the observance of Columbus Day. "It was powerful, emotional and intense," recalled Kofi Addai, dialogue coordinator for the Center for Dialogue, in describing the workshop.

The truth about immigration and refugee resettlement, as well as the history of immigration in the U.S., was also a focus for the agency in 2018 with several "Community Conversations" hosted by InterFaith Works' Center for New Americans and supported by the New York State Office for New Americans. The public was invited to participate in the 90-minute sessions.

Another new initiative launched by InterFaith Works in 2018 was Thrive, a support group that meets weekly and provides education about healthy relationships and coping skills, language lessons, trauma informed exercise classes and art projects for refugee women who have experienced domestic violence. The program, which is administered by the Center for New Americans, is funded through a grant from the Women's Fund of Central New York and individual donors.

The launch of InterFaith Works' One to One program, which matches volunteers with residents in senior living communities, marked another milestone for the agency. Beginning first as a pilot program early in the year, One to



*Beth A. Broadway, president and CEO of InterFaith Works, received the 2018 Paul and Joyce Aicher Leadership in Democracy Award from Everyday Democracy.*

One received a major boost in grant funding, allowing the agency to increase staff resources devoted to the program that addresses issues of social isolation and loneliness among the elderly. The scope of InterFaith Works' Senior Services activities also widened during the year to include a new medical supply closet in which donated durable medical equipment, such as walkers, canes, mobility assist rails and wheelchairs, is loaned to families for improving older refugees' mobility, safety and independence in their own homes.

The expansion of services InterFaith Works provided in 2018 sets a new bar for our organization, one that balances on the fine line dividing current need and a view of the future. The partnerships, new programs, and growth in 2018 have further solidified the foundation on which this agency rests.

*Shiu-Kai Chin*

Shiu-Kai Chin, PhD  
Chair, Board of Directors

*Beth A. Broadway*

Beth A. Broadway  
President/CEO



Shiu-Kai Chin, PhD  
Chair, Board of Directors



Beth A. Broadway  
President/CEO



# Ahmad & Elizabeth El-Hindi Center for Dialogue

InterFaith Works' Ahmad & Elizabeth El-Hindi Center for Dialogue, named for 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. The Center brings together disparate groups of people to foster mutual understanding and trust, and to find additional ways to work together for the betterment of the entire community. Dialogue programs address community concerns and encourage understanding across racial, ethnic, religious and community differences.

The El-Hindi Center for Dialogue incorporates and expands upon 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 550 dialogue circles.



*Peter Willner, director of the Ahmad & Elizabeth El-Hindi Center for Dialogue, shows off the 2018 American Civic Collaboration Award (Civvys) the center received for its work in a variety of programs, most notably its Police-Community Dialogues.*



*Youth participated in a game of ga-ga at the Syracuse Inner Harbor during the 16th Annual Duck Race to End Racism.*



*In December, more than 30 Seeds of Peace students visited the Skä-noñh - Great Law of Peace Center to learn about more than 500 years of the Haudenosaunee experience. Syracuse Seeds then worked in school groups to create action plans to help create vibrant, respectful and inclusive school communities. Their visit was made possible by the collaborative work between a Seeds of Peace Educator mini-grant, a partnership between the Syracuse City School District, InterFaith Works and our adult allies.*

## 2018 Program Accomplishments and Highlights

- Sent 29 refugee and American-born students from five city high schools to the International Seeds of Peace Camp in Otisfield, Maine, with support from the Syracuse City School District, Onondaga County and Seeds of Peace.
- Created Seeds of Peace clubs in the Syracuse City School District where inclusion, peace and activism can flourish as part of school culture.
- Launched an intensive dialogue-to-action program with the Syracuse University College of Engineering and Computer Science, and held one leadership dialogue circle for 14 participants to address racism, homophobia and other “isms.” The program will engage 500 students, staff and faculty over the next two years.
- Concluded a dialogue-to-action program with Peaceful Schools, engaging 60 of their staff in ending racism dialogue circles and training some individuals to serve as dialogue circle facilitators.
- At the request of the City of Syracuse, the center organized and hosted a dialogue for the Mayor’s Office focused on Columbus Day, addressing varying community viewpoints of the explorer with the goal of fostering a deeper understanding about present-day concerns about the depiction of Native Americans while honoring the community’s Italian heritage.
- Convened one dialogue circle for 13 Syracuse University College of Law students, faculty and staff.
- Engaged 250 students and 30 adult allies at seven city and seven suburban high schools and middle schools through IFW’s Starting Small program in facilitated dialogue sessions to break down racial and ethnic stereotypes and build bridges of understanding.
- Trained 15 facilitators for Onondaga Community College to conduct Student Conversation Circles that address bias, prejudice and strategies for building bridges among people who are different from one another.
- Conducted facilitator training for 11 Tompkins-Cortland Community College faculty and staff members to conduct dialogue circles on race, racism and other forms of stereotyping.
- Organized a visit from Everyday Democracy, IFW’s national dialogue partner, for a comprehensive article about the El-Hindi Center for Dialogue’s operations called “Spotlight: Anchor Partner InterFaith Works Is on a Mission” (April 2018).
- Conducted two ending racism dialogue circles for 20 participants using a newly updated Ending Racism dialogue guide.
- Conducted dialogue circles on ending racism for 160 Le Moyne College staff and students, and trained 20 staff as dialogue circle facilitators.
- Designed a workplace dialogue to address issues of a more diverse workforce for Onondaga County’s Water Environment Protection agency and delivered two dialogue circles for 20 participants.



*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. From left are 2018 honorees Jack Manno and Cindy Squillace (Racial Justice Awards), Dyna Umutoni (Youth Award), Jules Mugabo (Youth Award), and Van Robinson (seated, Lifetime Achievement Award).*

- Received a local service award from Peaceful Schools, a national civic champion award from Everyday Democracy, and was a local honoree for the 2018 American Civic Collaboration Awards.
- Presented the 16th Annual Duck Race to End Racism, which was designed to raise awareness about racism and racial inequality and to raise funds for Center for Dialogue programs and activities. Nearly 2,000 people attended.
- Presented in partnership with Syracuse Stage, the annual Racial Justice Awards Program to honor adults and youth in the community whose work promotes social equity and racial justice.



# 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 200 to 600 refugees annually. It also serves more than 1,200 individuals who were once refugees or immigrants, have been in the U.S. less than five years, and who continue to need housing, medical, employment, literacy, citizenship, or interpretation help.



*Mariam Rufai, formerly of Somalia, and Rabija Adem, formerly of Ethiopia, were sworn in last August as new American citizens during a naturalization ceremony held in Syracuse at the U.S. District Court for the Northern District of New York.*



*State Assemblyman Al Stirpe spoke at a legislative breakfast hosted by InterFaith Works' Center for New Americans and held to thank lawmakers for their support in including refugee relocation assistance in the state budget.*

## 2018 Program Accomplishments and Highlights

- As an affiliate of Episcopal Migration Ministries, the agency resettled 108 refugees from Afghanistan, Bhutan, Burma, Central African Republic, China, the Congo, Eritrea, Ethiopia, Iraq and the Ukraine. On a quarterly basis, the agency has 300 to 400 visitors who have been in the country longer than 90 days.
- Employment placement services resulted in 192 people successfully placed in jobs. Ninety-two individuals participated in job readiness classes.
- Through Matching Grant intensive case management and employment placement services, 32 people were provided alternatives to public assistance.
- First Lutheran Church provided space for the Match Grant Store, which allows clients who opt out of public assistance to receive extra items to furnish their homes.
- Mental health services and intensive medical case management was delivered to 205 clients who needed medical navigation to find their way through the American medical system.
- Through the CNY Diaper Bank's monthly diaper distribution program, for which the agency is a site, 80 families with children under 4 years old received free diapers.
- In collaboration with Centro, 64 refugees learned how to use the bus. Training includes how to board, pay the fare, transfer and request a stop. Refugees also benefited from a guided bus tour of Syracuse.
- Due to grants received from the City of Syracuse and the U.S. Department of Housing and Urban Development, 253 unduplicated clients avoided homelessness. Clients were linked with essential government and private programs that enabled them to stay safe and warm in their own homes.
- Two InterFaith Works' staff are U.S. Department of Justice accredited representatives, providing citizenship classes to 42 individuals and immigration services to 26 clients, while assisting 35 individuals with immigration applications.
- Internship opportunities were provided to 39 undergraduate and master's level students from Syracuse University, Cazenovia College, Le Moyne College, Onondaga Community College and Bryant & Stratton College.



*Newly arrived refugee clients participate in a cultural orientation session about life in their new community.*



*InterFaith Works teamed up with the group Cazenovia Welcomes Refugees to help relocate Rzan Othman, Ivan Mohammed Ameen and their children to Madison County.*



# Interfaith Initiatives

Interfaith Initiatives promotes interfaith understanding through dialogue and action projects that lead to understanding faiths other than ones' own and to motivate communities to work together for the common good. The program also provides chaplaincy services to two medical institutions, one nursing home, three correctional facilities and one other institution. Interfaith Initiatives organizes dinner dialogues and collaborates with Crouse Hospital on Spiritual Care Day, which provides training and education to 100 chaplains, caregivers and community support people.



*Mary A. Emebo and Marty Pelham engage in a one-on-one discussion during breakfast prior to the start of InterFaith Works' Spiritual Care Day. The annual educational event is held every October in conjunction with Crouse Hospital. Participants include clergy, chaplains, medical professionals, social workers and volunteer caregivers.*

*Members participating in InterFaith Works' Interfaith Initiatives Chaplaincy Program gathered for the program's annual chaplain dedication at Crouse Hospital. The program provides chaplaincy services to as many as 2,000 persons each month in hospitals, nursing homes and correctional facilities throughout Onondaga County. Christian, Muslim, Jewish and Interfaith chaplains offer worship services, study groups, spiritual counseling and prayer for those in need of solace and spiritual support.*





## 2018 Program Accomplishments and Highlights

- The diversity of Central New York was reflected in the more than 400 people of many different faiths attending the 8th Annual World Interfaith Harmony Assembly held at Congregation Beth Shalom-Chevra Shas in Jamesville. The event was co-hosted by InterFaith Works and Women Transcending Boundaries. In line with InterFaith Works' mission, the goal of the celebration is the affirmation that mutual understanding and interfaith dialogue constitute important dimensions of a culture of peace.
- On May 6, 2018, InterFaith Works, in conjunction with Catholic Charities, held "Procession of the Neighbors," a prayer march, in solidarity with the refugee community. Three hundred people participated in the 1.8-mile walk through the North Side of Syracuse despite the chilly weather that day. The march was the first InterFaith Works' event co-hosted with Catholic Charities.
- InterFaith Works' Dinner Dialogues remain integral to fulfilling the agency's mission and its work in the community. In 2018, 130 people, both teens and adults, participated in the dinner dialogues held at homes throughout Central New York. Twenty-six attendees served as hosts and facilitators.
- In an effort to fulfill Interfaith Works' vision of "building bridges," the agency's Round Table of Faith Leaders embarked on a pilgrimage to Palmyra to visit the Sacred Grove of the Church of Jesus Christ of Latter-Day Saints. The purpose of the October trip was to:
  - deepen the participants' personal faith by visiting some of the most sacred sites tied to other religious traditions
  - gain an appreciation of the shared elements of all religious traditions
  - arrive at an understanding and respect for differences
  - establish personal friendships with fellow faith leaders.
- InterFaith Works entered the second year of intensified refugee advocacy through the *Spirit of America* project. Nine visits were made to faith communities and schools as part of an effort to educate and expose congregants and students to refugees and their resettlement. The purpose was to increase knowledge, compassion and action on behalf of refugee resettlement efforts. Through the opportunities created by the *Spirit of America* project, more than 1,000 local residents were reached as New Americans shared their stories of refugee resettlement.
- InterFaith Works' chaplains served the spiritual and religious needs of more than 2,000 institutionalized individuals each month during 2018. Twenty-three chaplains representing five faith traditions visited hospital patients, nursing home residents and correctional facility inmates at seven local facilities.
- On Oct. 25, InterFaith Works convened the annual Spiritual Care Day conference, "Engaging Chaplains & Faith Leaders in Resilience and Crisis Response," at Crouse Hospital. Nearly 90 chaplains, caregivers and faith leaders attended the day-long conference.

*Members of InterFaith Works' Faith Partners pose for a group shot before the beginning of their monthly meeting.*



*The Rev. James Kerr-Whitt, who served as a member of InterFaith Works' Round Table of Faith Leaders, explains a display of sacred texts and objects at a Sacred Site Open House held in 2018 at InterFaith Works.*



# Senior Services

InterFaith Works has a 32-year history of serving seniors by addressing issues of isolation and loneliness that often accompany aging. The agency's 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.



*Participants in InterFaith Works' Gather Around Program enjoyed a field trip to The Pumpkin Hollow in Marcellus. The field trip, the first of many the agency's Senior Services office is planning, featured a hayride, pumpkin picking and the opportunity to visit farm animals, drink apple cider and eat fresh doughnuts.*



*Lucy Cathcart, Lyubov Vakhutinsky and Janice Gunn, from left, were recognized in 2018 for 20 years of volunteer service to InterFaith Works' Senior Companion program.*



## 2018 Program Accomplishments and Highlights

- Supported 58 Senior Companions in providing 60,000 hours of assistance to 180 vulnerable older adults in Onondaga, Madison and Cayuga counties.
- Strengthened and expanded partnerships with 13 local agencies that serve as stations to supervise Senior Companions and deliver companion services.
- Delivered wellness training to 58 Senior Companion volunteers, helping them live healthier lives themselves and then bringing this learning to improve services to their clients.
- Provided respite care to 11 caregivers of frail elderly.
- Collaborated with local faith communities to provide lunch for Senior Companions at monthly training events.
- Honored Senior Companions at the 32nd Annual Recognition Luncheon.
- Successfully launched One to One, a weekly visiting program to reach elders in nursing homes who have no “outside” visitors and who need the love and attention of our community to affirm their dignity. The program, which has volunteers visiting residents in five area nursing homes, provides volunteers with regular in-service training.
- Initiated a new program for elder refugees called Gather Around. The program teaches conversational English, increases socialization, introduces elders to community resources like the public library, zoo and museum, and supports elders so they feel safer and become more integrated into the area’s civic life.



*Lori Klivak, director of Senior Services for InterFaith Works, helps train a Senior Companion volunteer.*



*Volunteers like Melonie Unger, right, seen here with Shirley Beckeman, a resident at the Nottingham senior living community, are essential to InterFaith Works’ One to One program, which tackles social isolation and loneliness among the aged at long-term care facilities.*

# Thank You to Our Donors and Funders

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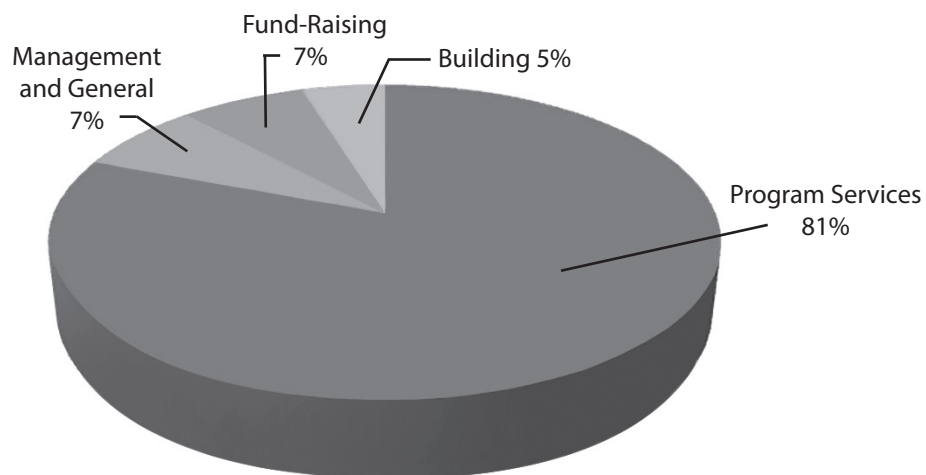
# Financial Report

*Audited*

For the period ending December 31, 2018

<b>Revenues</b>	<b>\$2,895,234</b>
<b>Expenses by Program</b>	
Building	\$136,807
Center for New Americans	\$1,364,410
Center for Dialogue	\$292,274
Senior Services	\$386,440
Interfaith Initiatives	\$302,533
Development	\$211,331
Management and General	\$213,239
<b>Total Expenses</b>	<b>\$2,907,034</b>
<b>Change in Net Assets</b>	<b>(\$11,800)</b>

## Functional Expenses 2018





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**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.

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**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  
1010 James Street, Syracuse, NY 13203  
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Website: [www.interfaithworkscny.org](http://www.interfaithworkscny.org)

