

**PATH TO**  
**CITIZENSHIP**  
BLACK LIVES MATTER  
HOSPITAL DIALOGUES  
**ONE TO ONE**  
FAITH PARTNERS PROGRAM  
**CHAPLAINCY**  
COLUMBUS DIALOGUES  
DIAPER BANK  
**SENIOR SERVICES**  
MUSIC AND MEMORY  
**CRISIS INTERVENTION**  
**CNY INSPIRATIONS**  
GATHER AROUND FOR ELDER REFUGEES  
COMMUNITY NAVIGATOR

INTERFAITH UNDERSTANDING  
**DIGNITY**  
CAMPUS DIALOGUES  
**SENIOR COMPANIONS**  
DINNER DIALOGUES  
MEDICAL SUPPLY CLOSET  
POLICE-COMMUNITY DIALOGUES  
REFUGEES  
U.S. CENSUS  
**EMPLOYMENT**  
CLERGY PARKING PASSES  
DUCK RACE TO END RACISM  
INTENSIVE CASE MANAGEMENT  
COLUMBUS DIALOGUES  
DIAPER BANK  
**SENIOR SERVICES**  
MUSIC AND MEMORY  
**CRISIS INTERVENTION**  
**CNY INSPIRATIONS**  
GATHER AROUND FOR ELDER REFUGEES  
COMMUNITY NAVIGATOR

2019 ANNUAL REPORT



# The Year in Review

Dear Friends:

As we write this, well into the summer of 2020, we reflect back to 2019, and who could have foreseen the challenges of a world pandemic and the eruption of our globe to end systemic racism? Yet here we are, continuing to put our shoulder to the wheel to end oppression, alleviate suffering, and inspire acts of love and justice.

2019 was an important year of growth for InterFaith Works, when our staff grew by 25 percent as we added 18 new programs, broadened the scope of service across the region, and built new partnerships.

Some highlights, one from each of our program areas:

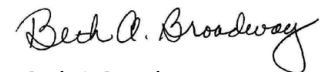
- **Breaking Barriers to Employment** in our Center for New Americans is funded by a national foundation, The Hearst Foundations, enabling us to work creatively with New Americans whose limited English, transportation challenges, and difficulty in transferring skills to the American workforce have limited their employment to low-income jobs or to their being unemployed. But through this effort and our other employment services, 144 people secured jobs in 2019. A good job has the power to transform lives, families, businesses and our entire community.
- **Aging Services Coalition** in our Senior Services program established a process for elder-serving agencies to reduce isolation and loneliness, while using a racial equity lens so these agencies could serve more black and brown people as they age, expanding the skills and hiring practices of agencies at the same time.
- **Building United Communities** in our Interfaith Initiatives is a joint partnership with the national Episcopal Church and the Diocese of Central New York to integrate refugees and other New Americans in traditionally white churches utilizing dialogue and action. The framework will become a national model for refugee resettlement communities across the country.
- **The Columbus Dialogues** in our El-Hindi Center for Dialogue and at the request of the office of Syracuse Mayor Ben Walsh afforded people of our community the opportunity to engage across a deep divide of public opinions about the issues of Columbus Day, Indigenous People's Day, the Columbus statue at the center of Columbus Circle in downtown Syracuse, as well as the relationship and history between Syracuse, the Onondaga Nation and Italian immigrants. The agency also established an online platform inviting residents to respond to a staff report outlining common ground solutions, themes and proposed actions. In 2020, InterFaith Works will work again with the mayor's office to produce an Action Strategy.

The tremendous progress we made in 2019 in providing opportunities to practice our different faiths together as brothers and sisters, as well as serving the New American community and the most vulnerable among us has humbled us. Many volunteers, partners, friends and allies have given countless hours and enormous effort, building our loyal base of support. In addition to this annual report, we invite you to continue to bear witness to our work by reading our e-newsletter, spreading our message on social media platforms, volunteering with our programs, and enabling us to do even more with your moral and financial support. Together, we will change the world.

With deep gratitude,



Casey Johnson  
Chair, Board of Directors



Beth A. Broadway  
President/CEO



Casey Johnson



Beth A. Broadway

**NEW PROGRAMS**

St. Joseph's Hospital Dialogues  
 SU Diversity & Inclusion Office  
 Campus Dialogues



**EXISTING PROGRAMS**

SU School of Engineering  
 Starting Small School Exchange Programs  
 Seeds of Peace Camp and School-Based  
 Police-Community Dialogues  
 Columbus Dialogues  
 Duck Race to End Racism  
 Racial Justice Awards

**NEW PROGRAMS**

Breaking Barriers to Employment  
 Making Connections Youth Employment  
 Diaper Bank  
 Family Wellness  
 Syracuse Healing Network  
 THRIVE  
 Medical Supply Closet  
 Census 2020



**EXISTING PROGRAMS**

Reception and Placement  
 Path to Citizenship  
 Community Navigator  
 General Employment  
 Match Grant Employment  
 Interpreter Program  
 Intensive Case Management  
 Homelessness Prevention  
 Crisis Intervention  
 Mental Health Services

**NEW PROGRAMS**

The Bishop Chaplaincy  
 Building United Communities



**EXISTING PROGRAMS**

County Chaplaincy  
 Crouse Hospital Chaplaincy  
 Hutchings Psychiatric Chaplaincy  
 Elderwood Chaplaincy  
 CNY Inspirations - The Post-Standard  
 Faith Partners Program  
 Round Table of Faith Leaders  
 Clergy Parking  
 World Interfaith Harmony Assembly  
 Dinner Dialogues

**NEW PROGRAMS**

One to One  
 Music and Memory  
 Respite Care Training  
 Gather Around for Elder Refugees  
 Services for Older Refugees  
 Coalition for Aging Services/Racial Equity



**EXISTING PROGRAMS**

Senior Companions

# 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. It brings 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 17,000 people have participated in more than 600 dialogue circles.



2019 Racial Justice Awardees Karen Calenzo (Lifetime Achievement Award), Augustine Wait who accepted for Mookpolo Wait (Youth Award), and Sheena Solomon (Catalyst Award) are congratulated by InterFaith Works President/CEO Beth Broadway.



Syracuse Seeds of Peace participants develop relationships and build understanding within their schools. Representing five city high schools, they engaged with visiting Seeds of Peace Director of American Programs Andrew Koskinen, and Director of New York City and U.K. Programming Eliza O'Neil. "I'm leaving today feeling amazing and really excited for what's to come for our group!" said a Nottingham High School Seed.

*"I am buoyed by those I shared seats with on the [Columbus Dialogue] circles during the past year. It was heated at times. It was extremely sober at times. We laughed at times. All of those human emotions were in evidence as we tried to grapple with an important part of our history, a history that, if ignored, does a deep disservice to our children."*

– Robert Gardino, Letter to the Editor about the Columbus Dialogues, Syracuse.com, Oct. 11, 2019

## 2019 Program Accomplishments and Highlights

- Sent 26 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 (SCSD), Onondaga County and Syracuse Seeds of Peace.
- In March, students participating in the Seeds of Peace programs at their local schools developed and led the SCSD Youth Symposium on Gun Violence. Attending this one-day program hosted by SUNY-ESF were 220 high school and middle school students.
- Held 10 police-community dialogue circles with 116 participants and 20 facilitators, a 24 percent increase from the prior year. Police-community dialogues are planned for 2020, with the support of the City of Syracuse Police Department and the City of Syracuse Common Council.
- Engaged St. Joseph's Health in a dialogue for 55 participants. These circles were to conclude in early 2020 with action steps.
- Explored new partnerships with organizations, colleges and school districts.
- Conducted facilitator training for six Tompkins-Cortland Community College faculty and staff members, and engaged 10 returning facilitators in new dialogue program updates.
- In August, organized a three-day community session to learn about dialogue, facilitation and the International Seeds of Peace Camp. Seventy people from the community participated in a community dinner on the session's final day.
- Conducted two Ending Racism dialogue circles for 16 members of InterFaith Works' Board of Directors, Round Table of Faith Leaders and staff.
- Led four college and community-based book group discussions on *White Fragility*.
- Presented the 17th Annual Duck Race to End Racism, which was designed to raise awareness about racism and racial inequality as well as funds for Center for Dialogue programs and activities. Nearly 2,000 people attended. The Duck Race was chaired by Twiggy Eure of Crouse Health.

## OTHER 2019 PROGRAM ACCOMPLISHMENTS



### SEEDS OF PEACE

More than **160** Syracuse City School District high school students participated in the Seeds of Peace programs in their schools.



### CITY-SUBURBAN-RURAL SCHOOL EXCHANGES

Engaged **280** students and **35** adult allies at eight city and suburban high schools and middle schools in facilitated dialogue sessions to break down racial and ethnic stereotypes and build bridges of understanding.



### SU DIALOGUE CIRCLES

Implemented an intensive dialogue-to-action program with the Syracuse University College of Engineering and Computer Science, with **28** dialogue circles convened for **280** participants.



### DIVERSITY/INCLUSION

Provided diversity and inclusion consulting assistance to the Health Foundation of Western & Central New York, helping HFWCNY and other human service organizations in Central New York better understand racial equity with respect to possible program applications.



### COLUMBUS DIALOGUES

Thirty-four citizens participated in the Syracuse Mayor's Columbus Dialogues, a year-long initiative to address the complicated, shared oppression of racism through the lens of Columbus Day and its meanings.

LEARN MORE ABOUT THE EL-HINDI CENTER  
FOR DIALOGUE AT [WWW.INTERFAITHWORKSCNY.ORG](http://WWW.INTERFAITHWORKSCNY.ORG)

# Center for New Americans









*Nara Regmi, formerly of Bhutan, completed the process of becoming a new American citizen in May 2019 when he took the Oath of Allegiance. Regmi, who is photographed with Chief U.S. District Judge Glenn T. Suddaby, is a graduate of InterFaith Works' Center for New Americans' Path to Citizenship Program.*

InterFaith Works' Center for New Americans provides resettlement and crucial post-resettlement services to help refugees 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.



*InterFaith Works Case Manager Pie Manirarora, left, provided interpretation to Center for New American clients Esther Naeiezi and Claude Mudahe-Ranwa during a community orientation session with the Syracuse Police Department.*

DIAPER BANK DISTRIBUTION	
2018	2019
 <b>21,780</b> <b>DIAPERS PROVIDED</b>	 <b>68,630</b> <b>DIAPERS PROVIDED</b>
 <b>117</b> <b>FAMILIES SERVED</b>	 <b>248</b> <b>FAMILIES SERVED</b>
 <b>192</b> <b>CHILDREN SERVED</b>	 <b>306</b> <b>CHILDREN SERVED</b>

**2016-2019:**  
**759 REFUGEES**  
**PLACED IN JOBS**

## 2019 Program Accomplishments and Highlights

- In collaboration with Centro, 81 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.
- Mental health and intensive case management services were delivered to 147 clients who needed navigation to find their way through the American medical and mental health systems.
- Due to grants received from the City of Syracuse and the U.S. Department of Housing and Urban Development, 275 clients avoided homelessness. Clients were linked with essential government and private programs that enabled them to stay safe and warm in their own homes.
- Through Matching Grant intensive case management and employment placement services, 33 people were provided alternatives to public assistance. Pebble Hill Presbyterian 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.
- The Path to Citizenship Program provided citizenship preparation classes to 67 individuals. Two InterFaith Works' staff, accredited representatives of the U.S. Department of Justice, provided immigration services to 132 clients, while assisting 46 individuals complete their naturalization applications. Seventy-eight individuals received help in completing their Green Card applications.
- Internship opportunities were provided to 36 undergraduate and master's level students from Syracuse University, Cazenovia College, Le Moyne College, Onondaga Community College and Bryant & Stratton College.

## OTHER 2019 PROGRAM HIGHLIGHTS



### HELPING RESETTLE REFUGEES

As an affiliate of Episcopal Migration Ministries, InterFaith Works resettled **229** refugees from Afghanistan, Burma, Central African Republic, the Congo, Eritrea, Ethiopia, Iraq, Ivory Coast, Sudan, Somalia, Syria and the Ukraine. On a quarterly basis, the agency assists **300 to 400** visitors per month who have been in the country longer than three months.



### DISTRIBUTING FREE DIAPERS

In partnership with CNY Diaper Bank, InterFaith Works' monthly diaper distribution program provided free diapers, toys, clothing, books and hygiene items to **197** families with children under 4 years old. More than **78,000** diapers were distributed from January 2019 to January 2020, and more than **100,000** diapers have been distributed to New American families since August 2018.



### FINDING JOBS, DRIVING, TOO

Employment placement services resulted in **144** people successfully placed in jobs. One hundred and two individuals participated in job readiness classes. An additional **34** clients participated in the Refugee Driving Assistance Program to learn about rules and customs of driving in the U.S.

INTERESTED IN HELPING NEW AMERICANS?

CONTACT US AT

[dfiles@ifwcnycny.org](mailto:dfiles@ifwcnycny.org)

315-449-3552, ext. 208

[interfaithworkscny.org/support-refugees](http://interfaithworkscny.org/support-refugees)

# Interfaith Initiatives



*A potluck dinner held at Emmanuel Episcopal Church in October 2019 brought together participants in the Building United Communities project.*

Interfaith Initiatives promotes interfaith understanding through dialogue and action projects that lead to understanding faiths other than one's own and to motivate communities to work together for the common good. The program also provides chaplaincy services to two medical institutions, two nursing homes and three correctional facilities. 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.



*A young dancer performs during the 9th Annual World Interfaith Harmony Assembly held at Southern Missionary Baptist Church.*

## 2019 Program Accomplishments and Highlights

- InterFaith Works' chaplains served the spiritual and religious needs of more than 2,000 institutionalized individuals each month during 2019. Twenty-three chaplains representing five faith traditions visited hospital patients, nursing home residents and correctional facility inmates at seven local facilities.



*Young people and their adult allies representing eight faith communities were the driving force behind the Beautification Through Interfaith Dialogue project.*



*The Rev. Kate Day, managing chaplain for InterFaith Works, leads the proceedings during the 29th Annual Spiritual Care Day at Crouse Hospital's Marley Education Center.*



## 2019 Program Accomplishments and Highlights (continued)

- Beautification Through Interfaith Dialogue (BTID) builds bridges of understanding among diverse faith groups, youth, adult allies and service projects. BTID achieves this goal through the process of training, dialogue, communication and interaction. After recruiting eight faith communities (Temple Concord, Islamic Society of CNY–Syracuse Mosque, The Church of Jesus Christ of Latter-day Saints, Congregation Beth Shalom–Chevra Shas, Syracuse South Asian Fellowship, BAPS Shri Swaminarayan Mandir, Destiny Christian Center and Masjid Isa Ibn Maryam), a kick-off meeting gathered participating faith leaders and their volunteers for training to help young people to lead dialogue circles at the various faith communities.
- Building United Communities (BUC) integrates New Americans/refugees with established American congregations. BUC utilizes sustained dialogues, an integration framework and a learning community. InterFaith Works developed a cutting-edge church integration framework to serve as a model for this pilot project. The intent is to develop a national model, which will be tested by local congregations and then offered to other churches with similar needs. The model has potential benefits for a diverse array of other faith communities that are integrating and sharing worship space.
- InterFaith Works entered the third year of intensified refugee advocacy through the Spirit of America project. There were nine visits to faith communities and schools, part of the 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.

*The BTID project culminated in the completion of 10 flower boxes constructed by participating youth and adult allies, one for each of the participating congregations.*

## OTHER 2019 PROGRAM HIGHLIGHTS



### LIFTING LEVEL OF SPIRITUAL CARE

Nearly **75** chaplains, ordained and lay leaders, as well as other spiritual caregivers from a variety of faiths heard from expert presenters and panel speakers under the theme "Cultivating Space for Forgiveness," during the 29th Annual Spiritual Care Day. The purpose of the event was to better equip attendees with the tools and insights to advance forgiveness in a variety of settings.



### BRINGING FAITH COMMUNITIES TOGETHER

Representatives from **13** faith communities celebrated the ninth observance of World Interfaith Harmony Assembly with **400** attendees at Southern Missionary Baptist Church in Syracuse. Cohosted by InterFaith Works and Women Transcending Boundaries, the event celebrates the diversity and commonalities of the area's faith traditions and is presented with song, dance and literary readings.

FIND *CNY INSPIRATIONS* ON SUNDAY, TUESDAY AND THURSDAY IN THE POST-STANDARD AND ON SYRACUSE.COM.



# Senior Services



InterFaith Works has a 33-year history of serving older adults by promoting social connectedness and community engagement. The agency's Senior Services organizes programs that encourage activity, socialization and lifelong learning, so that older adults and their caregivers may 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 diverse older adults throughout Central New York, and promotes respectful care for elders.

*Parkview Junior Academy students, volunteers in InterFaith Works' One to One Program, worked on a service project with residents at The Nottingham retirement community. They assembled trail mix snacks and wrote messages for those served by We Rise Above the Streets Recovery Outreach Inc.*



*Seeking to improve her English skills, Therese Mukankusi, left, participated in the Gather Around Program.*



*At an in-service training session, Senior Companion volunteers Nouhad Saba, left, and Lillian Silva learned games they later played with their clients.*

## 2019 Department Accomplishments and Highlights

- The Senior Companion Program helped 170 older adults in Onondaga, Cayuga and Madison counties stay active and increase their independence. This includes 19 caregivers who received respite services, knowing their loved ones were well supported at home. Clients report they feel less lonely because they have a Senior Companion, can do more of the things they need to do, and that having a Senior Companion helps them stay in their own home.
- Fifty-nine Senior Companion volunteers provided more than 51,000 hours of companionship to older adults and their caregivers. Senior Companion volunteers are older adults themselves, and they receive a small stipend to support their service. Being a Senior Companion helps these volunteers stay active and engaged in the community, and it supports and improves their physical and mental health.
- Gather Around, a conversational English class for older refugees, helped 16 older adults achieve greater independence and confidence in the community. This age-friendly class addresses the barriers older adults often face when learning English, including transportation, physical limitations and mental health challenges. Elders enrolled in the class benefited from the increased opportunities to socialize and learn with peers. Elders also enjoyed field trips to cultural and recreational sites throughout Central New York, including the Everson Museum of Art, the Rosamond Gifford Zoo, a pumpkin patch and a horse farm.
- With key partners, Senior Services established the Onondaga County Aging Services Coalition, to build capacity to address senior isolation through a race- and poverty-informed lens. The Coalition will work collaboratively to strengthen existing interventions and develop new strategies to turn the curve on senior isolation and poverty among older adults in the county.

## OTHER 2019 PROGRAM HIGHLIGHTS



### PROVIDING COMPANIONSHIP

The One to One Program connected volunteers with **36** elders living in nursing homes. Through weekly visits, volunteers helped elders throughout Onondaga County experience greater joy and social connection. Volunteers also joined residents for group social events, where they created art, shared music and performed community service projects.



### SERVING MORE ELDER ADULTS

Elders served through Senior Services programs increased to **266** in 2019.

INTERESTED IN SERVING SENIORS?  
CONTACT US AT  
[ttracy@ifwcnyc.org](mailto:ttracy@ifwcnyc.org)  
315-449-3552, ext. 203



As part of the Martin Luther King Jr. Day of Service, residents from The Nottingham decorated lunch bags and wrote notes of encouragement that were distributed to those in need.

# Thank You to Our Donors and Funders

## **\$10,000 - \$50,000**

Ahmad and Elizabeth El-Hindi Foundation  
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 ACTS  
 All Saints Church

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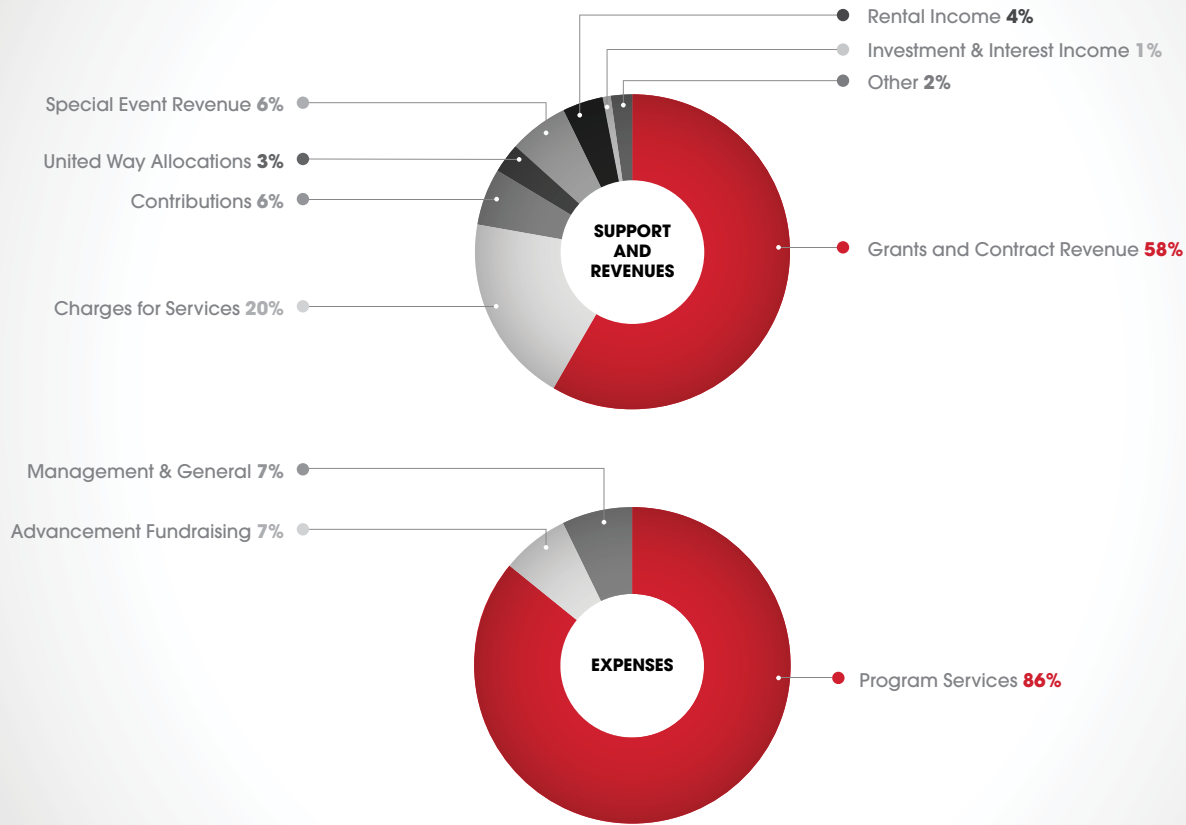
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# Financial Summary

Jan. 1, 2019 to Dec. 31, 2019

## NET ASSETS WITHOUT DONOR RESTRICTIONS



### NET ASSETS WITHOUT DONOR RESTRICTIONS

#### SUPPORT AND REVENUES:

Grants and Contract Revenue	\$1,921,470
Charges for Services	\$622,540
Contributions	\$202,663
United Way Allocations	\$94,525
Special Event Revenue	\$189,650
Rental Income	\$146,320
Investment & Interest Income	\$8,577
Other	\$99,507
<b>Total Support and Revenues</b>	<b>\$3,285,252</b>

#### EXPENSES:

Program Services	\$2,724,575
Supporting Services:	
Management & General	\$215,663
Advancement (Fundraising)	\$210,567
Total Supporting Services	\$426,230
<b>Total Expenses</b>	<b>\$3,150,805</b>

**Increase in Net Assets Without Donor Restrictions \$134,447**

### NET ASSETS WITH DONOR RESTRICTIONS

Contributions	\$3,000
Restricted Grants	\$119,435
Change in Investment in Community Foundation	\$5,527
Net Assets Released From Restrictions	(\$84,579)
<b>Increase in Net Assets With Donor Restrictions</b>	<b>\$43,383</b>

#### CHANGE IN NET ASSETS

**\$177,830**

NET ASSETS BEGINNING OF YEAR \$2,232,172

**NET ASSETS END OF YEAR \$2,410,002**



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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)

