

Community Resource Exchange

# ANNUAL REPORT FY2023.



**Dear Friends and Supporters,**

This year marks a significant milestone in CRE's history—we are celebrating our 45th anniversary! Under the theme of "Leadership Legacy," we honor the enduring impact of nonprofit leaders, our collective efforts in shaping a more equitable and inclusive society.

**But that's not all.**

We're also marking 20 years of our acclaimed cohort program, Leadership Caucus. For two decades, this program has been instrumental in cultivating influential leaders who are driving change across the social sector, leaving an indelible mark on communities across New York City and beyond.

Furthermore, we are thrilled to celebrate a decade of partnership with the Korean American Community Foundation! Together, we have created a one-of-a-kind model, where we provide capacity-building support to Korean-American grantee organizations.

And let's not forget CRE's Rising Fund, now in its 10th year, supporting the remarkable work of small and mighty organizations throughout New York City. This initiative reflects our steadfast belief in the essential work of grassroots organizations within our community.

As we embark on this year of milestone anniversaries and celebrations, we deepen our commitment to Upbuilding -- the willingness and imagination to question why things are the way they are, whether they serve or oppress, and whether they can be done differently.

Cheers to all of CRE's friends and supporters! We are grateful for these 45 years of leadership legacy. And look forward to another 45 more!

Warmly,

**Tiloma Jayasinghe**

President & CEO

**Amer S. Ahmed**

Chair, Board of Directors



## STRATEGIC DIRECTION (2023-2026)

### What We've Accomplished In Year One

#### *Bold Presence in the Marketplace of Ideas*

CRE has been a trusted advisor and expert in the nonprofit sector for decades. It's about time our brand identity embodies it! Our new brand is fresh, bold and modern. And that's captured in our website and now all accompanying collateral. Check out our [website](#) and let us know what you think!

#### *Strong CRE*

Building a strong organization often isn't glamorous work. It is the consistent, strategic, and - at times - mundane work that makes an organization strong. It requires us to roll up our sleeves, and dig deep into the areas that need fine-tuning -- or a complete overhaul. As part of Year 1 of CRE's Strategic Plan, we've invested in ourselves to remain aligned internally, collaborate optimally, and respond to the sector effectively. We revamped our performance management system, allowing for greater clarity, alignment, and effectiveness in our work. Additionally, we conducted a database clean-up!

### Looking Ahead

#### *Transformative Programs*

We're building programs that are responsive to the greatest needs of the sector, by leading with our expertise and creating space for the expertise that our nonprofit communities hold. From leadership transition workshop series to AI Bootcamps, nonprofit leaders will have timely, relevant, responsive professional development opportunities to rise above the challenges of this time.

# STRATEGIC DIRECTION (2023-2026)

## *Bold Presence in the Marketplace of Ideas*

We're committed to holding space for the exchange of innovative ideas, approaches, and practices and offering tools to support nonprofit leaders. Through our strategic planning process, we've heard over and over that an area of growth for us is to lean into our convening power, and we're going to do that. There is real value in crafting spaces for sharing knowledge, exchanging ideas, and incubating innovation. We believe it is our role to help cultivate the relationships that provide the interstitial connectivity within the sector, and enable it to be more powerful and impactful.

## *Strong CRE*

Well-run organizations can change the world. When we increase organizational efficacy, we become part of world-changing efforts. CRE will focus on strengthening and building the systems and processes that support efficient and effective work, help create impact; and most importantly, build and maintain a joyful culture.

## *LIVING INTO OUR NAME, more fully.*

All of our activities roll up to our strategic plan and our commitment to living more fully into our name: Community + Resource + Exchange. Our name anchors us in who we are, and who we aim to continue to be for the sector.

We are of the Community; we are a community-centered organization that is deeply rooted in New York City's neighborhoods and the nonprofits that serve them. We know that community-based organizations are at the heart of social change, and it's time they were resourced to thrive. We also know that some communities have been historically marginalized, and our values require us to center the people from those communities and the power and knowledge they bring.

We provide Resources in the form of our services and support so that our clients can achieve their impact and success. We believe that our role is to make sure that everyone who works with us feels more resourced. That may mean more connected, more problems solved, more success achieved, or simply more rested. CRE believes that the main impact of our work is that we help an under-resourced sector feel more cared for and abundant.

We support the Exchange of knowledge, resources, relationships and care through everything we do. CRE is good at what it does because we know that relationships are at the heart of everything and we've been building relationships for over 40 years.



## Supporting Ocean Conservation

With rapid growth, how do you build a strong organizational culture and shared vision? Over the past few years, **Oceans 5**, an international funders' collaborative dedicated to stopping overfishing, establishing marine protected areas, and constraining offshore oil and gas development, has experienced rapid growth and increasing complexity of its programming. Their leadership knew that it was a critical moment to partner with the expert team at CRE to navigate this crucial moment -- to grow well, to ensure alignment across the organization, and to propel the organization toward its goals.

Chuck Fox, Executive Director of Oceans 5, worked with CRE two years ago and knew he could depend on our expert consultants to navigate this moment: "We partnered with CRE successfully almost two years ago and concluded that a similar exercise would be helpful again... CRE is a very responsive organization. Its leaders listen well, and they consistently provide constructive recommendations on how to better manage our growth."

**"[CRE's consultants] are very experienced. CRE has helped bring our staff together. They helped us better articulate our mission and vision...[and] provided workable solutions to our core challenge of managing rapid growth."**

This year, Chuck looks forward to the continued partnership with CRE to evaluate program and support staff functions through an inclusive process that will involve Oceans 5's Board of Directors. He is confident that we'll "come out of the exercise with a shared sense of mission and purpose." We couldn't agree more.

# FY23 ANNUAL REPORT FINANCES

## FY23 Annual Report Finances

### OPERATING REVENUE & SUPPORT

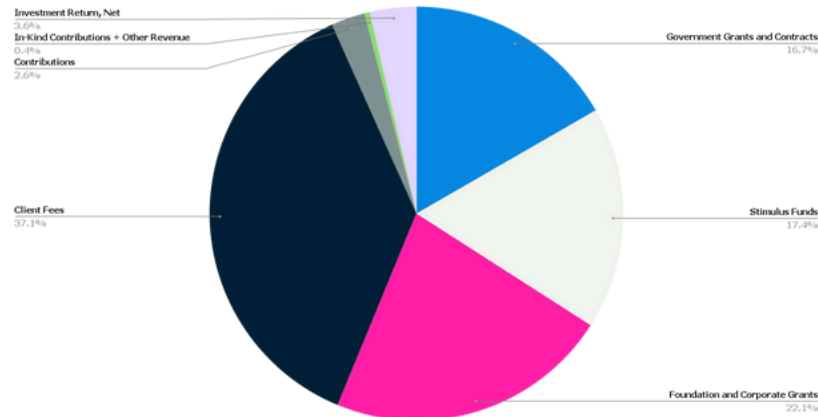
Government Grants and Contracts	\$659,843
Stimulus Funds	\$687,689
Foundation and Corporate Grants	\$876,016
Client Fees	\$1,466,672
Contributions	\$104,383
In-Kind Contributions	\$8,400
Investment Return, Net	\$144,019
Other Revenue	\$7,986
<b>Total Revenue</b>	<b>\$3,955,008</b>

### OPERATING EXPENSES

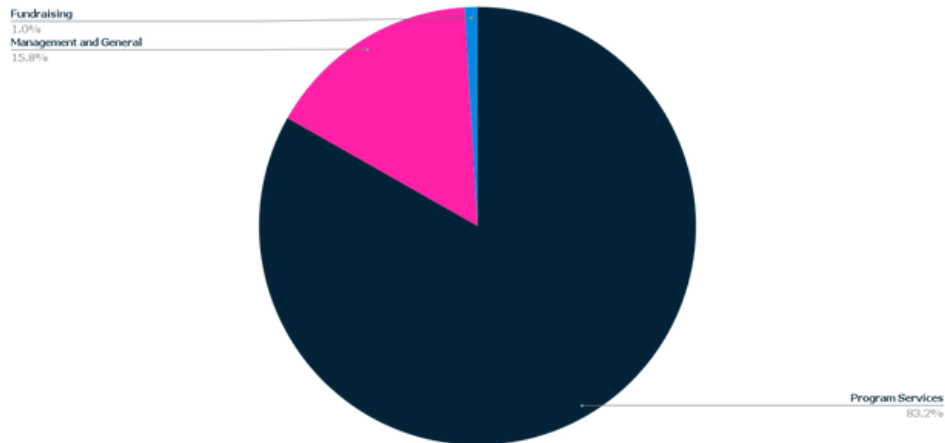
Program Services	\$3,239,328
Management and General	\$616,122
Fundraising	\$37,833
<b>Total Operating Expenses</b>	<b>\$3,893,283</b>

Total net assets without donor restrictions, beginning of year	\$1,974,858
Total net assets without donor restrictions, end of year	\$2,036,583
<b>Change in total net assets without donor restrictions</b>	<b>\$61,725</b>

Operating Revenue and Support (FY23)



Operating Expenses (FY23)



## CLIENTS & PARTNERS

826 National  
Association of Black Foundation Executives (ABFE)  
Adhikaar  
African Refuge, Inc  
Ali Forney Center  
American Express  
Arab American Association of New York  
Arab-American Family Support Center  
artEquity  
Ashoka  
Asian American Federation  
ASPIRA of New York  
Astor Services for Children & Families  
Bay Area Community Resources  
Behind the Book  
Beyond Bold And Brave  
Black Spectrum Theatre Co. Inc.  
Boys & Girls Club of Metro Queens  
Bridge Street Development Corporation  
Bringing the Peace Inc.  
Bronx Children's Museum  
Bronx Documetary Center  
Bronx Legal Services  
BronxWorks, Inc.  
Brooklyn Boatworks  
Brooklyn Community Services  
Brooklyn Prospect Charter School  
Brownsville Community Justice Center  
Brownsville Multi-Service Family Health Center  
Bx Rebirth Collective  
CAAAY: Organizing Asian Communities  
CAMBA, Inc.  
Cardinal McCloskey Community Services  
Carter Burden Network  
Casita Maria  
Center for Family Life in Sunset Park  
Center for Health Care Strategies  
Center For Justice at Columbia University  
Center for Justice Innovation  
Chess In The Schools  
Chhaya CDC  
Children of Promise, NYC  
Childrens Arts & Science Workshops, Inc. (CASW)  
Chinese-American Planning Council  
Chinese-American Family Alliance for Mental Health  
Coalition for Asian American Children and Families (CACF)  
Coalition for Hispanic Family Services  
Communities Resist  
Community Association of Progressive Dominicans  
Community Counseling & Mediation  
Community Voices Heard  
Covenant House New York  
Custom Collaborative  
Cypress Hills Local Development Corporation  
Damayan Migrant Workers Association  
Dare to Revitalize Education through Arts and Meditation (DREAM!)  
Diaspora Community Services  
Directions for Our Youth, Inc.  
DreamYard Project, Inc.  
Department of Youth & Community Development (DYCD)  
East Harlem Tutorial Program  
Roosevelt Island Seniors Association  
Roosevelt Island Visual Art Association  
Safe Horizon  
Samuel Field YM & YWHA, Inc.  
Sauti Yetu Center for African Women  
SAYA (South Asian Youth Action)  
Serious Fun After School  
Sesame Flyers International, Inc.  
Silberman School of Social Work at Hunter College  
Solar One  
South Bronx Overall Economic Development Corporation  
Sports and Arts In Schools Foundation, Inc.  
Spring Leasing and Management  
St. Nicks Alliance  
Step Up For Better Living  
Stryckers Bay Neighborhood Council, Inc.  
Sunnyside Community Services  
Teachers & Writers Collaborative  
Tides Foundation  
Alex House Project  
The Arthur Project  
Child Center of NY  
Children's Aid  
The Creative Center  
The Fresh Air Fund  
Friends of Crown Heights Educational Center  
Project Guardianship  
The Lesbian, Gay, Bisexual & Transgender Community Center  
The Marcy Lab School  
The Praxis Project  
The Resolution Project  
The Union for Contemporary Art  
The Urban Wild Inc  
Wallace Foundation  
YWCA of Queens  
Theatre of the Oppressed NYC  
Trinity Church Wall Street  
Trinity Human Services Corporation  
Union Settlement  
Unique People Services  
United Activities Unlimited, Inc.  
Urban Dove  
Bloomberg Ocean Initiative  
VISIONS/Services for the Blind and Visually Impaired  
Voces Ciudadanas  
WhyHunger  
W!se: Working in Support of Education  
Women Building Up  
Women For Afghan Women  
Women In Need  
Women's Community Justice Association (WCJA)  
Women's Housing and Economic Development Corporation (WHEDco)  
Woodside on the Move  
Yemeni American Merchants Association (YAMA)  
Young Israel of Jamaica Estates  
YMCA of Greater New York - Dodge  
YMCA of Greater New York - Northeast Bronx  
YMCA of Greater New York  
YMCA of Greater New York - Harlem  
Iyengar Yoga Association of Greater NY  
Young Advocates for Fair Education (Yaffed)

# CLIENTS & PARTNERS

Youth Design Center  
Youth Represent

## **Partners**

Bank of Tokyo-Mitsubishi UFJ  
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Mary J. Hutchins Foundation  
MetLife Foundation  
New York Community Trust  
New York Foundation  
New York Women's Foundation  
People's United Community Foundation  
Robert Sterling Clark Foundation  
Robin Hood Foundation  
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The Hyde and Watson Foundation  
Wallace Foundation  
William T. Grant Foundation



## STAFF

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**Genesis Galva**, Program Associate, Leadership & Professional Development

**Brittany Gilmore**, Consultant

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**George Hsieh**, Chief Program Officer

**Tiloma Jayasinghe**, President and Chief Executive Officer

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**Asha Sekomo**, Program Associate, Consulting

**Ramona Thomas**, Director

**Lan To**, Senior Consultant

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*\*This is a partial list of CRE staff members from October 2022 - September 2023.*

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