



# 2024 Impact Report

From the President & CEO





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## FROM THE PRESIDENT & CEO

Over the past year, I have experienced a gamut of emotions concerning the state of Graham and the world around us. These range from hope inspired by the creative and resilient people I encounter each day to utter rage and sadness at the looming threats to our values and communities. My antidote to the pain is to focus on how we can work together to help our neighbors. I am especially passionate about Graham's updated mission to collaborate with communities and strong partners to create and implement innovative strategies so that everyone can lead healthy, joyful, and successful lives.

This past year, the Graham community has come together to have difficult conversations. We have participated in a series of four convenings called The Reckoning, where we have talked about the history of the child welfare sector and the unintentional harm that our sector has caused to Black, brown, and poor families. I am grateful for the opportunity to have had these conversations and for the honesty, grace, and understanding of our community of friends and partners.

This year marks the conclusion of Graham's Vision 2025. Since its launch in 2021, we have been hard at work making the goals and objectives of our vision a reality. I am proud of what we have accomplished with our targets of helping youth and families achieve their dreams, helping families in crisis heal, changing biased systems and fighting inequity, and building a thriving OneGraham culture—I'm thrilled to share those achievements with you in this report.

With all the gains we have made and the lessons we've learned in the last four years of living out Vision 2025, we are well-positioned to tackle our audacious strategy for Vision 2029:

- Reimagine, create, and launch compassionate family support by advocating for change, focusing on equity, and eliminating harm caused by biased and oppressive systems.
- In partnership with community and in support of family strength and wellbeing: expand centers and offerings and deepen our commitment to local leadership development.
- Expand education, career, mental health, and concrete supports to help children, young adults and parents lead healthy and prosperous lives.
- Further advance our thriving OneGraham culture.

As I think about the year to come, I am reassured by the fact that whatever challenges we face, we will face them together. With your generosity, your commitment, we can continue to help those who face some of life's most difficult obstacles caused by poverty, racial injustice, and lack of access to educational opportunities, living wage employment, quality healthcare, and affordable housing. Thank you for all you do for our children and families.

With gratitude,  
Kym







## YEAR AT A GLANCE



### **8,000+ children, youth and adults reached**

through Graham initiatives, offerings, and supports.



### **13 back to school events**

at our community centers, partner schools, in local communities, and at the Stewart Hotel, our partner for newly arrived families.



### **81% (105) of Graham SLAM youth 18 & older**

have earned a high school degree, compared with only 24% of adults who have experienced foster care in NYC.



### **72% (33) of students in Graham SLAM**

persisted in college, compared with 63% of all CUNY students.



### **100+ community members**

participated in Taking Care of Business workshops to learn new entrepreneurial skills, with 30 launching their own small businesses.



### **79% (99) of children and adolescents**

working with our skilled therapists experienced improved mental health outcomes.



### **95% (126) of families who graduated from our Family Support Programs**

succeeded in overcoming individual and parenting challenges, such as substance abuse, mental health, intimate partner violence, and managing difficult child and teen behaviors.



### **96% (140) of children**

remained safely with their families for one year or more after being in foster care. This is higher than the New York City average.



## VISION GOAL 1

# Help Children and Families Achieve Their Dreams

Graham collaborates with communities and strong partners to create and implement innovative strategies so everyone can lead healthy, joyful, and successful lives. Check out what we accomplished in 2024.



### Launching School-Based Early Support

We began partnering with seven schools within Harlem and the South Bronx to provide support for families who need extra resources for their families' wellbeing. School-Based Early Support provides families with connections to other parents, help with essential needs, access to government benefits, parenting skills workshops, and support with school engagement. We also work with school staff (i.e. mandated reporters) to avoid unnecessary child protective investigations, when what families need is some extra support.



### Taking SLAM to the next level

Georgia Wall and Don Gogel gave an extremely generous gift of \$1 million to enable hiring of 10 more Graham SLAM coaches. SLAM is an innovative initiative we created in 2014 to provide youth with long-term, structured coaching from 8th grade to living-wage career paths by age 26. With this gift SLAM will expand to reach 580 youth and help us make progress toward our goal of reaching 900 youth. SLAM has focused on youth in foster care. This gift will help us reach youth in our community centers, behavioral health services, and family supports who are seeking similar support to achieve their life goals.

**81% of Graham SLAM youth**  
earned a high school degree, compared with only  
24% of adults who have experienced foster care in NYC



### Funding community entrepreneurs

For the past two years, O.U.R. Place Family Enrichment Center has been offering training and career coaching for community members who are starting small businesses. Thanks to a generous grant from the Doris Duke Foundation, O.U.R. Place awarded 79 small business microgrants to Hunts Point community members in 2024. These microgrants help cover startup costs for community businesses, like purchasing tailoring equipment or obtaining a food safety certification.



## VISION GOAL 2

# Help Families in Crisis Heal

In 2024, Graham's teams provided helpful help™ to families in crisis. This support, rooted in listening to the folks we are helping, created space for healing by offering tools and resources to help individuals and families achieve their goals.

### Improving mental health outcomes

Graham's Mental Health Clinic is one of the few stand-alone clinics in NYC specializing in youth who have experienced trauma. We have been a part of the Harlem community for 35 years and are a trusted partner for local schools and hospitals. With our skilled, trauma-focused clinicians, 79% of children and adolescents experienced improved mental health outcomes, at no cost to families.



**79% of children  
and adolescents**

experienced improved  
mental health outcomes

**95% of families**

who graduated from  
Family Support succeeded in  
overcoming individual &  
parenting challenges

### Providing helpful help™ to families seeking support

Graham's practice begins with the premise that families are the experts in their lives—families know what their most urgent needs are and, with support, can uncover strategies to help them heal and grow. Our primary goal is to provide helpful help™ that is rooted in listening to the folks we are helping. This helpful help™ responds quickly and adapts to the situation, ultimately making space for an individual or family's dreams and offering tools and resources to help folks achieve them.

Historically, most of the families in Graham's Family Support and Empowerment program were referred to Graham by the NYC Administration for Children's Services as a result of a child welfare investigation. When we provided support, many families felt like they had no choice but to engage with us—which hasn't always felt like helpful help™. We have pivoted to connect with more families directly through schools, clinics, and word of mouth. In 2021, when we launched Vision 2025, we had connected directly with 4% of families in Family Support and Empowerment. We set a goal to reach 25% of families directly, and in 2024, we achieved that goal. In Vision 2029, our goal is to keep expanding this approach to reach more families directly.







## VISION GOAL 3

# Change Biased Systems and Fight Inequity

Graham supports children, young adults, and families who face some of the most difficult obstacles caused by poverty, racial injustice, and lack of access to educational opportunities, living wage employment, quality healthcare, and affordable housing. As we look to the future, we are working to create community alternatives to harmful systems.



### Reckoning with harm

In September, we convened a full-day staff symposium to reflect on the harms caused by the child welfare system. Since then, we have held multiple staff and foster parent conversations to reflect on personal and professional involvement in the current system, recommend policy changes, and dream about how to develop community-based alternatives to the existing system. We plan to launch pilot approaches in the coming year. Staff representatives also participated in Family Advocacy Day in Albany, advocating for policies that keep families together.



### Building generational wealth

The Taking Care of Business initiative at O.U.R. Place continues to create a buzz in the Hunts Point community and make a real difference in families' lives. We continued offering inspiring workshops on tailoring, barbering, food handling, and how to establish an LLC, to support community members in building necessary skills. This initiative has helped 30 Hunts Point community members launch small businesses to generate additional family income.

**30 community members**  
launched small businesses through the  
Taking Care of Business initiative



### Bringing fresh food to the Bronx

O.U.R. Place forged a partnership with GrowNYC and The Point CDC to address the urgent food insecurity faced by families in the Bronx. Through this collaboration, GrowNYC delivers local fruits, vegetables, eggs, and grains from New York State farms, specifically uplifting farmers from historically underrepresented groups. The partnership allows O.U.R. Place to provide twice-monthly food giveaways to hundreds of community members and offer live cooking demonstrations, communal meals, and the sharing of healthy recipes.



## VISION GOAL 4

# Build a Thriving OneGraham Culture

Our goals to support children, families, and communities start with the wellbeing of our staff and attention to our environments. In 2024 we took significant steps to improve our physical spaces, advocate for increased wages, and engage staff voices.

### Renovating space for connection

Thanks to generous contributions from the Bronx Borough President, The Clark Foundation, the Renate, Hans, and Maria Hofmann Trust, and supporters of the Eliza Hamilton Legacy campaign, we renovated the lower level of our Bronx Youth & Family Center. The space features healing colors inspired by our new brand and includes a full kitchen and shower. This welcoming environment will meet the needs of children, families, and communities, while also addressing the wellbeing of our staff.



### Advocating for living wages

Graham staff joined the #JustPay campaign to advocate for living wages for nonprofit human services workers. We joined with the Human Services Council for an advocacy day in Albany, connecting with State legislators about the vital role our staff play in supporting children, families, and communities. With support from Graham and our peer organizations, the State passed a 2.84% cost-of-living adjustment for human services workers. Graham and our #JustPay allies will next advocate for a 7.8% investment from the State, to increase the funding available for program costs and worker wages.



### Centering community and staff voices

A central part of Graham's culture is how we inclusively center the voices of our community members. We engaged 300+ Graham community members in Visioning sessions across our sites to imagine the new future we want to build together. These sessions provided the opportunity for children, youth, parents, community members, and staff to contribute perspectives and ideas that ultimately informed our Vision 2029 planning.



### Building our staff culture

Our staff committees hosted informative and engaging events to create community within our workforce. Our Anti-Black Racism Committee partnered with consultants to train our supervisors in psychological safety, and planned strategies for deepening skills and holding courageous conversations. The LGBTQAI+ ThinkTank committee led Graham's representation and outreach at the Harlem Pride street fair. Our Wellness Committee hosted a health webinar series, engaging a medical professional to share strategies about making healthy choices. The Culture Committee hosted a panel on combatting social media misinformation ahead of the 2024 election.





## Events & Milestones



# THE GRAHAM COMMUNITY MAKES A DIFFERENCE

## Reckoning with Harm Caused by The Child Welfare System

Graham is a leader in addressing harm caused by the child welfare system. We co-hosted a series of convenings called The Reckoning alongside Good Shepherd Services, The New York Foundling, The Narrowing the Front Door Work Group, and the Redlich Horwitz Foundation. This series delved into the history of child welfare and the unintentional harm that our sector has caused to Black, brown and poor families in particular. These discussions align with our commitment to doing right by children and families—even when that means acknowledging that we haven't always gotten it right and we need to learn and grow.



## Inspiring Future Leaders: Women in Leadership Speaker Series

In March, we kicked off our Women in Leadership speaker series with two impactful events. The first was a panel discussion titled “How’d I Get Here?” Hosted in partnership with the Women’s Forum of New York and Graham Board member Joan Haffenreffer, Citi, the panel featured our President & CEO, Kimberly Watson, Portia Archer, COO of the NBA G League, and Karol Mason, President of John Jay College of Criminal Justice. We were honored to host civil rights icon activist, author, and speaker Ruby Bridges, who engaged Graham’s youth in a conversation about bravery and perseverance. The Women in Leadership speaker series creates a space for sharing wisdom and inspiring future leaders. Another event is scheduled for March 2025.



## 2024 Graham Gala Raises Over \$2M

In May, Graham staff and supporters gathered to benefit our families and children at the 2024 Graham Gala. The event honored Graham Board member Joan Haffenreffer and The Bronxville Friends, celebrating their extraordinary dedication and leadership. Held at Gotham Hall in New York City, this year’s gala raised over \$2M for Graham’s innovative initiatives.



## Graham & BNY Celebrate Centuries of Impact

In June, Graham’s President & CEO, Kimberly Watson, engaged in conversation with Catherine Keating, Global Head of BNY Wealth in celebration of BNY’s 240th year. Kym and Catherine discussed the shared history of Graham and BNY—Graham founded in 1806 by Eliza Hamilton and BNY founded in 1784 by Alexander Hamilton—and the importance of giving back. Following the chat, BNY employees assembled new parent care kits for parents in Graham’s supports and services.



## Graham’s Future: Launching Our New Brand and New 5-Year Vision

In November, we launched Graham’s new Vision and new brand! We launched the brand with a video highlighting our new Vision 2029 strategic plan, which centers around collaborating with children, families, and communities to provide helpful help™. We shared the video internally at staff celebrations as well as through communications with our full community. We also launched a new and improved website inspired by our innovative work! Learn more by visiting the website: [www.graham-windham.org](http://www.graham-windham.org).





# GRAHAM'S BOARD OF DIRECTORS

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Nogie Udevbulu  
Global Head of Research, Data & Analytics for ETF and  
Index Investments, BlackRock





## GRAHAM'S BOARD OF DIRECTORS

### Kelly Sullivan of Joele Frank Joins Board

"The direct impact that Graham has on families in our city is incredibly rewarding and inspiring. Graham brings practical solutions and meaningful results to the challenges that have stymied other organizations for generations.

The dedication of the staff at Graham has blown me away. They are my heroes."

- Kelly Sullivan



### Welcoming Our New Board Members



**India Sneed-Williams,  
Esq., MBA**  
Founder  
IQEQ Law



**Nogie Udevbulu**  
Global Head of Research, Data &  
Analytics for ETF and Index Investments  
BlackRock

### With Gratitude

Both Don Weisberg (11 years of service) and Damyn Kelly (3 years of service) rotated off the Board of Directors. We are grateful for their leadership and dedication to our organization and mission.



### Donor Corner: A Message From One of Graham's Generous Supporters

"We are so honored to support Graham's incredible work. We see the role Graham plays in the lives of children and families as foundational, formative, and essential, and we are grateful to be a partner in that commitment to our community."

- Genevieve Weeks  
CEO, The Tutu School



As we conclude Vision 2025, we are celebrating our achievements while also looking to the future and our Vision 2029 plan. We recognize there is still much work to do to support children, parents, and the communities where they live.

This year, we will focus our energy and resources on these priorities:

- **Reimagine, create, and launch compassionate family support by advocating for change, focusing on equity, and eliminating harm caused by biased and oppressive systems.**
  - With support from community members and thought leaders, our Alternatives to Foster Care Workgroup is exploring new models for supporting families in crisis or when poverty is the main risk factor, so children can remain with their families whenever possible.
  - This workgroup is also examining models that support families outside of ACS when parental life circumstances and/or unsafe situations require children to be in out-of-home care.
  - Based on the experiences of families and staff, as well as research on international models, we plan to pilot new approaches in the coming year.
- **In partnership with community and in support of family strength and wellbeing: expand centers and offerings and deepen our commitment to local leadership development.**
  - Our Community Center Strategy workgroup is developing a plan centered around building vibrant stand-alone community centers that provide trusted help and resources.
  - We will sustain community engagement in Hunts Point as well as meeting essential needs, and expand these approaches to additional communities, with our Bronx Youth and Family Center as the next location in the coming months.
- **Expand education, career, mental health, and concrete supports to help children, young adults and parents lead healthy and prosperous lives.**
  - Over the next few months, with gratitude to Georgia Wall and Don Gogel for their generous gift, we will expand SLAM to reach 180 more youth in our Family Support and Empowerment program and community centers.
  - We will launch our youth economic opportunity internship initiative. This will help young adults reach a living wage career path by 26 by establishing and sustaining impactful employer partnerships.
  - We will sustain our employment and entrepreneurial supports for parents and community members at O.U.R. Place Family Enrichment Center, with plans to expand this support to parents at our Bronx Youth & Family Center.
  - Through the construction of our new Youth and Family Center in Harlem, we will increase the availability of mental health therapy for children and young adults. We will also open this center to the local community for events and supports.
- **Further advance our thriving OneGraham culture.**
  - We will open the renovated lower level of our Bronx Youth & Family Center and begin renovations to the first floor. We have the ambitious goal of raising funds to renovate the entire 4-story building over the next few years, giving a fresh look to this unique Graham-owned space.
  - To support our workforce, we will develop a refined learning and development strategy to invest in first-level supervisors' leadership development and coaching competency as well as help staff develop proficiency in practice models.





## GRAHAM SITES

### Community Centers & School Partnerships

Harlem Beacon Community Center  
& Community School at P.S./M.S. 123  
301 West 140th Street  
New York, NY 10030

Hunts Point Beacon Community  
Center & Community School at  
M.S. 424 BMM  
730 Bryant Avenue  
Bronx, NY 10474

Manhattanville Cornerstone  
Community Center  
530 West 133rd Street  
New York, NY 10027

O.U.R. Place Family Enrichment  
Center  
940 Garrison Avenue  
Bronx, NY 10474

School-Based Early Support  
Hunts Point/Longwood:  
P.S. 48 Joseph R. Drake • P.S. 107 •  
P.S. 333 Longwood  
Academy of Discovery • P.S. 352  
Vida Bogart

Harlem:  
P.S. 46 Arthur Tappan • P.S. 92 Mary  
McLeod Bethune • P.S. 161 Pedro  
Albizu Campos

### Youth & Family Centers

Bronx Youth & Family Center  
1946 Webster Avenue  
Bronx, NY 10457

Brooklyn Youth & Family Center  
195 Montague Street  
Brooklyn, NY 11201

Harlem Youth & Family Center  
423 West 127th Street  
New York, NY 10027

Graham Mental Health  
8 West 126th Street, 3rd Floor  
New York, NY 10027  
\*Temporary location inside  
We Work due to renovations\*

### Offices

Administrative Office  
300 Cadman Plaza West Suite 901  
Brooklyn, NY 11201

Brooklyn Services Office  
25 Chapel Street  
Brooklyn, NY 11201

Harlem Services Office  
127 West 127th Street  
New York, NY 10027

### Historical Graham Campus

The Graham School  
One South Broadway  
Hastings-On-Hudson, NY 10706

### Affiliated School District

Greenburgh-Graham  
Union Free School District  
One South Broadway  
Hastings-on-Hudson, NY 10706



**graham**  
children ♥ families ♥ communities





**Thank you for supporting  
Graham's mission to help everyone lead  
healthy, joyful, and successful lives!**

Learn more and  
get involved!  
Visit our website:



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