

Community Resource Exchange

ENVISIONING THE WORLD WE WANT AND NEED

Annual Report 2021

In 2020, our worlds turned upside down.

Coronavirus ravaged the City – taking countless lives and upending businesses. While there was little known about the novel virus, we knew the very nature of it demanded a new way of being. For many nonprofits, this meant quickly pivoting to support community needs even as the crisis continued to evolve day by day; from developing new food and technology distribution programs to providing remote programming, the social sector had transformed dramatically. At CRE, we experienced great shifts too. We transitioned all of our services virtually and even developed a COVID-19 Crisis Response Advisory to provide sector-wide consultation. We adopted tech tools like Zoom, Jamboard, and Slack, like many other nonprofits learning to navigate virtual work. Although such transitions were created during immensely difficult times and were not without hurdles, one thing was clear: **the pandemic presented an opportunity to do things radically differently.** It allowed us to reimagine our world. It created a new realm of possibilities.

At CRE, we boldly step into this new realm.

We've learned what the nonprofit sector needs. Capacity-building support that centers and cares for the individual at the heart of all our work. Championing of the community-based organizations who held everything down for their constituents before, during and after the pandemic. Bold imagination to do things differently. Over the course of FY21, our team delved into conversation to envision the Upbuild, a way to seize this once-in-a-lifetime opportunity.

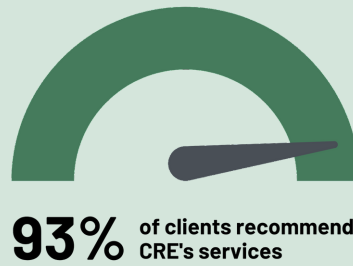
Upbuilding is a vision and call for the social sector to imagine and define the world that we want to live in. It centers care, believes in abundance and sustainability of the sector, and embodies social justice values. Our team commits to Upbuilding, knowing we have the power to build a new world that we want and need.

We are grateful.

We celebrate the incredible impact our organization has had on nonprofits across the City and look toward embodying the Upbuild more and more. We uplift the great achievements in supporting small and mighty grassroots organizations to larger institutions from this past year, some of which are shared in this Report. With utmost gratitude, we express our sincere appreciation for our team, the Board, community, clients, and funders, as we boldly step into this new world of possibilities.

OUR IMPACT

400+
organizations
s e r v e d



43 years
leading the
s e c t o r

WE'VE WORKED WITH





OUR IMPACT

In 2021, CRE's expert consultants provided strategic guidance and support to over 400 organizations. From small grassroots organizations to long-established institutions, we've provided support on board governance, risk management, talent management, team effectiveness, and more.

Amongst the many organizations we've supported, 21% are small and mighty organizations with budgets less than \$1 million – of which 54% are women-led organizations and 34% are BIPOC-led.*

** This data is partial and based on self-identified client responses.*

AREAS WE'VE SUPPORTED OUR CLIENTS

BOARD
GOVERNANCE

TALENT
MANAGEMENT

COACHING

**STRATEGIC
PLANNING
AND FINANCIAL
MANAGEMENT**

RISK
MANAGEMENT

INNOVATION

**DIVERSITY
EQUITY
INCLUSION
ACCESSIBILITY**

TEAM
EFFECTIVENESS

A DEEPER LOOK

Leadership & Professional Development

At CRE, we build resilient leaders. In 2021, we trained over 60 nonprofit leaders to be confident and brave in the face of crises through three Leadership & Professional Development Cohort programs – Leadership Caucus, High Performing Managers Initiative, and Community Response Cohort Program.

Each cohort, comprised of Issue Discussions (experiential workshops), Action Learning (peer-sharing and peer-learning), and Individual Coaching, provided real-time support to nonprofit leaders as they adapted to their new realities. CRE consultants created courageous spaces for participants to share, motivate, and reflect with each other.

Leadership Caucus is a well-respected seven-month leadership development program for early-career Executive Directors and highly qualified senior leaders. Since 2005, it has nurtured hundreds of social sector leaders and provided foundational tools to build their leadership skills. Although held virtually this year, the indelible impact of the Caucus was no different from years prior. Participants rated their **overall satisfaction with the program at 94%** and provided glowing feedback: **“I LOVED the Leadership Caucus. There's nothing I'd change. There was a great mix of learning concrete skills and opportunities to work out specific challenges or issues we're encountering in our work.”**

High Performing Managers Initiative is a seven-month leadership development program for mid-career managers. It offers leadership tools and frameworks for these emerging leaders to leverage their individual strengths to effectively navigate their positionality in their respective organizations. Topics covered included: Leading and Managing for Success; Managing for High Performance; Identity and Situational Leadership; and Maximizing Influence and Impact. When using a 360° evaluation tool to assess leadership skills, participants noted that the “360° evaluation was an eye opener to see what [they] should be doing, stop doing, or doing more of.”

Community Response Cohort Program is a three-month, pandemic-specific training program for youth service organizations that pivoted to provide childcare and enrichment options for public school students. It provided participants with a firm grounding in best practices, core competencies, and skills needed to understand and use outcomes for program planning and management during a challenging year. Participants appreciated learning the different styles of leadership and sharing space with fellow service providers -- one of whom noted that “The overall training was supportive and informative. I loved the 1:1 coaching aspect and space to talk to peers.”



Coaching

What makes CRE unique is that we approach all of our services from a Coaching mindset. Through Coaching, we guide and support leaders to strengthen their leadership and management skills by activating their inner wisdom and experience. This year, we supported over 100 executive directors and managers to strengthen their abilities to shape organizational culture, inspire direct reports towards higher performance, and increase teamwork and collaboration. Coachees have noted that "The coaching opportunity was extraordinary...it served me well. I was able to run certain situations by the coach and process my way of thinking about such situations."

Foundations of "Diversity, Equity, Inclusion, and Accessibility"

This webinar openly shared CRE's DEIA practice and lessons from our own internal racial equity journey. It helped participants increase confidence, motivation and capacity to move toward anti-racism and racial equity.

"ECHO Learning Series: Using Dialogue to Advance Organizational Racial Equity"

This series of three interactive sessions held over two months provided 25 participants with a firm understanding of CRE's ECHO framework that is intended to support the facilitation of dialogue related to DEIA (diversity, equity, inclusion, and access) within and across teams.



STRENGTHENING THE SECTOR

Social justice-centered leadership and management insights from our expert consultants



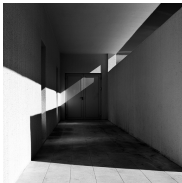
"How to be an Antiracist Supervisor: Start with Changing What You Call Yourself" by Kim-Monique Johnson



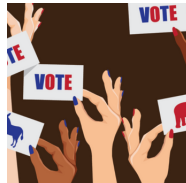
"Why Ongoing Power Building Matters and How Every Nonprofit Can Do It" by Louisa Hackett and Mohan Sikka



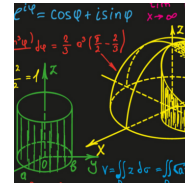
"Avoiding Burnout and Preserving Movement Leadership" by Tiloma Jayasinghe



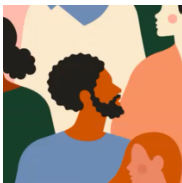
"The Hidden Cost of DEI Work--And What to Do About It" by Andrea J. Rogers and Tiloma Jayasinghe



"The Fight for Voting Rights" by Elan Joseph



"A Guide for White Leaders, Part II: Three Universal Truths and Four Additional Actions for Change" Tracey K. Allard



"So You Want to be Woke... Prove It!" featuring Andrea Rogers, Christine Boodie, Carlene Buccino, Jean Lobell, Jeff Ballow and George Hsieh



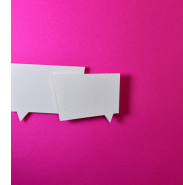
"HR: Centering Equity & Shifting Practices" by Kim-Monique Johnson and Jean Lobell



"Diversifying Fundraising: How Your Organization & the Field Can Build a Pipeline of Diverse Fundraising Leaders" by Unique Brathwaite



"Beyond Anti-Racist Statements with Tracey Allard and George Hsieh" on Nonprofit Lowdown by Rhea Wong #118



"Getting to Know You Series: Meet Tiloma Jayasinghe of Community Resource Exchange" with Robert Sterling Clark Foundation

FINANCIALS

OPERATING REVENUE & SUPPORT

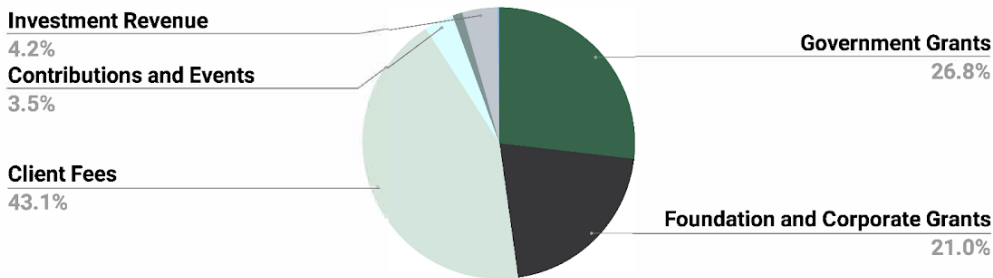
| | |
|---------------------------------|--------------------|
| Government Grants | \$1,133,056 |
| Foundation and Corporate Grants | \$884,169 |
| Client Fees | \$1,817,357 |
| Contributions | \$148,549 |
| In-Kind Contributions | \$50,333 |
| Investment Revenue | \$177,021 |
| Other Revenue | \$9,742 |
| Total Revenue | \$4,220,227 |

OPERATING EXPENSES

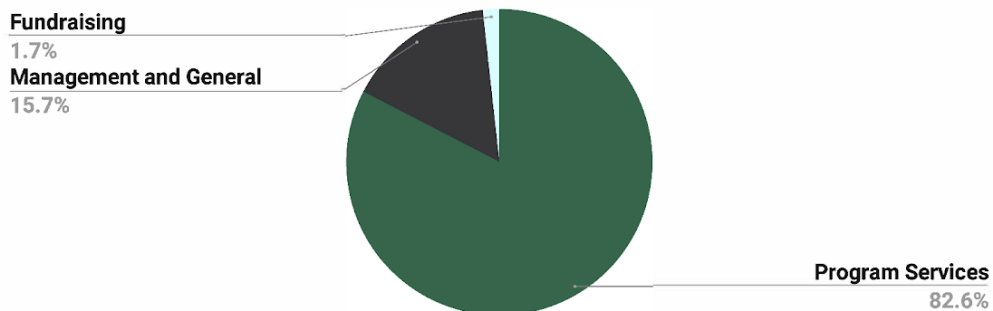
| | |
|---------------------------------|--------------------|
| Program Services | \$3,159,155 |
| Management and General | \$598,817 |
| Fundraising | \$66,770 |
| Total Operating Expenses | \$3,824,742 |

| | |
|--|------------------|
| Total net assets without donor restrictions, beginning of year | \$3,265,356 |
| Total net assets without donor restrictions, end of year | \$3,660,841 |
| Change in total net assets without donor restrictions | \$395,485 |

Operating Revenue and Support (FY21)



Operating Expenses (FY21)



CLIENTS

Acacia Network
Academy of Medical and Public Health Services
Accion East
ACES (Athletes Committed to Educating Students)
Achilles International
Action Center for Education and Community Development, Inc
Adult Friends for Youth
Advantage Learning Lab
African Refuge
After-School All-Stars
Aim High
Alive and Well
Alliance for Higher Education in Prison
Alliance for Young Artists & Writers / Scholastic Art & Writing Awards
Alliance of Families for Justice
America On Tech
American Express
American Friends Services Committee of Arizona
Andrew Freedman Home
Arab American Association of New York
Arab-American Family Support Center
Argus Community, Inc.
Asian American Arts Alliance
Asian American Federation of New York
Asian American Writers' Workshop
Asiyah Women's Center
ASPIRA of New York
Association for the Help of Retarded Children
Association of Progressive Dominicans
Atlanta Police Athletic League
AXS Lab
Ballet Tech Foundation, Inc.
Banana Kelly Community Improvement Association, Inc.
Bay Ridge Center
Beam Center
Bedford-Stuyvesant Restoration Corporation
Behind the Book
Bergen Basin Community Development Corporation
Bergen Beach Youth Organization
Black Feminist Project
Bloomberg Philanthropies
Bloomingdale School of Music
Boys & Girls Club of Harlem
Boys & Girls Club of Metro Queens, Inc.
Boys & Girls Club of New Rochelle
Boys & Girls Clubs of Hudson County
BRC
Breakthrough Central Texas
Breakthrough Miami
Breukelen Cornerstone
Brienza's Educare
Bronx Children's Museum
Bronx Cooperative Development Initiative
BronxWorks
Brooklyn Arts Council
Brooklyn Bureau of Community Services
Brooklyn Community Foundation
Brooklyn Music School
Brooklyn Prospect Charter School
Brookside Community Development Corporation
Brown Girl Recovery
BUILD NYC
Building One Community
CAMBA, Inc.
Cardinal McCloskey Community Services
Caribbean Cultural Center African Diaspora Institute
CaringMatters
Casita Maria Center for Arts and Education
Catholic Charities of the Archdiocese of New York
CCNS
Center for Educational Innovation
Center for Family Representation
Center for Health Care Strategies
Center for the Integration and Advancement of New Americans
CenterPoint Education Solutions
Central Brooklyn Economic Development Corporation
Change for Kids
Chess in the Schools
Chhaya CDC
Children of Mine Youth Center, Inc.
Children of Promise, NYC
Children's Museum of the Arts
Chinese-American Planning Council
Chocolate Factory Theater
Christopher Rose Community Empowerment Campaign
City Harvest
Clarkston Community Center Foundation
Classic Stage Company
Coalition for Asian American Children and Families
Coalition for Hispanic Family Services
College & Community Fellowship
Columbia University School of Social Work
Communitas America
Communities Resist
Community Access
Community Care Brooklyn (Maimonides Medical Center)
Community College of Philadelphia
Community FoodBank of New Jersey
Community Health Centers of Burlington
Community Voices Heard
Community Youth Advance
Concrete Safaris
Cooper Square MHA
Cornerstone of Hope
Coro New York
Correctional Association of New York
Court Appointed Special Advocates (CASA-NYC)
Covenant House New York
CUNY Institute for State and Local Governance (ISLG)
Custom Collaborative
Cypress Hills Local Development Corporation
Dancewave
Dancing Classrooms
Day One
Diaspora Community Services, Inc.
Directions For Our Youth, Inc.
DKMS
Doctors Without Borders - MSF USA
Domus Kids
DREAM!

CLIENTS

Dream Center of Gaston County
DreamYard Project
East Side House Settlement
Ebony Horsewomen, Inc.
Educational Video Center
Elmcot Youth & Adult Activities, Inc.
Everytown for Gun Safety
exalt
Expanded Schools
Family & Children's Agency
Family Centers
Family Promise
Family Touch
FEGS
Fifth Avenue Committee
Firelight Media
Flatbush Development Corporation
Flex Dance Program Inc.
Florida Leadership Venture, Inc.
Forestdale, Inc.
Fostering Progressive Advocacy (FPA) Foundation
Freedom for Immigrants
Fresh Youth Initiatives
Friends of Aine
Friends of Crown Heights Educational Centers, Inc.
Funders' Collaborative on Youth Organizing
Gangstas Making Astronomical Community Changes, Inc.
Generation Citizen
Gerard's House
Girl Vow, Inc
Girls Educational and Mentoring Services
Girls Inc. of Greater Los Angeles
Girls Preparatory Charter School of New York
Global Kids
GO Project
God's Love We Deliver
Good Shepherd Services
Goodwill Industries of Greater New York and Northern
New Jersey, Inc.
Gowanus Canal Conservancy
Grand Street Settlement
Greater Illinois Pediatric Palliative Care Coalition
Greenwich House
Habitat for Humanity
Haitian Americans United For Progress
Hamilton-Madison House
HANAC, Inc.
Harlem Hospital
Harriman Summer Camp, S-11
Heights and Hills
Henry Kaufmann Campgrounds
Henry Street Settlement
Her Justice
Hey Girl! The Collective
High Jump
Highbridge Advisory Council Family Services
HOGAR, Inc.
Horizons
Hostos Community College
Housing Conservation Coordinators
Hudson Guild
Hunts Point Alliance for Children
I Am My Brother's Keeper
I Challenge Myself
Ice Hockey in Harlem
Ifetayo Cultural Arts Academy
Imani House, Inc.
Immigrant Social Services, Inc.
Incredible Credible Messengers
India Home
Indochina Sino-American Community Center
Institute for Family Health
IntegrateNYC
InterExchange
Interfaith Center of New York
International Refugee Assistance Project
Irwin A. & Robert D. Goodman Community Center
Italian American Civil Rights League
Jacob A. Riis Neighborhood Settlement
James Weldon Johnson Leadership Academy
Japanese American Social Services, Inc.
Japanese Association of New York
JASA (Jewish Association Serving the Aging)
Jericho Project
Jewish Community Center of Staten Island
JMacForFamilies
Job Path
JobsFirstNYC
JustFix.nyc
Justice in Motion
JustLeadershipUSA
Korean American Family Service Center (KAFSC)
Korean Community Services
KYCC (Koreatown Youth and Community Center)
La Colmena
LatinoJustice PRLDEF
Lawyers Alliance for New York
Learning through an Expanded Arts Program (LEAP)
Lehman Center for the Performing Arts
Limón Dance Company
Little Village Environmental Justice Organization
(LVEJO)
Madison Square Boys & Girls Club
Madison Square Park Conservancy
Manhattan Youth Recreation and Resources, Inc.
Marsha P. Johnson Institute (MPJI)
Masa
Maspeth Town Hall
MBD Community Housing Corporation
Mekong NYC
Mental Health Service Corps (MHSC)
Mercy Center
Migrant Center of New York, Inc. (MCNY)
MinKwon Center for Community Action
Mission Investors Exchange
Mixteca Organization, Inc.
Momentum Nonprofit Partners
Morningside Center for Teaching Social
Responsibility
Mosholu Montefiore Community Center, Inc.
Mourning Hope Grief Center
Ms. JD
My Place Teen Center
National Black Women's Justice Institute
Neighborhood Association for Inter-Cultural
Affairs, Inc. (NAICA)

CLIENTS

Neighborhood Housing Services of Queens CDC, Inc.
Neighborhood Initiatives Development Corp. (NIDC)
New American Pathways
New Economy Project
New Hope Center for Grief Support
New Hope Grief Support Community
NEW Pride Agenda (NPA)
New Settlement
New Visions for Public Schools
New York City Council
New York City Department of Health and Mental Hygiene (NYC DOHMH)
New York City Department of Housing Preservation & Development
New York City Department of Youth and Community Development
New York City Housing Authority
New York Common Pantry
New York Edge
New York Grey Cadets
New York Immigration Coalition
New York Junior Tennis & Learning
New York Lawyers for the Public Interest
New York Public Library (NYPL)
New York Restoration Project
NIA Community Services Network, Inc.
Nobel Women's Initiative
Northern Manhattan Improvement Corporation (NMIC)
NYC Employment & Training Coalition (NYCETC)
NYIHA Media
NYSARC Trust Services
Ocean Bay Community Development Corporation (OBCDC)
OHuddle Mentorship, Inc.
Oliver Scholars
One for Democracy
Opening Act
Opportunities for a Better Tomorrow (OBT)
Opus Dance Theatre and Community Services, Inc.
Osborne Association
P2L: Pathways To Leadership
PAIR Project
ParentJobNet, Inc.
Park Nicollet Foundation: Growing Through Grief
Part of the Solution
Partnership with Children
Partnerships for Parks
PENCIL
Pencils of Promise
People for Community Recovery
Person to Person (P2P)
Phipps Neighborhoods
Pillars Community Health
Play Study Win, Inc.
Poets House
Police Athletic League
Power of Two
Presbyterian Senior Services (PSS)
Pride Center of Staten Island
Project Hospitality, Inc.
PROMISE PROJECT
Providence ¡CityArts! for Youth
Proyecto Pastoral

Public Health Solutions
Queens Community House
Rauschenbusch Metro Ministries
READ 718
Red Hook Initiative
Ridgewood Bushwick Senior Citizens Council
Rights and Resources Initiative
Riley's Way Foundation
RISE
Rising Youth Theatre
Riverdale Neighborhood House
Riverside Language Program
Roads to Success
Robin Hood
Rocking the Boat
Row New York
Ryan's Place
Sadie Nash Leadership Project
SAGE Fund
Salvadori Center
Samuel Field YM & YWHA, Inc.
Sapna NYC
SCAN-Harbor
SeaChange Capital Partners
Selfhelp Community Services
Serious Fun After School, Inc.
Sheltering Arms Children and Family Services
Sikh Coalition
Sitka Sound Science Center
South Asian Youth Action (SAYA)
South Queens Women's March
Sports & Arts in Schools Foundation
St. George Theatre Restoration, Inc.
St. Nicks Alliance
Stanley M. Isaacs Neighborhood Center
StreetSquash
STRIVE
Sunnyside Community Services
Support Center
Sustainable South Bronx
TADA! Youth Theater
Tamarack Grief Resource Center
Tanger Hillel at Brooklyn College
Tech Kids Unlimited
The Advocacy Institute
The Alliance for Positive Change
The Ansob Center for Refugees and Immigrants
The Bronx is Blooming
The Cambodian Family Community Center
The Child Center of NY
The Children's Aid Society
The Children's Village
The Creative Center at University Settlement
The Door
The Fresh Air Fund
The Grief Center of Southwest Colorado
The Healing Center
The HOPE Program
The Immokalee Foundation
The Kindertransport Association
The Knights
The Knowledge House

CLIENTS

The Legal Aid Society
The Lesbian, Gay, Bisexual & Transgender
Community Center
The Lost Angels Children's Project (LACP)
The Marcy Lab School
The New York Women's Foundation
The Opportunity Network
The Participatory Budgeting Project
The Riverdale Y
The Salah M. Hassanein Variety Boys & Girls Club of
Queens (VBGCQ)
The Staten Island Foundation
The Studio Museum in Harlem
The University of Texas Rio Grande Valley - School of
Social Work
The W.O.W. Project
Theatre for a New Audience
Theatre for Young Audiences USA (TYA/USA)
Third World Newsreel (TWN)
ThriveNYC
Transgender Legal Defense & Education Fund
(TLDEF)
Union Settlement
Unitarian Universalist Veatch Program at Shelter
Rock
United Activities Unlimited, Inc. (UAU)

United Neighborhood Houses (UNH)
University Settlement
UnLocal, Inc.
Upriver Youth Leadership Council (UYLC)
UpSpring
Uptown Stories
Urban Pathways
Venture for America
Violence Intervention Program (VIP)
Volunteers of America
We Don't Waste
Willow House
Women for Afghan Women
Women's Justice NOW
Women's Community Justice Association (WCJA)
WomenRising
Yadestiny Treasure Chest (YTC)
YM&YWHA of Washington Heights & Inwood
YMCA of Greater New York - Dodge
YMCA of Greater New York - McBurney
YMCA of San Francisco - Presidio
Young Advocates for Fair Education (Yaffed)
Youth Design Center
Youth Represent
YWCA of Queens
YWCA of the City of New York (YW-NYC)

PARTNERS

Government

New York City Department of Youth and Community
Development
New York City Council

Corporations

BankUnited
MUFG Union Bank
Partners Group
Schulte Roth & Zabel LLP

Foundations

American Express Foundation
Bloomberg Philanthropies
Booth Ferris Foundation
Brooklyn Community Foundation
Diana Davis Spencer Foundation
Doris Duke Charitable Foundation
Korean American Community Foundation
Laurie Tisch Illumination Fund
Lone Pine Foundation
Mary J. Hutchins Foundation
Nancy Meyer Revocable Trust
New York Foundation
New York Life Foundation
New York Women's Foundation
People's United Community Foundation
Research Foundation of the City University of New York
Robert Sterling Clark Foundation
Robin Hood
The Charles Hayden Foundation
The M&T Charitable Foundation
The New York Community Trust
The Starry Night Fund
van Ameringen Foundation
Westchester Community Foundation
William T. Grant Foundation

STAFF

Tracey Allard, Senior Fellow
Melkis Alvarez-Baez, Director of Finance and Operations
Jeff Ballow, Senior Fellow
Joseph Barretto, Affiliate Consultant
Christine Boodie, Associate Consultant
Unique Brathwaite, Director of Strategic Development
Carlene Buccino, Consultant
Millie Diaz, Operations Manager
Tatiana Donaldson, Associate Consultant
Julia Erickson, Affiliate Consultant
Genesis Galva, Program Assistant, Leadership & Professional Development
Brittany Gilmore, Consultant
Patty-Denisse Guzmán, Consultant
Louisa Hackett, Affiliate Consultant
George Hsieh, Senior Consultant
Oseloka Idigbe, Director of Leadership and Professional Development
Jennifer Ingram, Affiliate Consultant
Tiloma Jayasinghe, President and Chief Executive Officer
Karina Jiménez, Project Manager, Program and Operations
Aisha Johnson, Program Assistant, Leadership & Professional Development
Kim-Monique Johnson, Senior Consultant
Elan Joseph, Consultant
Chantal Kim, KACF Director of Capacity Building and Senior Consultant
Sherazade Langlade, Senior Consultant
Katie Leonberger, President and Chief Executive Officer
Janine le Sueur, Senior Consultant
Jean Lobell, Senior Fellow
Brad Luckhardt, Affiliate Consultant
Neema Mbonela, Human Resources Manager
Pavitra Menon, Affiliate Consultant
Jason Peralta, Marketing and Communications Manager
Randall Quan, Director of Consulting
Sudha Rajan, Senior Accountant
Andrea J. Rogers, Senior Consultant
Alexa Salamé-Albrigo, Associate Consultant
Carolyn Sauvage-Mar, Affiliate Consultant
Asha Sekomo, Program Associate, Consulting
Elana Shneyer, Affiliate Consultant
Mohan Sikka, Affiliate Consultant
Zunairis Velazquez, Development Coordinator
Jane Whang-Mendoza, Marketing and Communications Manager

**This is a partial list of CRE staff members from October 2020 - September 2021.*

BOARD OF DIRECTORS

Amer S. Ahmed

Litigation Partner, Gibson, Dunn, & Crutcher LLP

Margaret Booth

President, MBooth & Associates

Gregg S. Fisher

Founder and Portfolio Manager, Quent Capital

Benjamin F. Lorick, Secretary

Retired Teacher, NYC Department of Education

Brooke Richie-Babbage, Chair

Founder, Brooke Richie-Babbage Consulting

Jerry H. Marcus

Vice Chair, Global Banking, UBS Investment Bank

Ria Tabacco Mar

Director, Women's Rights Project, American Civil Liberties Union

Tanya Mújica Keenan, Treasurer

Senior Advisor, Philanthropic Partnerships
ALSAC/ St. Jude Children's Research Hospital

Hali Lee

Founder, Radiant Strategies & Asian Women Giving Circle

Sara Solfanelli

Special Counsel for Pro Bono Initiatives, Schulte Roth & Zabel LLP

Rosa McGoldrick

Global Communications Executive

Dipty Jain

Partner, BDO FMA

Dear Friends and Supporters,

We are proud of our accomplishments in FY21. Our staff and board collaborated to ensure that CRE continued to deliver its supportive, impactful services to nonprofits in New York City and beyond. Not only did we continue to meet the moment, but we innovated along the way. Our Leadership Caucus and professional development programs went 100% virtual in a matter of weeks—and they still delivered results. We facilitated complex engagements around DEIA, strategic planning, and team-building entirely over Zoom. We onboarded a new CEO! Started building out a new strategic plan for CRE! Most importantly, we implemented a fresh framework to guide our mission and vision: the upbuild. Upbuilding means that we're not going back to a status quo that does not serve us or the communities we serve. Instead, we're going to imagine anew how we engage in capacity building: We're going to center care—"care-pacity" building—and we're going to be courageous in what systems and processes we use to strengthen the internal workings of an organization. In so doing, we're committed to centering the shared humanity that is at the heart of all that we do. CRE 2021 was all of this and, looking forward, CRE is positioned to do so much more.

We want to acknowledge that at the time this annual report goes live, there are currently nations at war, we're experiencing another spate of violence against Asian Americans, and a new variant of Covid looms on the horizon. We are still living through the effects of pandemics, and economic, social, and political volatility. At CRE we hold space, offer grace, and extend support to our team and clients as a way to stand in solidarity together. We also celebrate and uplift the resilience of our communities. Remarkably, many new nonprofits were created during the pandemic! On our team, we celebrated two new babies, three marriages, new homes, milestone birthdays and anniversaries, and countless other moments. We hold tight to these moments of joy where hope and resilience endure. We hope that you too can pause and reflect on your resilience and hold it close as you navigate these turbulent times.

Warmly,

Tiloma Jayasinghe

President & CEO, Community Resource Exchange

Amer S. Ahmed

Chair, Board of Directors

ABOUT US

Community Resource Exchange (CRE) is a nonprofit consulting powerhouse that provides the strategies and tools needed to build sustainable, high-performing organizations that improve people's lives and drive social change.

We partner with nonprofits, foundations, and government agencies to set ambitious goals for success – and then we help them get there. Together, we work to reduce poverty, promote equity, and increase opportunity.

100%
BIPOC-LED

100% of our senior management team is comprised of BIPOC leaders.

**ROOTED IN
NEW YORK
CITY**

Since 1979, we have strengthened & supported thousands of NYC-based organizations, City agencies, and philanthropic organizations.

**COMMITTED TO
ANTI-
RACISM**

We incorporate a racial equity lens in all of our work – from the inside all the way out.

OUR VALUES

We are committed to our values, including our deepening commitment to becoming an anti-racist organization, and to dismantling anti-Blackness:

- **Collaboration:** We are smarter and more creative when we work together (and it's more fun too).
- **Diversity, Equity, Inclusion, and Accessibility (DEIA):** We believe that true impact can only be achieved when we lift up diverse voices that have not always been heard.
- **Accountability and Excellence:** We promise excellence in all that we do and hold ourselves accountable to the community, the people we serve, and each other.
- **Reflective Practice:** We appreciate the big questions, tough discussions, and unexpected answers.
- **Power of Change:** We believe that change is always possible and unleashes opportunity and the potential for creative solutions that improve communities.
- **Courage:** We embrace bold ideas and risks that allow us to partner with clients as they overcome challenges and move toward change.

crenyc.org
42 Broadway, Fl. #20, New York, NY 10004
212.894.3394

