

PASCALE SYKES FOUNDATION

ANNUAL REPORT



PRESIDENT'S MESSAGE



An Annual Report is often viewed as a resume or employee evaluation: a chronicle of accomplishments, but shifting focus to the work ahead. This Annual Report is no exception. It notes activities and lessons learned during the past grant year, as well as focuses on our 2019-2020 activities and grantees.

Two years ago we fully faced the fact that the Pascale Sykes Foundation will close its doors in 2022, and considered what we wanted to leave behind. We decided that the ideal legacy would be having all parts of society accept, value, and apply the Whole Family Approach.

In this effort, we have strengthened our connections with other philanthropists, policymakers and affinity groups. We have partnered with government organizations, foundations, nonprofits and individuals in leading events to educate policymakers, and the general public, about the Whole Family Approach including its widespread positive impact on family financial stability, adult and child well-being, and healthy relationships.

Our grantees are living examples of the Approach and its success in various settings.

We are also excited to have launched the first phase of our brand-new Whole Family Approach website. This online platform will serve as a hub for all to learn about the Approach and its impact, as well as access tools to implement it in their community. We envision the website evolving to become a go-to collection of resources for like-minded organizations that recognize the value of empowering adults and children in the family with the tools and social supports to set and achieve their life goals – whether that includes bettering their health, thriving financially, succeeding academically, acclimating to life and culture in the United States, building healthy communities, or any other situation facing a family or neighborhood.

We've redoubled our efforts to elevate the visibility of our grantees through our Foundation website by rolling out a series of success stories. We continue to work with our grantee collaborations as they develop, refine and showcase their applications of the Whole Family Approach, presenting fine examples for others to emulate.

Equally important, we continue to make strides in capturing the research that highlights how and why the Whole Family Approach works. Evaluations by the Walter Rand Institute and the University of Pennsylvania have begun to uncover statistically significant findings showing that the Whole Family Approach improves family stability and the spill-over effects of improving family stability. In 2020, the Walter Rand institute will begin producing one-page reports that will enable each Whole Family Approach collaboration grantee to confidently incorporate significant data into their communications. We know that stories backed by data are a vital tool to demonstrate the effectiveness of the Whole Family Approach, validate practitioners' work, and invite others to implement the approach.

I am truly encouraged to see the unique challenges of working, low-income families rising in our nation's discourse, elevating the needs and progress experienced by families living paycheck to paycheck. More organizations are recognizing the importance of supporting families in preventing crises from occurring and the power of equipping families with the tools to not only establish stability, but also move up the socio-economic ladder to achieve their full potential.

I am excited to see that the Pascale Sykes Foundation has begun to build its legacy. Strides are being made in general acceptance, appreciation and application of the Whole Family Approach. We intend to build on that foundation, continuing our efforts through communications, grantee examples and professional evaluation, to promote general acceptance, appreciation, and application of the Whole Family Approach.

A handwritten signature in black ink that reads "Frances P. Sykes". The signature is written in a cursive, flowing style.

Frances P. Sykes, President

OUR MISSION AND VISION

Our mission is to build strong families by advocating for and funding innovative, holistic social and economic programs that transform the lives of working, low-income families.

We envision a world where all working, low-income families can be self-sufficient and thrive. A world where all members of a family are able to identify and use all the tools and services they need so they can do more than just get by. A world where working families become economically stable and no longer live paycheck to paycheck. A world where they define, create and live the futures they dream of.



GRANT PHILOSOPHY

Pascale Sykes Foundation awards a few substantial long-range grants to efforts meeting the criteria outlined in the Foundation's Mission Statement. In Southern New Jersey grants are limited to collaborations. In Central New Jersey, Manhattan and South Bronx grants are limited to collaborations or agencies coordinating activities with other agencies.

Pascale Sykes Foundation is in the process of spending all its assets and plans to close its doors in 2022. Although open to extraordinary situations and innovative, creative concepts, the Foundation has no plans to accept proposals to fund new grants.

Pascale Sykes considers grantmaking a partnership between each grantee and the Foundation. Grantees submit three reports each year to be reviewed by the Board of Trustees which then provides feedback to grantees. Communication should be open and frequent. Grantees are expected to notify the Foundation promptly of significant events or changes affecting or influencing program, policy or service delivery.

Those wishing to learn more about grantmaking and grant philosophy should contact the Red Bank office.

SUCCESS STORIES

A Long Term Whole Family Success

When Peggy began working with her Community Builder, Shaun, in June of 2016, she was out of work, had no savings and was in unstable housing and transportation situations, often having to take a cab or bus to work. These and other factors led to a strained relationship with the second of her two adult daughters.

Over the last three years, with weekly support from Shaun, Peggy has: a 40 hour a week job that lets her pay her rent, utilities and save money; a stable apartment, which she currently shares with her grandson and boyfriend; a newly-purchased used car that she bought using savings; and an improved relationship with her daughter, resulting in additional childcare for her grandchildren and transportation several times a week.

Today, Peggy, her daughter and her grandson give back to the community by volunteering at their church. While Peggy is working to increase her savings, she has maintained and updated her budget on a steady basis and, with most of her goals achieved, she has reduced her meetings with Shaun to once a month.



A Family Moves Forward

Monica and Joel have been participating in multiple Familia Adelante activities over the past year, achieving tangible and intangible growth for their family.

The couple successfully completed a parenting class together, learning the importance of being on the same page when it comes to discipline. They have seen how setting limits on their youngest has improved her conduct and decreased attention-seeking behaviors from her older sister. They have also worked on and improved communication with each other and their three children.

Monica successfully completed an eight-week Savings for College workshop, which helped better manage their money and involve the whole family in financial decisions. The coaching sessions were so valuable that she continued on and the family is now developing and meeting additional financial goals, including building and improving their credit.



Strengthening Another Family

Doris and Kevin were referred to the Family Strengthening Network when Kevin was injured on the job and unable to work, causing the family to fall months behind on their rent and to have their utilities disconnected as winter was approaching.

Their family was highly motivated to work together to create an action plan, working with their Family Advocate to apply for community resources, get a medical diagnosis for Kevin so he could file for disability and Workman's Compensation, and also receive the physical therapy he needed.

Doris took a part time job at Acme, where her work ethic led to a promotion to the Customer Service Desk and a raise. The family searched for and found more affordable housing in Salem County, settling into their new home in February after a holiday season where the local Girl Scouts adopted the family, providing a holiday meal and gifts for the children. The children are thriving in their new school and Kevin and Doris are now able to pay off their debts slowly and become financially stable.





WHOLE FAMILY APPROACH

The Pascale Sykes Foundation champions the Whole Family Approach, investing in and supporting collaborative grantees who work with adults and children, so that the needs of the entire family can be served. We support innovative social and economic initiatives, making integrated investments into social supports, transportation and non-traditional loans, so that families can work together to set goals and plan for the future they imagine.



Collaborative grantees use the Whole Family Approach to address a myriad of family situations, from foster families to neighborhoods to immigrants, and more. The collaborations clearly demonstrate that the Whole Family Approach is appropriate for families facing many types of situations.

- They work with individuals within the context of the entire family.
- They are concerned with adult and child physical, intellectual, emotional, social and spiritual well-being, financial security and healthy relationships.
- Families work toward goals they set for themselves; a life coach may suggest connections but families do the work.
- Social supports, beginning with at least two or more responsible adults consistently working together for family well-being, are key.
- The focus is on behavior changes families make and maintain over years to accomplish their potential.
- Agencies organize, coordinate and support other agencies' efforts and activities, share information and discuss common interests.

In short, collaborations may focus on different populations but understand that most families do not fit neatly into categories.

USING THE **WHOLE FAMILY APPROACH**

CONNECTING FAMILIES TO COMMUNITIES | Year 5

CUMBERLAND COUNTY

Lead Agency: Holly City Development Corporation, Millville, NJ

Collaborating Agencies: Millville Public Library, Millville Public Schools and Rowan College of South Jersey

To support parents and develop strong families to build a stronger community.



FAMILIES TO COLLEGE | Year 3

CUMBERLAND COUNTY

Lead Agency: Appel Farm Arts & Music Center, Elmer, NJ

Collaborating Agencies: United Advocacy Group, Rowan College of South Jersey and City of Bridgeton

To use STEAM based focus to enable youth and caregivers to achieve realistic academic and employment goals.



STRONGER FAMILIES | Year 5

CUMBERLAND COUNTY

Lead Agency: Bridgeton Area Police Athletic League, Bridgeton, NJ

Collaborating Agencies: United Advocacy Group, Rowan College of South Jersey, Temple Vision Corporation, Cumberland County Department of Corrections and Building a Firm Foundation

To strengthen and support families of incarcerated adults, the general population and youth through family case management and family advocacy.



UNIDOS PARA LA FAMILIA | Year 6

CUMBERLAND COUNTY

Lead Agency: Revive South Jersey, Bridgeton, NJ

Collaborating Agencies: PathStone Corporation, Rowan College of South Jersey and United Advocacy Group

To enable tools for immigrants to adjust, assimilate and contribute to American culture.



This graphic illustrates some of the overlapping foci of Whole Family Approach grantees.

WHOLE FAMILY APPROACH FOCI KEY

FOSTER CHILDREN



EDUCATION FOR YOUTH



EDUCATION FOR ADULTS



RE-ENTRY INTO COMMUNITIES



NEIGHBORHOOD DOWNTOWN REVITALIZATION



IMMIGRANT ASSISTANCE



COMMUNITY AT LARGE





CHILD CONNECTION CENTER | Year 7

GLOUCESTER COUNTY

Lead Agency: Clayton Public School District Education Foundation, Inc., Clayton, NJ

Collaborating Agencies: Clayton Public School District Board of Education, Gloucester County Special Services School District, Herma Simmons Elementary School, St. Michael the Archangel Regional School and Deptford Township School District

To bring youth, caregivers, teachers and others together to enable youth to reach their potential academically, socially and emotionally.



FAMILIES IN MOTION | Year 4

CUMBERLAND/GLOUCESTER COUNTIES

Lead Agency: Hispanic Family Center of Southern New Jersey, Inc., Bridgeton, NJ

Collaborating Agencies: Literacy New Jersey and Center for Human Services

To develop self-sufficiency, sustainable strategies and financial security for immigrant families.



FAMILY STRENGTHENING NETWORK | Year 7

CUMBERLAND/GLOUCESTER COUNTIES

Lead Agency: United Advocacy Group

Collaborating Agencies: Court Appointed Special Advocates, Center for Family Services and Volunteer Center of South Jersey

To coach families to set and achieve goals in healthy relationships, child well-being and financial security.



SOUTH JERSEY FIRST STAR COLLABORATIVE | Year 6

ATLANTIC/CUMBERLAND/GLOUCESTER/SALEM COUNTIES

Lead Agency: First Star, Inc., Bridgeton/Glassboro, NJ

Collaborating Agencies: CASA of C.G.S. and United Advocacy Group

To empower foster teens, foster families and siblings to succeed academically, socially and emotionally in high school, college and careers.



FAMILIES FOR LITERACY

Lead Agency: New City Kids, Jersey City, NJ | Year 3

Collaborating Agencies: Saint Peter's University, Rising Tide Capital, Inc. and Women Rising, Inc.

To facilitate adjustment and success in America through ESL classes, academic support, job training and employment opportunities.



FAMILIA ADELANTE/FAMILY FORWARD

Lead Agency: Mercy Center, Inc., Bronx, NY | Year 3

Collaborating Agencies: Fiver Children's Foundation, Qualitas of Life Foundation and Professional Life & Mindfulness Coaching

To coach immigrant families to achieve long and short-term goals around economic stability, education and wellness.





LEGACY GRANTEES

Unlike collaborative grantees, Pascale Sykes Foundation legacy grantees use programs to address particular situations and target populations. All legacy grantees incorporate family members into their efforts and measure success by changed behaviors over the long term. In addition, the goals are generally limited.

THE ARTHUR PROJECT

Bronx, NY | Implement and Develop Family Involvement in The Arthur Project

Provide professional mentors to low-income middle school students and their families that enable the collaborative development of family-focused goals.

BIGS & LITTLES NYC MENTORING

New York, NY | Outreach to Hispanic Youth

Help Hispanic youth succeed academically while assisting families in negotiating required services and support systems.

HABCORE, INC.

Red Bank, NJ | Families with Children Expansion Project

Supporting families in acquiring permanent and stable housing. Strengthening families toward economic stability, healthier lifestyles and improved child development.

PARENTS ANONYMOUS OF NJ

Keansburg, NJ | Keansburg Father Time

Fathers' support/service organization focusing on prevention, member support, public education and leadership skills.

PUERTO RICAN ACTION BOARD, INC.

New Brunswick, NJ | Family Leadership Academy

Enhance families' human, social and financial capacity through a program that focuses on six key goals.



LIFTING AN AREA

TRANSPORTATION PLUS GRANTEES

The South Jersey Transportation Plus grants illustrate the situational nature of the Whole Family Approach. The Foundation began the Transportation Initiative because families in South Jersey expressed the need for reliable transportation to get to work, school and medical appointments. Even though anyone can ride the buses, local workgroups designed the routes primarily to get people to work.

Atlantic County

ENGLISH CREEK-TILTON ROAD COMMUNITY SHUTTLE

Year 8

Lead Agency: Cross County Connection TMA, Inc., Marlton, NJ

Collaborating Agencies: South Jersey Transportation Authority, Atlantic County Department of Human Services and First Baptist Church of Richland

RT. 54/40 COMMUNITY SHUTTLE

Year 5

Lead Agency: Cross County Connection TMA, Inc., Marlton, NJ

Collaborating Agencies: South Jersey Transportation Authority, Atlantic County Department of Human Services and First Baptist Church of Richland

Cumberland County

GREATER BRIDGETON AREA TRANSIT

Year 8

Lead Agency: Gateway Community Action Partnership

Collaborating Agencies: Cumberland County Department of Workforce Development

Gloucester County

PURELAND EAST-WEST COMMUNITY SHUTTLE

Year 5

Lead Agency: United Way of Gloucester County

Collaborating Agencies: Cross County Connection TMA, Inc. and South Jersey Transportation Authority

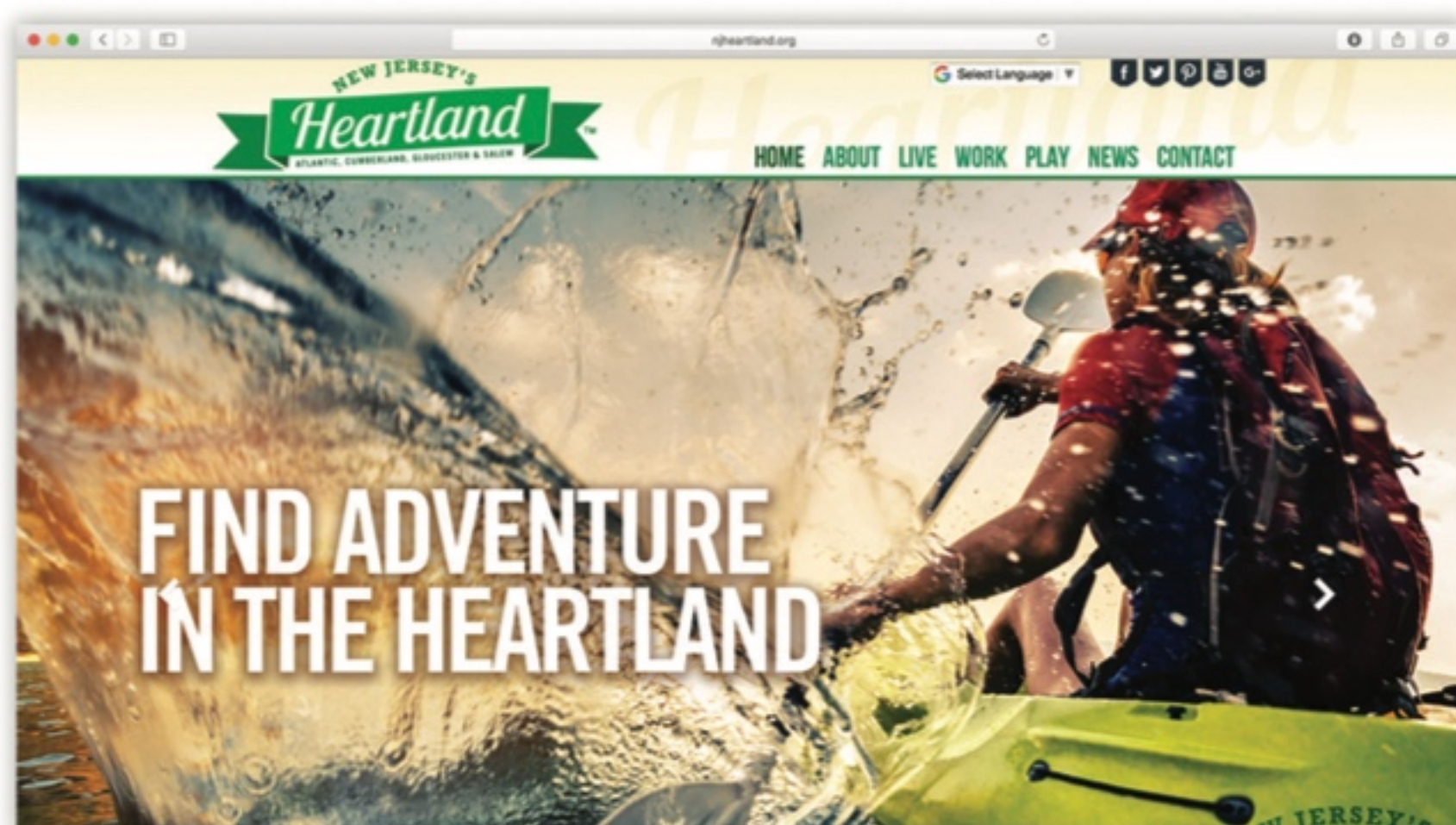
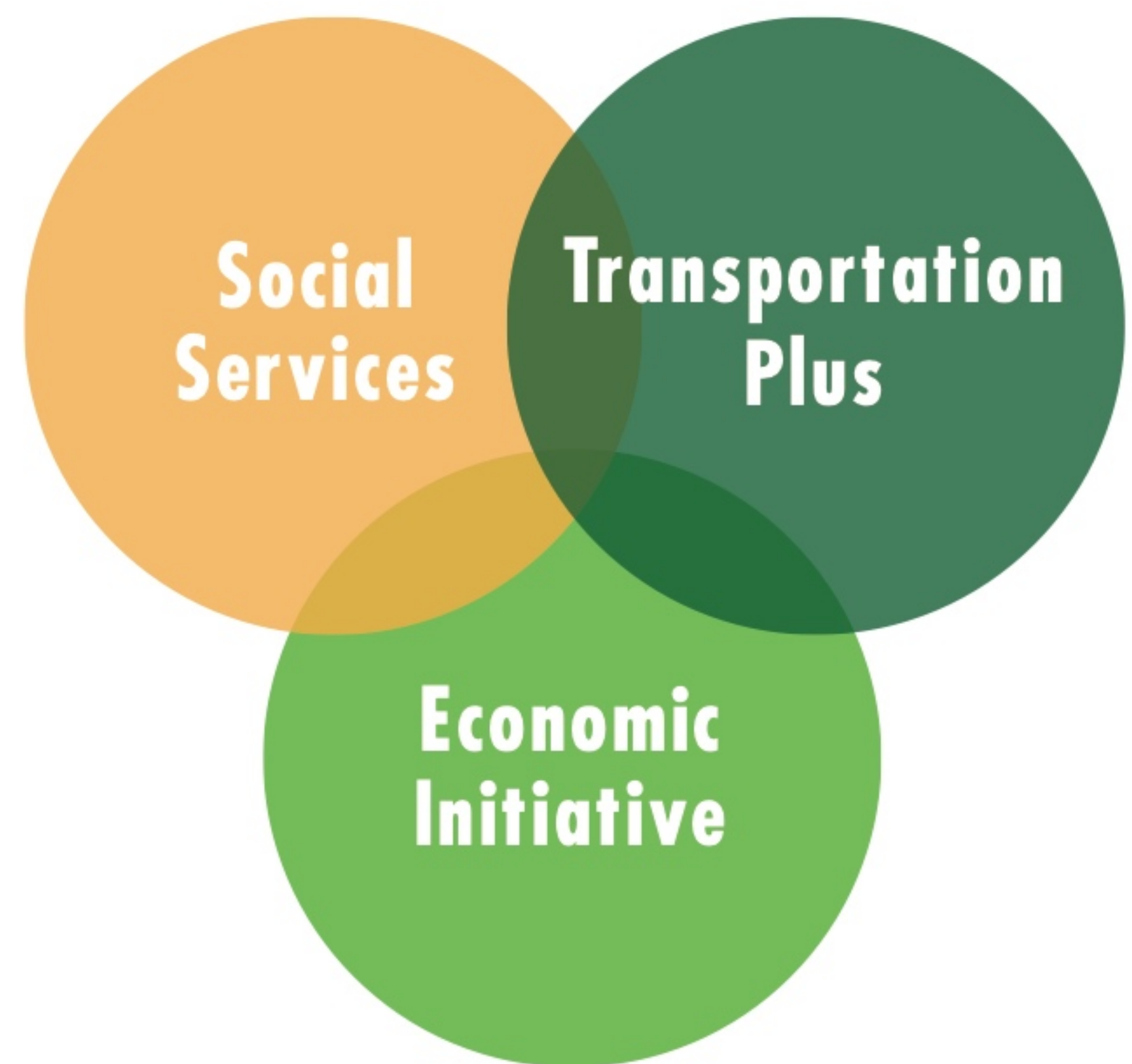




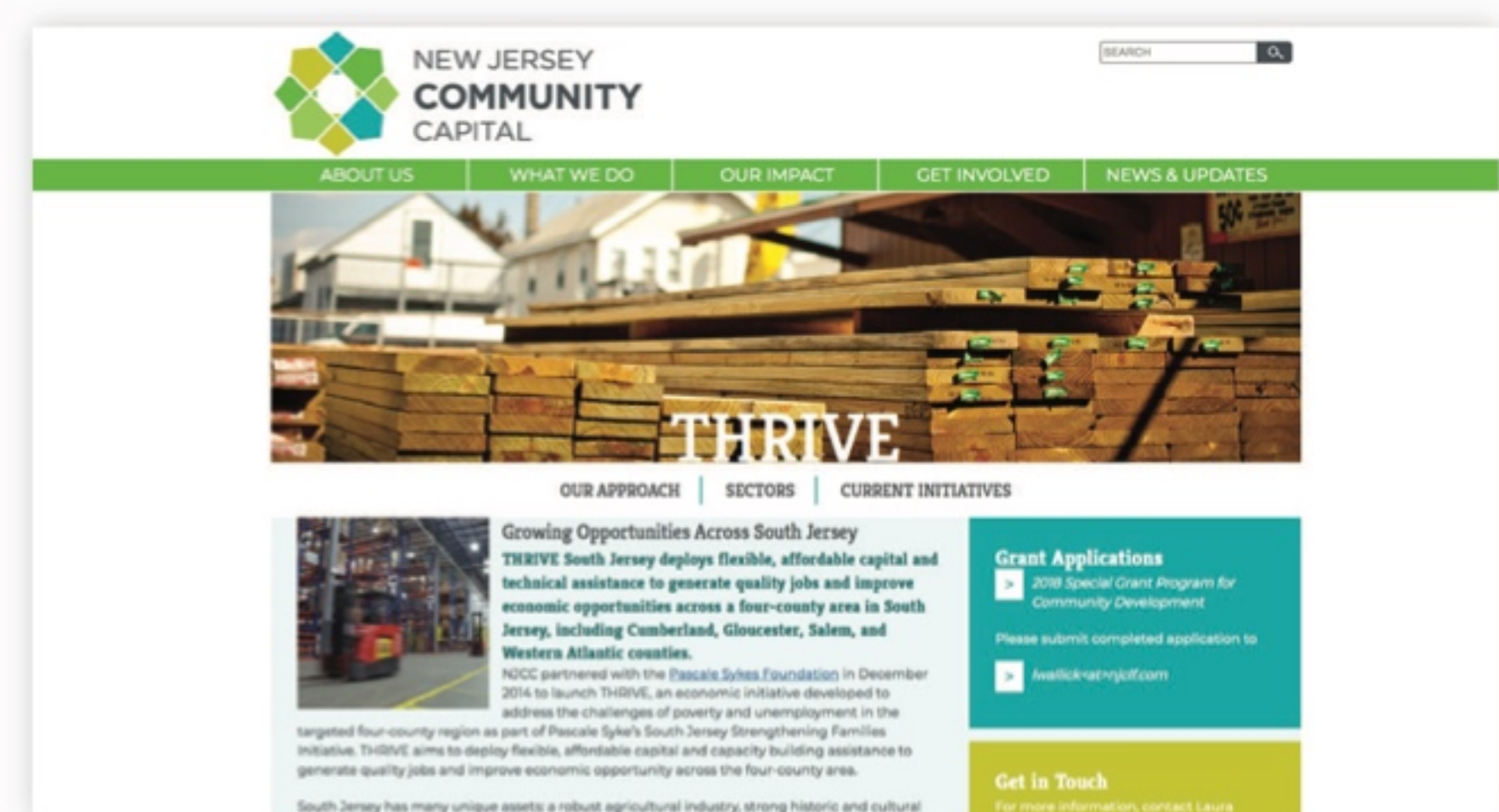
ECONOMIC INITIATIVE

Pascale Sykes Foundation recognizes that adequate, steady sources of income are key factors in obtaining and maintaining family stability. The Foundation also appreciates that employment opportunities depend upon attracting and expanding small and mid-size businesses.

Local workgroups designed an Economic Initiative to promote the area to residents, visitors and businesses: New Jersey's Heartland, a destination marketing campaign managed by Masterpiece Advertising; and THRIVE South Jersey, which is managed by New Jersey Community Capital and supports the creation and expansion of small businesses through creative loan programs.



NJHeartland.org or [#NJHeartland](https://twitter.com/NJHeartland)



NewJerseyCommunityCapital.org

RESEARCH

WALTER RAND INSTITUTE PRELIMINARY FINDINGS

The Walter Rand Institute for Public Affairs at Rutgers University-Camden has been coordinating the evaluation of the Whole Family Approach among eight collaboratives serving families in Southern New Jersey. There are several initial findings from our surveys, observations, and focus groups among collaboratives over the seven-year evaluative period. First, both caregivers in a family significantly increase their help given and received between each other during the intervention. The first adult caregiver also reports a significant improvement in children's educational outcomes and experiences, while the second adult caregiver reports significantly reduced financial challenges and stress. Among the Child Connection Center, a collaborative implementing a social/emotional/behavioral supports model for students in public and private schools, grades significantly increase after being part of the Whole Family Approach; parents report a reduction in emotional difficulties and improved conduct; teachers report a significant reduction in hyperactivity and peer-problems; and parents and teachers both report significant reduction in total emotional and behavioral difficulties, and a reduction in the total impact on a child's life. There are also positive results from focus groups and observations with all eight collaboratives and their partners throughout the evaluation: they place concerted, longitudinal, positive emphasis on community development, implementing educational programming, promoting strong families, fostering youth development, improving financial situations, and serving families for whom English is a second language. While the evaluation is ongoing, these results represent promising initial findings which may continue to develop and change as we acquire more data on the Whole Family Approach.

UNIVERSITY OF PENNSYLVANIA'S PRELIMINARY FINDINGS

Under the leadership of Dr. Amy Castro Baker, the University of Pennsylvania's School of Social Policy & Practice has been evaluating two collaboratives in Jersey City and the South Bronx utilizing the Whole Family Approach. As of August 2019, the intervention is at its mid-point and, as such, outcome data is not yet available. Despite this, there are several promising trends present in preliminary data. First, demand for services and demonstrated need within the community are high. Both sites operate at capacity, and there has been a waiting list in Jersey City since the start of the intervention. Neither the research team nor the collaborative anticipate that Jersey City will ever reach the end of their waiting list. Put simply, families in these two locations are eager to participate in the services offered in the Whole Family Approach. This speaks to the skill of the collaboratives, their positive and trustworthy reputation in the community, and the need for an intervention of this type. Second, adults enrolled in the study have lower rates of anxiety and depression within six months of starting the intervention. At mid-point, this increase in well-being can be explained by two protective factors: an increase in adult participants' scores on the financial capability index; and an increase in their mattering and awareness scores, which measure the strength of social ties in the community. Third, youth are achieving better overall coping skills. There is a significant change in rates of youth reporting that they invest in a close friend and seek healthy diversions when stressed. Finally, children who have at least one parent stably employed, which is defined as predictable employment with some version of benefits, score much higher on future expectations and hope scales. These scales measure participants' agency and their expectation of self-sufficiency.





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