



URINNYC[®]
Urban Resource Institute

IMPACT REPORT
2022



Message from Our Leadership

Dear URI Friends and Supporters:

On behalf of the staff and Board of Trustees of Urban Resource Institute, and the clients we serve, we share with pride the 2022 Impact Report.

We are halfway through the **URI Strategic Plan**, which serves as an inspirational North Star and aspirational roadmap for the lifesaving services, programs, and advocacy that we deliver throughout New York City and beyond. The strategy includes four key areas: **expanding and enhancing our services through innovation; building organizational capacity; sharing our service model; and, most of all, deepening our impact.**

This past year saw the expansion of residential sites that provide safe shelter and comprehensive services and programs to adults, youth, and children facing trauma. The first pet-friendly domestic violence shelter in the NYC borough of Queens, Brighter Days, was opened, and URI was tapped by NYC Department of Human Services to renovate and manage a large homeless families' site that had been struggling. The URI residential portfolio now includes:

- **10 emergency domestic violence residential sites** with 308 apartment-style units
- **4 “Tier II” domestic violence sites** with 224 units
- **8 sites with 353 units** providing shelter for unhoused families

We are committed to **breaking cycles of violence and driving sustainable, systemic change** through the Relationship Abuse Prevention Program (RAPP) and Abusive Partner Intervention Program (APIP), which focus on **prevention and intervention** with youth and adults. To drive systemic change, URI is refocusing on **advocacy**, including a leadership role and staff engagement in the #JustPay campaign organized by the Human Services Council that achieved increased wages for human services workers in NYC contracts.

The right **leadership** is foundational to dynamic growth and innovation. During the past year, stellar new hires included two members of our Executive Team who bring deep expertise and experience: **[Dr. Amanda Eckhardt, Chief Program Officer](#)** and **[Heidi Hamilton, General Counsel & Chief Compliance Officer](#)**.

We are proud to serve alongside all of Team URI in our shared vision of a world free of domestic violence, homelessness, poverty, and trauma. Thank you for being on the journey with us.

In service and gratitude,



Whittaker Mack III, CFP®
Chairman
Board of Trustees

A handwritten signature in black ink, appearing to read "Whittaker Mack III".



Nathaniel M. Fields
Chief Executive Officer
Urban Resource Institute

A handwritten signature in black ink, appearing to read "Nathaniel Fields".

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*Joined Board of Trustees December 2022

Vision

A WORLD FREE OF DOMESTIC VIOLENCE, HOMELESSNESS, POVERTY, AND TRAUMA, WHERE INDIVIDUALS AND COMMUNITIES ARE SAFE, STABLE, AND THRIVING.

Mission

TO EMPOWER INDIVIDUALS, FAMILIES, AND COMMUNITIES, PARTICULARLY COMMUNITIES OF COLOR AND OTHER DISENFRANCHISED POPULATIONS, TO END CYCLES OF VIOLENCE, HOMELESSNESS, POVERTY, AND TRAUMA BY INCREASING SAFETY AND RESILIENCY.

Values



CLIENT FOCUS

We are proactive about understanding client needs and the factors that have an impact on them, while striving to make a difference in their lives.

We build genuine, compassionate, professional relationships with clients and take a sincere interest in them as individuals.



INTEGRITY

We exhibit honesty, fairness, and professionalism, and adhere to our code of ethics when interacting with each other and those who we serve.

We honor our commitments and keep our promises.



INNOVATION

We are open and adaptable to change, value creativity and innovation, and seek new ways to fulfill the organization's vision, mission, and goals more effectively.

We encourage intellectual curiosity and the spirit of continuous learning.



TRANSPARENCY

We communicate openly and honestly, with active lines of communication.



JOY

We seek to cultivate joy and wellbeing within our employees, celebrating and supporting our staff, their achievements and commitment. We recognize the challenges of the work we do and the importance of building joyful connections.

We work to create joy in the lives of our clients as we support them through their journey. We believe that collective healing from trauma includes the cultivation of joy in community.



PHILANTHROPIC ORIENTATION

We demonstrate sensitivity, compassion, and a helping orientation to each other and those who we serve.

We are ambassadors of the URI mission and deeply care about the work performed by self and others.



SERVICE EXCELLENCE

We maintain persistent efforts to achieve goals and provide superior services to each other and clients.

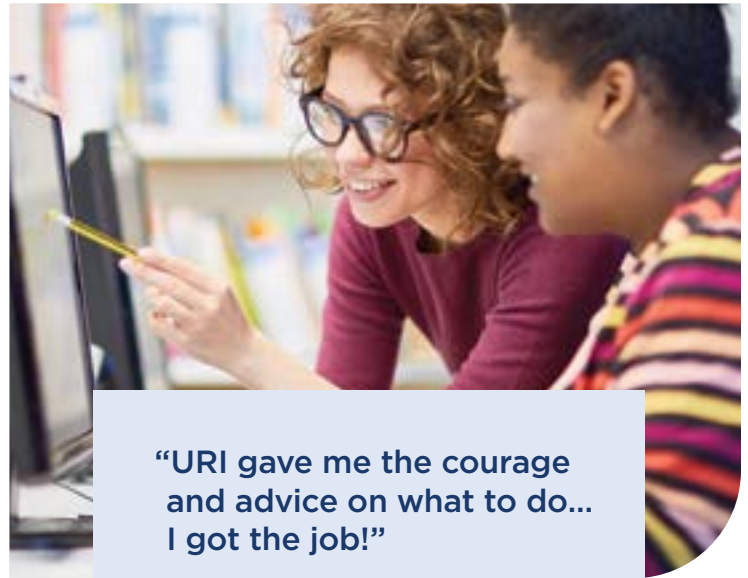
We continuously demonstrate credibility and reliability through quality work.

Program Spotlight: Economic Empowerment Program (EEP)

The EEP offers individualized, trauma-informed training, tools, and resources for clients to create pathways to economic stability and financial freedom. There is a focus on living wage jobs and jobs of the future, with a portfolio of services delivered remotely and at the Economic Empowerment Center in Manhattan, including job readiness, workshops, internships, financial education, and credit repair support for clients in both our domestic violence and homeless families shelters.



HEAR PROGRAM DIRECTOR TEAL INZUNZA share program highlights and impacts. 




“URI gave me the courage and advice on what to do... I got the job!”


— KERRY, FORMER CLIENT

FAB LAB LAUNCHES

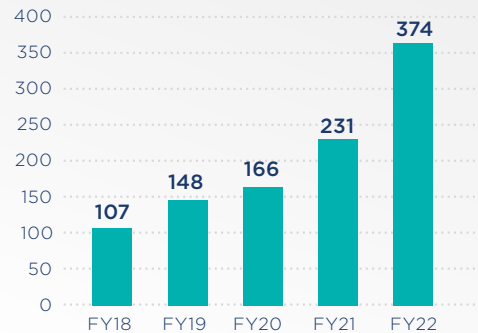
URI is expanding programs for youth to help break cycles of poverty and violence, including the new URI Fabrication (Fab) Lab, an incubator of innovation, creativity, and high-tech job training for youth clients. In Spring 2022 the NBA Foundation awarded URI a major grant to support this workforce development for Black youth.



FAB LAB DIRECTOR JOHN JEFFREYS shares some Fab Lab experiences so far. 

 **98%** of domestic violence cases include **economic abuse**, and financial dependence is the main reason survivors stay with or return to their abuser.

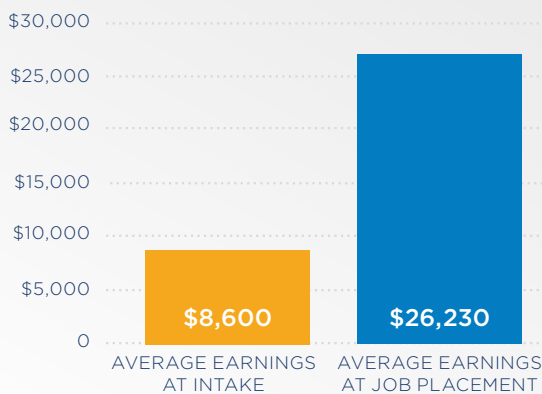
ECONOMIC EMPOWERMENT CLIENTS 2018-2022



EEP has **tripled** the number of clients served each year, but the demand exceeds our current resources.

CLIENT EARNINGS

Clients placed in jobs **increased wages an average of 350%** (placing 80% of clients above federal poverty line).



Program Spotlight: People and Animals Living Safely (PALS) ↗



PALS program **breaks barriers to safety and healing** by providing innovative safe shelter and comprehensive services for domestic violence survivors and their beloved pets, allowing families and pets to **live and heal together**. Keeping the entire family together removes the barrier to seeking safety (less than 20% of domestic violence shelters accommodate pets) and supports the human-animal bond that is vital to healing.

Since launching in 2013 with one pilot accepting only cats, PALS has expanded to **nine shelters** that accommodate pets of every species, with a portfolio of services and programs for adults, children, and pets.

The **newest site**, opened in Spring 2022, is *Brighter Days*, the first pet-friendly domestic violence shelter in the New York City Borough of Queens. Brighter Days includes a beautiful pet park funded in part by the Banfield Foundation.

URI is a **trusted expert and leader** in the intersection of domestic violence and pets, offering presentations, training, and tech assistance to human services providers at conferences and events across the U.S. and beyond, as well as training that in 2022 reached over 750 individuals.




“As long as we were apart from our dog, the family was incomplete. I was ecstatic that there was a shelter that would welcome my entire family during this difficult time.”


— HOPE, FORMER CLIENT



See the PALS experience come to life in the short film **WHEN I CLOSE MY EYES** ↗

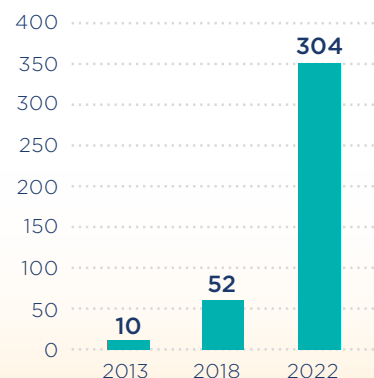
PALS SURVEY FINDINGS ↗

 **50%** will not leave an abusive situation without their pets

 **86%** say their pet provides emotional support

 **72%** do not know some shelters accommodate pets

PALS APARTMENT UNITS



Program Spotlight: Relationship Abuse Prevention Program (RAPP) and Early RAPP



RAPP and Early RAPP are important elements of URI's holistic approach to ending cycles of violence, working with high school and middle school students to recognize unhealthy patterns of behavior, develop healthy relationships, and prevent abuse. The program includes individual and group counseling, workshops, and events delivered by RAPP Coordinators, Early RAPP Community Educators, and specially trained peer leaders.

This year focused on: **self-care for workers, staff and students; trauma-informed approach with students; and reintegration after COVID-19**, with creativity and flexibility in program delivery and student engagement. Program growth this year included:

- Expansion of Early RAPP into the previously underserved borough of Staten Island, with 1,000 students reached via workshops by June.
- Creation of a summer program with NYC Department of Youth and Community Development that reached 1,000 NYC middle school students.

A multitude of partners keep the programs effective, fresh, and impactful, including New York City Department of Education, NYC Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV), NYC Human Resources Administration (HRA), Day One, Rising Ground, Steps to End Family Violence, UNITAS, and more. In Fiscal Year 2022 staff participated in:

- Training by UNITAS focused on human trafficking prevention
- Youth Tech Safety Project at the Cornell Social Media Lab



“RAPP has helped me realize the difference between negative, unhealthy relationships and positive, healthy ones.”

— RAPP STUDENT

- NYC Mayor's Office sessions on new outreach strategies
- Training by ENDGBV to work more effectively with students who are differently abled

Each April, RAPP and Early RAPP actively participate in National Denim Day to raise awareness of sexual assault. In 2022, Early RAPP staff were also guests on the *Joe Torre Safe At Home "Safekeeping"* podcast #27 to discuss Denim Day and healthy relationships.



[REFLECTIONS ON RAPP BY LEADERSHIP AND STAFF.](#)

Program Spotlight: Abusive Partner Intervention Program (APIP)

APIP is an innovative program based upon the belief that people who do harm are capable of change if provided with the support, tools, and resources to address their trauma, develop healthier behaviors, reduce recidivism, and end intergenerational cycles of violence, leading to greater safety for the individuals, families, and communities.

URI delivers two APIP intervention programs to help prevent future violence:

- A trauma-informed program operating in the **greater New York City area**, in collaboration with the Office of the District Attorney of New York, for mandated and non-mandated participants in a group setting for up to 26 weeks.
- In **Westchester County, New York**, just north of NYC, through a collaborative relationship with the Office of Probation in Westchester County.

“We cannot arrest our way out of domestic violence. It requires intervention and prevention.”


— COMMISSIONER OF A NEW YORK CITY DV AGENCY

In the New York City program alone, 251 groups were served this year. The value and impact of intervention is clear:

- 85% of partners who cause harm had themselves experienced sexual or physical abuse in childhood.
- Children who witness or experience domestic violence are at high risk for significant long-term mental and physical health impacts and for repeating the cycle of abuse as adults.

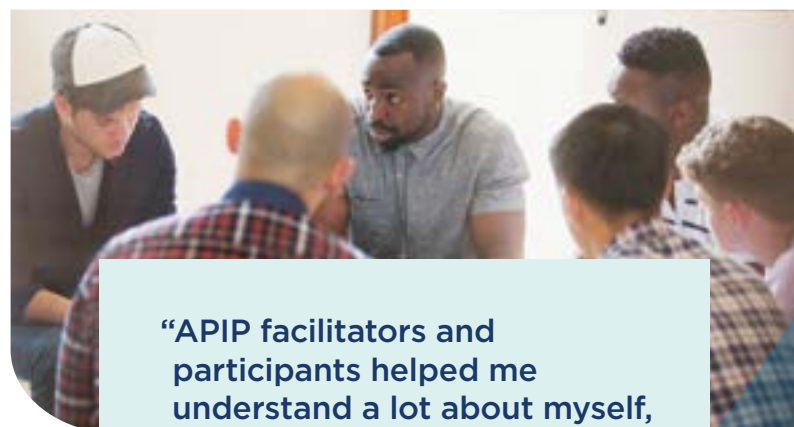
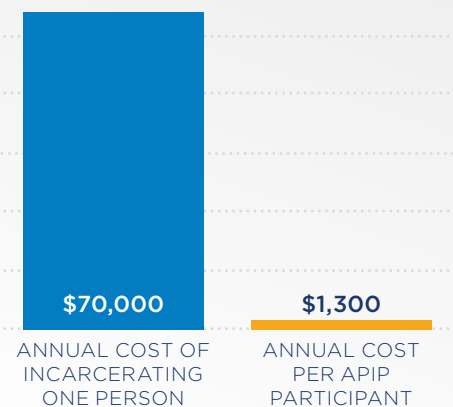
URI’s commitment to diversity extends to APIP, with programs for Spanish speakers, female-identified participants, and participants with disabilities. In our commitment to innovation, the program also incorporates survivor perspective where feasible, as well as post-program support.

A REPORT ON THE IMPACT OF APIP WAS RELEASED IN MAY 2002 BY THE URBAN INSTITUTE

An Evaluation of the Trauma-Informed APIP: Interim Results 



DOLLAR SAVINGS OF APIP



“APIP facilitators and participants helped me understand a lot about myself, my anger, and violent actions towards others that I never considered violent before.”

— DANIEL, FORMER APIP CLIENT

Awards and Recognition

Crain's

NEW YORK NOTABLE BLACK LEADERS

Nathaniel M. Fields, CEO

City & State

RESPONSIBLE 100

Nathaniel M. Fields, CEO

Crain's New York

NOTABLE LGBTQ LEADERS

Dr. Carla Smith, Deputy CEO

Schneps Media

POWER WOMEN OF MANHATTAN

Dr. Carla Smith, Deputy CEO

City & State

NEW YORK ABOVE AND BEYOND INNOVATORS AWARD

Tania Jospitre, Vice President of Quality Improvement, Evaluation & Training

City & State

NEW YORK 50 OVER 50

Ida Landers, Senior Program Director

Mayor's Office to End Domestic and Gender Based Violence

ADVOCATES OF NEW YORK

Ida Landers, Senior Program Director
Elena Lopez, Senior Case Manager,
Crime Victims Advocate

Ragan Video, Visual and Virtual Awards BEST LIVE STREAM EVENT

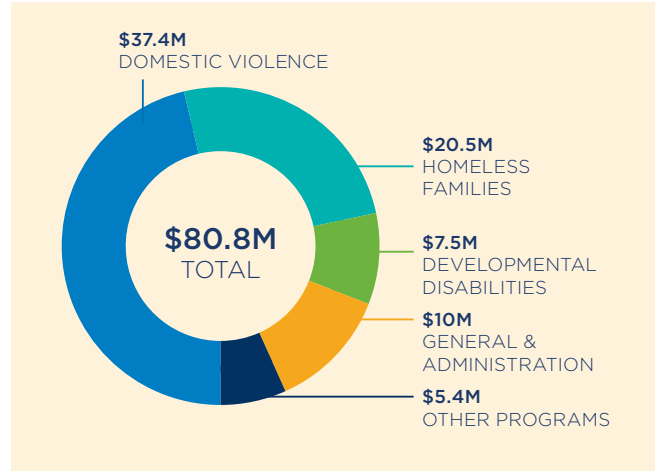
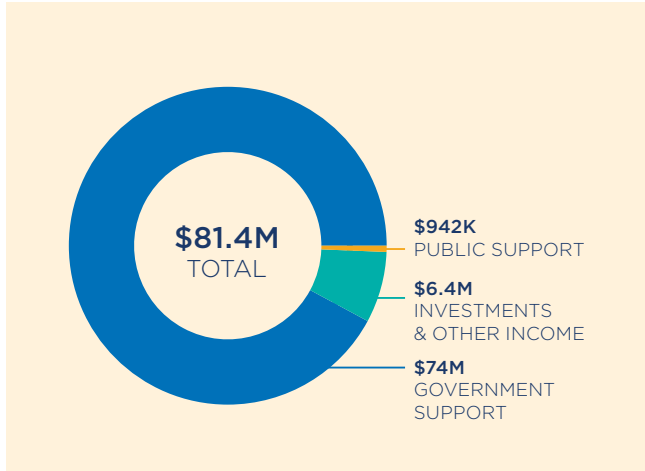
URI Domestic Violence & Pets: Breaking Barriers to Safety & Healing virtual event



Financials

JULY 1, 2021 - JUNE 30, 2022

AUDITED FINANCIALS JULY 1, 2021 - JUNE 30, 2022



REVENUE & SUPPORT

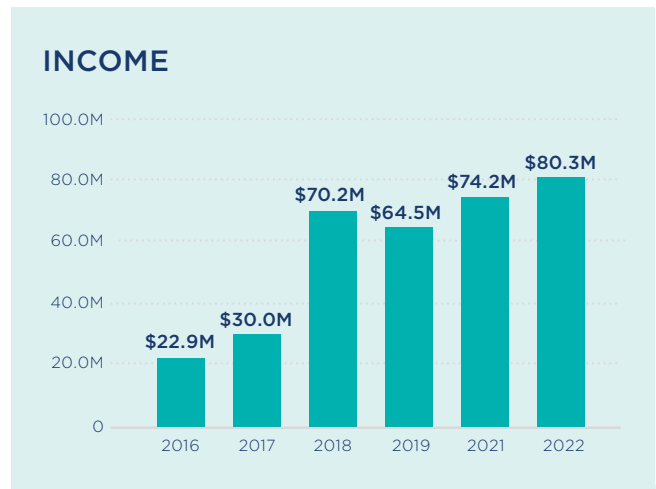
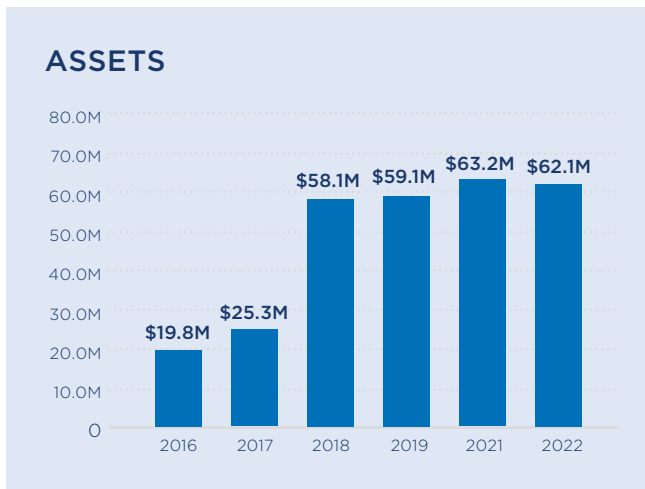
Government Support	\$74M
Public Support	\$942K
Investments & Other Income	\$6.4M

Program Expenses shown are before depreciation of \$1.9M.

PROGRAM EXPENSES

Domestic Violence	\$37.4M
Homeless Families	\$20.5M
Developmental Disabilities	\$7.5M
General & Administration	\$10M
Other Programs	\$5.4M

AGENCY GROWTH



Due to a change from reporting by calendar year to fiscal year, there is no entry for 2020 in Assets and Income.

Thank You to Our Generous Donors and Funders

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\$5,000 AND ABOVE

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Kenneth and Grace Pollak
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New York State Office for People with Developmental Disabilities

New York State Department of Social Service
New York State Department of Justice - Victim Services
New York State Department of Children and Family Services
USDA - SNAP
US Department of Housing and Urban Development
US Department of Justice



“URI has had a very, very major impact in my life... I became the somebody I should have been years ago.”

— CHRISTINE, SURVIVOR AND FORMER EEP CLIENT

“APIP helped me understand a lot about myself, my anger, and violent actions towards others that I never considered violent before.”

— DANIEL, FORMER APIP CLIENT

“URI was a grounding place for my life... I utilized all the tools and resources they’ve given me.”

— OBINA, SURVIVOR AND FORMER URI CLIENT

“RAPP opened my eyes to the things that were going on around me. It helped me understand the relationships I have with people, and how to assess what’s good and what’s bad. Overall, it helped me become a better person.”

— SABRINA, FORMER RAPP STUDENT

“Going from one desperate situation to another desperate situation repeats a destructive cycle and leaves no time for true healing. Urban Resource Institute and the PALS program gave me a safe space to think, to plan, and most of all to heal.”

— SURVIVOR AND FORMER PALS CLIENT

Transforming the lives
of domestic violence survivors
and homeless families.



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Urban Resource Institute

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