Dear Friends and Supporters,

Fiscal Year 2015 (FY15) was an exciting year of transition and a strong one for CRE, thanks to your support and the full engagement of our Board and staff. When I joined CRE in August 2014, I became part of an organization with an amazing legacy - one of strong and committed service to New York City nonprofits and the neighborhoods they serve. Our mission – to fight poverty, promote equity, and expand opportunity – has continued to guide us this past fiscal year as we've worked to drive social change and strengthen individuals, organizations, and their communities in the most effective way possible.

The past year was a productive one for CRE, as we served over 400 organizations through engagements in consulting, coaching, and peer-based leadership development. Our clients varied in size and scope, with organizational budgets ranging from $100,000 to over $100 million, from near start-ups to organizations with more than 100 years of service. The majority of these groups were nonprofits but also included some foundations and government agencies.

To best help our nonprofit partners tackle challenges such as executive transitions, changing business models, and the shift to managed care, we have redoubled our efforts to be flexible and adaptive, offering our clients best-in-class consulting, coaching, search, and talent development while keeping quality and responsiveness high and our cost of services down.

We spent time this past year building a go-forward plan that includes business process improvements and a fresh look at our client offerings to include work on innovation, risk management, and government service, as well as expanded coaching and professional development programs. Thoughtful support from CRE stakeholders has provided layers of insight that have been essential to our planning process, and shaped the resulting framework that ties our past to our future, laying out the path ahead. All of this bolsters CRE’s ability to strengthen nonprofits’ capacity to best serve their communities – so we together can meet real needs and advance social change.

FY15 also confirmed the strength of our team. In addition to the many brilliant and committed long-term staff who have made CRE what it is, we brought on eight new team members to further deepen our talent and bring the best services to our clients. This expansion is showing yet again how much significant work a mission-oriented, hardworking group of people can accomplish. We can’t wait to see this impact the organizations and communities we serve.

Here’s to the year ahead and our continued partnership!

Warmly,

Katie Leonberger
President and CEO
In New York City, one out of every five people lives at or below the poverty line; that’s 1.8 million people living in poverty out of a population of 8.4 million New Yorkers.¹ Many efforts are being made to solve this problem, and much of that work happens through nonprofits. There are over 35,000 nonprofits in New York City alone. The City government holds approximately 5,100 contracts with nonprofits to deliver over $5.5 billion worth of services to city residents – services such as youth development and elderly care that support hundreds of thousands of residents across the five boroughs every day.

Although there is increasing need for nonprofit services across the city, many issues challenge these organizations’ effectiveness – including reduced funding, limited access to best practices in program design and management, and limited support for leadership development and data management systems to track program outcomes. In response to this need, CRE has worked hard to provide nonprofits with the tools and resources they need to be even more effective.

For example, this year we saw many long-tenured nonprofit leaders and founders stepping down, triggering an increased demand for leadership transition support – such as succession planning, executive search, organizational restructuring, and coaching. Along with these changes, many organizations continue to work to achieve sustainable and effective business models after the Great Recession. After years of cutting back on administrative staffing, many organizations are seeing this impact their infrastructure and overall performance and are trying to reinvest in this capacity. CRE has helped many organizations figure out “what comes next” now that they have moved past the worst of the economic downturn.

Through CRE’s consulting, coaching, leadership and management development training, and executive search, we provide the strategies and tools these nonprofits need to build sustainable, high-performing organizations that improve people’s lives. We believe that social sector organizations deserve accessible solutions to the challenges they face. We know that a strong organizational foundation and clear direction allows leadership and staff to focus their time and resources on making a difference in the communities they serve. When a CRE engagement is through, organizations are stronger and leaders are better able to achieve their goals. As one of our consulting clients stated, because of CRE they “gained clarity with our mission and created a successful committee structure to implement our program areas. It had a huge impact.”

In FY15, CRE served more than 400 social sector organizations through 251 projects. Of these engagements, consulting and coaching comprised 76% of our work and workshops and peer-based trainings comprised the remaining 24%.
CRE consulting engagements address the distinct and diverse needs of each organization being served. These engagements are custom-designed to provide attainable and tangible outcomes that will serve and strengthen each individual organization for years to come. Consulting engagements comprise work in areas such as theory of change and strategic planning, program planning, board development, talent management, and strategic partnerships, to name a few. Two consulting client examples from FY15 are highlighted below.

Studio in a School

Since 1977, Studio in a School, a New York City nonprofit that enlists professional artists to teach visual arts to public school students, has brought more than 650 professional visual artists into classrooms as teaching artists and creative role models for more than 800,000 school children – most from low-income families. In 2015, Studio decided to expand its scope by creating the Studio Institute to disseminate the Studio approach to cities and audiences outside of New York City.

CRE’s work on this engagement started by helping Studio to define its desired future direction, which included mission and program strategy for the two programs, followed by outlining the organizational implications of that change (e.g., organizational structure, required resources, and fundraising needs). Finally, CRE helped Studio's Board and leadership prepare for implementation, including developing recruitment and communications strategies.

Divas for Social Justice

DIVAS (Digital Interactive Visual Arts Sciences) for Social Justice is a grassroots community organization that aims to bridge the digital divide by combining media literacy and cultural awareness along with understanding technology to encourage young women in underserved communities to pursue careers in computer science and new media.

CRE has worked with Executive Director and founder Clarisa James to grow and stabilize this early-stage nonprofit. Clarisa grew up in Queens, and has returned to her childhood neighborhood to provide social justice-oriented youth programming, at times working in the school she once attended. As is typical in the life of a stretched but passionate nonprofit, DIVAS faced several organizational capacity issues at the same time. CRE was able to help with these simultaneous needs. This included planning for growth, assisting DIVAS to secure funding that allowed for a grant writer and marketing expertise, and navigating New York City’s contracting process. With CRE’s support, DIVAS has also been working on Board development, assessing its current Board composition, managing member transitions, developing and now implementing a plan to recruit new Board members around a strong vision and a clear set of expectations to increase the board’s effectiveness.
CRE's Leadership and Professional Development (LPD) programs strengthen the leadership capabilities of established and emerging nonprofit leaders. Our peer-based learning approach includes topic-specific discussions, action learning in small teams to support change initiatives, 360° feedback, role plays, and case discussions.

CRE offered numerous LPD trainings to nonprofit leaders throughout FY15, including:

- We launched the 14th iteration of the CRE Leadership Caucus, an eight-month peer-based learning program designed for nonprofit executive directors and senior staff to strengthen their leadership skills and discuss management issues in a supportive environment. We incorporated Action Learning sessions as part of this program. Action Learning provides nonprofit leaders with an opportunity to share work experiences in real time with a team of peers while being guided by an experienced consultant.

- We delivered multiple offerings of the High Performing Managers Initiative (HPMI), which is a six-month peer-based learning program that targets middle managers. The HPMI consists of a series of highly interactive “issue days” in which participants explore relevant management topics through monthly peer exchange groups. This past year, we ran four HPMIs: three for the New York City Department of Youth and Community Development (DYCD) and its nonprofit providers, and one on Staten Island, funded by the Staten Island Community Foundation.

- We ran CRE’s Impactful Leader series for a mixture of executive leaders and frontline managers. This four-part series, which was largely attended by DYCD nonprofit providers, featured new content that focused on topics related to identity and leadership style, relationship building, and mindfulness. For example, the Mindful Leader session helped participants explore how to be more present at work and minimize stress, ultimately helping them to make more thoughtful and strategic decisions.

- We also offered numerous customized trainings and professional development series. Two such examples are outlined on the following page.
Center for Bronx Nonprofits at Hostos Community College (CUNY)

The Center for Bronx Nonprofits (CBNP), a project of Hostos Community College, is a convening, training, and resource-sharing organization that strengthens the capacity of local community leaders and organizations serving the Bronx and other boroughs. CBNP functions as an important support organization to Bronx nonprofits, facilitating opportunities for leadership and organizational development as well as technical skills training. Its mission is to positively impact the quality of life for the members of the Bronx community by strengthening the capacity of Bronx nonprofits.

CRE and CBNP collaborated on a first-ever 10-month leadership development initiative for 19 managers of Bronx-based organizations. Over the course of the program, participants discussed best practices of nonprofit management, coached one another in small-group peer-learning sessions, and enhanced their self-awareness through interactive exercises and a personality assessment. Along the way, participants formed a supportive network of leaders that provided peer support throughout the program and can continue to assist each other going forward.

New York City Department of Cultural Affairs

We ran a strategic planning cohort for the New York City Department of Cultural Affairs and 14 small, community-based arts organizations that it supports. The goal of this program was to help participants from the 14 selected nonprofits – organized into two cohorts of seven groups each – learn how to conduct strategic planning within their own organizations. These two cohorts met six times over nine months to learn the ins and outs of strategic planning, and included one-to-one consulting time with CRE staff. Participants, who were a mixture of staff and Board members, were able to reflect on strategy development within their own organizations and create plans to move that work forward.
Outside of our ongoing client work, CRE invested significant time in new initiatives to advance the organization and ultimately, further our mission. Some key accomplishments from FY15 include:

1. **Launch of our Go Forward Plan:** In April 2015, we launched a plan that lays out a baseline set of organizational goals that prompt shifts in business processes and client practice to enable CRE to effectively meet client needs while consistently providing high quality work in all areas of CRE’s operations. The plan details activities, identifies point people, specifies required resources, and lays out a tracking framework for quarterly reports to the Board in order to hold management and staff accountable for the goals we’ve set for ourselves. The launch of this plan synthesized and aligned Board, management, and staff perspectives into a unified framework that establishes priorities to achieve three overarching goals:

   - **Make nonprofits more effective:** CRE is enhancing service offerings in line with demand, which includes ramping up our pro bono offerings (see next page), developing an innovation practice, expanding our talent management practice, and exploring the development of a risk management practice, among others.

   - **Achieve financial sustainability:** We have identified Key Performance Indicators to measure CRE’s program and operational success, and built out systems to provide this information in a regular, timely manner. We have started to further expand our funding sources in order to diversify and strengthen our financial support.

   - **Advance the social sector:** As we aim to ensure that our knowledge and services benefit and strengthen even more social change organizations – beyond those that we are fortunate to serve directly each year – our staff has worked through various channels to deepen our contributions to thought leadership in the sector. Katie Leonberger, CRE’s President and CEO, served as a committee co-chair on the citywide HSC Commission on Nonprofit Closures, which researched and called for a new approach to nonprofit risk assessment and risk management, in addition to speaking at various conferences across the City.

   Additional examples of CRE staff and leadership sharing their time and knowledge at numerous sector convenings include:

   i. Selection Committee member for the Nonprofit Excellence Awards
   
   ii. Panelist on The Board & the CEO: The Roles of Leadership in Redesign Decisions at the New Designs for Changing Times: A Regional Summit on Organization Redesign conference
   
   iii. Panelist on Efficiently Reporting Outcome Instead of Output panel at New York Nonprofit OpCon
   
   iv. Strengthening Communities summit
   
   v. Advisory Board of Center for an Urban Future’s work on nonprofits

   • We also celebrated and promoted publication of our new book, Meeting the Job Challenges of Nonprofit Leaders, written by CRE Consultants Jean Lobell, Mohan Sikka, and Pavitra Menon.
2. Launch of the CRE Rising Fund: The CRE Rising Fund offers pro bono consulting services to small, dynamic nonprofits in New York City. Through this initiative, CRE is recommitting to and emphasizing our focus on nonprofit organizations least able to secure high-quality consulting assistance. This program creates a clear point of entry for nonprofits to request and receive pro bono support. We place priority on serving community-based organizations that are ready to focus on growth and collaboration to meet a real need in their communities. The first five projects were completed in fall 2015.

3. Hiring and new staff: We brought on new team members to deepen our talent and position us for the future. We were so happy to welcome to the CRE team:
   - David Batt (Intern)
   - Jacob Bessmann (Associate Consultant)
   - Erika Dilday (Affiliate Consultant)
   - Oseloka Idigbe (Associate Consultant)
   - Jenni Ingram (Associate Consultant)
   - Gillian Kaye (Affiliate Consultant)
   - Brad Luckhardt (Consultant)
   - Diana Parra (Public Ally)
   - Angel Torres (Intern)

4. Increased outreach and network-building: As part of our increased effort to build relationships and connect leaders across the sector, we launched the CRE Leadership Caucus Alumni Program in January of 2015. More than 30 nonprofit leaders, all graduates of the CRE Leadership Caucus, gathered to share information and advice on sustaining organizational effectiveness. CRE created this program to bring graduates back together in an exclusive forum where they can share strategies, lessons learned, and stories from the field in a relaxed and informal setting. The inaugural event for the launch of this new program included a three-person panel of Leadership Caucus Alumni, facilitated by our President and CEO Katie Leonberger.

Alumni Panel at the CRE Leadership Caucus Alumni Program Breakfast

From left to right: Udai Tambar, Director of Youth and Children Services in the Office of the Mayor; Dianne Morales, Executive Director and CEO of Phipps Neighborhoods, Katie Leonberger, President and CEO of Community Resource Exchange, and James O’Neal, Co-Founder and Executive Director of Legal Outreach.
OUR TEAM

Jeff Ballow
Director of Leadership and Professional Development

David Batt
Intern

Jacob Bessmann
Associate Consultant

Holly Delany Cole
Affiliate Consultant

Millie Diaz
Office Manager

Erika Dilday
Affiliate Consultant

Kate Eberle
Special Assistant to the President and CEO

Karen Erdos
Chief Operating Officer

Sonya Glazer
Business Manager

Louisa Hackett
Senior Consultant

Pisie Hochheim
Development Assistant

Oseloka Idigbe
Associate Consultant

Jenni Ingram
Associate Consultant

Gillian Kaye
Affiliate Consultant

Chantal Kim
Korean American Community Foundation (KACF)
Capacity Building Consultant

Valyrie Laedlein
Senior Consultant

Katharine Leonberger
President and CEO

Jean Lobell
Director of Consulting

Brad Luckhardt
Consultant

Pavitra Menon
Senior Consultant

Diana Parra
Public Ally

Randall Quan
Senior Consultant

Sudha Rajan
Senior Accountant

Carolyn Sauvage-Mar
Senior Consultant

Mohan Sikka
Affiliate Consultant

Yassi Tamdji
Program Associate

Angel Torres
Intern

Queena Wu
Receptionist
CRE staff members at the Bucks vs. Nets fundraiser

(From left to right clockwise) Jean Lobell, Pavitra Menon, Jacob Bessmann, Oseloka Idigbe, Katie Leonberger, Jeff Ballow, Chantal Kim, Kate Eberle, Pisie Hochheim, Carolyn Sauvage-Mar.
Margaret Booth
President, MBooth & Associates

Gregg S. Fisher
President and Chief Investment Officer, Gerstein Fisher

Anne H. Hess, Treasurer
Activist and Philanthropist

Patricia Hewitt, Chair
Attorney

Raymond D. Horton
Founder, Social Enterprise Program, Columbia Graduate School of Business

Caitlin LaCroix
Graduate Student, Columbia University School of International and Public Affairs

Samantha Lasry Fleisher
Philanthropic Consultant

Benjamin F. Lorick, Secretary
Teacher, New York City Department of Education

Jerry H. Marcus
Vice Chairman, UBS Investment Bank, Corporate Client Solutions, UBS

Robert C. Penn, Sr.
President, Vanguard Management Group, Inc.

Brooke Richie-Babbage
Executive Director, Resilience Advocacy Project

Stephanie H. Smith
Global Co-Head, Credit Derivative Operations, Goldman Sachs

Ria Tabacco-Mar
Staff Attorney, American Civil Liberties Union Foundation

Marc Weingarten
Partner, Schulte Roth & Zabel LLP

CRE Board members at the Bucks vs. Nets fundraiser
(From left to right) Raymond Horton, Katie Leonberger (President and CEO), Anne Hess, Marc Weingarten, Patricia Hewitt, Gregg Fisher.
Corporations
• Bank of Tokyo/BTMU
• M&T Bank
• Schulte Roth & Zabel, LLP

Foundations
• AG Foundation
• American Express
• Bloomberg Philanthropies
• Charles Hayden Foundation
• FJC/Anonymous
• H. van Ameringen Foundation
• Klingenstein & Perlman Fund
• Korean American Community Foundation
• Mary J. Hutchins Foundation
• New York Community Trust
• New York Foundation
• The Robert Bowne Foundation
• United Way
• Westchester Community Foundation
2015 CLIENTS

- Advocates for Children
- 82nd Street Academics
- 163rd Street Improvement Council
- Abyssinian Development Corporation
- Acacia Network Housing
- Administration for Children’s Services
- Alliance for Nonprofit Excellence
- Apex for Youth
- Arab American Association of New York
- Arab American Family Support Center
- AIDS Service Center NYC
- Bella Abzug Leadership Institute
- Bedford Stuyvesant New Beginnings Charter School
- Bedford Stuyvesant Restoration Corporation
- Big Brothers Big Sisters of New York City
- Billie Holiday Theatre
- BOOM!Health
- Boys & Girls Harbor
- Boys & Girls of Metro Queens
- Broadway Housing Communities
- Bronx Council on the Arts
- Bronx House
- Bronx Lebanon Hospital Center
- Bronx River Arts Center
- Bronx YMCA
- BronxWorks
- Brooklyn Children’s Museum
- Brooklyn Food Coalition
- Brooklyn Parkinsons Group
- Brownsville Partnership
- CAAAAV
- CAMBA
- Cardinal McCloskey Community Services
- Carver Foundation of Norwalk
- Center for Alternative Sentencing and Employment Services
- Catholic Charities Brooklyn and Queens
- Community Connections for Youth
- Community Counseling & Mediation
- Center for Development of Human Services/Office of Children and Family Services
- CDP
- Center for Children’s Initiatives
- Center for Community Alternatives
- Center for Frontline Retail
- Center for Health Equity
- Center for the Integration and Advancement of New Americans
- Center for Urban Community Services
- Center of Court Innovation
- Centre for Social Innovation
- Chhaya Community Development Corporation
- Child Center of New York
- Children of Promise, NYC
- Children’s Aid Society
- Chinatown YMCA
- Chinese Theater Works
- City Bar Justice Center
- City Growers
- City Parks Foundation
- City University of New York
- City Year New York
- Claremont Neighborhood Centers, Inc.
- Coalition for Hispanic Family Services
- College Access
- College and Community Fellowship
- Committee for Hispanic Children and Families
- Community Action Board
- Community Association of Progressive Dominicans
- Committee for Hispanic Children and Families
- Community Mediation Services
- Connect to Protect
- Corona Youth Music
- Council of Urban Professionals
- Cross Island YMCA
- CTM DREAMS
- Cypress Hills Child Care Corporation
- Cypress Hills Local Development Corporation
- Day One
- Diaspora
- Dignity in Schools Campaign
- Directions For Our Youth
- DIVAS for Social Justice
- DOME Project
- Dorothy Bennett Mercy Center
- East Harlem Tutorial Program
- East Side House
- Educational Alliance
- El Centro del Inmigrante
• Elders Share the Arts
• Encore Fellows
• Energy Up! Voltage Approved
• Family Ties Westchester
• Family Wellness Program
• Far Rockaway-Arverne Nonprofit Coalition
• Fedcap and Wildcat Service Corp.
• Federation of Italian-American Organizations
• Fiver Children’s Foundation
• Flatbush Development Corporation
• Food Bank for New York City
• Forestdale, Inc.
• Fortune Society
• Fresh Youth Initiatives
• Friends of Island Academy
• Fund for New Citizens
• Funders Collaborative on Youth Organizing
• Gay Men of African Descent
• Gidney Dance
• The Girls & Boys Projects
• Girls Inc. of New York
• Girls Write Now
• Global Action Project
• Global Kids
• GMHC
• Goddard Riverside Community Center
• Good Shepherd Services
• Goodwill
• Grand Street Settlement
• Griot Circle
• Greater Ridgewood Youth Council
• Hamilton-Madison House
• Harlem Children’s Zone
• Harlem Commonwealth Council
• Harlem Dowling-West Side Center
• Harm Reduction Coalition
• Hartley House
• Harvest Home
• Haitian-Americans United for Progress
• Havens Relief Fund Society
• Harlem Community Justice Center/Parent Pledge
• Healing Arts Initiative
• Health and Hospitals Corporation
• Health People
• HeartShare St. Vincent’s Services
• HELP Bronx Morris
• Henry Street Settlement
• Hester Street Collaborative
• HHC - Jacobi Medical Center
• Highbridge Advisory Council Family Services, Inc.
• Homes for the Homeless
• Hostos Community College
• Housing Plus Solutions
• Housing Works
• Human Services Council
• Hudson Guild
• Hunter School of Social Work
• I Have a Dream Foundation
• Ifetayo Cultural Arts Academy
• Immigrant Social Services, Inc.
• Iris House
• Island Voice
• Italian American Civil Rights League
• Jacob A. Riis Neighborhood Settlement
• Jewish Community Center of Staten Island
• Jews For Racial & Economic Justice
• Jamaica Service Program for Older Adults
• Kingsbridge Heights Community Center
• KIPP Academy
• Korean American Community Foundation
• Korean Community Services of Metropolitan New York
• Latin American Cultural Center
• LawHelpNY
• Leadership through Sports
• Learning through an Expanded Arts Program
• Legal Information for Families Today
• Lenox Hill Neighborhood House
• LGBT Faith Leaders
• LIFE Camp Inc.
• Lifespire
• Local Initiatives Support Corporation
• Live Out Loud
• Love Heals
• Lower East Side Community Partnership Program
• Manhattan Youth
• Mano a Mano
• Masa Israel Journey
• MASA
• MBD Community Housing Corp.
2015 CLIENTS

• MDRC
• Medgar Evers College Oasis Beacon Program
• MEKONG NYC
• Mental Health Association of New York City
• Millennium Development
• Mind-Builders Creative Arts Center
• Mayor’s Office of Contract Services
• Montague Street Business Improvement District
• Moshulu Montefiore Community Center
• Municipal Arts Society
• Muslim Community Network
• National Alliance on Mental Illness
• Nathan Cummings Foundation
• National Urban League
• Neighborhood Initiatives Development Corporation
• New Life Center
• New Life Child Development
• New Settlement
• New York Asian Women’s Center
• New York Center for Interpersonal Development
• New York City Mission Society
• New York Coalition Against Hunger
• New York Foundation
• New York Junior Tennis & Learning
• New York Law School
• New York Studio School
• Neighborhood Housing Services of New York City
• NIA Community Services Network
• New Immigrant Community Empowerment
• Norte Maar
• North Side Center for Child Development
• Northern Manhattan Improvement Corporation
• New York Workers Center Federation
• NYC Department of Cultural Affairs
• NYC Department of Education
• NYC Department of Health and Mental Hygiene
• NYC Department of Small Business Services
• NYC Department of Youth and Community Development
• NYC Housing Authority
• NYC Mission Society
• NYC Rx
• Only Make Believe
• Osborne Association
• Parent Pledge
• Phipps Neighborhoods
• Play Study Win
• Police Athletic League
• Pratt Area Community Council
• Project CHARGE
• Puerto Rican Day Parade
• Purelements
• Queens Community House
• Regional Aid for Interim Needs, Inc.
• Read Alliance
• Reading Team
• Reel Works Teen Filmmaking
• Right Rides
• Rights and Resources
• Riley Sandler Memorial Foundation
• Roads to Success
• Rockaway Artists Alliance KidsmART
• Rockaway Waterfront Alliance
• Rockaway Youth Task Force
• Restaurant Opportunities Centers United NY
• Safe Horizon
• SAGE
• Salvadori Center
• Samuel Field Y
• Sandy Ground Historical Society
• SCO Family of Services
• Services for the Developmentally Challenged
• Services Now for Adult Persons
• Shadow Box Theater
• Sheltering Arms
• Staten Island Partnership for Community Wellness
• Silberman School of Social Work
• SoBRO
• Social Impact Exchange
• South Asian Youth Action
• South Bronx United
• Southeast Bronx Neighborhood Centers
• Southern Queens Park Association
• Sports and Arts in Schools Foundation
• St. Dominic’s Home
• St. Nicks Alliance
• Stanley M. Issacs Neighborhood Center
• Staten Island Employment Education Consortium
• Streetwise & Safe
2015 CLIENTS

- Studio in a School
- Sunnyside Community Services
- Supportive Children’s Advocacy Network of New York
- Sweet Readers
- Take Wing and Soar
- The After-School Corporation
- The Fashion Studio NYC
- The Marie Curie High School
- The Salvation Army
- Theatre of the Oppressed
- Trees New York
- Turning Point
- United Activities Unlimited
- United Community Centers
- UJA Federation
- Union Settlement
- United Neighborhood Houses
- United Community Centers
- United Neighborhood Houses
- Universal Temple of the Arts
- University Settlement
- UPNEXT
- Urban Resource Institute
- Video Interaction Project
- Violence Intervention Project
- VISIONS
- Wayside Out-Reach Development, Inc.
- WHEDco
- Whitebox Art Center
- Why Hunger
- William Hodson Senior Center
- Women in Need
- Workforce Professionals Training Institute
- Xposure Foundation, Inc.
- YM&WHA of Washington Heights
- YMCA of Greater NY/Flushing YMCA
- Young Dancers in Repertory
- Youth Communication