EMERGE Connecticut

General Information

Contact Information

- Nonprofit: EMERGE Connecticut
- Address: 830 Grand Ave
  New Haven, CT 06511 4922
- Phone: (203) 562-0171
- Web Site: Web Site
- Facebook: Facebook
- Twitter: Twitter
- Email: info@emergect.net

At A Glance

- Year of Incorporation: 2012
- Organization's type of tax exempt status: Public Supported Charity
- Organization received a competitive grant from the community foundation in the past five years: Yes
Mission & Areas Served

Statements

Mission
EMERGE Connecticut operates a social enterprise with a dual commitment to helping returning citizens make a successful return to their families as responsible members, and to their communities as law-abiding, contributing citizens.

Background
In July of 2011, EMERGE Connecticut, Inc., began a 501(c)(3) nonprofit corporation that operates as a social enterprise committed to helping formerly incarcerated persons make a successful return to their families as responsible members, and to their communities as law-abiding, contributing citizens. EMERGE uses the methods, strategies and disciplines of business, and the power and opportunities of the marketplace to advance its social impact. What makes EMERGE unique among local nonprofits is the significant levels of self-generated income from business activities that are used to fund the organization’s operations. Our “Earn and Learn” model provides each participant with the experience of learning marketable work skills, appropriate employment behaviors, and improving their basic educational skills within a workplace environment, while earning an income within the framework of a transitional work component that can last as long as six (6) months. EMERGE has implemented an innovative, trauma-responsive model that uses paid work experience to recruit and engage former offenders returning to New Haven, Connecticut. Our six-month program begins with cohorts of 15-18 participants attending a one-week, 35 hour job readiness (“mental toughness”) course. Our job readiness curriculum is based on a cognitive behavioral (CBT) approach that offers ex-offenders the insights and skills needed to “code-switch” from the world of crime to that of work, and helps them begin the process of self-exploration, goal-setting, and better decision-making. Participants are then placed in work crews operated by EMERGE, who is the employer of record, where they learn construction and property management skills over a 6 month period while renovating blighted properties into new affordable housing throughout the city. Other employment services include coaching for life skills and career planning, basic education classes, job readiness “soft skills” training, legal services related to child support and driver’s license recovery, job search and placement assistance, and post-placement retention services. Through positive and supportive relationship building, our multi-phase, wrap-around service delivery approach breaks the cycle of destructive behavior by working with our program members to effectively deal with their trauma by starting a process of self-exploration intended to change their life trajectory. Our approach to personal wellness includes referrals to mental health services that help participants recognize the presence of trauma symptoms and acknowledge the role trauma has played – and continues to play – in their lives. EMERGE emphasizes behavior change, and teaching the skills needed to self-manage that change, so the individual breaks the tendency to react without taking account of consequences of their actions. EMERGE’s priorities are clear: to rebuild the capacity of the individual to earn a living wage, and for a parent to earn a family-supporting wage – or at a minimum contribute to family-supporting income – so they can begin to pick up the pieces and rebuild their lives. Our comprehensive approach has proven successful in keeping members employed beyond their participation in EMERGE, and produced a two year recidivism rate of 14%, which is 43 points lower than the State of Connecticut Department of Correction.
Impact
In the 2018 – 2019 fiscal year, EMERGE experienced the following program-level results: - EMERGE maintained a 14% two-year recidivism rate to date. - EMERGE served 49 participants, enrolling 27 new crewmembers, meaning 27 transitional jobs created. - Thanks to our volunteer tutors from First Presbyterian Church, 93% of EMERGE crewmembers engaged in traceable CASAS testing improved their math and reading scores to a 12th grade equivalent. - 65% of EMERGE alumni moved immediately to outside work or education upon exit. - EMERGE generated 38% of its operating budget from commercial activity, which pays the wages of our work crew members. Community-level impact: improved public safety, increasing affordable housing, and community service - Improving Public Safety: EMERGE improves public safety in two ways: reduced crime, and a reduction in blighted properties, which are magnets for illicit activity such as drug dealing, squatting, and arson. Our two-year recidivism rate of 14% is significantly lower than that of the statewide comparison, which is 47%. - Increasing the Stock of Affordable Housing and green infrastructure: In 2012 through June of 2019, EMERGE has contributed to the preparation of 34 multi-family houses, which include 63 housing units that have been converted from blighted housing into newly occupied owner-occupied homes. As of June 30, 2019, EMERGE has planted 1966 trees in the City of New Haven, and constructed 85 bioswales that significantly reduce flooding and water pollution by taking the strain off of New Haven’s sewage systems. - Community Service: EMERGE work crews have contributed 537 hours of community service in Fiscal Year 2018-2019. Community service is a stepping stone towards atonement for the participant; giving back to a community where they caused harm, by visibly reshaping neighborhoods through projects such as community clean ups, tree planting, and moving furniture for the formerly homeless who are moving into permanent housing.

Needs
1. EMERGE’s biggest and most immediate need is a full-time operations manager, valued at $54,900 to help increase organizational capacity in three key areas:  I. Financial Oversight - Providing oversight and maintenance of financials to ensure compliance with requirements for all grant support, especially federal and state regulations.- Ensuring compliance with federal financial reporting. II. Fund Development - Responsible for grant support exploration both small and mid-sized grants to sustain current operations.- Building relationships with new funding streams for ongoing support.- Developing expertise to pursue larger grants. III. Business Development - Developing a strategy for new and existing commercial business development. - Developing new customer relationships to diversify revenue sources.- Develop a relationship with existing customers (Urban Resources Initiative, Neighborhood Housing Services) to grow existing contracts. Volunteers who are capable and willing to provide any of the above services would also be welcomed. 2. On the business, revenue-generating side, the EMERGE crewmembers would benefit from a utility pickup vehicle to transport crewmembers and tools to worksites. 3. There is an ongoing need for mental health professionals that would support our trauma-based approach to workforce development. Our experience has been that many crewmembers arrive with unresolved childhood traumas that continue to play a major role in their inability to find and keep a job. 4. Another challenge that EMERGE routinely faces is instability in housing. Returning offenders often settle for unhealthy living situations upon release as they build back good will with family members and establish themselves financially. EMERGE crewmembers would benefit from housing opportunities that are beneficial to their personal development.
CEO Statement
EMERGE Connecticut's strategic approach begins with its organizational structure as a 501(c)3 nonprofit corporation that operates as a social enterprise. As a social enterprise, there are three characteristics that distinguish EMERGE from other types of businesses, nonprofits or government agencies: 1. EMERGE operates with a "double bottom line" that places equal emphasis on services and revenue to sustain and expand services to clients. 2. EMERGE employs program participants on work crews where they earn an income and learn marketable skills. 3. EMERGE’s commercial activity is both a distinctive feature and strong revenue driver that accounts for high levels of earned income in our operating budget (50%) that makes us unique among nonprofits. At the program level, EMERGE’s strategic approach implements a research-driven model that uses the best evidence to design a workforce program that addresses the most prevalent employment barriers for hard-to-employ individuals -particularly the formerly incarcerated. The EMERGE model uses transitional (time limited) employment to engage participants in a structured model with wrap-around services that include:- Extended transitional employment for up to 6 months of immediate paid work once they are home- Mandatory literacy and numeracy classes to address very low basic educational skill levels- Public benefits screening (food stamps, health insurance, etc.) to stabilize the individual with food and shelter when they are released- Daily job readiness training in real workplace situations, with daily written evaluations to assess workplace skills like teamwork, punctuality, following direction, taking initiative.- Weekly anger management sessions facilitated by two program participants to allow participants to discuss issues in an open and honest environment.- A trauma-informed approach to personal wellness that includes referrals to mental health services.- Weekly fatherhood and parenting classes that follow evidence-based curriculums and promote healthy relationships.

Board Chair Statement
Statement from Althea Marshall Brooks, EMERGE Board Chair coming soon.

Service Categories

<table>
<thead>
<tr>
<th>Primary Organization Category</th>
<th>Employment / Job Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary Organization Category</td>
<td>Crime &amp; Legal - Related / Rehabilitation Services for Offenders</td>
</tr>
</tbody>
</table>

Areas Served

- New Haven
- Ansonia
- Derby
- East Haven
- Hamden
- North Haven
- Orange
- West Haven

EMERGE Connecticut, Inc. primarily serves the Greater New Haven community, but services have reached as far as Waterbury and Harford for offenders returning to the New Haven area.
## Community Offender Re-Entry Experience (CORE)

### Description
EMERGE’s Community Offender Re-Entry Experience (C.O.R.E.) is our transitional employment component and it is our flagship program that makes EMERGE unique among Connecticut nonprofits. Upon successful compliance with the employment intervention process, participants are eligible to work up to six months, where they earn between $10 to $12 per hour, based on experience and performance. As the “enhanced” model is designed, participants are eligible to work up to 24 hours a week in a work crew environment and apply their existing and newly acquired skill sets under the supervision of a crew chief. The remaining 16 hours are allotted for other mandatory activities such as literacy classes, support and anger management groups, job search, meeting with EMERGE staff, and complying with conditions of state supervision such as court appearances and parole officer appointments.

### Budget
$150,000.00

### Category
Employment, General/Other /

### Population Served
Offenders/Ex-Offenders / At-Risk Populations /

### Program is linked to organization’s mission and strategy
Yes

### Short Term Success
100% of eligible CORE participants are screened for and receive new benefits. CORE participants are required to undergo random and scheduled chemical screenings throughout their involvement to ensure that 100% remain drug-free. 60% are able to open a banking account with earned income. 100% of enrollees are baseline tested on the CASAS scale, and those who test under a 12th grade level are required to participate in our in-house classroom training.

### Long Term Success
CORE averages a 73% placement rate over the past two years with a 62% retention rate at 62%. The average placement salary is $11.75/HR.

### Program Success Monitored By
EMERGE has been fortunate enough to have been engaged in United Way of Greater New Haven’s Partnership for Economic Opportunity, who required us to report quarterly shared performance measures under the Results Based Accountability framework.

### Examples of Program Success
CORE’s ability to provide a salary to crewmembers while they are engaged in mandatory program services is a strong motivating factor in impacting the behavioral change that has led to a 12% recidivism rate to date.
## Literacy and Numeracy Classroom Training

### Description

Low literacy is a common employment barrier among formerly incarcerated persons. According to the U.S. Department of Labor (DOL), 19% of former offenders are functionally illiterate, and another 40% have low basic literacy levels. This single barrier makes these persons unemployable over the long term because in essence they are not trainable and have difficulty following written instructions. EMERGE’s literacy approach uses an “open entry, open exit” model, and is supplemented by Khan Academy, an on-line curriculum resource. The “open entry, open exit” approach meets the program participant at whatever literacy and numeracy level they are at when they enroll in EMERGE, and uses computer-based curricula and tools, supplemented by classroom tutors to assist them as needed. At EMERGE, the mandatory literacy component requires participants to address this barrier regardless of having a high school diploma or not.

### Budget

$19,470.00

### Category

Education, General/Other /

### Population Served

Offenders/Ex-Offenders /

### Program is linked to organization’s mission and strategy

Yes

### Short Term Success

Since January 2013, 80% of crewmembers engaged in a minimum of 40 classroom training hours have seen an increase of one (1) or more grade levels on the CASAS scale or tested out at a 245 (12th grade) goal in Math and Reading.

### Long Term Success

EMERGE has found that the primary value added through literacy classroom training is the ability for crewmembers to access and receive content courses at community colleges rather than utilizing any grant supports to pay for remedial courses. A second benefit is the opportunity for crewmembers access “off-the-shelf” certification courses through the Department of Labor that previously had been unavailable to them. A less measurable, but arguably more valuable benefit to meeting the Literacy and Numeracy goals is the sense of confidence and self-efficacy that is gained through completing a challenge. Crewmembers who improve their scores are able to use critical thinking and basic math skills on our constructions sites and at future jobs, confidently taking on more skilled work and adding value to the project. At home, something as simple as assisting their children with homework assignments becomes less of a challenge, and the prospect of returning to school becomes less intimidating.

### Program Success Monitored By

Upon enrollment, all EMERGE crewmembers are baseline tested on the CASAS scale, and are given individual service strategies designed to help improve their scores upon re-test. Baseline and re-test scores are documented weekly, along with the number of hours of classroom training, and reported on a quarterly basis.

### Examples of Program Success

EMERGE has seen 80% of our crewmembers increase their scores at least one grade level for every 40 hours of classroom training. EMERGE’s ability to offer crewmembers more paid work hours weekly upon “testing out” of Literacy and Numeracy at a 245 CASAS score has been a great source of motivation, providing an incentive to study and use their classroom time productively.
"Real Talk"

**Description**

Real Talk is EMERGE’s weekly peer-to-peer group meeting. Real Talk provides a forum for work crew members to openly discuss issues or concerns they face day to day throughout their re-entry that require support and guidance. Each week a different crewmember selects a topic that is of particular importance to them, and they are asked to facilitate the discussion on that topic. Each individual crewmember is then given an opportunity to offer real-life examples of how they may or may not relate to the topic. A sample of recent Real Talk topics include: “Being a Better Father”; “Dealing with loss of a loved one”; “Better Decision Making”; and “Leading a ‘Double Life’”. Group discussions help build a network of understanding and respect between each cohort of crewmembers and start a dialogue on personal issues that members can later address individually. Real Talk has been successful in fostering positive behavioral changes and reducing recidivism rates.

**Budget**

$3,750.00

**Category**

Mental Health, Substance Abuse Programs, General/other / Peer Counseling

**Population Served**

Offenders/Ex-Offenders / Males /

**Program is linked to organization’s mission and strategy**

Yes

**Short Term Success**

In the short term, Real Talk has been a way of monitoring the changes in the overall outlook and progress in behavioral change for each individual client. Real Talk has also helped from a Case Management standpoint to identify what type of discussions, support, referrals and advocacy may be necessary on a case-by-case basis.

**Long Term Success**

Real Talk is EMERGE’s weekly peer-to-peer group meeting. Real Talk provides a forum for work crew members to openly discuss issues or concerns they face day to day throughout their re-entry that require support and guidance. Each week a different crewmember selects a topic that is of particular importance to them, and they are asked to facilitate the discussion on that topic. Each individual crewmember is then given an opportunity to offer real-life examples of how they may or may not relate to the topic. A sample of recent Real Talk topics include: “Being a Better Father”; “Dealing with loss of a loved one”; “Better Decision Making”; and “Leading a ‘Double Life’”. Group discussions help build a network of understanding and respect between each cohort of crewmembers and start a dialogue on personal issues that members can later address individually. Real Talk has been successful in fostering positive behavioral changes and reducing recidivism rates.
Parenting

Description
Through a partnership with the Fair Haven Community Health Center, which is a member of the statewide Nurturing Families Network, EMERGE supports parents and children in New Haven with the goal of preventing child maltreatment by strengthening families through reunification, fatherhood outreach and group support. The aim of the parenting classes is to prevent future unplanned pregnancies and to get young dads involved in healthy relationships with their children, even if relations with the mother have soured. Many young dads become estranged from their children because they are no longer enamored of the mother. Many struggle with developing a connection with their children after returning from years of incarceration and are separated from their children when they were very young and find that they must re-introduce themselves into their lives. Parenting groups help clients work their way through these and other parenting challenges through a variety of parenting curriculums.

Budget
$4,250.00

Category
Mental Health, Substance Abuse Programs, General/other /

Population Served
Offenders/Ex-Offenders / Families /

Program is linked to organization’s mission and strategy
Yes

Short Term Success
Parenting also helps staff to better case manage EMERGE crewmembers on a weekly basis as it raises pressing issues for each individual crewmember. These conversations make for more constructive case management “1-on-1” conversations as crewmembers re-connect severed family ties, key relationships and other family reunification concerns that are pivotal to the support system needed to be successful in the re-entry process.

Long Term Success
Not unlike Real Talk, Parenting serves as a gateway to outside mental health services including family counseling, relationship counseling, and addiction services. Parenting, in collaboration with Real Talk and Literacy create a well-rounded foundation to the personal development outcomes that have proven to end the cycle of recidivism. Assisting these parents who are over 90% male helps to make better fathers in our community, fewer single-parent households, fewer at-risk children and safer households.

Trauma-Informed Men’s Groups

Description
With the help of the Connecticut Women’s Consortium, EMERGE staff has been trained to facilitate a 6-week trauma-informed men’s group called "Exploring Trauma: A Brief Intervention for Men". The group focuses on exploring the unresolved childhood traumas that play into behavior and attitudes as adults. Traumatic stress and Adverse Childhood Experiences (ACES) are high among many who have been incarcerated, and this group raises awareness and offers strategies to navigate the feelings and behaviors associated with many of these issues.

Budget
$0.00

Category
/

Population Served
/ /
Program Comments

CEO Comments
EMERGE Connecticut Inc.’s enhanced program services emphasize personal development, behavioral change, and better decision-making skills specific to the needs of those impacted by the criminal justice system. Our approach seeks to introduce structure, high standards, trauma-informed practices, life coaching, and strategic partnerships to obtain the desired outcomes we have for returning citizens in New Haven. It has been our experience that our unique mix of programming has been effective in achieving dramatically low recidivism rates, higher rates of employment, and more engaged community members.
Leadership & Staff

CEO/Executive Director

Dan Jusino

Term Start

Apr 2011

Email
dan@emergect.net

Experience

Dan Jusino has over 30 years of Workforce Development experience specifically tailored to address the needs of the formerly incarcerated. Throughout his tenure, Mr. Jusino has developed curriculum, provided technical assistance and led nonprofit organizations. He worked at STRIVE National, South Forty Corp., the Vera Institute of Justice and Elm City Youth Build before starting EMERGE Connecticut, Inc., a social enterprise dedicated to building the skills ex-offenders in New Haven through hands on training and on-going holistic support. Having had his own brushes with the law as a young man growing up in Harlem, Dan’s goal is to give EMERGE’s participants what someone once gave him: an opportunity to experience a different life. His passion and dedication to the success of former offenders has propelled him to partner with like-minded organizations and leaders in an effort to ensure life, liberty, and economic security to each participant who walks through EMERGE’s doors. Dan’s vision and leadership has led EMERGE to the high standard of outcomes they experience today.

Co-CEO

Alden Woodcock

Term Start

Jan 2013

Email
alden@emergect.net

Experience

Alden Woodcock joined EMERGE in January of 2013 after graduating from Southern Connecticut State University in 2012. He was born and raised in Willimantic, CT and has a passion for mission-driven work and results-based programming. He is dedicated to EMERGE’s participants and the betterment of his community. Alden is currently pursuing a Master’s of Science Degree in Management part-time, and lives in New Haven, Connecticut.

Staff

Number of Full Time Staff 7
Number of Part Time Staff 3
Number of Volunteers 9
Number of Contract Staff 0
Staff Retention Rate 80%

Staff Demographics - Ethnicity

African American/Black 4
Asian American/Pacific Islander 0
Caucasian 3
Hispanic/Latino 6
Native American/American Indian 0
Other 0 0

Staff Demographics - Gender
Male 8
Female 5
Unspecified 0

Plans & Policies
Organization has a Fundraising Plan? Under Development
Organization has a Strategic Plan? Under Development
Management Succession Plan? Under Development
Organization Policy and Procedures Under Development
Nondiscrimination Policy Yes
Whistleblower Policy No
Document Destruction Policy Yes

Formal Evaluations
CEO Formal Evaluation Yes
CEO/Executive Formal Evaluation Frequency Annually
Senior Management Formal Evaluation Yes
Senior Management Formal Evaluation Frequency Annually
Non Management Formal Evaluation Yes
Non Management Formal Evaluation Frequency Bi-Annually
Board & Governance

Board Chair
Althea Marshall Brooks

Company Affiliation
Waterbury Bridge to Success

Term
July 2015 to June 2020

Board of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>William Carbone</td>
<td>University of New Haven</td>
</tr>
<tr>
<td>Darius Jones</td>
<td>Simione Macca &amp; Larrow</td>
</tr>
<tr>
<td>Brent Peterkin</td>
<td>Project Longevity</td>
</tr>
<tr>
<td>Don Sawyer</td>
<td>Quinnipiac University</td>
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Board Demographics - Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
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<tbody>
<tr>
<td>African American/Black</td>
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<tr>
<td>Asian American/Pacific Islander</td>
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<tr>
<td>Caucasian</td>
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<td>Hispanic/Latino</td>
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<td>Native American/American Indian</td>
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<td>Other</td>
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Board Demographics - Gender

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<th>Gender</th>
<th>Count</th>
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<tr>
<td>Male</td>
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<tr>
<td>Female</td>
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<td>Unspecified</td>
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Governance

<table>
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<th>Data</th>
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<tr>
<td>Board Term Lengths</td>
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<tr>
<td>Board Term Limits</td>
<td>10</td>
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<tr>
<td>Board Meeting Attendance %</td>
<td>80%</td>
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<tr>
<td>Number of Full Board Meetings Annually</td>
<td>5</td>
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<td>Written Board Selection Criteria</td>
<td>Yes</td>
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<td>Written Conflict of Interest Policy</td>
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<tr>
<td>Percentage Making Monetary Contributions</td>
<td>0%</td>
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<tr>
<td>Percentage Making In-Kind Contributions</td>
<td>100%</td>
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Constituency Includes Client Representation  No

Board Co-Chair

Term  July 2015 to June 2017

CEO Comments

EMERGE is a duly registered 501(c)(3) nonprofit organization structured as a social enterprise. As a certified home improvement contractor in the State of Connecticut, EMERGE is able to offer New Haven's reentry population part-time, paid employment in construction, along with vocational training, life coaching, and enhanced program services designed to promote behavioral change and lower recidivism.
Financials

Fiscal Year Start
July 01 2019

Fiscal Year End
June 30 2020

Projected Revenue
$661,590.00

Projected Expenses
$774,332.00

Spending Policy
N/A

Detailed Financials

Prior Three Years Total Revenue and Expense Totals Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$516,174</td>
<td>$1,532,433</td>
<td>$491,734</td>
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<tr>
<td>Total Expenses</td>
<td>$804,810</td>
<td>$585,035</td>
<td>$458,660</td>
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Prior Three Years Assets and Liabilities Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
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<tbody>
<tr>
<td>Total Assets</td>
<td>$731,945</td>
<td>$1,066,294</td>
<td>$67,374</td>
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<tr>
<td>Current Assets</td>
<td>$702,435</td>
<td>$1,053,868</td>
<td>$58,648</td>
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<tr>
<td>Long-Term Liabilities</td>
<td>$0</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$25,550</td>
<td>$71,263</td>
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<tr>
<td>Total Net Assets</td>
<td>$706,395</td>
<td>$995,031</td>
<td>$47,633</td>
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</table>

Prior Three Years Top Three Funding Sources

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Funding Source &amp; Dollar Amount</td>
<td>CT Dept. of Corrections $150,000</td>
<td>US Dept. of Labor $960,976</td>
<td>--</td>
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<tr>
<td>Second Highest Funding Source &amp; Dollar Amount</td>
<td>CT Dept. of Econ. &amp; Com. Dev. $50,000</td>
<td>The Community Foundation for Greater New Haven $224,937</td>
<td>--</td>
</tr>
<tr>
<td>Third Highest Funding Source &amp; Dollar Amount</td>
<td>United Way of CT $42,159</td>
<td>William Casper Graustein Memorial Fund $50,000</td>
<td>--</td>
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Solvency

Short Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Ratio: Current Assets/Current Liabilities</td>
<td>27.49</td>
<td>14.79</td>
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Long Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-Term Liabilities/Total Assets</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
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</table>

Capital Campaign
Currently in a Capital Campaign?
No

Capital Campaign Anticipated in Next 5 Years?
Yes

Comments

CEO Comments
As of July 8, 2019, all uploaded financial records are current.

Foundation Staff Comments
This profile, including the financial summaries prepared and submitted by the organization based on its own independent and/or internal audit processes and regulatory submissions, has been read by The Community Foundation. Financial information is input by Foundation staff directly from the organization's IRS Form 990, audited financial statements or other financial documents approved by the nonprofit's board. The Foundation has not audited the organization's financial statements or tax filings, and makes no representations or warranties thereon. The Community Foundation requires three years of financial information from the nonprofit organization; however, this requirement may not be available for some organizations due to their more recent incorporation or formation. The Community Foundation is continuing to receive information submitted by the organization and may periodically update the organization's profile to reflect the most current financial and other information available. The organization has completed the fields required by The Community Foundation and updated their profile in the last year. To see if the organization has received a competitive grant from The Community Foundation in the last five years, please go to the General Information Tab of the profile.