



Fathers' UpLift

MENTAL HEALTH AND
SUBSTANCE ABUSE
TREATMENT FOR FATHERS



2021 ANNUAL REPORT

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OPENING WORDS

OPENING LETTER

Dearest FUL Community,

An undetermined era. That is what we are walking into right now. An undetermined era, like soft clay yet to be set. Events are in motion which have upended the world as we've known it for the last 20-30 years. However, the direction of the future is yet to be solidified in our hands. The need for us to actively shape this future in the right direction, in the way we want it to form, is paramount.

As we write this, we are well into post-COVID life, or perhaps more accurately just "life-with-COVID." The world began to change in 2020, but it did not stop there, as we can see plainly today. Looking back, it's hard to identify a lot of what happened uniquely in 2021, as it seems to be a year that continued the struggles of 2020 and also set the stage for ominous challenges facing our world as 2022 begins.

In 2020, and even into 2021, the immediate challenges were obvious and the response of our community was overwhelmingly positive. Food insecurity, financial distress, struggles of physical, mental, and social health due to COVID, and a crisis point in the fight for racial equality; these were all needs we responded to with the help of our community in Boston and beyond. However, we're now realizing that we were only seeing the initial, clear, direct effects of our changed world. There was more to come.

We as a society are only just coming to understand the gravity of the compounding crises emerging from the disruption of the COVID-19 era. A report was recently released showing that, for the first time since 1999, drug deaths among Black Americans surpassed the rate among White Americans. This increase was dramatic and sudden, with the Black overdose mortality rate increasing by nearly 50% in a single year, from 24.7 deaths for every 100,000 people in 2019 to 36.8 per 100,000 in 2020.

The figures for 2021 are yet to be known, but as 2022 begins, we can be sure the challenges will only be increasing. This is why it's so important for our organization, for our community, to respond proactively to the needs of those around us; to actively mold society as the clay of the first years of this new era sets.

Within this report you can read more on our programming growth and developments in response to the compounding challenges of the 2020s. We are so grateful for the community that has enabled us to grow from a small nonprofit organization with a handful of staff in the 2010s into an organization that in 2021 touched over 12,000 lives and grew to a staff of over 20 individuals passionately serving our community. As this new era and decade continues, you can trust that our hands are on the clay.

With gratitude and appreciation,





2021 IN REVIEW

A NEW ERA

In 2020, the world changed. Over the course of 2021, we all continued to steadily figure out how to live in this new world. As an organization, our team utilized the new levels of support we received in 2020 to begin to update our organization's methods, team, and services to best serve our community and clients in this new world.

With your help, we were able to touch a landmark **12,018** lives through a combination of direct services, trainings and education, digital media, and wrap-around community support services.

Our services in 2021 became more comprehensive than ever before, touching on all five domains of the Social Determinants of Health:



2021 also saw our return to in-person services as vaccination rates increased and COVID cases dropped. Due to the summer spike in COVID cases and changing rules and regulations, there was some turbulence in our client case count for a portion of the year. In terms of sheer numbers, we served fewer clients with direct services in 2021 than in 2020. However, the depth of our services increased with each client receiving an average of 6.8 therapy sessions throughout 2021, compared to only 2.5 sessions per client in 2020.

An increase in the depth of our services to our client population was a significant theme of 2021, with our organization working to bolster our team and services to touch on every area of need for those we serve. This included continued food drop-offs and emergency financial assistance, a nearly **8x increase** record in Bags for Dads delivered, and the introduction of our Ambassadors programming, which allowed us to reach a new level of intimacy and engagement with those we serve.



AMBASSADORS BEGIN

In 2021, Fathers' UpLift received grants from the Treffler Foundation, Beth Israel Deaconess Medical Center (BIDMC), and the Massachusetts Department of Public Health which in part were utilized to fund the initial piloting of a new program within our coaching department which we termed the "Ambassador" Program.

The Ambassador Program was intended to be a foray into the utilization of community health workers, enabling members of our local communities to identify needs and distribute resources accordingly, in addition to providing a companion-oriented relationship for men that experience re-entry post-incarceration. That program has been a massive success for Fathers' UpLift, those we serve, and the Ambassadors themselves those we serve, and the Ambassadors themselves.

Working part-time, with an average caseload of five families, our Ambassadors serve as an extension of Fathers' UpLift's Coaching presence in the everyday lives of those we serve.

Today, Fathers' UpLift has seven active Ambassadors who have together served dozens of members of our community. We are excited to be steadily growing this new critical component of our services.

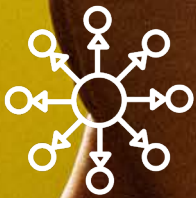
Read more about our Ambassador programming, including the testimonies of two of our Ambassadors, under the Coaching portion of our report.



REPLICATION FACTORS



TRAINING & CURRICULUM



REPEATABLE PROCESSES



CLIENT REFERRALS



QUALITY STANDARDS

In an increasing number of cases, we are receiving requests for services far beyond our geographic reach as an organization. In response to this side of our growth challenges, we set to work in 2021 to create methods which would allow us to increase our service footprint beyond what we as an organization could facilitate directly. We called this **Replicate FUL**.

With the support of the American Heart Association and the Devonshire Foundation, Fathers' UpLift was able to create curriculum, training, and replicable processes which would enable qualifying institutions and nonprofits to replicate the Fathers' UpLift model. In addition, we have since added the inclusion of our proprietary evaluation model developed in partnership with BIDMC helping replicating parties to effectively measure their impact in the lives of those they serve.

We are also in the process of adding another tier for individuals to access, which we call **FUL Affiliates**, in which practicing individual therapists can become Fathers' UpLift Affiliate Clinicians. These Affiliates are provided with training/curriculum, client referrals for people in their area seeking FUL services, brand affiliation with Fathers' UpLift, and our evaluation methods.

Quality of service is one of Fathers' UpLift's Five Core Principles and it will continue to be a priority in this avenue of impact as well. All Affiliates and Replicators must continually meet standards of performance as measured by the FUL Evaluation Model to maintain their status. We are excited to be able to expand our reach and impact footprint efficiently in future years through this approach to mental health services.

Our team at Fathers' UpLift has always believed that providing unique services is not enough, but that we must also change and grow the systems, institutions, and servicers that clients encounter as well. That is why we have provided trainings and internships through the Male Engagement Institute for several years now. We are excited to be growing this aspect of our programming.

LOOKING FORWARD

Over the course of 2022, we look forward to continuing to grow as an organization. We are in the process of pursuing a second location in the Boston area and establishing our first location beyond the borders of Massachusetts, most likely in the DC/Baltimore metro-area. We will begin our first Affiliate and Replicate FUL pilots as well, increasing the reach of our footprint far beyond what we can facilitate directly. Additionally, we will continue to serve our Boston constituents with the utmost care and concern. We are excited to see where the 2020s continue to take our organization.





OUR
MISSION
AND
WHO
WE SERVE

WHAT WE DO

We **UpLift** fathers and strengthen families nationwide through service, love, and encouragement.



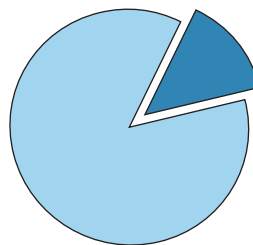
Fathers' UpLift provides **mental health counseling, coaching, advocacy, and resource support** to assist fathers with overcoming barriers (racism, emotional, traumatic, and addiction-based barriers) that prevent them from remaining engaged in their children's lives. *We also provide counseling, activities, and mentoring and guidance to children who are growing up without their fathers.*

Our purpose as an organization is to help more fathers overcome the obstacles that lead to these absences. In fact, our organization is the first nonprofit in the US to operate an outpatient mental health clinic focused on fathers and their families, beginning to establish a new model for empowering fathers and communities.

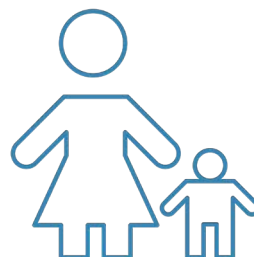
This year we conducted research to more accurately estimate the magnitude of the challenge our society faces in father absence. Through compiled data from Pew Research and the US Census, we discovered the figures displayed to the right.



4.5-5.5M
absent fathers in the US today



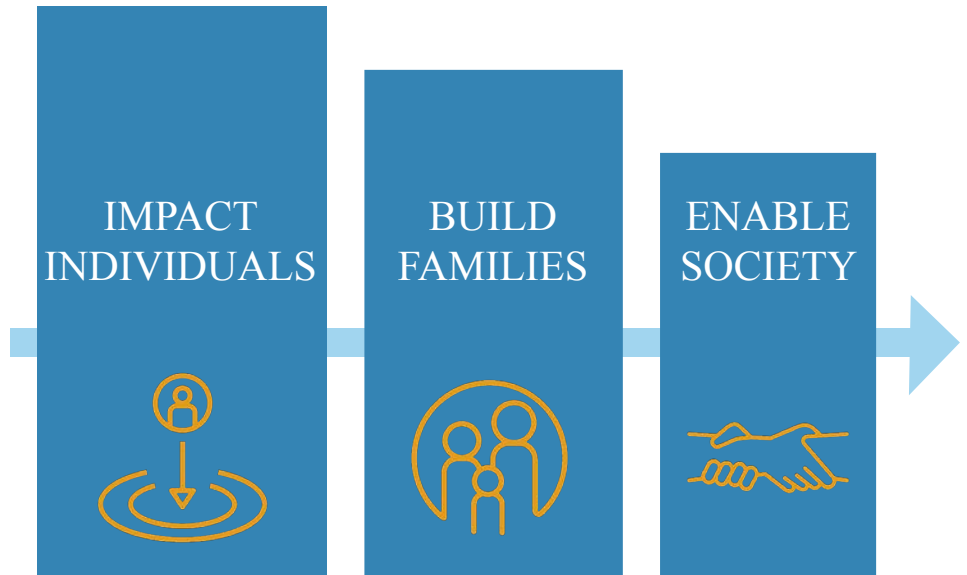
14%
Absent fathers make up
roughly 14% of all fathers of
minor children



10M
Because of this, millions
of American children are
growing up fatherless,
roughly 10 million.

OUR APPROACH & PROGRAMMING

Fathers' UpLift engages in a three-tiered approach to our mission, focusing first on impacting individuals, then on building families, and finally on enabling society to better serve and support fathers and families beyond our doors.



These three tiers of impact are upheld by four pillars of programs each outlined below:

01 CLINICAL SUPPORT

Our Clinical Support program is the foundation on which we build the rest of our work. This pillar is where Fathers' UpLift began, providing clinical therapy services to men and families to help them navigate challenges related to parenting and expressing their feelings.

02 FATHER TO FATHER COACHING

In order to enhance and support our Clinical Support program beyond providing therapy, we began Father-to-Father (F2F) Coaching services, which now serve as our second pillar of services, in which we provide personal mentorship/guidance and assistance with matters like job searches, custody challenges, and more.

03 YOUTH SERVICES

To address the root impact of fatherlessness and stop the cycle of father absenteeism, we began programs for fatherless youth, making up our 3rd pillar: Youth Services.

04 MALE ENGAGEMENT INSTITUTE

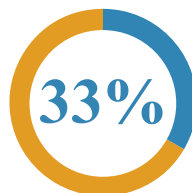
Through this Institute we provide trainings, curriculum, and internships, all with the goal of guiding mental health agencies, government agencies, and schools of social work on how to best serve and support fathers and families.



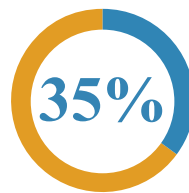
WHO WE SERVE



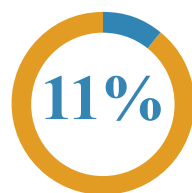
Fathers' UpLift is chiefly active in the neighborhoods of Roxbury, Dorchester, and Mattapan. The population of these neighborhoods within Boston face a range of challenges.



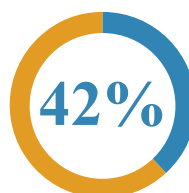
Higher Crime Rate Than Greater Boston



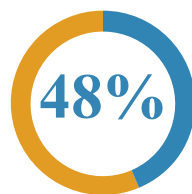
Lower Income Per Capita Than Greater Boston



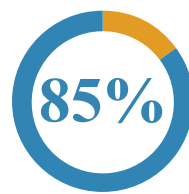
Lower High School Graduation Rate Than Greater Boston



Of Children In These Neighborhoods Live In Poverty



Of Children in Suffolk County Are Growing Up in Single-Parent Households



Of Those Single-Parent Household Have Little-To-No Contact with the Father

While our programming in serving these communities is framed around fatherhood and men of color, we serve people of all sorts of backgrounds, as shown through our gender and racial demographics below.

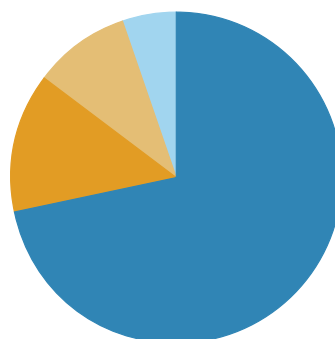


87.2%



10.6%

other 2.2%



Black

Hispanic

White

Other/Mix

OUR POPULATION'S BARRIERS

Father absence does not happen in a bubble. It is impacted heavily by *mental health, incarceration, and racial inequity*, all factors which impact each other as well and which also become further entrenched due to father absence. In America today, we see significant compounding racial disparities in mental health, incarceration, and father absence.

According to a 2015 CDC National Center for Health Statistics data brief, approximately **8.5%** of men suffer from daily feelings of depression or anxiety. However, only about **1/4** of Black and Hispanic men with daily feelings of depression or anxiety had utilized mental health treatments, versus nearly half of their white counterparts. Mental health as an institution in the US today, drastically underserves black youth and adults.

Incarceration is another well known issue of racial disparity. Roughly **1.5%** of Blacks and **0.76%** Hispanics are incarcerated, far more than the rate of **0.26%** of Whites (Dept. of Justice).

As for fatherhood, fatherlessness likewise reflects racial inequities. Roughly **16.3%** and **18%** of Black and Hispanic fathers see their children less than once a month, versus 10% of Caucasian fathers (Pew Research).

All of these issues compound and interconnect in effecting negative outcomes. The majority of incarcerated and formerly incarcerated men are fathers, and many grew up with absent fathers themselves. A 2002 Dept. of Justice survey revealed that **39% of jail inmates were raised in father-absent households**. Father absence itself increases children's odds of behavioral disorders, crime, and future incarceration. When mental health goes untreated, it also results in negative outcomes that all-too-often lead to incarceration and/or father absence.

These three issues, mental health, incarceration, and father absence, all intertwine. The opportunity in this is that addressing any of these three issues has reverberating effects through the other two. Addressing them all together can change generations.





OUR PROGRAMS AND THEIR IMPACT

CLINICAL THERAPY

Our **Clinical Support** program is the foundation on which we build the rest of our work. This pillar is where Fathers' Uplift began, providing clinical therapy services to men and families to *help them navigate challenges related to parenting and expressing their feelings*.



In **2021**, Fathers' UpLift **added two employees** to our Clinical Therapy team, one in an administrative capacity and one as a clinician.

Services Provided by Our Clinical Therapy Team



**HEALTH &
HEALTH CARE**

INDIVIDUAL THERAPY

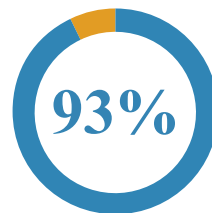
COUPLES THERAPY

FAMILY THERAPY

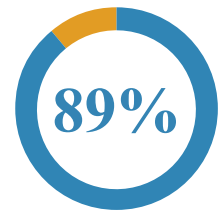
GROUP THERAPY

IMPACT

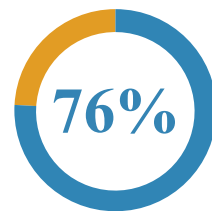
3,419 Clinical Therapy Sessions
Provided in 2021



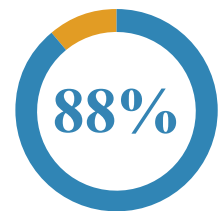
FUL Clients Rated Their
Therapy as “Excellent” or
“Good”



Feel Hopeful About the
Future



Report Improved Quality
of Life



Would be “Somewhat”
to “Extremely” Likely
to Confide in a Mental
Health Professional (a
10.7% Reduction in
Stigma)

FATHER-TO-FATHER COACHING

Father-to-Father Coaching began as a service intended to address a broad range of barriers fathers were facing; barriers which wouldn't be addressed by therapy itself. Through our Coaching services, Fathers' UpLift provides men and families with personal mentorship and guidance, courses to improve categories of their lives (e.g. self parenting), and assistance with matters such as job searches, custody challenges, and more.

In 2021, our Coaching team experienced tremendous growth, with one administrative hire, a new coach hire, and a whopping seven Ambassadors hired part-time as we began our community Ambassador program.

Services Provided by Our Coaching Team



ECONOMIC STABILITY

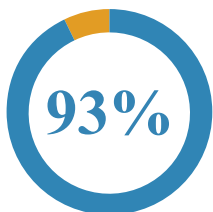
Resume Assistance
Networking Guidance
Assistance in Finding Housing
Food distribution (in response to COVID-19)
Cash Assistance (in response to COVID-19)
Gift cards (in response to COVID-19)



SOCIAL AND COMMUNITY CONTEXT

Group sessions covering such topics as Parenting or Managing Emotions
Post-incarceration resources, assistance, and guidance
Real Relationships

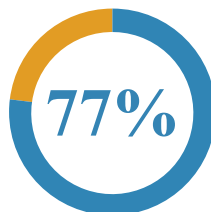
Impact of Fathers and Family Members Served



FUL Clients Rated Their Coaching as "Excellent" or "Good"



Would Recommend Fathers' Uplift to Others



Report Improved Father-Child Relationships within 3 Months of Services



838 Bags for Dads Packed and Delivered



346 Food Drop-Offs Completed



90 Gift Cards Provided to Families in Need



In 2021, the Fathers' UpLift team launched our Fathers' UpLift Ambassador Program as an extension of our Therapeutic Coaching Services. Our goal has been for Ambassadors to serve as a more informal, on-the-ground, everyday presence of Fathers' UpLift and our helping hand in the communities we serve. Today, our organization has 7 Ambassadors active in our surrounding community.

Each FUL Ambassador is an individual who has been regularly engaged in Fathers' UpLift services as a client, who has now been escalated to the role of a stipended member of the Fathers' UpLift team. Each Ambassador maintains a caseload of about a dozen fathers and families who they are responsible for caring for and being a friend to.

Ambassadors serve our community members with weekly check-ins, attendance at Fathers' UpLift events, co-facilitating our weekly groups (parenting, employment, housing, and managing emotions), and outreach in the communities. Our Director of Coaching works closely with the ambassadors to identify their strengths and skills to ensure that each ambassador is being given appropriate tasks as well as given the tools to succeed. We are excited to see how this on-the-ground extension of our model continues to grow and serve Greater Boston.

AMBASSADOR BENJAMIN DIAZ'S STORY

Ambassador Benjamin embodies the philosophy of breaking cycles of abuse by using his personal experiences and expertise to help others. Benjamin grew up having experienced the incarceration of his father, and abuse of his mother by both his father and his step-father. After the murder of his aunt, Benjamin began the journey of self-betterment by seeing a therapist and seeking counseling.

It was shortly after moving to Boston from Florida that Benjamin was blessed with news of an expected daughter— but this good news was interrupted by difficulty interacting with the mother of his child. She wouldn't allow him to attend the baby shower, and after the birth of his child, he fought for over a month to meet his beloved daughter in person. During this time, *Benjamin became an expert in advocating for himself in the courts to gain partial custody of his daughter, but it was not without fraught.* He dealt with restraining orders disallowing him to see his daughter, which ultimately ended with him on probation with an ankle bracelet.

At a supervised session, Benjamin was referred by a client of Fathers' UpLift to our services, where he was provided with a clinician and began to attend groups.

This was his first experience realizing that he was not alone. He kept coming back. Whenever he got distracted, his clinician would keep him on track— she helped him with finding housing, gainful employment, and supported him through his continued struggles in court to gain custody of his daughter.

Benjamin's journey has always been focused on ensuring that his daughter is surrounded by love and support— he wants his daughter to never know what abuse looks like. Now, as an ambassador, Benjamin is able to support fathers going through similar journeys as himself. His eyes have been opened— this is his heart's work. Clients have told him how much they appreciate his expertise, which for him has been gained over years of struggle. He does this work because he wants to advocate for fathers going through similar struggles. Since becoming an ambassador, Ambassador Benjamin has realized this is his career path— his life is dedicated to supporting fathers to overcome the barriers and stressors preventing them from being in their children's lives.



AMBASSADOR JAVAN TOOLEY'S STORY

Ambassador Javan has dedicated his life to *ensuring formerly incarcerated individuals are given the resources they need to successfully navigate life on the outside*. After his incarceration and a few bumps on the road of reentry, Javan was connected with organizations that helped him to form the mantra, “I am worth more. My life is worth more. My children’s lives are worth more.”

Javan was introduced to Fathers’ UpLift through our Annual Grill-Off, where he met our Director of Therapeutic Coaching, Leonard Tshitenge. Javan promptly became a dedicated Fathers’ UpLift client—attending the parenting group and managing emotions group, which allowed him to become a better man and a better father. Javan saw the change that Fathers’ UpLift was able to facilitate in his life, and he began to refer a whole village of people to our organization.

As time went on, Javan became an ambassador and as he was referring individuals to Fathers’ UpLift, he was now able to continue to support their journey and help them to become better men—to stray away from incarceration, to engage with their children, and to achieve their goals.



Since becoming an ambassador, Javan has been able to change a lot of men’s lives. He’s helped men to get connected to EBT, resources, and free wifi, to navigate the court system through helping with paperwork and accompanying clients to court, and to build confidence to get involved in coaching and groups.

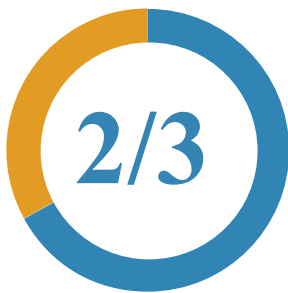
Javan encompasses the holistic aspect of Fathers’ Uplift— it is not just therapy, it is helping dads to overcome all barriers and stressors in their lives.

Javan encompasses the holistic aspect of Fathers’ Uplift— it is not just therapy, it is helping dads to overcome all barriers and stressors in their lives. Javan is a testament to spreading a positive view of Fathers’ UpLift in our community. With support from Fathers’ UpLift Javan has also been able to start his own nonprofit— Whole Step Rehabilitation— where he houses individuals coming out of incarceration to successfully navigate the challenges of reentry. Becoming an ambassador has allowed Javan to not only support Fathers’ UpLift clients, but has also allowed Javan to better support his community. The impact of his work will continue for generations to come.

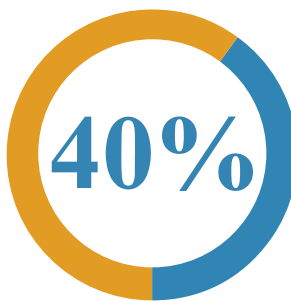
FATHER'S HOMECOMING

The majority of Fathers' UpLift's client base has been incarcerated at some point or another, approximately 2 in 3. Re-entry support is a big part of what we do. Mental health disorders have an outsized impact on incarceration, with roughly 40% of incarcerated individuals being diagnosed with a mental illness (and many more suspected undiagnosed). Youth raised with an absent father are also more likely to be incarcerated. Racism also plays a role in incarceration rates. The intersection of these three obstacles, of course, is right where Fathers' UpLift's unique approach is most needed.

Our Fathers' Homecoming service is continuing to grow and continuing to have an outsized impact on our communities. While we have not yet been able to resume therapeutic transport for men experiencing reentry, *we have been able to secure Lyft credits for them to utilize on the day of their release.* We have also continued our Bags for Dads program, providing 838 Bags for Dads in 2021.



Of Client Base Have
Been Incarcerated at
Some Point



Of Incarcerated
Individuals Are
Diagnosed with a
Mental Illness (and
Many More Suspected
Undiagnosed)

**“YOUTH RAISED
WITH AN ABSENT
FATHER ARE
ALSO MORE
LIKELY TO BE
INCARCERATED.”**



YOUTH ENRICHMENT

Our Youth Enrichment team has operated for several years now. *We began our Youth Enrichment services after continued requests from mothers raising their sons with no father in the picture.* These youth needed strong, positive male influences. We provided those father-figures in the form of our Youth Enrichment coaches. Today, our youth programming is conducted in partnership with New Mission High School and Boston Community Leadership Academy and serves roughly 80 students a year.

The Youth Enrichment team faced some difficulty and challenges in 2021, as one of our primary program leaders was momentarily absent due to medical difficulties. However, we were able to overcome the service disruption, hiring two youth coaches throughout the year who ensured our programming continued, in particular our youth podcast programming through which we teach young men how to harness and share their voices in modern media formats.



EDUCATION EFFORTS

After-school tutoring	Assistance with trade school applications
Educational field trips	Assistance with GED prep and studies
Assistance with college applications	Youth podcast program / professional development

IMPACTS



60

Youth Served



4

Youth Podcast
Episodes
Produced



>10%

Average Grade
Improvement of
Youth Served by
FUL



While we love to serve fathers and families directly, the Male Engagement Institute is how we ensure that our methods, approach, and perspective last and reach far beyond the hands and feet of our staff. This is how we shape staff and institutions who will serve the fathers and families we exist to serve. Through the Male Engagement Institute we provide trainings to nonprofits, social workers, and government agencies; we provide internships; and, beginning in 2021, we provide replication, licensing, and affiliation opportunities to clinical therapists and institutions interested in applying our model.

2021 was a year of greater reach than ever for our Male Engagement Institute. In fact, we had to hire a new position to manage our interns and ensure the quality of our services in educating the next generation of therapists and social workers. Shaping the future of mental health is accomplished through guiding the people who will provide it.

“ **THE MALE
ENGAGEMENT
INSTITUTE IS HOW
WE ENSURE THAT
OUR METHODS,
APPROACH, AND
PERSPECTIVE
LAST AND REACH
FAR BEYOND THE
HANDS AND FEET
OF OUR STAFF.** ”

NEIGHBORHOOD AND BUILT ENVIRONMENT EFFORTS:

Social worker trainings and education

Internships of students of social work

Ambassador trainings

Replicate FUL (for institutions and agencies)

Affiliate Clinicians
(for individual private-practicing clinical therapists)

IMPACT



6 Interns



1161 Trained Social
Workers, Mental Health
Practitioners, and Other
Professionals



9500 Estimated
Families Impacted
Annually by Social
Worker Trainings

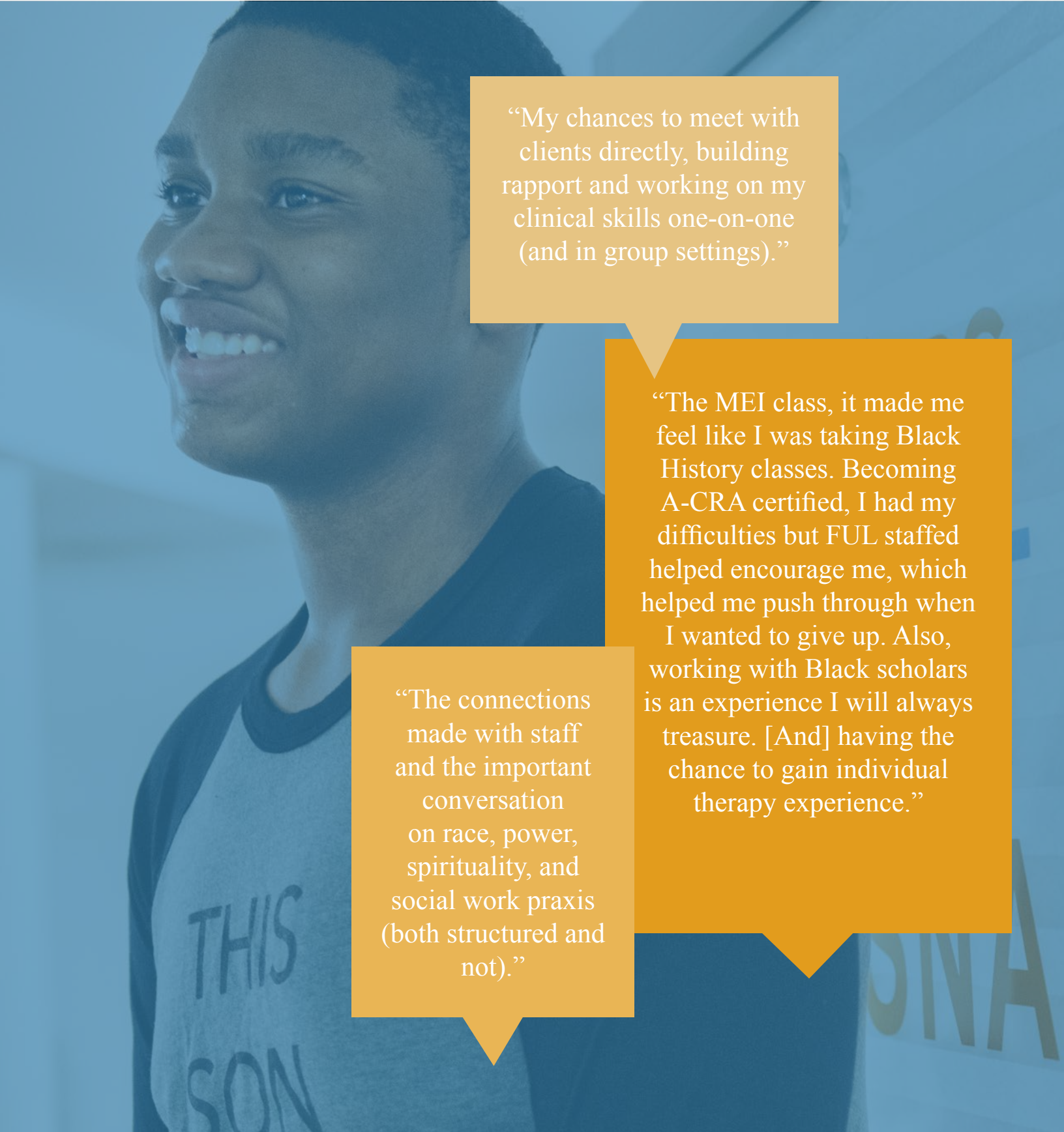


4 Universities
Represented



INTERN TESTIMONIALS

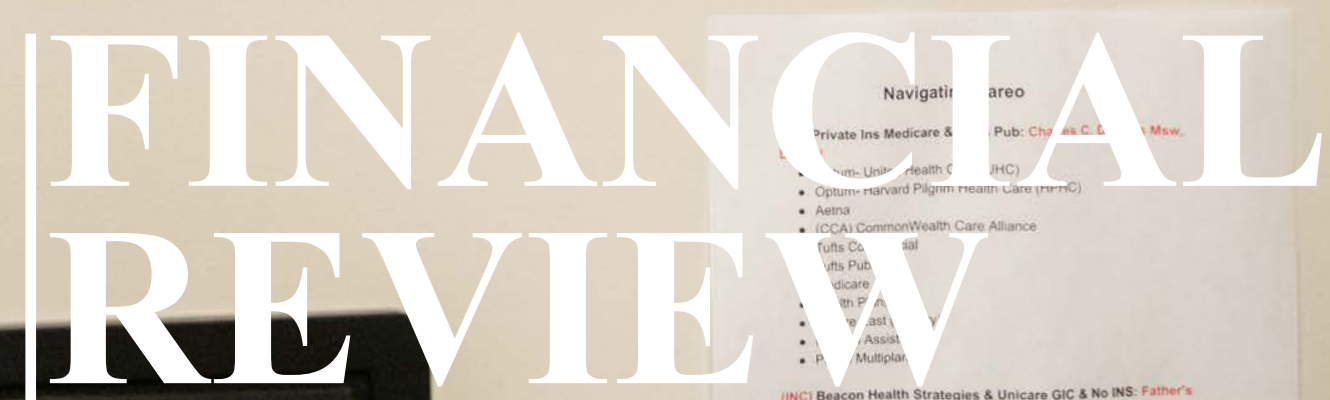
We are proud to offer our interns a unique, hands-on experience in serving and learning at the intersection of mental health and racial equity. When asked to share about which part of their internship experiences had the greatest impact on them, students shared the following:



“My chances to meet with clients directly, building rapport and working on my clinical skills one-on-one (and in group settings).”

“The MEI class, it made me feel like I was taking Black History classes. Becoming A-CRA certified, I had my difficulties but FUL staffed helped encourage me, which helped me push through when I wanted to give up. Also, working with Black scholars is an experience I will always treasure. [And] having the chance to gain individual therapy experience.”

“The connections made with staff and the important conversation on race, power, spirituality, and social work praxis (both structured and not).”

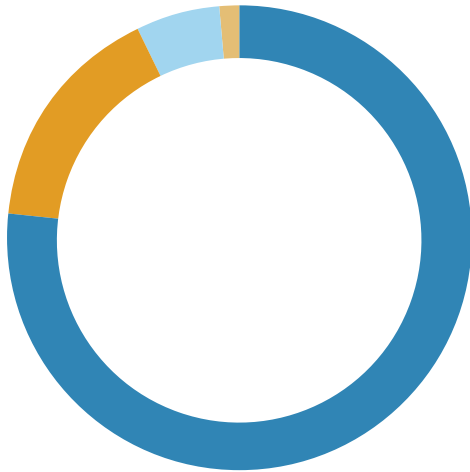


FINANCIAL REVIEW

- BMCHP - Boston Medical Center HealthNet Plan
- Fallon (Wellforce)
- Unicare GIC
- No Insurance

STATEMENT OF FINANCIAL ACTIVITY

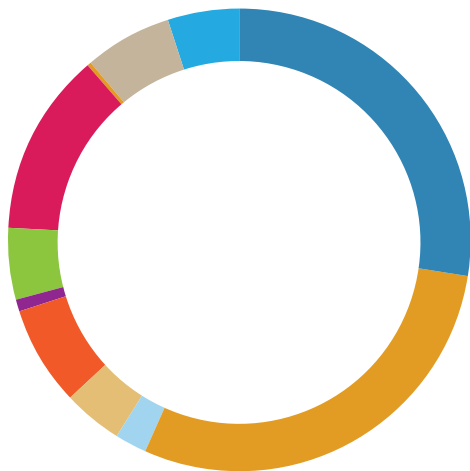
For The Year Ended December 31st 2021



FATHER'S UPLIFT

FY21 REVENUE

■ Revenue From Grants/Contributions	\$1,469,215.30	77%
■ Government Revenue	\$310,620.30	16%
■ Fee for Service Revenue	\$113,078.25	6%
■ In-kind Donated Services	\$22,330.00	1%
TOTAL REVENUE	\$1,915,243.85	100%



FATHER'S UPLIFT

FY21 EXPENDITURES

■ Program Staff Wages	\$452,115.26	27%
■ Officers & Administrator Wages	\$476,638.78	28%
■ Development/Fundraising Wages	\$37,401.24	2%
■ Contractors and Professional Fees	\$66,224.75	4%
■ Payroll Taxes, Fringe, and Benefits	\$155,720.18	9%
■ Staff Wellness	\$12,792.04	1%
■ Program Services	\$79,463.70	5%
■ General and Administrative	\$208,496.16	12%
■ Development and Communications	\$3,891.28	0%
■ Business Expenses	\$103,939.98	6%
■ Other Expenses	\$77,525.41	5%
TOTAL EXPENSES	\$1,674,208.78	100%
NET ASSETS	\$241,035.07	

STATEMENT OF FINANCIAL POSITION

For The Year Ended December 31st 2021

FATHER'S UPLIFT

FY21 ASSETS

Bank Accounts	\$935,524.45
Accounts Receivable	\$382,271.61
Other Current Assets	\$7,128.65
Total Current Assets	\$1,324,924.71
Total Fixed Assets	\$18,832.16
TOTAL ASSETS	\$1,343,756.87

FATHER'S UPLIFT

FY21 LIABILITIES & EQUITY

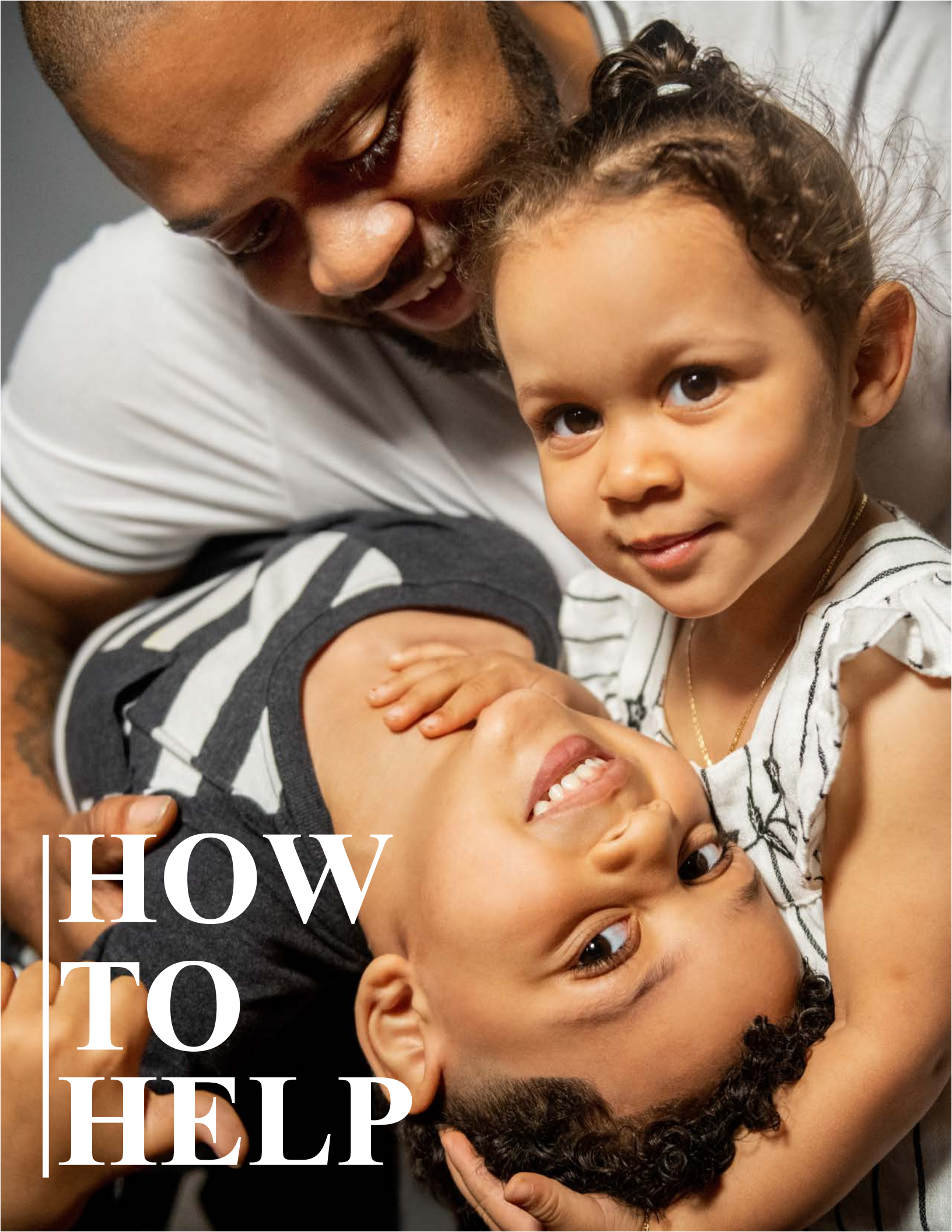
LIABILITIES

Accounts Payable	\$23,150.22
Other Current Liabilities	\$52,730.84
Total Current Liabilities	\$75,881.06
Total Long-Term Liabilities	\$0.00
TOTAL LIABILITIES	\$75,881.06

EQUITY

Unrestricted Net Assets	\$61,958.72
Retained Earnings	\$961,556.61
Net Revenue	\$244,360.48
Opening Balance Equity	\$0.00
TOTAL EQUITY	\$1,267,875.81
TOTAL LIABILITIES & EQUITY	\$1,343,756.87





HOW TO HELP

HOW TO HELP

If you're interested in supporting our growth and helping us to provide services to more fathers and families, there are several ways that you can do so:



DONATIONS

One-time and monthly donations can be made at www.fathersuplift.org. Grassroots donations are critical to the financial health of a nonprofit. You can cover the cost of services, including therapy and holistic support, for one family with every \$1000 donated.



FUNDRAISE FOR FATHERS

Unable to donate \$1000 or want to multiply your impact beyond what you can accomplish individually? You can host a fundraiser and encourage friends and colleagues to donate alongside you at www.fathersuplift.org/fundraise. This is a great way to spread awareness and help move our mission forward simultaneously, especially through birthday or holiday fundraisers!



HOST A DRIVE

Last year we were able to provide more Bags for Dads than ever, and this was in large part due to active community partners helping us make it happen. You too can host a Bags for Dads Drive, or participate in one at our office. Contact us at info@fathersuplift.org to explore how you can support our community in this way.

We are very grateful for any and all support received and hope to have you join our mission to uplift fathers and families!





|CLOSING
WORDS

IN CLOSING, THANK YOU

As you can see, 2021 was another year of incredible growth for our organization. It is amazing to consider that we began this organization about 10 years ago, simply as a couple with experience in social work and therapy, and we're now leading an organization with 20+ staff who impact thousands of lives each year. Our shared concerns about fatherhood, mental health and substance use, and racial equity have grown into incredible impact in all of those spaces and more.

In 2022, we hope to lay the groundwork to extend our footprint beyond our home ground of Boston. We are so grateful for those who have helped us to reach this point and to serve and impact over 20,000 lives to-date. We are excited to now look forward to how we can efficiently and productively expand our impact to thousands more fathers, children, social workers and mental health workers, and more across the US and beyond.

Thank you for your support. We are eternally grateful.

Dr. Charles Daniels, Jr. & Samantha Fils-Daniels



GRANTOR ACKNOWLEDGEMENTS

≥ \$100,000

American Heart Association Social Impact Fund, Beth Israel Deaconess Medical Center, Devonshire Foundation, Liberty Mutual Foundation, Kraft Group and New England Patriots Foundation, MA Department of Public Health - Black and Latino Re-Entry, The Yawkey Foundation

\$50,000 - \$99,999

The Boston Foundation, City of Boston: Boston Resiliency Fund, Fish Family Foundation, Imago Dei Fund, Nordblom Family Foundation, Old South Church, Tufts Medical Center Dorchester Health Initiative, Wellington Management Foundation

\$10,000 - \$49,999

Blue Cross Blue Shield MA, City of Boston: Mayor's Office of Food Justice, City of Boston: Youth Development Fund, The Focus for Health Foundation, The Forest Foundation, Gardiner Howland Shaw Foundation, Perpetual Trust For Charitable Giving, The Philanthropy Connection, Plymouth Rock Assurance Foundation, Schooner Foundation, Shaw Foundation

<\$10,000

The New World Foundation, Renaissance Charitable Foundation



INDIVIDUAL DONOR ACKNOWLEDGEMENTS

\$10,000 - \$99,999

Boger Family Foundation, TKHTSS Family Fund, Andrew and Suzanne Offit Fund, Jordan and Jean Krasnow

\$5,000 - \$9,999

Stephanie Dodson Cornell, Richard and Judith Goldman, Dr. Michael Yogman

\$1,000 - \$4,999

Bill Asher, The Bonney-Cohen Family Fund-- Rabbi Elizabeth & Matt Bonney-Cohen, Cambridge Trust Company, Patrick Dukes, Andrew Ellis, Mr. & Mrs. Lawrence Greenberg from The Bradshaw Family Charitable Fund, Wendy Grossman, Elizabeth Jick, Theresa Koch, Long Family Foundation, Loomis, Sayles & Company L.P., April & Zack Osheroff, Ryan Ouellette, Matt & Nicole Pritchard, John Regan, James Sullivan, Jonathan Tyson, Dr. Michael Yogman, Charlene Zuill

\$100 - \$999

Kevin Allen, Kim Antonell, Andre Ashook, Dan Baum, Lisa Benitez, Michael Blomquist, Julia Borman, Ewura Esi Brookman-Amissah, Margaret Carr, John Cary, Marlon Castro, Carole Charnow, Annette Cycon, Jacob Davies, Jonathan Delman, Cher-Wen DeWitt, Lauren Dukes, Samba Fall, Rachel Fang, Benjamin & Kristen Farmer, Debra Ficara, Beth Flaherty, Lois Freedman, Sara Freedman, Lisa Fortes, Patrick Grafton, Patricia Gray, Kari Greene, Matt Harren, Benjamin Heidlage, Reuben Hendler, Elizabeth Hodder, Caroline Horswill, Shannon Howard, Dr. L.S. Johnson, Michel Johnson, Sarah Kalish, Yury Kats, Annie Kim, Lexi King, Chris Knott-Craig, Mary-Ann Knott-Craig, Lexlin Consulting, Jonathan Loehr, Eric Love, Viet-Tam Luu, Phil Matarese, Logan McClure, Caroline Meeks, Peter Mellen, Craig Melzer, Hannah Morrill, Christine Moss, David Krieger & Susan Musinsky from The Musinsky / Krieger Fund, NFL Foundation, Judith & Richard Nicholas, Ian Opaluch, Caitlin Peterman, Will Phan, Kacie Pinnock, Sanja Popovic, Kristen Ransom, John Regan, Dave Robb, Martin Robb, David Rochberg, David Saff, Vicente Sanabria, Stephen Senna, Ileia Smith, Linda Snyder, Bory Sok, Kay Spafford, Laurie Torres, Barbara Travers, Diana Korzenik Trust, Jon Varsanik, Jennifer Vetter, Fernanda Virgas, Emory Ward, Samantha Wathugala, Trevor Welsh, Linnea White, Caitlin Wootton

