



# Fathers' UpLift

**2022 ANNUAL REPORT**

# CONTENTS

<b>LETTER FROM THE FOUNDERS</b>	<b>3</b>	<b>CLINICAL</b>	<b>15</b>
<b>2022 YEAR IN REVIEW</b>	<b>4</b>	CLINICAL SERVICES & IMPACT	16
DIRECT IMPACT	4	<b>COACHING</b>	<b>17</b>
INDIRECT IMPACT	4	COACHING RATING	18
CHALLENGES	5	NOTABLE COACHING ACHIEVEMENTS	19
SUMMARY	5	<b>MALE ENGAGEMENT INSTITUTE</b>	<b>20</b>
<b>DEVELOPMENTS</b>	<b>6</b>	MEI SERVICES AND IMPACT	21
AMBASSADORS	6	<b>FINANCIALS</b>	<b>22</b>
AFFILIATES	7	<b>HOW TO HELP</b>	<b>24</b>
FELLOWSHIP LAUNCH	8	<b>THANKS &amp; RECOGNITION</b>	<b>25</b>
<b>STORIES OF IMPACT</b>	<b>9</b>	<b>CLOSING THANKS</b>	<b>27</b>
DR. DANIELS’ TED TALK	9		
DANIEL ARANIZ - CLIENT TO AMBASSADOR	10		
<b>OUR PROGRAMS AND IMPACT</b>	<b>11</b>		
POPULATION SERVED	11		
EMERGING SUD CRISIS	12		
CORE IMPACT: 2022 DIRECT SERVICES	13		
TOTAL SERVED	14		

# LETTER FROM THE FOUNDERS



DR. CHARLES DANIELS, JR.

SAMANTHA FILS-DANIELS

CO-FOUNDERS

Somehow, 2022 simultaneously feels like it was both just yesterday and also an entire age ago. If you remember, as 2022 began we were still deep in the grip of COVID. Here in Boston, our indoor mask mandate wasn't lifted until March of last year. Yet, by the end of the year, many of us were back to (relatively) normal, but now grappling with this strange new world we'd inherited. Overwhelming inflation (particularly in regards to housing and transportation costs), new work-from-home standards, fear of a secondary recession on the horizon; throughout 2022 many factors emerged which all contributed to new stressors in all of our lives, while also requiring new ways of meeting client (and staff) needs here at Fathers' UpLift (FUL).

Growth continued at FUL in 2022, but we also found we needed to take a breath, slow down, and discover how to navigate this new world. We reached new landmarks, such as a TED Talk that I was privileged to give being released to the world around Father's Day of 2022. That Talk reached over 1 million people, a reach that truly blows my mind. I was granted the opportunity to meet President Obama, a memory I will never forget. We also adjusted our employee compensation and hiring plans and methods in the face of both cost-of-living changes in our area and a tighter labor market than ever for clinicians and coaches (particularly those of color).

We continued with our evaluation model we'd developed in 2021 with the support of Beth Israel Deaconess Medical Center and saw notable changes for our clients. Food scarcity became significantly less of a challenge in 2022, which we were grateful

to see, but other challenges, such as concerns about job security, grew. Overall, our clients saw improvements in their quality of life (89%) and the vast majority are engaged in the lives of their children (86%). Our core programming is continuing to prove effective, no matter what challenges we face.

Still, due to the disruptions of the year in the therapist and coach labor market, we did not serve quite as many fathers as we initially intended in 2022. However, we feel we have found our footing, discovered new ways to overcome the scarcity of therapists of color in our era, and are on track for a focused year of growth in creative ways (some of which are detailed within this report).

We are grateful to have had your support in this work in 2022 and hope to maintain it in 2023 and beyond.

Sincerely,

Dr. Charles Daniels and Samantha Fils-Daniels, Fathers' UpLift Co-Founders





# 2022 IN REVIEW

## DIRECT IMPACT

**1,080 FATHERS SERVED** with direct services. These include clinical therapy, coaching, re-entry support, and our Bags for Dads program.

**1,154 CHILDREN** impacted by services provided to fathers and their households.

**AVERAGE OF 7.7 CLINICAL ENCOUNTERS** for each father, which is higher than last year's average of 6.8.

We continue to grow our depth and consistency of engagement as we explore ways to maintain maximum engagement and momentum with each dad we serve, primarily in regards to times in their lives outside of immediate crisis.

Additionally, one of our biggest areas of growth in 2022 was our INDIRECT impact; through training, education and policy guidance, led by Dr. Daniels, our work can positively affect many lives in days still yet to come.

## INDIRECT IMPACT

**PROVIDED TRAINING FOR 1,600** mental health, behavioral health, and child welfare professionals, impacting future services for tens of thousands of families (we estimate 13,500 within one year alone).

**IDENTIFIED OUR FIRST “AFFILIATE” PARTNER**, an approach to indirect service which we began formulating in 2022. That Affiliate began implementing Fathers' UpLift programming in early 2023. We expect to add at least one new affiliate organization per quarter in 2023.

**DR. DANIELS HAD A DIRECT IMPACT ON THE PATH OF PUBLIC POLICY AND DISCOURSE** through his participation in Massachusetts' 28-member special commission on *Racial Inequities in Maternal Health*, the *MA Dept. of Public Health's Maternal Health Task Force*, and *Massachusetts' Behavioral Health Advisory Commission*.



## CHALLENGES

While we are proud of the impact we had in 2022, it was not an easy year and came with unique challenges that we had not yet faced before. As the fog cleared and we began to enter into a post-COVID world in the latter half of 2022, we've gradually gained clarity on what changes were limited to that moment in time and what changes seem to be more permanent.

**The primary challenge FUL encountered over the course of the past year was in hiring and retention, particularly for clinicians and coaches of color.** As the cost of living increased dramatically around Boston, we saw increasing financial difficulties for not only our clients, but also members of our team. This prevented FUL from serving as many men as we would have liked, because staff capacity did not quite meet the volume of needs of our targeted population. In response, we had to develop an inflation response plan of our own as an agency, taking unusual emergency steps to adjust employee compensation in a rapidly changing environment.

In spite of this challenge, we remain dedicated to hiring people with similar backgrounds to the men we serve, despite the extra effort this may require. **In Dec. of 2022, we received a grant award from the MA Executive Office of Health and Human Services to invest in future clinicians and social workers of color by providing a \$15,000 stipend Fellowship.** We see this as our first foray into a larger effort to increase the proportion of Black and brown professionals in the US Clinical Social Work and Psychology Workforce. Today, fewer than 26% of marriage and family therapists (and roughly 34% of social workers) are Black, Hispanic, Indigenous, Asian or Pacific Islander, despite these minorities making up over 42% of the US population (and this subset of the population often has elevated trauma and mental health needs).

Through these and other efforts, we will continue to grow our staff and capacity so we may serve anyone who is seeking our services. Additionally, FUL has recently implemented new productivity goals and guidelines for coaches and clinicians. We expect that these accountability systems will help keep staff on track to serve more clients than ever before.

## SUMMARY

We have continued to offer a truly unique and holistic service with our mental health and coaching support for fathers and their families. As far as we're aware, Fathers' UpLift is still the only mental health and substance use treatment facility in the US that is uniquely oriented around the fatherhood experience. We continue to emphasize that the health of the whole person matters, including that of one's "inner child," and that their ability to parent is often rooted first in their ability to "self-parent." And through all of this, we continue to provide a service uniquely catered to men of color and their experiences, which often include challenges unique to their racial and cultural setting.



# DEVELOPMENTS

## AMBASSADORS

Fathers' UpLift's Ambassador Program has thrived since launching in 2021. Over the course of 2022, we completed one cohort of 7 Ambassadors and began a new cohort of 5 Ambassadors. Each of these men provided critical services to our community and learned important skills. Additionally, one Ambassador transitioned to Senior Ambassador, and one became a Coach on our staff. These Ambassadors served dozens of fathers this year through peer-to-peer mentorship.

The Ambassador program was originally created with the support of Beth Israel Deaconess Medical Center to enable members of our local communities to identify needs and distribute resources to the men we serve. The program provides a companion-oriented relationship for men who are undergoing the re-entry process following incarceration or struggling with other obstacles such as substance abuse or familial/custody battles. Ambassadors are an extension of our coaching program and are deeply involved in the everyday lives of the men we serve.

Ambassadors were once program participants, themselves. Only men who engage in our services and graduate from a cohort are eligible to serve as a stipended Ambassador for FUL. They undergo hours of training, covering topics such as court etiquette, self care, accountability and wellness plans, community service, Managing Emotions & Pre-Father Care courses, and more. Having experienced the same struggles and challenges as the clients currently facing them, Ambassadors are able to provide tangible, experience-based support. They conduct weekly check-ins with fathers to triage their needs and connect them with appropriate resources.







## AFFILIATES

In last year's report, we shared our "Replicate FUL" and "Affiliate" plans to grow our reach, the curriculum and content for which had been created through funding from the Devonshire Foundation and the American Heart Association. Over the course of 2022, we found our Affiliate model to be more feasible and desired among potential collaborating organizations, so we honed in on that. Support from the Blue Cross Blue Shield of Massachusetts Foundation and the WoodNext Foundation enabled us to get our program off the ground, with them funding our first year of an Affiliate Program Manager role and program costs.

WoodNext  
Foundation



In late 2022, our team at Fathers' UpLift secured our first Affiliate partnership!

As of this report writing, we currently have three contracted, active affiliates (in Benin, Africa; Atlanta, GA; & Cambridge, MA) and five in pre-onboarding or in talks (in Kenya; Norfolk, MA; Tallahassee, FL; Springfield, MA; and Knoxville, TN).



Active Affiliate Locations

Pre-Onboarding/In Talks Affiliate Locations

Through the Affiliate program, FUL equips clinicians and mental health and wellness-oriented nonprofits across the world to better serve Black and Brown men—particularly fathers. We target urban communities that match three criteria: 1) elevated levels of father absence, 2) significant populations of Black and Hispanic men, and 3) a significant number of men facing difficult external circumstances, such as elevated levels of poverty, incarceration/reentry/crime, or the opioid epidemic.

We recruit private-practicing clinical therapists and locally-oriented nonprofits to train them in our own evidence-based interventions, along with a comprehensive measurement and evaluation tool we developed in coordination with Beth Israel Deaconess Medical Center in 2021. We noticed an increasingly common trend

in a desire for autonomy and independence among this generation of mental health workers. Our Affiliate program productively aligns with and guides that trend.

In 2023, our goal is to recruit at least 24 private-practice clinicians and six nonprofits as FUL Affiliates. We hope for every major city across America to have some level of Fathers' UpLift programming offered within the next decade, as clinicians and nonprofits adopt and apply FUL's proven interventions in their own local contexts.

**"Support from the Blue Cross Blue Shield of Massachusetts Foundation and the WoodNext Foundation enabled us to get our program off the ground, with them funding our first year of an Affiliate Program Manager role and program costs."**



## FELLOWSHIP LAUNCH

In December of 2022, we received a grant award from the MA Executive Office of Health and Human Services to invest in future clinicians and social workers of color by providing a \$15,000 stipend Fellowship. We see this as our first foray into a larger effort to increase the proportion of Black professionals in the US psychology workforce from its current paltry total of 4.53% (A significant gap from the 13.6% of the US population identifying as Black).

### Fellows must meet the following criteria:

- 1) Identify as BIPOC
- 2) Express interest in becoming a therapist
- 3) Be enrolled in a Master's or Doctorate Program in Social Work, Mental Health Counseling, or another related subject
- 4) Currently be a second-year student



### Each Fellow will receive:

- 1) A Stipend: Fathers' UpLift will provide \$15,000 to each USTR Fellow
- 2) Funded Licensure Test Prep: Free enrollment in a notable Licensure Preparation Course (post graduation).
- 3) Therapist Development & Mentorship: Each USTR Fellow will have access to a group of trained therapists to cultivate their learning and growth in the mental health, behavioral health, and addiction fields.
- 4) Supervision: Each USTR Fellow will receive supervision by a licensed therapeutic clinician.
- 5) Access to Guest Lectures: A series of guest lecturers will join the USTR Fellows to discuss Theoretical Frameworks created by scholars from diverse communities. Time will also be spent on culturally appropriate interventions and skill building topics.
- 6) Employment Opportunities: Fathers' UpLift will connect each Fellow to employers ready & willing to hire post-graduation upon completing their USTR Fellowship.

### Besides the classroom learning aspect of the Fellowship, each Fellow will also hold the following responsibilities:

- 1) Carry a case load of up to 5-10 individual active clients.
- 2) Participate in research, planning, and recruitment activities.
- 3) Participate in data collection, analysis, and support as needed & directed.

**Our first fellowship launches in the Fall of 2023. Be on the lookout for our reporting on the progress of that fellowship in next year's annual report!**



# STORIES OF IMPACT

## DR. DANIELS' TED TALK

In December of 2021, Dr. Daniels gave a TED Talk at the 2021 TED Women conference. It was a momentous occasion and exposed our work to some powerful players in the world. However, it wasn't until June of 2022 that his TED Talk went live online. That moment served as a milestone for both Dr. Daniels personally and for our organization. Over 1.25 million people witnessed Dr. Daniels' TED Talk in 2022, gaining exposure to our mission and learning about

the depth of this crisis faced by fathers and families in our country.

Charles spoke to the fact that an estimated ten million kids in the US see their dads less than once a month. He shared our work, and also perspectives on how society as a whole can better support and empower these fathers. If you would like to see Dr. Daniels' TED Talk, you can find it at: [go.ted.com/charlescdanielsjr](https://go.ted.com/charlescdanielsjr)



**“I was granted the opportunity to meet President Obama, a memory I will never forget.”**

**- Dr. Charles Daniels**





## DANIEL ARANIZ - FROM CLIENT TO AMBASSADOR

This year, our Senior Therapeutic and Recovery Coach, Vicente, wanted to share the story of one of our amazing fathers who very recently reached the level of contributing back to our work as an Ambassador himself: Daniel.

Daniel has made some amazing progress here at Fathers' UpLift since he first landed with us in October of 2021. For context, Daniel is a father in his mid-thirties, with two children (ages 4 and 1), and he went through a difficult separation with his ex-wife while she was pregnant with their second child. Daniel came to Fathers' UpLift in the midst of this experience, with a desire to be engaged in his children's lives regardless of his relationship with their mother.



Through our services, individual coaching, individual therapy, groups, and advocacy, we were able to help him reconnect with his daughter and meet his youngest son for the first time when he was five months old. As we helped Daniel to successfully petition for parenting time, he first secured weekly hours with his children, and eventually overnights and weekends. With Fathers' UpLift's guidance and advocacy, Daniel has been able to have regular parenting time with his son and daughter.

Daniel was a consistent participant in our Managing Emotions group, and the lessons that he learned there were key to resolving his situation. When you're in the type of situation he was in, things can become very emotional. Not only are you dealing with a broken relationship and confrontation, but you're also separated from your children. You want to have access to your children and some sort of resolution that is fair to all parties to be able to go forward. Our guidance through our Managing Emotions and Pre-Father Care groups helped Daniel to navigate his situation and become a better father.

Daniel made such remarkable progress as a client at Fathers' UpLift that we asked him if he would like to contribute to the lives of other fathers as an Ambassador on our team; our Ambassadors are former clients who have shown that they can relate to not just Fathers' UpLift itself, but also the other dads that they encounter during their courses and group sessions.

As an Ambassador, Daniel now provides support and encouragement to four dads at a time. He facilitates our online National Drop-In Group for fathers every Tuesday as well. From the dads Daniel has served, we've heard that he's relatable, he's a good problem solver, he goes above and beyond what is expected of him, and (most importantly), he displays significant compassion and empathy for the dads he works with. Daniel also came in ready to put together



new levels of assistance for other fathers in our community, pursuing partnerships with other local organizations to meet fathers' and families' needs.

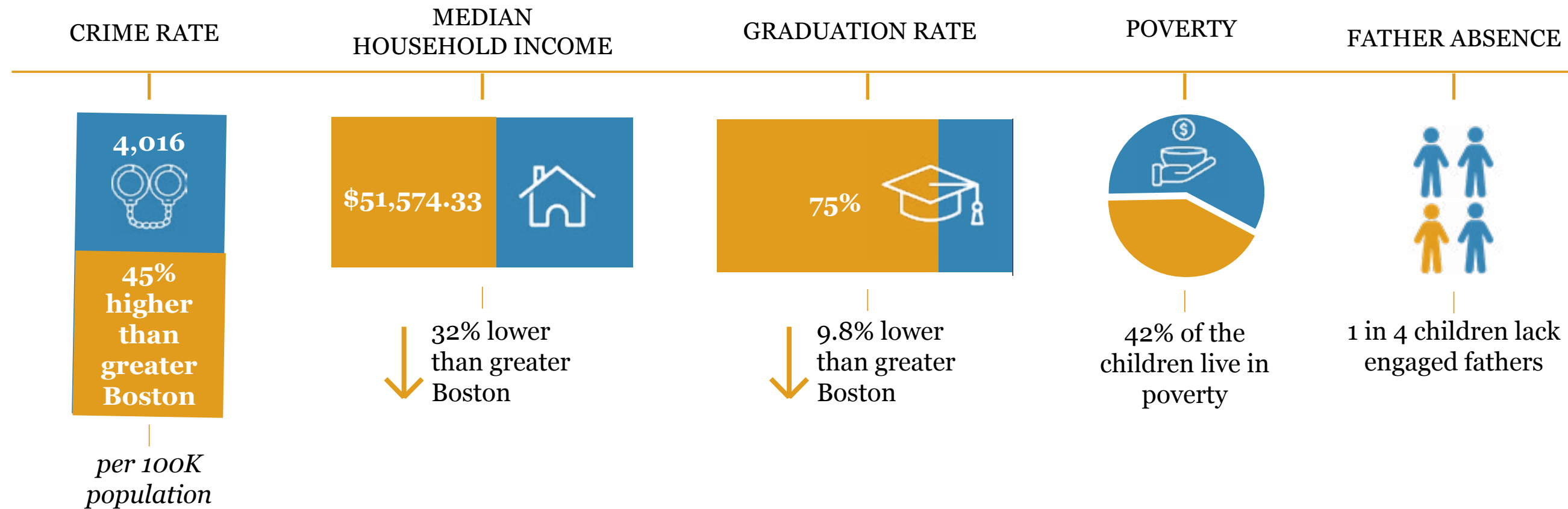
Our Senior Coach, Vicente, had this to say about Daniel: "I've seen him grow. It's an honor and a privilege to be able to just shout out the good things that he's doing. He's an amazing dad because he is an amazing human being."



# OUR PROGRAMS AND IMPACT

## POPULATION SERVED

Fathers' UpLift is chiefly active in the Boston neighborhoods of of Roxbury, Mattapan, and Dorchester. The communities we serve as a whole face a range of challenges:



Father absence in these communities (and many others) is influenced by mental health, incarceration, and racial inequity, which all intersect and exacerbate negative outcomes. Mental health services in the US disproportionately underserve Black youth and adults, and racial disparities exist in incarceration rates, with a higher percentage of Black and Hispanic men incarcerated than white men.

Additionally, fatherlessness reflects racial inequities, with a higher percentage of Black and Hispanic fathers nationally seeing their children less than once a month compared to white fathers (16-18% vs. 10%, respectively).

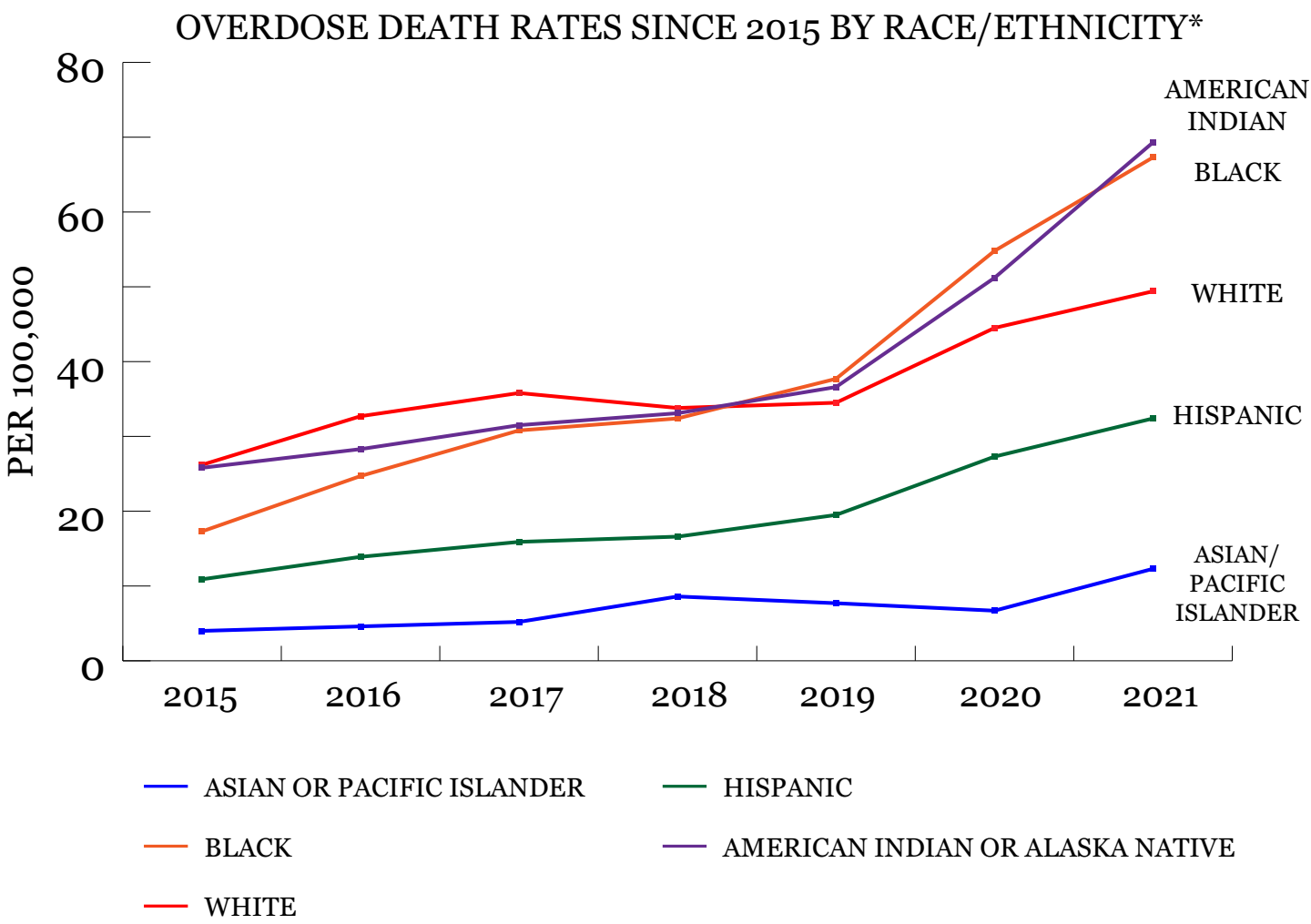
Fathers' UpLift prioritizes making mental health accessible and familiar for minority and low-income men and families in our communities. The majority of those served by Fathers' UpLift identify as Black/African American, with a significant number of Hispanic/Latine and mixed race individuals served as well. By providing coaching services, mentorship, and assistance with job searches, custody challenges, and other matters, Fathers' UpLift helps fathers in these communities acquire the relationships and life skills they need to get back on their feet and be the kind of fathers they know they can be.







# EMERGING SUBSTANCE USE DISORDER CRISIS



\*All racial groups refer to non-Hispanic members of those groups, while Hispanics are of any race. Source for data: Centers for Disease Control and Prevention

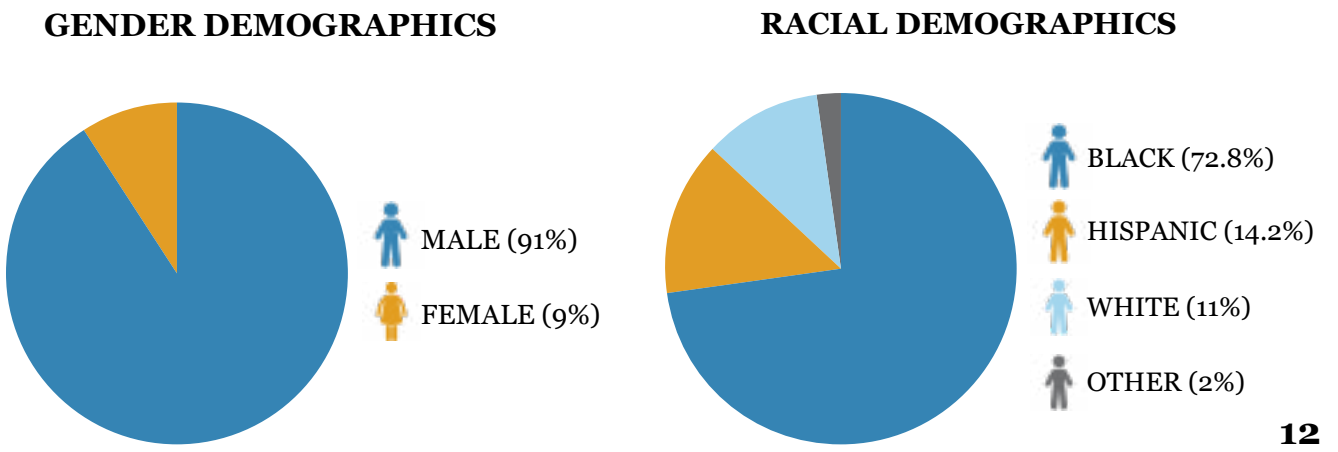
As seen in the chart, there is a crisis in overdose deaths among Black men across the country. The figures are even worse for Suffolk County specifically, where the overdose deaths per 100,000 population among Black men in 2021 was 93.8, a troubling 35% higher than the national average. In fact, according to the CDC, the New England region as a whole had the highest fentanyl and cocaine overdose death rates out of the entirety of the United States in 2021.

**“For Suffolk County specifically, the overdose deaths per 100,000 population among black men in 2021 was 93.8, a troubling 35% higher than the national average.”**



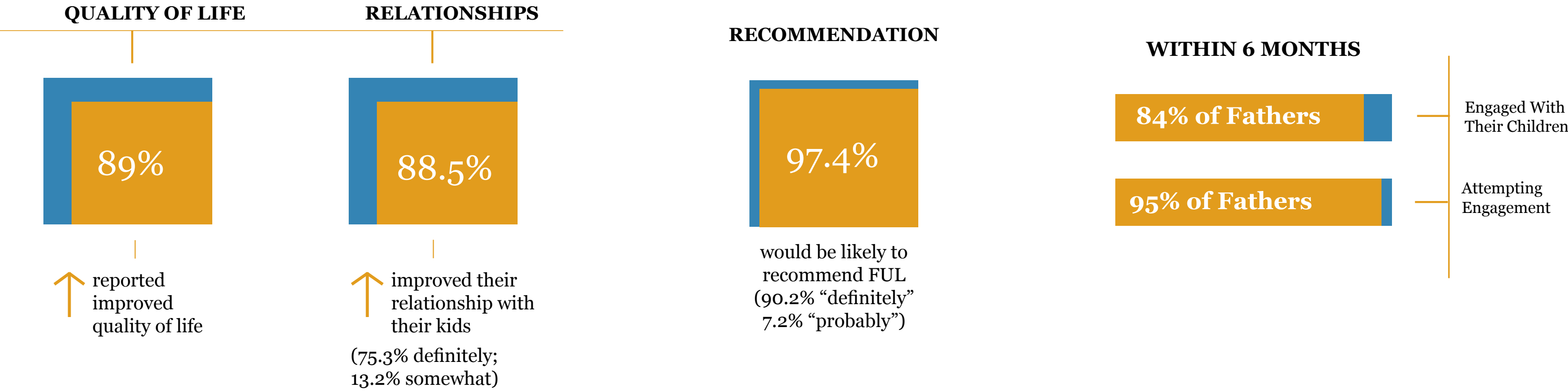
Fathers’ UpLift client population distribution by zip code, with darker regions indicating higher client populations.

In the face of this crisis, many individuals with substance use disorder in our neighborhoods are unable to access adequate treatment due to a lack of resources, stigma, racism, and other barriers. Fathers' UpLift recognizes the critical role that substance use disorder plays in father absence and works to address the issue by providing fathers with the tools and resources they need to overcome addiction and improve their lives.





CORE IMPACT: 2022 DIRECT SERVICES



TOTAL SERVED

DIRECT IMPACT

Total of Estimated  
**DIRECT Impact**



2,234

Total of Men  
Served Directly



1,080

Family Members  
Benefitting from  
Services



1,154

INDIRECT IMPACT

Total of Estimated  
**INDIRECT Impact**



54,000+

Professionals Trained



1,600

Families Estimated  
Impacted Through  
Trainings



13,500+

SOFT IMPACT

**“SOFT IMPACT”**  
- Reach of our  
speeches and  
appearances,  
social media, and  
other public work  
contributing to  
shifting narratives



**>3 million  
unique  
individuals  
reached**





# CLINICAL

FUL's Clinical Therapy program improves the emotional and behavioral health of men and families, with licensed therapists providing counseling and support services. Our therapists share racial, cultural, and lived experience backgrounds with those of our population. Our program is catered to reduce stigma around mental health for men of color and provides healthy strategies and coping mechanisms to improve clients' mental health and quality of life. To the right are components of our Clinical Therapy programming, with specific outcomes from 2022 shared on the following page.



## GROUP THERAPY

Imagine a group of individuals supporting one another in a peaceful setting with shared backgrounds and experiences. This describes FUL's inspiring Group Therapy service. We help individuals to sort through challenges in community and develop healthier self-care habits. Fathers' UpLift offers weekly fathers, mothers, and youth groups.

## FAMILY AND COUPLES THERAPY

Family is one of the things we value most at FUL. Our goal with Family and Couples Therapy is to help fathers and mothers to develop healthy communication plans. Many great parents have been hurt in the past. Without support, their pain keeps them from being emotionally present for their kids. Our family therapy services offer parents a safe and supportive environment. We're family supporters, listeners, and servants. Through Pre-Father Care, CBT, Mindfulness, and other strengths-based approaches, we partner with families in their pursuit of happiness.

## INDIVIDUAL THERAPY

Fathers' UpLift has gathered therapists with experience helping fathers and their families to navigate parenting, trauma, depression, anxiety, and domestic violence. We particularly help first-time fathers and fathers re-entering their children's lives after months or years apart. Additionally, we help men navigate co-parenting stressors and challenges healthily.

CLINICAL SERVICES AND IMPACT: RATINGS AND REDUCTION IN STIGMA

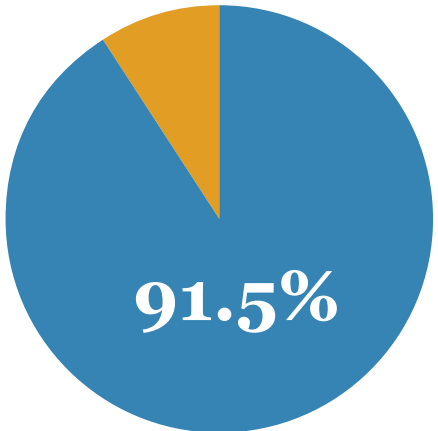
CLIENT RATINGS

INDIVIDUAL  
COUNSELING/THERAPY

3.5/4

FAMILY AND  
COUPLES THERAPY

3.0/4



“mostly” or “completely” agree  
that they are hopeful about their  
future

5.4% decrease in average  
PHQ-9 scores among  
clients  
(a clinical assessment for  
depression)

11.4% increase in  
measured likelihood to  
seek help when facing  
challenges

MORE LIKELY  
THAN NOT TO  
CONFIDE IN  
MENTAL HEALTH  
PROFESSIONALS  
SUCH AS OUR  
STAFF

82%





# COACHING

FUL's Father-to-Father (F2F) Coaching services provide personal mentorship, guidance, and support to fathers in supplement to therapy sessions. Coaching programs offer community-involved interventions with a holistic approach to services, addressing matters such as job searches, custody challenges, self-care, and more. Coaches, who provide check-ins and wellness sessions, are men and women of color who share the same cultural and racial backgrounds as the individuals they serve. FUL's peer coaching program and group courses equip fathers with the necessary relationships and life skills to improve their quality of life and be the dads they know they can be. Coaches are a readily available resource, point of reference, and source of community for the men we serve.

## INDIVIDUAL SUPPORT

Our Coaches provide the men they serve with a wide range of individual support services intended to enhance the support provided through therapy and address the whole self. This includes mobile wellness check-ins; resources such as food assistance, legal advocacy, and housing/employment assistance; and more miscellaneous and specific support for unique circumstances of each father. Our goal for our Coaches is to ensure that the stressors in our dads' lives are adequately addressed, helping them to thrive as an individual and father.

## GROUP COURSES

FUL Coaches lead 12-to-18-week courses covering such topics as Managing Emotions, Parenting, Housing and Employment, Wellness and Recovery, and more. These courses help fathers to overcome barriers, more effectively engage with their families and children, and become the men they aspire to be.

## AMBASSADORS AND SUSTAINED SUPPORT

Even after an individual has completed their experience with our coaching services, they are provided with sustained monthly check-ins through their assigned FUL Ambassador. Once you have been a Fathers' UpLift client, you are forever a part of the family. We are here to help no matter what obstacles you face.

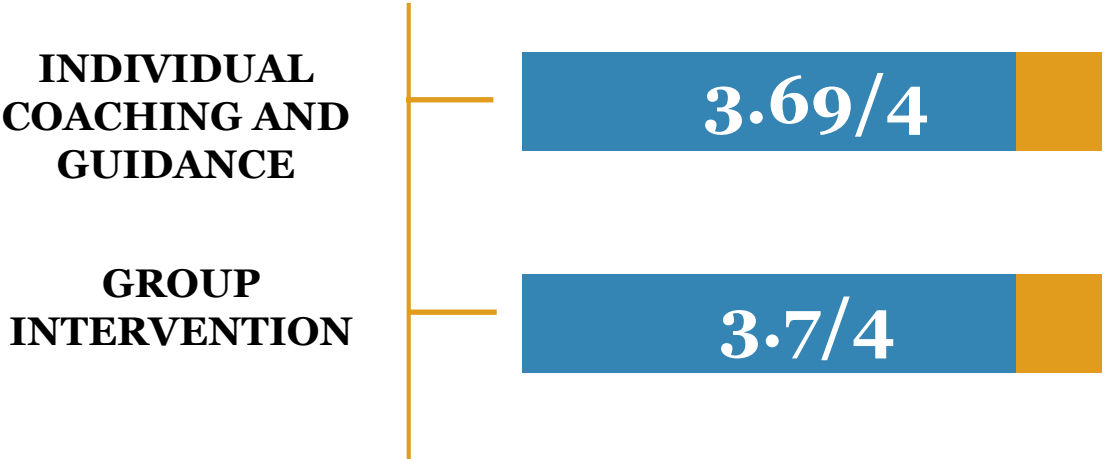
## FATHERS' HOMECOMING: RE-ENTRY SUPPORT

In this program, we partner with incarcerated fathers up to 3 months before their release to ensure they have adequate resources, a healthy mindset, and the necessary support system to begin a healthy path back into their communities within 48 hours of release. When appropriate (and desired by the individual), we continue coaching and therapy after release. At the time of our last long-term evaluation of program success, **we recorded a mere 4% one-year recidivism rate among men served by this programming, far lower than the MA state average of 12.2%** (when including technical violations of parole or probation).

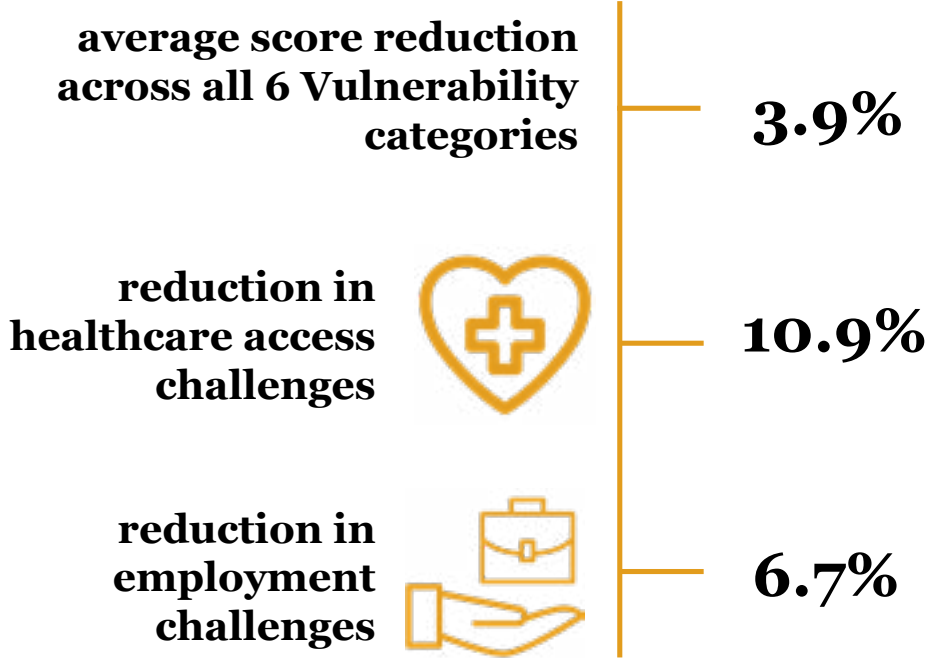


COACHING RATINGS

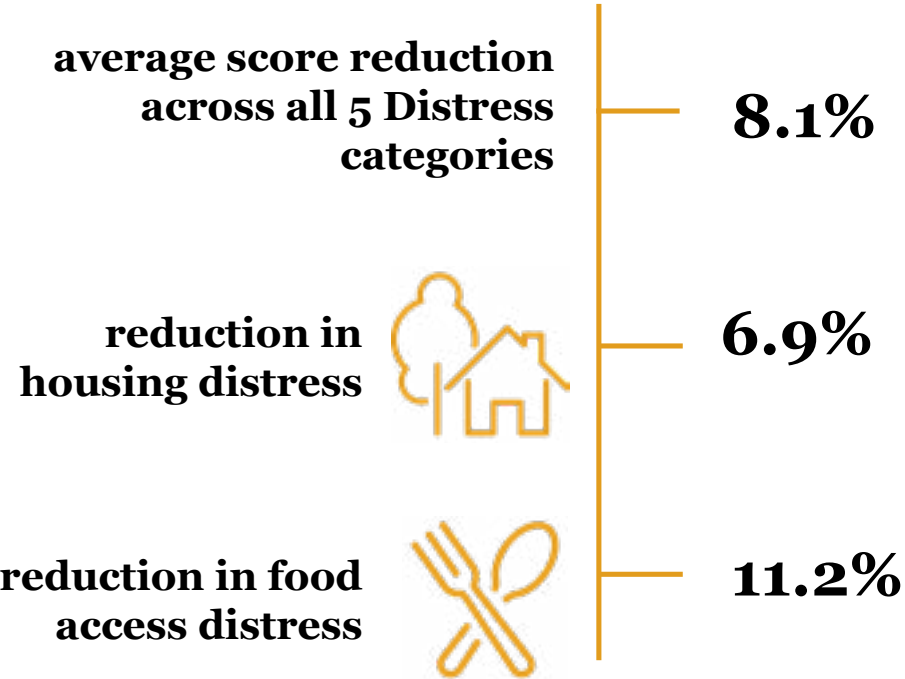
“Coaches are a readily available resource, point of reference, and source of community for the men we serve.”



REDUCTIONS IN VULNERABILITY SCORING

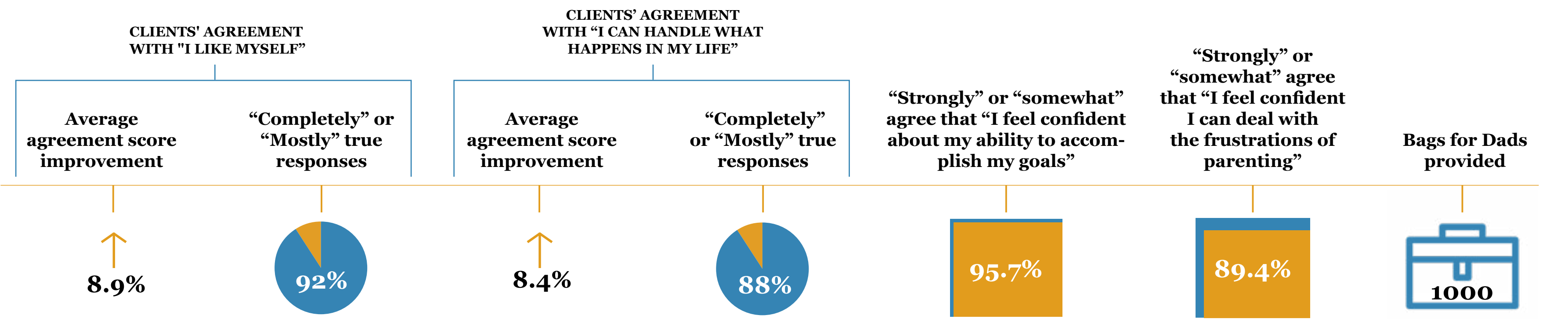


REDUCTIONS IN DISTRESS SCORING





NOTABLE COACHING ACHIEVEMENTS





# MALE ENGAGEMENT INSTITUTE

No matter what interventions we may be able to offer directly, we recognize that the issues we are working to solve are widespread, structural, and embedded in our society (and others). It's for this reason that we created the Male Engagement Institute: to impact the institutions and structures intended to serve men of color throughout society. Our Male Engagement Institute provides a range of training, curriculum, and experience to guide professionals in working with this population. It is our hope that through the MEI, we can contribute to shaping future institutions and professionals to better serve our communities.

## USTR FELLOWSHIP

In the fall of 2023, Fathers' UpLift plans to launch our first cohort of our US Therapist Recruitment Fellowship, which we see as a powerful opportunity to invest in the therapists of tomorrow (particularly those of racial, ethnic, and cultural backgrounds similar to the populations we serve, who are significantly underrepresented in the field today). These Fellows will be recruited from Masters and Doctoral programs in the fields of clinical social work and psychology from across the country. Each Fellow will be paid a stipend and will go through both practical hands-on field work and class time and curriculum to learn from a diverse array of interventions and perspectives.



## FUL INTERNSHIPS

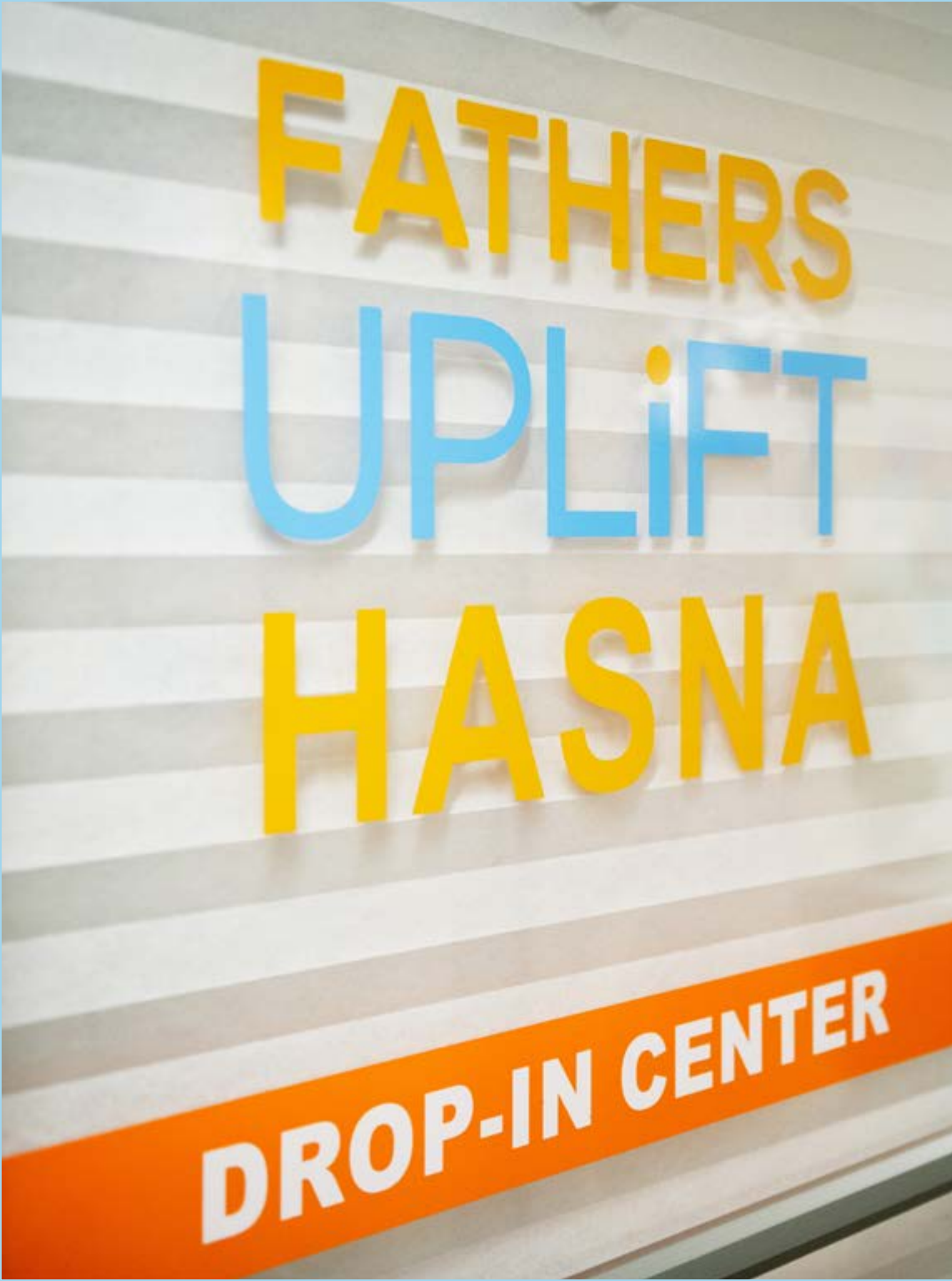
During the 2022-2023 academic calendar, we hosted 6 interns who learned from FUL curriculum and field study, 5 of whom completed our programming. These interns ranged from undergrad to grad school students, with their internships targeted towards gaining an increased understanding of mental health services, racial equity, and fatherhood and families. Our interns served Fathers' UpLift clients and contributed to our intake operations, learning hands-on what it's like to serve Black and Brown men and their families while gaining an increased understanding of the obstacles they face. They also completed classroom curriculum to broaden their lens and the voices contributing to their worldview. We expect to host another 6 interns in the 2023-2024 academic year.

## FATHERS' UPLIFT AFFILIATES

With funding of the Devonshire Foundation and American Heart Association, Fathers' UpLift was able to put together a manualization of our approach. The Beth Israel Deaconess Medical Center helped fund and guide the development of a comprehensive evaluation model in 2021-2022. We put those resources together in an "Affiliate" program, enabling any individual clinician or nonprofit to apply our interventions (and impact evaluations) in their own context. In 2022, the Blue Cross Blue Shield of MA Foundation contributed to our first year of piloting this program, and the WoodNext Foundation contributed toward the development of a digital portal which we are now working on to help make this effort scalable and more effective for those making use of it.

We secured our very first pilot Affiliate in 2022 and have had several new pilots join in the early months of 2023. We look forward to seeing the ways in which our Affiliate model allows us to expand our breadth of impact far beyond what we could ever accomplish individually.





MEI SERVICES AND IMPACT

450

estimated social workers/  
case managers  
trained in 2022

X

30 FAMILIES

estimated  
average case  
load

=

13,500+

cases impacted

&

54,000+

fathers and family  
members estimated  
impacted in 2022 by  
trainings or social  
work professionals

5 interns from 3 universities

12 active university  
partners for  
internship  
recruitment



“The 1-1 clinical time I  
had with clients afforded  
me real-time practice  
with clinical approaches/  
skills.”  
- *FUL Intern*

“Did your internship meet  
your expectations/needs?”



“The MEI internship program helped  
me to understand and identify the  
challenges Black men and their  
families experience”



Likelihood interns would  
recommend the MEI internship to  
other students:





# FINANCIALS

## FY22 REVENUE

Revenue from Grants/Contributions	\$2,064,567	75%
Government Revenue	\$455,139	17%
Fee for Service Revenue	\$230,363	8%
In-Kind Donated Services	\$855	<1%
<b>Total Revenue</b>	<b>\$ 2,750,924</b>	<b>100%</b>

“We feel we have found our footing, discovered new ways to overcome the scarcity of therapists of color in our era, and are on track for a focused year of growth in creative ways.”

Insurance Expense	\$9,660	0.4%
Payroll Taxes, Fringe, and Benefits	\$151,553	6.8%
Grants, Contracts, & Direct Assistance	\$14,915	0.7%
Officers & Directors Salaries	\$269,591	12.1%
Administration & HR Salaries	\$298,271	13.4%
Clinicians’ Salaries & Wages	\$273,350	12.3%
Fundraising Salaries & Fees	\$125,456	5.6%
Coaches & Homecoming (Re-Entry Support) Salaries	\$397,466	17.9%
Intern Stipends	\$2,000	0.09%
Salary/Wages Related Expenses	\$43,555	2.0%
Contract Services Expenses	\$135,446	6.1%
Office/Marketing Expenses	\$123,498	5.6%
Program/Services Expenses	\$116,362	5.2%
Facilities and Equipment Expenses	\$114,752	5.2%
Travel & Meetings Expenses	\$27,059	1.2%
Meals & Entertainment	\$5,630	0.3%
Business Expenses	\$3,238	0.1%
Other Expenses	\$111,702	5.0%
<b>Total Expenditures</b>	<b>\$2,223,504</b>	<b>100%</b>
<b>Change in Net Assets</b>	<b>\$527,420</b>	

STATEMENT OF FINANCIAL POSITION

ASSETS	
Current Accounts	\$1,432,069
Accounts Receivable	\$428,481
Other Current Assets	\$5,676
Total Current Assets	\$1,866,226
Fixed Assets, net	\$97,697
TOTAL ASSETS	\$1,963,923

LIABILITIES AND NET ASSETS	
Liabilities	\$171,953
Net Assets	\$1,791,970
TOTAL LIABILITIES AND NET ASSETS	\$1,963,923







# HOW TO HELP

We greatly appreciate your interest in supporting our mission to uplift fathers and families. Your contribution can make a significant difference in the lives of the families we serve. Here are some ways you can help:

## MAKE A DONATION

Grassroots donations are critical to the financial health of a nonprofit. Your one-time or monthly donation can help cover the cost of services, including therapy and holistic support, for those we serve. Every \$1,000 donated covers the approximate cost of a year of service for one family. Every \$85 covers roughly one month of service. You can make a donation easily and securely on our website at [www.fathersuplift.org](http://www.fathersuplift.org).

## FUNDRAISE FOR FATHERS

Are you unable to donate \$1,000 or want to multiply your impact beyond what you can accomplish individually? Consider hosting a fundraiser and encourage your friends and colleagues to donate alongside you. You can set up a fundraiser easily on our website at [www.fathersuplift.org/fundraise](http://www.fathersuplift.org/fundraise). Birthday or holiday fundraisers are a great way to spread awareness and help move our mission forward simultaneously.

## HOST A DRIVE

Last year, our community partners helped us provide more Bags for Dads than ever: 1,000. You too can host a Bags for Dads Drive, or participate in one at our office. Contact us at [info@fathersuplift.org](mailto:info@fathersuplift.org) to explore how you can support our community in this way.

We are grateful for any and all support received. Together, we can make a difference in the lives of fathers and families in our community. Thank you for continuing to support Fathers' UpLift!

# THANKS AND RECOGNITION

## 2022 FUNDERS AND DONORS

Thank you to our partners and supporters who furthered our mission to help fathers and families flourish in 2022.

### \$100,000+

MA Dept. of Public Health - Black and Latino Re-Entry Grant Program  
WoodNext Foundation  
Accelerate the Future (ATF)  
BIDMC  
Lynch Family Foundation  
The Devonshire Foundation  
Stand Together Foundation

### \$50,000 - \$99,999

Nick Ryan and Schooner Foundation  
Schooner Foundation  
The Boston Foundation  
Wellington Management Foundation  
Imago Dei Fund  
Anonymous Foundation  
Yawkey Foundation  
Nordblom Family Foundation  
Silicon Valley Community Foundation  
Liberty Mutual Foundation

### \$10,000 - \$49,999

Boston Public Health Commission  
Blue Cross Blue Shield of Massachusetts  
The Philanthropy Connection  
Focus for Health  
Gardiner Howland Shaw Foundation  
City of Boston - Food Safety  
Tufts Medical Center, Dorchester Health Initiative  
Fish Family Foundation  
Perpetual Trust for Charitable Giving  
Plymouth Rock Assurance Foundation  
Massachusetts Society for Aiding Discharged Prisoners  
Cummings Foundation  
Cornerstone Charitable Fund (BoA)  
New Commonwealth Fund  
Rabbi Suzanne and Andy Offit  
Anonymous  
Felcher/Bazerman Fund  
Demond and Kia Foundation  
Jordan and Jean Krasnow

### \$5,000 - \$9,999

Stephanie Dodson Cornell  
The Nyce Family Foundation  
Forest Foundation  
Judith and Richard Goldman

### \$1,000 - \$4,999

New World Foundation  
Anonymous Donor  
Big Dipper Hospitality Group  
Boston University - GCA  
Elizabeth Bonney-Cohen  
Jon Tyson  
Katie Everett  
Lawrence Greenberg Trust  
Little Pearl  
OncoHealth  
Patricia Gray  
Richard and Judith Nicholas  
Rose's Luxury  
Starbucks Foundation:  
Neighborhood Grants Fund  
Todd Cronan  
Andrew Ellis  
David Saff  
Matt & Nicole Pritchard

### \$500 - \$999

Alexandra Kinnard  
John Regan  
Michael Blomquist  
Rueben Hendler  
Elizabeth and Daniel Jick  
Jonathan Hart  
Margaret Carr  
Patricia Palmer  
William Asher



## 2022 FUNDERS AND DONORS CONTINUED

### <\$500

Abigail Punt	Deana Loria	Jehu Leconte	Mark & Krista Mendelsohn	Rylee Montelione	Ewura Esi Brookman-Amissah
Alexa Hickey	Delana Spaulding	Jenna Hougen	Marquis Benjamin	Salt City Whitening	GPS Group Peer Support
Ali Jepson	Diana Alvear	Jennie Bizal-Clark	Meg Robinson-Schacht	Sam Foote	Ian Opaluch
Alison Happel-Parkins	Diane Coelho	Jennifer Hyde	Megan Gannon	Sam Weil	Ileia Smith
Amanda Corey	Elisabeth Deutsch	Jessica Rizzuto	Meghna Nandi	Samantha Herscher	Jaime Enos
Andre Ashook	Elizabeth Hanson	John Orr	Michael Kourabas	Sara Boron	James Evans
Andrew Coyle	Elizabeth Hessek	Johnny Pierce	Michael Watson	Sara Smith	Jeremy King
Anita Barker Weeks	Elizabeth Sbardellati	Jude Tanner	Michelle Thompson	Sarah Cramer	John Kluza
Anna George	Elle Provolo	Julia Pednekar	Muaz Aznan	Shelby Christensen	Jonathan Loehr
Anne Thielking	Emily and Thomas Edwards	Karen Firestone	NaKeisha Little	South Congregational Church	Julia Rocchio
Annette Cycon	Emily Lewis	Katherine Lewis	Nichelle F Ro	Square Peg Services, LLC.	Katherine Carro
Barbara Toorens	Emily McDowell	Kathleen Campbell	Nicolia Eldred-Skemp	Stephanie Ragain	Latoya Ford
Beatrice Blake	Emma Rich	Kellie Spanos	Oath Oracle Inc.	Stephen Senna	Lexlin Consulting
Bill Tomlinson	Emma Schaffer	Kendall Bird	Paige McHatten	Tamara Olsen	Lisa Arsenault
Brian Tollensdorf	Eric Rion	Kimberly Schauer	Patricia Campbell	Tasha Salyer	Madelyn Iles
Brooke Reinsch	Erica Siddle	Kirsten Walter	Patricia Hales	Terra Weiler	Margot Lenhart
Ca Pa	Gary Bailey	Kristina Jurecic	PB and Junk Ceramics and Arts	Toi Carrion	Mary-Ann Knott-Craig
Cameron Stonelake	Greta Greenleaf	Laura Turner	Rachel Abeshouse	Toni Rose	Murong Yao
Carol V Berman	Haleigh Knapp	Lauren Bursan	Rachel and Tom Nelson	Tyler Quick	Nathan Roese
Carole Charnow	Hannah Sinclair	Lauren Lucas	Rachel Foster	William Leef	Randi Ellingboe
Carolyn & Bruce Pelzel & Mc-Clintock	Harry Jacques	Lauren Torregrossa	Rachel Sienko	Caitlin Wootton	Sherice Fry
Caryn Crasnick-Maloney	Heather Knauer	Lina Yaghi	RAmesh Pudhucode	Christopher Haylett	Vicente Sanabria
Chris McDonald	Howard & Penny Hiatt & Jan-eway	Lisa Monahan	Randy Corriveau	Danielle Gosdin	Lisa Fortes
Cole Wachman	Jackie Duncan	Madison Garvin	Rebeca Freitas-Wolfe	Debra Ficara	Lauren Hannah-Murphy
Courtney Dixon	Jeffrey Gustafson	Mariana Elder	Renee Boynton-Jarrett	Emory Ward	Theresa Koch
		Marilyn Forman		Erin Quell	Tiffany Cruz

### MATCHING DONATIONS

Google	Spotify
Vertex Pharmaceuticals	Liberty Mutual
Silicon Valley Bank	Microsoft
LinkedIn	

# CLOSING THANKS



SAMANTHA FILS-DANIELS

CO-FOUNDER

Dear Friends and Supporters of Fathers' UpLift,

As I sit down to pen this close to our review of 2022, I am filled with deep gratitude for each and every one of you. Your unwavering support has been instrumental in helping us fulfill our mission of providing comprehensive services to fathers of color and their families in Boston and beyond.

As a Co-Founder of Fathers' UpLift with my husband, I am committed to promoting healthy fatherhood, just as I am committed to supporting maternal health. My own experiences with motherhood have only strengthened my resolve to ensure that mothers of color receive the care and support they need to build healthy families.

Through our parental mental health services, self-parenting courses, coaching, advocacy, and community outreach programs, we are proud to provide care for fathers, mothers, and children. We understand that healthy families start with healthy parents. Charles and I believe that by supporting fathers, we help create stronger families and healthier communities.

As an organization, we know that the struggles of fathers, mothers,

and children are interconnected, and we strive to address these challenges through our holistic approach to care.

This report has offered a glimpse into how we continue to evolve and expand our services, even during these challenging times. Your continued support and partnership enable us to continue this vital work and make a real difference in the lives of families in our community, country, and beyond.

Thank you again for your generosity and commitment to building stronger families. Together, we can create a world where all families can access the support they need to thrive.

With gratitude,

Samantha Fils-Daniels, COO & Co-Founder of Fathers' UpLift  
And in solidarity, Dr. Charles C. Daniels, Jr.



