

2024

ANNUAL REPORT:

The Year of the Father & Future Therapist



Fathers'
UpLift



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LETTER FROM THE FOUNDERS

As we look back over the past year, we are overwhelmingly grateful for the support of our incredible community and partners. With 2024 unfolding as “The Year of the Father & Future Therapists,” we are more committed than ever to championing fathers, their families, and the future therapists nearing the end of their studies. Our mission at Fathers’ UpLift remains clear: to provide the essential care and support that these vital members of our society deserve, especially during the reign of this new administration.

As co-founders, we have witnessed the profound impact of our initiatives in the community. It is our hope that the diverse future therapists we nurture will one day be licensed and empowered to give back to their own communities, creating a ripple effect of healing and support.



We understand that the need for mental health professionals especially those of color has never been greater. Despite the obstacles we face, including challenges stemming from evolving terminology and fluctuating funding sources, our dedication to the fathers and families we serve and future therapists remains steadfast. They inspire us to navigate these complexities as we strive to break down the barriers that hinder their journeys and illuminate the path toward a brighter future one where fathers and families can flourish side by side with mothers and daughters with licensed practitioners available to them when in need.

Now, more than ever, we need your help to amplify our impact. We invite you to stand with us in reshaping lives and communities. Whether through volunteering, sharing our mission with your network, contributing to our programs, or exploring our recently released book, *Present: The Crisis of American Fatherhood and The Power of Showing Up*, published by Convergent and Random Penguin House, every action matters. Together, let’s cultivate a nurturing environment where fathers can thrive and families can heal.

With deep gratitude and hope for what we can achieve together,

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

2024 HIGHLIGHTS

430

People attended our
community
events

2,870

therapy session for

417

Fathers

1,251

family members
reached through
advocacy and
training

72%

of our therapy
fellows earned
their license

*compared to 46% and 65%
national averages for Black
and Hispanic therapists,
respectively

0%

Recidivism

*compared to the MA state
average of 26%

472

Coaching Sessions for

275

Families

\$350,000+

invested in
emerging
therapists since
2023

How We Serve Fathers



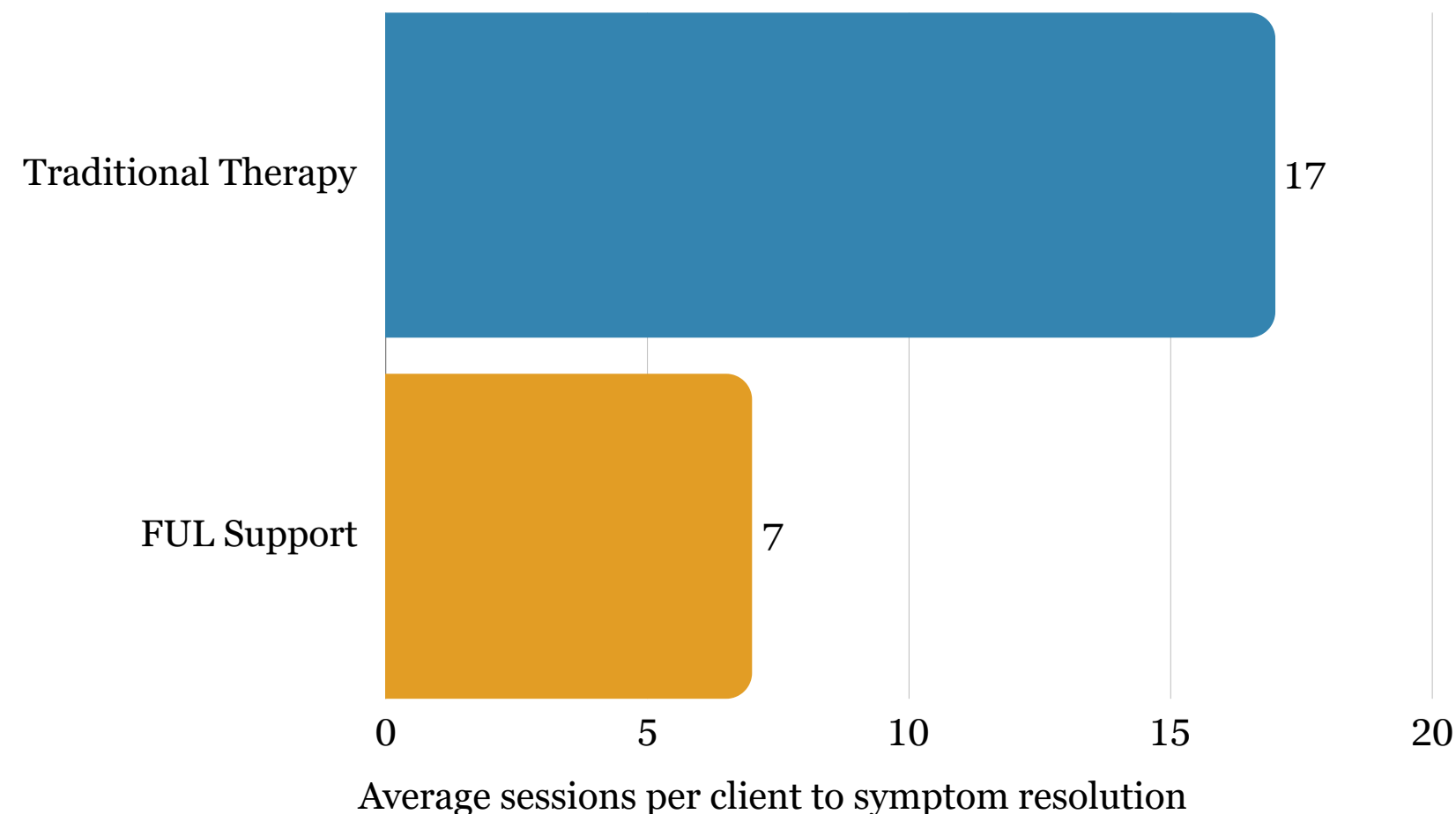
Our programs are designed to meet fathers wherever they are on their journey whether new parenthood. We blend evidence-based clinical therapy with practical coaching and peer support, creating a holistic continuum of care that addresses mental health, life skills, and community engagement.

THERAPY & COACHING

Every person's path is different. That's why we offer:

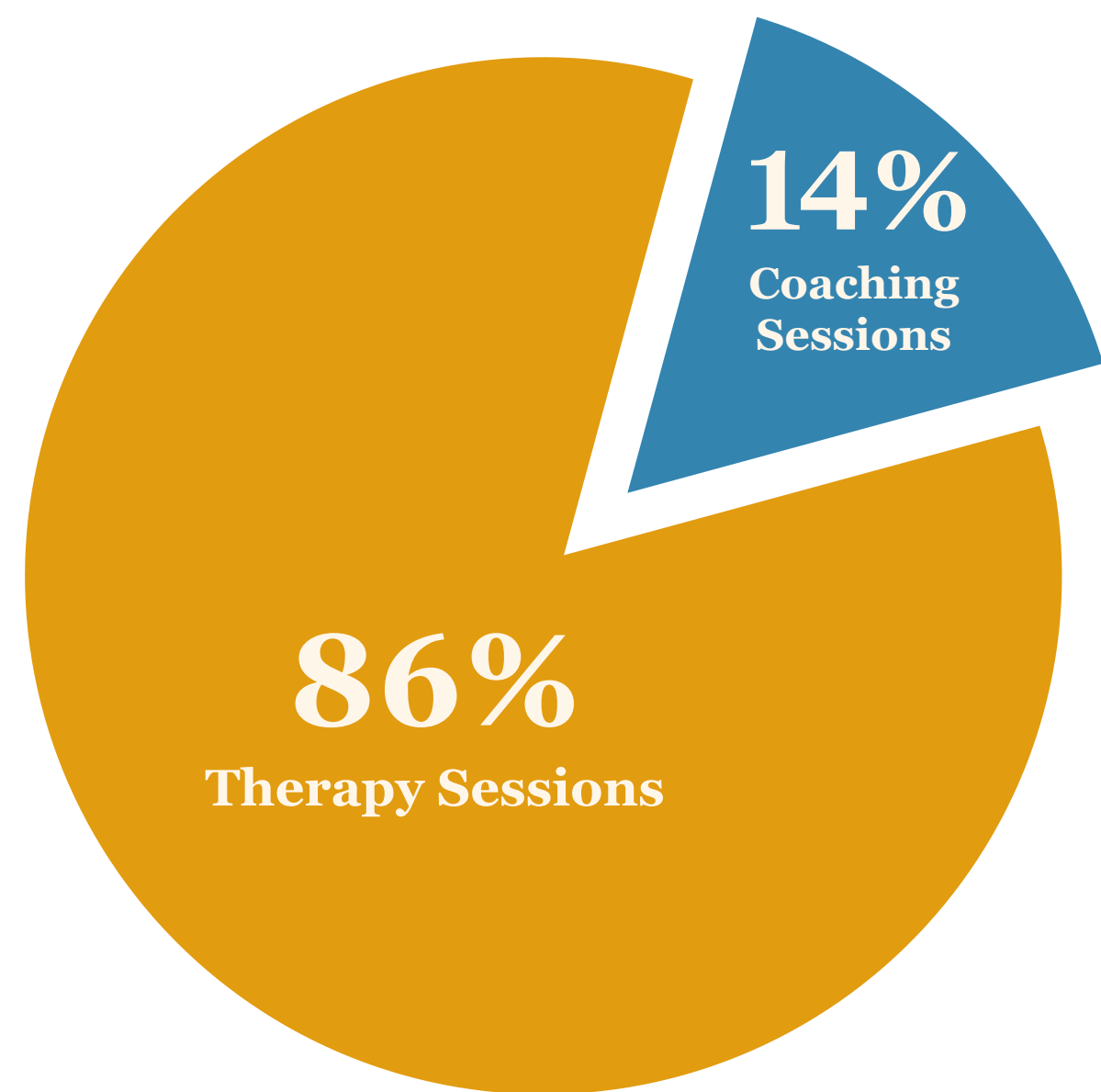
- Individual & group therapy to address stress, trauma, and family connections
- One-on-one coaching for life after incarceration, co-parenting support, and goal setting

Comparative Effectiveness: Traditional vs. FUL Support



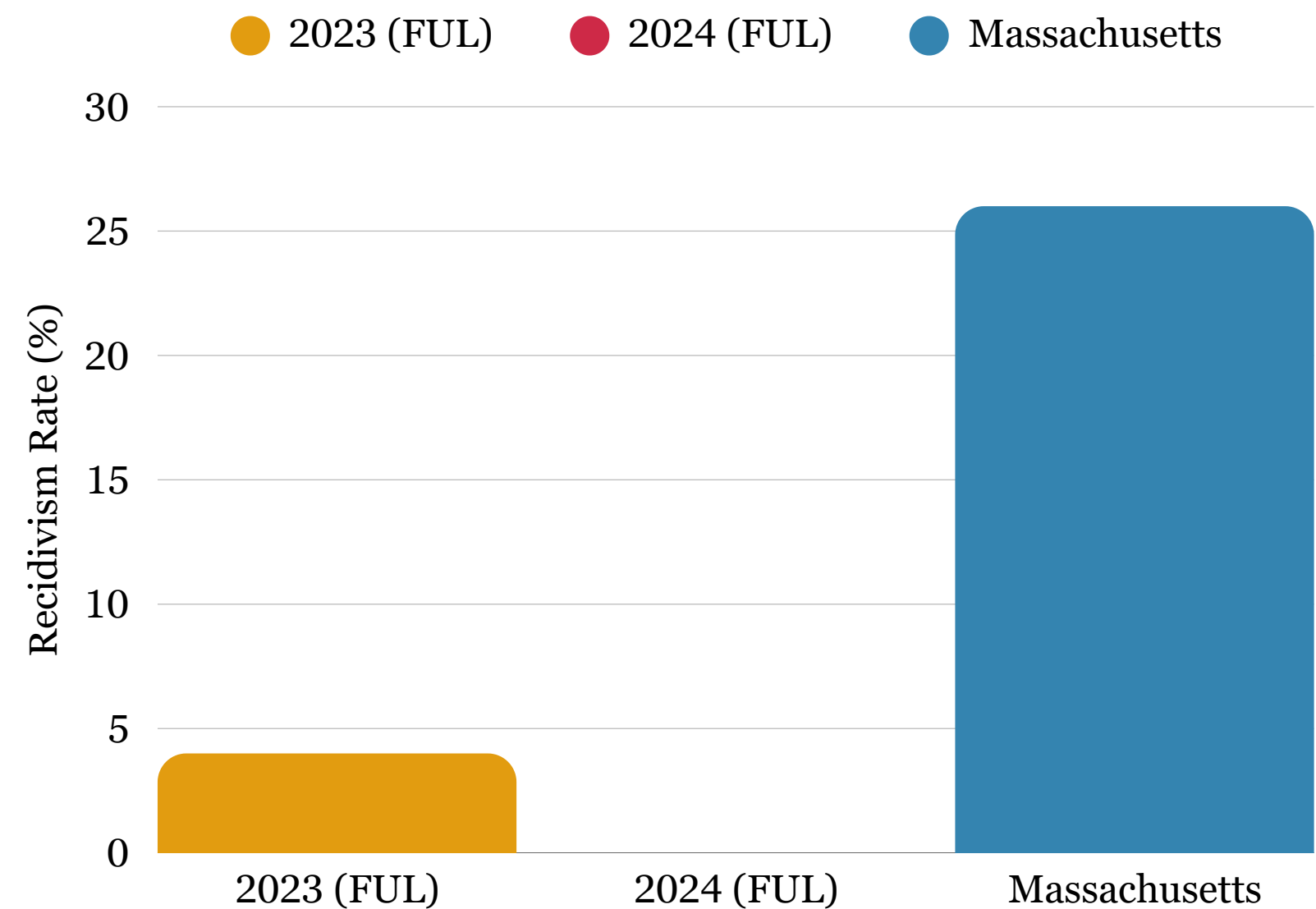
Traditional therapy often requires 15 - 20 sessions for symptom relief, but many clients drop out after just 3 - 4. **Fathers' UpLift averages 7 annual touch-points** (therapy + coaching) until clients are satisfied with the help they received, striking a sustainable balance that maintains engagement, strengthens progress, and supports our zero-recidivism outcomes.

Session Distribution: Therapy vs. Coaching



In 2024, Fathers’ UpLift delivered 2,870 therapy sessions and 472 coaching sessions, an 86/14 split, that reflects our holistic model: intensive clinical care plus practical coaching that together foster emotional healing and equip fathers for community reintegration.

Recidivism Comparison: 2023 vs. 2024 vs. MA



Recidivism among FUL participants fell from 4% in FY23 to 0% in FY24, compared to a 26% average three-year rate across Massachusetts clear evidence that our integrated therapy, coaching, and reentry support disrupts reoffending cycles and promotes lasting community stability.



John & his son

“*My son told me he’s the luckiest kid in the world. There was a time he didn’t think I loved him at all.*”

— **John Boampong,**
FUL Ambassador

Stories of Impact

John’s Transformation

John Boampong grew up in a Dorchester, MA apartment where silence sat heavy. His mother and sisters filled every room, yet the voice he craved his father’s never broke the quiet. A godfather stepped in, proving that real manhood is visible: on fishing trips, around campfires, and in small daily moments that say, I am here.

A therapist kept nudging him toward Fathers’ UpLift. John finally walked through the doors and discovered more than a program. He found a village of mentors and brothers committed to healing. Daily “rose, thorn, and word of the day” check-ins taught him to name victories, struggles, and intentions. He brought the ritual home, and dinner table silence turned into talk and laughter.

One evening his son looked up and said, “I’m the luckiest kid in the world.” John knew the work was paying off.

Ambassador Program Director Vicente saw John’s growth and invited him to lead. At first John asked, “What about me says leader?” Then he stepped into halfway houses, recovery centers, and city meetings to share his story. Policymakers at the Gavin House lined up afterward to shake his hand, proof that authentic change commands respect.

Today John is a lifeline for other dads. He sends morning check-ins, offers rides to therapy, and models emotional honesty. “We can hand you every tool,” he says, “but you have to pick them up.”

On long walks through Boston, every stroller reminds John of new possibilities. He believes that investing in fathers lifts mothers, children, and entire neighborhoods. By 2035 John plans to leave more than a name. He is building a stable home, a thriving business, and a clear pathway of healing for his children and the fathers who follow. A Bible rests on his nightstand, and one mantra guides each step: trust the process.

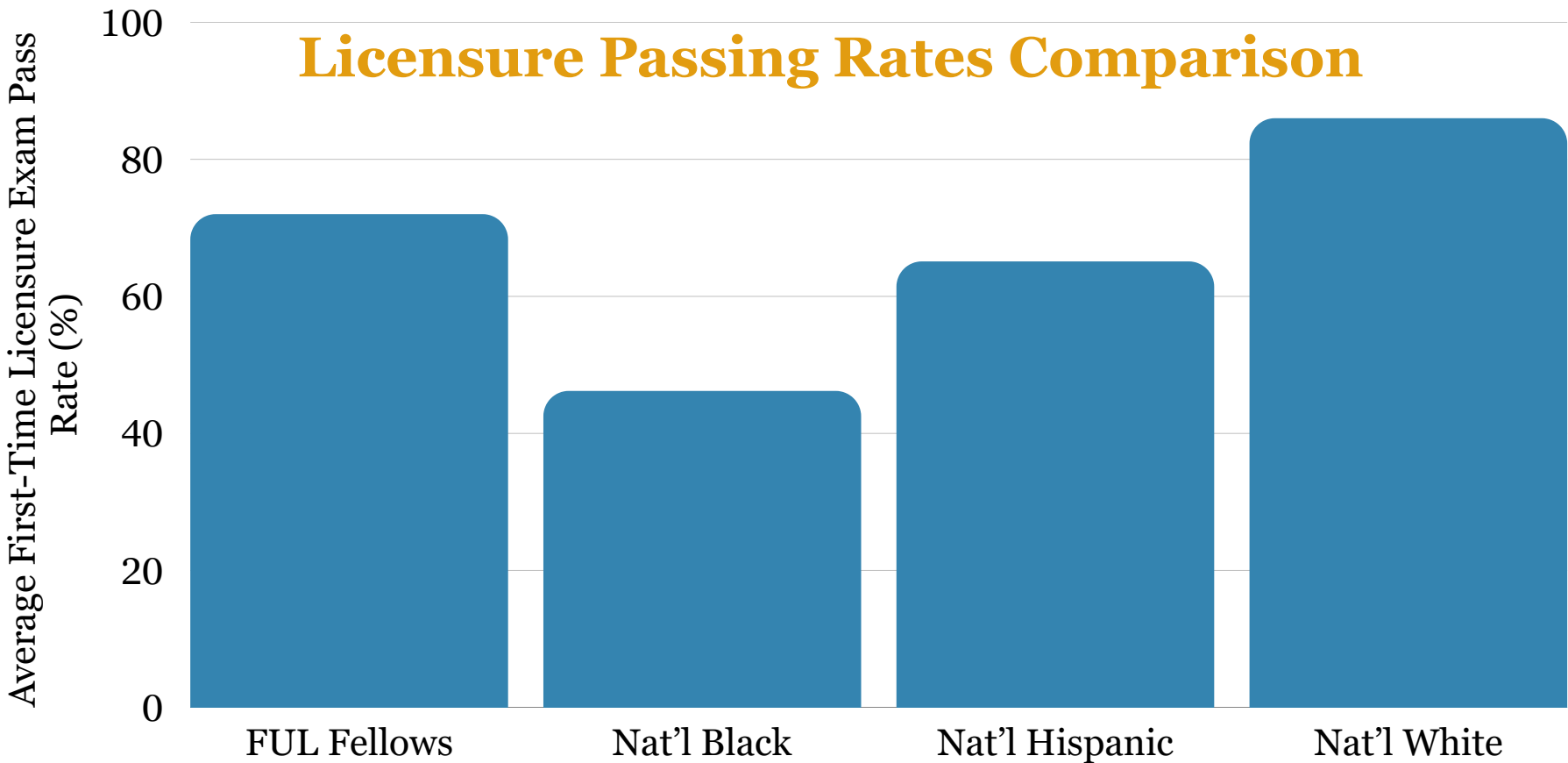
Growing Future Therapists

Our fellowship program builds the pipeline of culturally responsive mental health professionals by investing in trainees who reflect the communities we serve. Through financial support, mentorship, and cohort-based learning, we equip emerging clinicians with clinical skills, policy insight, and a commitment to equity.

United States Therapist Recruitment Fellowship

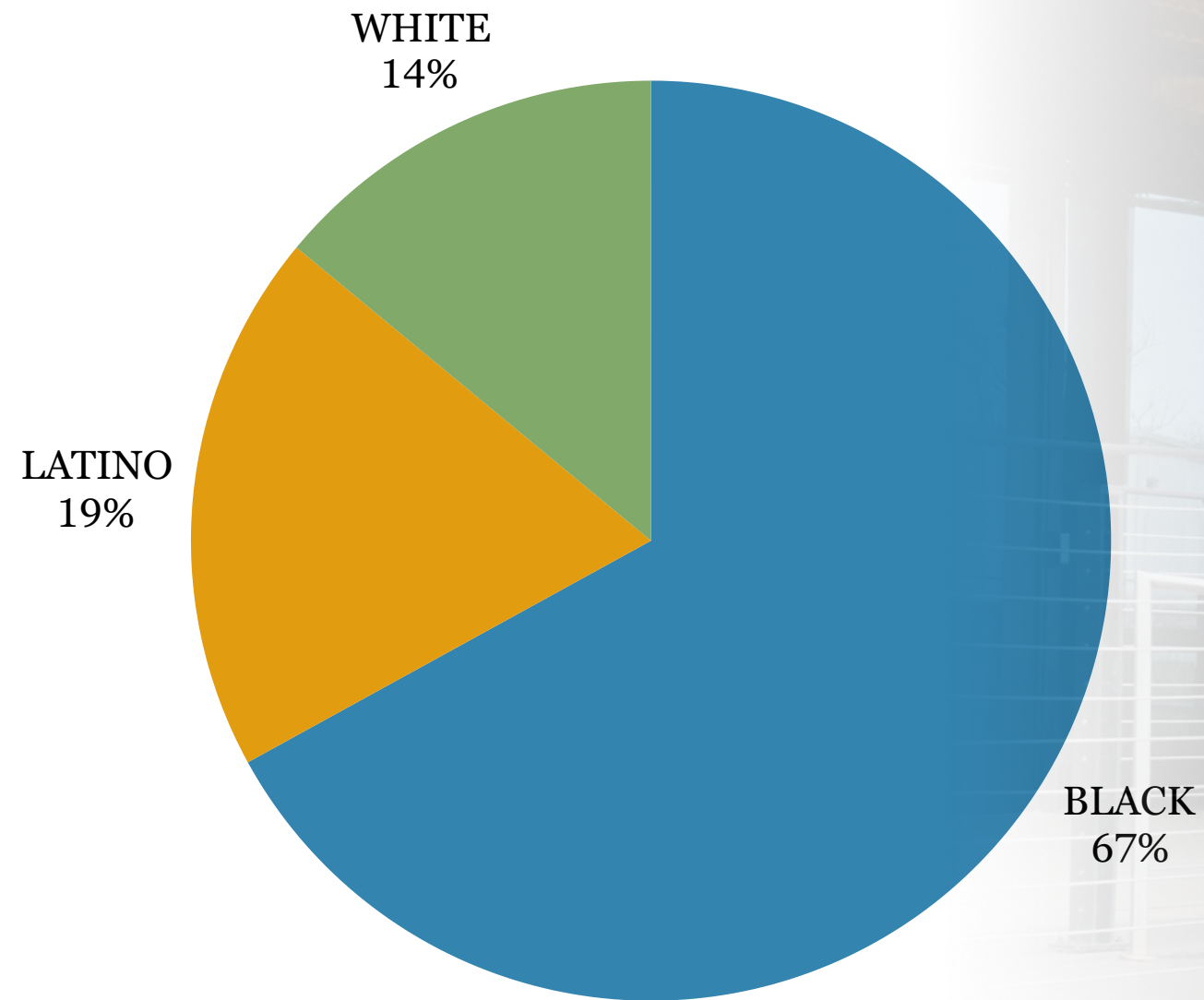
Our generous partnerships enable us to train emerging therapists of color. Each Fellow receives:

- \$15,000 stipend to cover training costs
- Mentorship from licensed clinicians
- Cohort support for exam prep and career guidance



USTR Fellows have achieved a **72% licensure pass rate** well above national first-time averages for Black (46.2%) and Hispanic (65.1%) candidates. This demonstrates how our focused mentorship and exam prep support effectively close equity gaps and strengthen mental health workforce diversity.

USTR FELLOW DEMOGRAPHICS



A diverse cohort fuels culturally competent care. In 2024, 67% of our USTR Fellows identified as Black, 19% as Latino, and 14% as White (Source: USTR Fellowship demographic self-reported data, Fathers' UpLift internal records, 2024). This representation ensures our future therapists reflect the communities they serve, promoting equity and trust in mental health services.



The Future Therapist: Manny Cabral

Manny grew up in Roslindale but spent his school days in Belmont through the METCO program. Each morning he rode a bus toward opportunity yet never felt at home in either place. Evenings offered little relief. Dinner was rushed, conversation was sparse, and strong father figures were missing. Basketball became Manny’s anchor. The sport carried him to Worcester State, where he captained the team for two seasons and learned how to inspire others. After graduation, purpose still felt blurry until a job at the Department of Children and Families put him face-to-face with a sixteen-year-old in crisis. Over three years Manny’s steady support helped the teen land two jobs and reunite with his family. “You’re like a father to me,” the young man said. Manny was only seven years older, yet the words redirected his life.

Determined to reach more youth, Manny enrolled in a master’s program for social work. In November 2024 he joined Fathers’ UpLift as a USTR Fellow despite applying late. The fellowship gave him more than clinical skills. It offered a family of nine emerging therapists who met weekly to trade licensure tips, clinical dilemmas, and small victories. They also met policymakers who treat father absence as a public-health crisis. Manny left those sessions convinced that systemic change and personal coaching must happen together. The fellowship’s capstone trip to Montgomery, Alabama, reshaped Manny’s outlook. Inside The Legacy Museum he followed a timeline from slavery to mass incarceration and saw ledgers listing people as inventory. The exhibit proved, in his words, “My community started from an unfathomable deficit.”

Manny walked out thinking, If my ancestors built futures out of bondage, I can seize every opportunity in front of me. That belief became his mantra: The price today is not the price tomorrow. At Fathers’ UpLift Manny uses that mantra in each session. Daily he reminds clients that effort invested now multiplies tomorrow. Late-night texts from teens and whispered “I love you” moments from fathers show him the power of honesty and hope. A decade from now Manny plans to open a youth-focused mental-health clinic so young people can process trauma before it calcifies. His measure of success will stay simple: one child reclaiming joy, one father deciding he is worth the work. “If policymakers could sit with us for five minutes,” he says, “they would see how far honesty and hope can move a family.”



“ *The price today is not the price tomorrow.* — Manny Cabral
Fellow

USTR PARTNERSHIPS

Fathers' UpLift partners with a diverse network of institutions and agencies to support our fellowship vision and expand our impact. Key collaborators include:

- Commonwealth of Massachusetts, Executive Office of Health & Human Services'
- Home and Community Based Services Workforce Development Program
- Free Spirit Ministries (Daytona Beach, FL)
- C4 Innovations (Waltham, MA)
- African American Behavioral Health Center of Excellence (AABH-CoE)
- Black Stakeholder Engagement Alliance (Atlanta, GA)
- The Human Aspect (Oslo, Norway)
- Boston University Clinical & Translational Science Institute (CTSI) (Boston, MA)
- Saint James African Methodist Episcopal Church (Bartow, FL)
- Bethune-Cookman University (Daytona Beach, FL)
- Jackson State University (Jackson, MS)
- Grambling State University (Grambling, LA)
- University of Houston (Houston, TX)
- Morehouse School of Medicine (Atlanta, GA)
- United Theological Seminary (Trotwood, OH)
- Regis College (Weston, MA)
- Liberty University (Lynchburg, VA)
- Simmons University School of Social Work (Boston, MA)
- Boston University School of Social Work (Boston, MA)
- University of Tennessee (Knoxville, TN)

Together, these partnerships have co-invested over \$350,000 in fellowship stipends since 2023.



Advocacy

Our advocacy and partnerships extend our impact from individual care to and convening community stakeholders, we remove barriers and give fathers a stronger voice.

Massachusetts Perinatal Support Act (H.1234): Signed April 15, 2024, this law grants fathers access to prenatal education and hospital visitation rights. Estimated 3,200 fathers reached in its first six months of implementation (Source: MA Legislative Records; FUL survey data, 2024).

Social Work Licensure Compact: Enacted January 2024, with 10 member states enabling cross-border practice for licensed social workers (Source: Association of Social Work Boards, 2024).

The D-Ally Guide Distribution: Released June 2024 to help fathers be allies to the mothers of their children throughout pregnancy, birth, and infancy, with 1,040 digital downloads across 20 states (Source: FUL web analytics, 2024).

Weekly Drop-In Sessions: Hosted 52 sessions in 2024 with an average satisfaction rating of 4.7/5 (Source: session attendance records; post-session surveys, 2024).

These initiatives collectively impacted 1,251 family members, strengthening support networks and informing best practices for father engagement.



THANKS AND RECOGNITION

2024 FUNDERS AND DONORS

Thank you to our partners and supporters who furthered our mission to help fathers and families flourish in 2024.

Anonymous
Rabbi Suzanne Offit
Andrew Offit
Lisa Arsenault
Aspen Grove Foundation
Gary Bailey
Karen Baldwin
Hillary Barnes Martinez
Daniel Baum
Bennett Family Foundation
Pam Berry
Faith Blake
Josh Boger
Boston University Clinical
Translational Science Institute
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Matt & Caitlin Carona &
Morrissey

City of Boston Office of
Black Male Advancement
City of Boston Office of
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Stephanie Cornell
Annette Cycon
Amy & Jack Danforth
Whitney Donohue
Donna Driscoll
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Larry Fish (Fish Family
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John Kluza
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Lexlin Consulting
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M&T Bank Amplify Fund -
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Recreation (MOOR)
Mass General Brigham
Kathryn May
Gardiner Howland Shaw
Foundation
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Kari Greene
GreenLight Fund Cincinnati
Certified Application Counselor
Navigator Grant
Carol Chernaik Rumpler
City of Boston - Digital
Equity Fund
Leigh Carroll
Jeanne Celeste

2024 FUNDERS AND DONORS CONTINUED

Kieu Pham
TaNoah Pierre
Erin Pirkola
Julia Pobiner
Fabio Powell
Matt & Nicole Pritchard
Erin Quell
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Mary Rice
Meghan Robinson-Schacht
Nathan Roese
Conor Russell
Daniel Ryave
Vicente Sanabria
Sarah Sandholtz
Stephen Senna
Michael Shain
Julie Siftar
Sharon Silber
Jessica Silverman

Christopher McMahon
Charles & Erin Harkless Moore
MA Department of Public
Health Bureau of
Substance Abuse Services -
Ambulatory Services
for Substance Use and
Addictive Disorders
MA Office of Economic
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Empowerment and
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The Boston Foundation
Good Today
One8 Foundation
Andrew Oram
Tony Pelusi
Carolyn Pelzel

2024

ANNUAL REPORT:

Financials



Fathers'
UpLift

FINANCIALS

The journey through 2024 has been challenging, but it has also provided valuable lessons and opportunities for growth. We appreciate the trust you place in us, and we are committed to maintaining transparency in our operations and progress.

The financial section of our annual report reflects our dedication to financial stability and accountability. Although we faced a deficit in 2024, this was primarily due to proactive investments in a new data management system designed to enhance our client services and operational efficiency. We utilized funding for this project that had been allocated but had not been spent until we found the right partner to bring it to life. This strategic move is crucial for our future, allowing us to reduce costs and increase revenue.

Please consider the following regarding our plans for the future:

1. Strategic Investments: Our new data management system will optimize our operations, ultimately benefiting those we serve through improved services and greater transparency.
2. Revenue Growth: We anticipate a significant increase in fee-for-service revenue as we refine our service delivery models and enhance our operational processes.
3. Cost Reductions: We have streamlined our staffing and brought key accounting functions in-house to operate more efficiently.
4. Financial Outlook: Despite the deficits observed in 2024, we are optimistic about achieving profitability in the upcoming 2025 fiscal year through these strategic initiatives.

It is essential to emphasize that, despite the challenges we face, we remain more committed than ever to our mission and the communities we serve. We would greatly benefit from additional support, as we cannot achieve our goals alone. We want to assure you that we are working hard to maintain a balanced budget, even in these challenging times.

We appreciate your ongoing support as we navigate these changes and strive for a brighter, more sustainable future. In this report, we have included additional ways for you to support us, and we welcome any opportunity to connect regarding our successes and challenges.

Thank you for believing in our work and the impact we can achieve together.

With gratitude and appreciation,

Handwritten signatures of Dr. Charles Daniels and Samantha Fils-Daniels in blue ink.

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

FINANCIALS

FY24 REVENUE

Revenue from Grants/Contributions	\$814,565.60	41.2%
Government Revenue	\$852,353.14	43.1%
Fee for Service Revenue	\$250,000.00	12.6%
In-Kind Donated Services	\$60,315.50	3.1%
Total Revenue	\$ 1,977,234.24	100%



Insurance Expense	\$10,745.29	0.32%
Payroll Taxes, Fringe, and Benefits	\$248,397.08	7.45%
Grants, Contracts, & Direct Assistance	\$9,288.00	0.28%
Salaries Expenses	\$1,411,864.79	42.32%
Other Personnel Wages	\$597,021.63	17.90%
Salary/Wages Related Expenses	\$86,003.60	2.58%
Contract Services Expenses	\$414,908.14	12.44%
Fundraising Fees	\$164.70	0.005%
Office/Marketing Expenses	\$144,410.82	4.33%
Program/Services Expenses	\$151,711.36	4.55%
Facilities and Equipment Expenses	\$127,826.79	3.83%
Travel & Meetings Expenses	\$75,743.41	2.27%
Meals & Entertainment	\$9,447.52	0.28%
Business Expenses	\$12,891.36	0.39%
Other Expenses	\$35,771.24	1.07%
Total Expenditures	\$3,336,195.73	100%
Change in Net Assets	(\$1,358,961.49)	

Financial Outlook: The 2023 and 2024 deficits are primarily due to our investments in the data management system. However, we are optimistic about realizing a profit in the upcoming 2025 fiscal year due to our strategic investments, cost reductions, and streamlined staffing.



HOW TO HELP

Thank you for your support of our mission to uplift fathers and families. Your contributions play a vital role in enriching the lives of those we assist. Here are several impactful ways you can support our efforts:

MAKE A DONATION

Your financial support is crucial to our nonprofit's sustainability. Whether a one-time gift or a recurring donation, your donations directly fund our services, such as therapy and comprehensive support for fathers & their families. For instance, every \$1,500 donation sustains a year's service for one family, while \$85 supports a month of service. Donations can be made quickly and securely through our website at www.fathersuplift.org.

FUNDRAISE FOR FATHERS

If contributing \$1,500 is beyond your current capacity, or if you're looking to extend your impact, consider organizing a fundraiser! You can create a fundraising event on our website at www.fathersuplift.org/fundraise. Celebratory fundraisers during birthdays or holidays are excellent ways to raise awareness and support our mission effectively.

HOST A DRIVE

Join our efforts by hosting a Bags for Dads Drive, as our community partners did last year, helping us distribute over 500 Bags for Dads. To start a drive or join an existing one, please contact us at info@fathersuplift.org. Your involvement can make a lasting impact on our community initiatives.

We deeply appreciate every form of support we receive. Together, we can create meaningful change in the lives of fathers and their families. Thank you for your continued commitment to Fathers' UpLift!

CLOSING THANKS



Our commitment to our mission and the families we serve remains strong. With your support, we have the power to make a meaningful impact by equipping fathers with the resources they need to thrive in their roles, while also advocating for themselves and the women in their lives. With you, we can also ensure that no student pursuing a Master's degree in mental health or behavioral health who aims to obtain a license and return to their communities to serve is left behind. We want to prevent them from feeling hopeless after graduation because they are unable to pass their licensure exams and achieve their dreams of providing for themselves and serving the communities that shaped them.

As we move into 2024 and beyond, we invite you to continue being an essential part of our journey. By sharing our message, volunteering your time, or contributing in any way, you can help make a difference in the lives of fathers and their families while also addressing the nationwide shortage of therapists, particularly therapists of color. When we support them, we help them reap the rewards of their hard work while serving those from whom they come.

While we have an ambitious mission, we also have ambitious supporters like you, with big hearts who understand the importance of this work. We ask that you keep us in mind as you look for ways to make a difference. Your belief in us has served countless individuals, and we could not be prouder of what you have allowed us to achieve.

DR. CHARLES DANIELS, JR.

SAMANTHA FILS-DANIELS

CO-FOUNDERS

A handwritten signature in blue ink, appearing to read 'LH Fils' followed by a stylized signature, likely representing Dr. Charles Daniels and Samantha Fils-Daniels.

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



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