

ANNUAL REPORT



FISCAL YEAR
2018



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One Family, Inc.

Watermill Center
800 South Street, Suite 610
Waltham, MA 02453

617.423.0504
onefamilyinc.org



LETTER FROM THE EXECUTIVE DIRECTOR

Dear Supporters and Friends,

Only about one of every four families in Massachusetts who could qualify for housing subsidies in our state actually receives them. The rest are left to fend for themselves in a red hot market: living in shelters, staying in vehicles, doubling up with relatives or friends, or simply paying far too much for a place to live. One Family recognizes that such an intractable problem requires a multi-pronged approach incorporating both policy and programmatic solutions. Our organization's theory of change is that if we can create policies that are focused on prevention while simultaneously offering direct-service programs that are designed to promote opportunities for economic advancement, then we can end family homelessness in Massachusetts.

One Family directs our advocacy to the development and support of services for families, not just in the form of affordable housing, but also by creating pathways to achieve long-term economic security. In both our systems change advocacy and our direct services, we partner with others to promote the development of tools to allow homeless and at-risk families to increase income in order to afford housing.

This year we were part of a coalition that successfully encouraged the state to increase the Earned Income Tax Credit, providing additional resources to families in need! Our direct services demonstrate that real progress is possible for homeless and at-risk families when they are given the right information and supports. The One Family Scholars program shows that coaching that includes both college and career planning can lead to jobs with salaries that can support families. Our Credential to Career Coaching is a scalable resource designed to help families identify and plan their own individualized paths to economic and housing security. We are excited to have completed our first full year of the program in the MetroWest area and plan to scale it in other regions throughout the Commonwealth.

None of this work would have been possible without your support, and all of us at One Family—and especially the parents and children we serve—are deeply grateful.

Valerie Paric
Executive Director



ABOUT ONE FAMILY

MISSION AND VISION

One Family aims to prevent homelessness and break the cycle of family poverty in Massachusetts by promoting pathways to economic independence through advocacy, education, and innovation. We envision a Commonwealth where all families have secure housing, access to education leading to employment, and the ability to build assets to create a brighter future. One Family believes that if policies are focused on prevention and programs are designed to promote opportunities, then we can end family homelessness in Massachusetts.

WHAT WE DO

CREDENTIAL TO CAREER COACHING *Providing Information & Resources to Increase Family Income*

For homeless and low-income adults disconnected from school and the workforce, good and unbiased information about how to increase earnings can be very difficult to find. Credential to Career Coaching provides critical information, resources, and one-on-one coaching to help answer the questions these adults have of what careers to pursue, where to obtain credentials, and how to finance their education or training, culminating in the creation of a detailed action plan.

ONE FAMILY SCHOLARS *Helping Single Parents Succeed in College and Beyond*

For adults who know the path they want to pursue out of poverty is through earning a college degree, the One Family Scholars program provides comprehensive coaching and flexible financial aid to help them achieve their dreams. One Family partners with each Scholar from the time they enroll to ensure that they are on track to graduate and to enter a family-sustaining career in their chosen field.

SYSTEMS CHANGE *Focusing on Prevention*

By engaging directly with policymakers through its Systems Change work, One Family extends its impact beyond the families it directly serves. As a result, Massachusetts families who are homeless or at risk of homelessness have greater opportunity to achieve self-sufficiency.

OVERVIEW

Credential to Career Coaching (C2C) addresses the need of homeless and low-income families for reliable information and resources to identify and enter careers that can increase income and allow them to build assets.

One Family is completing our initial year in the MetroWest area, providing personalized coaching to help parents set goals and design detailed, actionable plans to secure jobs that can provide better futures for themselves and their children.

In coming years, One Family plans to scale the success we are seeing in the MetroWest area to other cities and towns in Massachusetts.

ACHIEVEMENTS

During its inaugural year in the MetroWest area, Credential to Career Coaching:

- Served 51 MetroWest families during the year, half of whom had experienced homelessness.
- 62% of participants were either enrolled in an educational program or had increased their wages within three months of completing the program.
- For those whose wages went up, the average increase was \$18,879.
- One-on-one coaching has led participants to pursue 26 different career paths—showing that there are many individual answers to the challenges of poverty and homelessness.

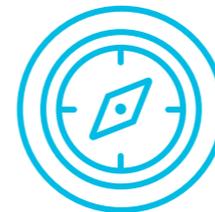
CREDENTIAL TO CAREER COACHING



“
The Credential to Career program has been so helpful. I was so scared of going back to school, but now I know how to do it. Thank you for everything.
”

- MYMY, C2C PARTICIPANT

EXPLORATION



- What Career?
- What Credential?
- What Program?



PLANNING



- How to Pay
- How to Enroll
- How to Succeed

ONE FAMILY SCHOLARS

OVERVIEW

Having completed our 17th year, the One Family Scholars (OFS) program has developed a remarkably successful model to support homeless and at-risk single parents as they seek to earn a college degree leading to a family-sustaining career. This population faces tremendous obstacles on the path to graduation—studying and going to class while also raising children and working to support them. Through OFS, One Family has demonstrated the impact individualized coaching and flexible financial aid can have in the lives of those we serve. These amazing parents have big dreams and, as One Family Scholars, they are achieving them!

ACHIEVEMENTS

The One Family Scholars program served 100 single parents in FY2018. They attended 32 different Massachusetts colleges and universities and studied a wide variety of fields. Fifty-six percent pursued a bachelor's degree and 44% an associate degree.

The Scholars program achieves remarkable things:

- **33 One Family Scholars earned degrees** this year and more than 350 college degrees have been earned by Scholars during the life of the program.
- **90% of OFS graduates** in our most recent survey either **were employed or had returned to school** and the average salary of those working full-time was **\$55,731**.
- **The graduation rate for the Scholars program this year was 75%**. To highlight what an achievement this is, the national graduation rate for all students at all colleges for 2017 was 46%, and for single mothers that rate averages only 28%.
- Scholars earned degrees in such **in-demand fields** as nursing, accounting, biotechnology, and business administration.



“

Working with my coach over the past few years has been extremely helpful, from navigating the campus, to figuring out where to go when I have issues, to just having someone to listen to me. She has been my personal cheerleader.

”

- LORI, ONE FAMILY SCHOLAR



SYSTEMS CHANGE

OVERVIEW

Through our Systems Change work, One Family advocates for government policies and resources to support families who are homeless or at risk of homelessness on their journeys towards greater self-sufficiency, with a particular focus on preventing family homelessness before it occurs. One Family Board members, program participants, and staff engage directly with policymakers to advance this critical goal.

ACHIEVEMENTS

- As a result of the efforts of a wide range of One Family stakeholders who actively engaged their elected officials, for the first time in many years, the Massachusetts Legislature and the Governor included funding for the One Family Scholars program in the FY2019 state budget that was signed into law.
- Working collaboratively as a member of the Healthy Families EITC Coalition, One Family was part of the successful effort to significantly increase the Massachusetts Earned Income Tax Credit, putting money directly in the pockets of over 400,000 low-income families headed by working parents in our state.
- By engaging One Family Scholars in our Systems Change efforts, One Family supported the leadership development of dozens of Scholars, equipping them with advocacy skills that they can now use to make positive change.

“*It all came together miraculously, and I found myself back in college after 26 years of being out. The times I’d ask myself if I belonged back in school, the fact that One Family found me to be a worthy investment helped to hold me accountable.*”



- LISA, ONE FAMILY SCHOLAR

STATEMENT OF ACTIVITY

Summary of Operations and Change in Net Assets for Year Ending June 30, 2018

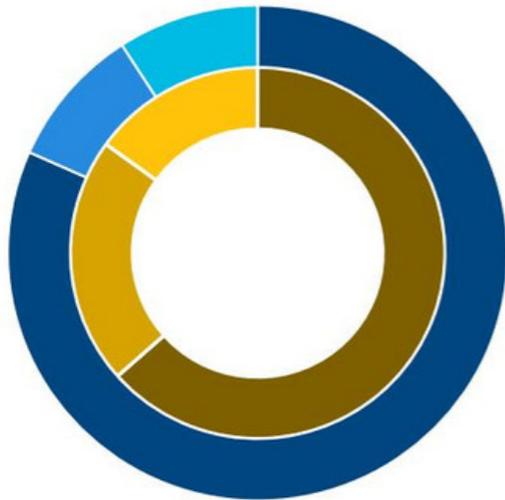
OPERATING SUPPORT AND REVENUES

Grants and Contributions	\$ 831,158
Government Funding	\$ 281,849
Special Events	\$ 137,455
Investment Income	\$ 59,373
Total operating support and revenues	\$ 1,309,835

OPERATING EXPENSES

Program Services	\$ 1,219,828
Fundraising	\$ 137,403
General and Administrative	\$ 136,424
Total operating expenses	\$ 1,493,655

Net Assets **\$ 1,844,153**



- **GRANTS / CONTRIBUTIONS (63%)**
- **GOVERNMENT FUNDING (22%)**
- **SPECIAL EVENTS / INVESTMENT (15%)**
- **PROGRAM (82%)**
- **FUNDRAISING (9%)**
- **GENERAL / ADMIN (9%)**

FINANCIAL OVERVIEW



FY 2018

WE ARE GRATEFUL TO ALL OUR DONORS

\$100,000
(and above)

The Paul & Phyllis Fireman Charitable Foundation

Massachusetts Department of Higher Education

\$20,000
(and above)

Anonymous Family Foundation
Barbara W. Hostetter

Jenzabar Foundation
Middlesex Savings
Charitable Foundation

Somerville Housing Authority
State Street Foundation

Winston Flowers

\$10,000
(and above)

Joan & Robert Canzano
Foundation for MetroWest

Kiersten & David Lowe
Stacy Madison

National Development &
Charles River Realty Investors
Reebok Reunion

Stephanie & Adam Rogers
The Simons Family

\$5,000
(and above)

Marsha & Thomas Alperin
Bernkopf Goodman
Chestnut Hill Realty

Eastern Bank
Penelope & Dan Fireman
Horizon Beverage

Massachusetts General Hospital
RSM US
Saab Family Foundation

Heather & Rob Shanahan
Small Can Be Big

\$1,000
(and above)

Adviser Investments
Wendy & David Ballinger
Bass, Doherty & Finks, P.C.
Karen & Frank Carpenito
Nicole & Brian Clark
David D'Amico

Kimberly & Matthew Fink
Gary's Liquors/The Park Family
Laurie Hall
Debra & Michael Jaff
Trevor Klee
Barbara Duncan Marchetti

Jessica & Chuck Myers
Tracy & David Pace
Valerie Paric
Morris Rand Memorial
Foundation, Inc.
Jessica Rubenstein

Lois & David Slovik
thoughtforms custom builders
The VanDernoot Family: Polly,
Richard, Kathleen, Josh and
Nicole & Jared Hirsch

\$500
(and above)

Roman DeSanctis
Kendra & Michael Epstein
Åsa Fanelli
Rachael Hanna

Angela Janssen
Leone Landscape & Construction
McDermott Will & Emery LLP
Mintz Levin

Pappas & Pappas Consulting
G.T. Reilly & Company
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Daniel Stempel
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