



By the Numbers

URI 2016 Annual Report



About URI Programs & Services

Urban Resource Institute (URI) provides life-saving, empowering social services to New Yorkers. For 37 years, URI has been innovating and developing new programs to improve the lives of vulnerable populations, with a particular focus on survivors of domestic violence. We help individuals and families escape abuse, safely heal, and gain the resources needed to live healthy, independent lives. We are the only organization in New York City and one of the few nationally that extends these services to pets. Other URI programs support homeless families, provide care for adults with developmental disabilities, and reduce batterer recidivism.

URI Domestic Violence Programs

Domestic violence is a public health crisis that affects one in three women in the United States. The need for services that aid and empower this population is extraordinarily high. Given this extreme demand, we understand that providing shelter for survivors is just one piece of the puzzle. In order to help break the cycle of abuse, URI is committed to a holistic approach to assisting clients. We offer job training, economic empowerment programs, counseling, legal assistance for survivors and their families, and trauma-informed batterer intervention services, as well as emergency and transitional shelter services in home-like community environments, with the ultimate goal of providing survivors with the tools they need to rebuild their lives and thrive.

Serving nearly 1500 clients each year, URI is one of the largest and most comprehensive domestic violence service providers in New York City. Currently, the organization runs six shelters with several hundred beds. URI operates both emergency shelters, which help and house survivors immediately following their escape from abuse, and transitional shelters, which help survivors as they readjust back into the community.

PALS (People and Animals Living Safely)

As many as 48% of domestic violence victims stay in abusive situations because they don't want to leave their pet behind. There are very few domestic violence shelters in the U.S. that allow survivors to co-shelter (live with their pets in a shelter apartment). As a result, many have to face the nearly impossible choice of abandoning their pets or entering a shelter, forcing many survivors to stay in abusive situations and risk their own lives rather than separating from their pets.

To address this issue, URI launched the PALS (People and Animals Living Safely) program in May 2013. PALS is the first program in New York and one of the few nationally that allows domestic violence survivors to co-shelter with their pets. Since its launch in May 2013, PALS has housed 67 families with 48 cats, 35 dogs, 8 turtles, 1 fish, and 1 reptile.

Economic Empowerment

URI's economic empowerment programs help survivors become self-sufficient and recover from economic abuse. Survivors in URI's shelters work with program specialists to formulate career and education goals, address credit and debt issues that could have a long-term impact on their financial stability, and obtain permanent housing. As a result of the abuse they have endured, survivors may have never been allowed to think about their ideal careers or receive support in reaching their goals. Survivors report that having access to these resources gives them unprecedented confidence in their abilities and future.

A key element of URI's economic empowerment program is the Working Internship Network (WIN). WIN gives participants an opportunity to learn marketable skills and gain experience in professional work environments with the ultimate goal of empowering survivors to maintain their independence and freedom from abuse.

LEAP

URI's Domestic Violence Legal Education and Advocacy Program (LEAP) provides specialized, on-site legal services to the residents of URI's six domestic violence shelters. LEAP served 120 shelter residents in 2016.

LEAP provides:

- Legal advice, referrals, and assistance on family law issues, including custody, visitation, orders of protection, child support, and divorce. LEAP also advocates on behalf of clients with local police precincts and district attorneys' offices.
- Help for immigrant victims seeking legal status by preparing and filing Violence Against Women Act (VAWA) self-petitions, battered spouse waivers, U-visa petitions, and applications for work authorization and adjustment of status.
- Educational workshops and training for clients and staff.
- Informational resources, including a newsletter, LEAP FOR LIFE, which highlights relevant legal issues and educates clients about their rights.

Abusive Partner Intervention Program (APIP)

Our newest program integrates a trauma-informed approach with batterer intervention services aimed at decreasing recidivism. In collaboration with Westchester County Department of Probation (WCDOP), Westchester Jewish Community Services (WJCS) and other key stakeholders in the area, URI assists in the transformation of offender services in New York State to create a collaborative trauma informed model. Additionally, the APIP works closely with the local Integrated Domestic Violence Court to ensure offender accountability and consistency in participation.

Homeless Families

URI began operations of new programs for homeless families in Harlem and Queens in 2016. The Harlem Family Residence operates as a Tier II facility, providing 32 families with children safe and secure transitional housing and access to comprehensive support services. The program in Queens provides safe, temporary, emergency shelter, and supportive services to 56 homeless families with children.

Adults with Developmental Disabilities

Urban Center for the Developmentally Disabled (UCDD) provides one-on-one job counseling, training, placement, and job-site coaching services for individuals diagnosed with intellectual and developmental disabilities, giving them the tools to be productive, develop self-confidence, and build independence. UCDD continues URI's commitment to serving individuals who have "aged out" of special education, and we are dedicated to providing transitional and supported employment opportunities and resources for adult students. In 2016 UCDD served 76 clients.

Intermediate Care Facilities and Individualized Residential Alternatives

URI manages two types of residential services for individuals diagnosed with intellectual and developmental disabilities: Intermediate Care Facilities (ICF) and Residential Alternative (IRA). In 2016, ICF served a total of 25 adult men and women and IRA served 8 adult men and women. All residences offer person-centered planning and care coordination as well as a wide variety of services, including transportation to and from day programs; community integration and recreational activities; nutritional, occupational, and physical therapies; and speech services. These residential facilities are certified by the Office for People with Developmental Disabilities and have specially trained employees assigned to them 24 hours a day.

A Message From Our Leadership

2016 was a year of exponential growth for the Urban Resource Institute. The organization's continued expansion was a direct response to the needs of New York City's most vulnerable populations.

In late 2015, New York City announced an unprecedented expansion to its domestic violence shelter capacity. This 50% increase meant 700 additional shelter beds, 300 emergency beds and 400 transitional Tier II beds. We stepped up and answered the city's call by opening additional shelters and expanding our innovative, client-centered programs.

We met the need by opening another 96-bed emergency domestic violence shelter, Restoration Residence, in the Bronx. We opened two shelters focusing on homeless families, Metro Inn and Harlem Family Residence. We've continued to expand our groundbreaking People and Animals Living Safely (PALS) program, and introduced new initiatives such as the Abusive Partner Intervention Program (APIP), which aims to reduce abuser recidivism.

URI also held a successful fundraiser, URI Celebration, to recognize leaders and achievers in the domestic violence space. The evening was filled with amazing food, music and supporters; helping us exceed our goal by 40%.

As we look ahead into the future, we'll continue to help victims of domestic violence heal and live fuller lives, support homeless families, and care for adults with developmental disabilities. We will continue to look at new projects and programs. More importantly, we are more committed than ever to providing quality, compassionate, and client-centered programs that help New Yorkers live healthy, independent lives.

2016 marks the third year of positive growth for URI. In a turbulent nonprofit arena, we've been able to adapt to volatile change and uncertainty. Our increased budget and program expansions will ensure that we will be able to help more families heal from abuse, provide homeless families with a safe place to stay, and care for adults with developmental disabilities in the future.

In this year's report you'll learn about our programs and initiatives, as well as read inspiring stories from individuals who are transforming their lives.

Sincerely,



Whittaker Mack III
Chair, Board of Trustees



Nathaniel M. Fields
President and CEO



“It meant so much emotionally to me and my children to have been able to bring Downy with us to a shelter and not leave her behind with an abusive person. In a crisis like this where we are not financially stable PALS has provided a safe environment, crate for my pet, food, and Vet care. I give thanks endlessly for this program as Downy is part of our family.” – Ms. C.

Ms. C.'s Story:

Healing from Abuse with her Children and Cat by her Side

In 2016, Ms. C. arrived at one of URI's pet-friendly PALS (People and Animals Living Safely) domestic violence shelters with her two children and her cat, Downy.

Ms. C. had been in a relationship with her abuser, the father of her children, since 2005. The physical and verbal abuse began a year into the relationship when her daughter was born. Ms. C. reported that her boyfriend had been dealing with mental health issues and that his violent behavior escalated over time. He became more and more aggressive, frequently punching and pushing her as well as being verbally abusive and sexually forceful. As the abusive behavior became more extreme and frequent, Ms. C. knew that she could no longer trust him with their children.

In addition to abusing Ms. C., her boyfriend was also violent toward the family cat, Downey. She was a nervous cat for a period of time, and he chased and hit her in response. And when Ms. C. tried to protect Downey from the abuse, her boyfriend would once again direct his attacks toward Ms. C. Knowing how much she and her children loved Downey, Ms. C. decided to get a second cat, but her boyfriend also became abusive toward the new pet, forcing her to give it away.

In the summer of 2016, the abusive situation with Ms. C. and her family finally came to a head. After sending threatening text messages to Ms. C., her boyfriend returned home intoxicated and proceeded to damage the apartment and assault Ms. C. Fortunately, the police arrived and were able to remove her boyfriend from the home.

Following the incident, Ms. C. moved in with a friend a few doors down from her old home; however, she still felt extremely nervous about living so close to her former residence and feared that her abuser would easily find her. She made the decision to try to enter a domestic violence shelter, but she worried about whether she would be able to take Downey with her.

After calling the New York City domestic violence hotline, Ms. C. was shocked and grateful to learn about URI's PALS program. Ms. C. and her entire family, including Downey, moved into a PALS apartment at one of URI's domestic violence shelters. Pets are part of the family, and Ms. C.'s family now has a safe, comfortable apartment in which they can heal from abuse together.

Names have been withheld to protect client identity.
Stock photo was chosen to represent the story.

48% of those affected by domestic violence will not seek safety if they have to leave a beloved pet behind.

75% of PALS participants agreed or strongly agreed that being allowed to bring their pets into shelter was influential in their decision to leave their abusive homes.



“Getting out and having something of my own was priceless. I am thankful! It’s not easy, and I don’t have it all together, but now I am excited about my future, and I see I have options.” – Ms. F.

Ms. F.'s Story:

Regaining Financial Independence Through Economic Empowerment

Ms. F. moved into one of URI's domestic violence shelters and began participating in WIN (Working Internship Network), a major component of URI's Economic Empowerment program, after leaving her abusive husband. Prior to marrying her husband, Ms. F. lived in her own apartment in Virginia near her family and helped her son successfully battle cancer. It was then she decided to move to New York with her son to move in with the man who would become her husband. However, as soon as they moved in together, he began to abuse her verbally, emotionally, and physically.

Ms. F. wanted to believe her husband when he said he would stop mistreating her. She hoped that they could still be a family. Over time, however, he became more and more controlling and violent. Far from home and pregnant with another son and then a daughter, she had no resources or support from family or friends. She was also unable to hold down a steady job while acting as the primary caregiver for her three children. Her husband controlled all their money, which made her feel even more hopeless.

In the months leading up to her leaving, Ms. F. began to feel more alone than ever. Her apartment felt like a prison, and she started to see the negative impact her husband's abuse had on her children's behavior.

Then one night, Ms. F.'s husband choked her until she passed out. When she regained consciousness, she decided enough was enough. She called the police, left her husband that night, and never looked back. She entered a URI shelter and began to rebuild her life.

Ms. F. reports that she finally feels happy again. Her kids are succeeding in school and thriving away from the abusive environment they were in previously. She has been able to return to work and is excited to see that her future is filled with possibility.

URI's Working Internship Network (WIN) has played a large role in helping Ms. F. regain her feeling of purpose. After learning about WIN from her case worker at URI, Ms. F. realized that through WIN, she could reclaim the financial independence she lost in her marriage. WIN has not only provided her with the opportunity to earn a living, but more importantly it has improved her sense of self-worth. With a newly optimistic outlook and the tools to pursue a brighter future, Ms. F. feels excited about what's ahead.

Names have been withheld to protect client identity.
Stock photo was chosen to represent the story.

Research shows that between
twenty-three percent and

42%

of women affected by domestic violence report that
the abuse had an impact on their work performance.

https://www.purdue.edu/hhs/hdfs/fii/wp-content/uploads/2015/07/s_mifis04c05.pdf



“The staff have gone above and beyond to help me meet goals in my life. They made it so easy for me to open up, see the changes I needed to make, and make them. Always giving a listening ear and words of encouragement.” – Ms. H.

Ms. H.'s Story:

Fleeing Abuse and Gaining Independence in a New City

Ms. H. is a 37-year-old single mother and abuse survivor living in one of URI's domestic violence shelters. Unfortunately, she has a long history of dealing with domestic violence. Her first encounter with abuse was in the foster care system in Chicago, where she experienced physical and sexual abuse in each of her foster homes. Although eventually Ms. H. was adopted into a two-parent home, the abuse did not end. As a result, she made the decision to run away at the tender age of 14.

She was reconnected to the foster care system in Texas and moved around between group homes, youth jails, mental institutions, and the homes of grown men. Ms. H. met her now-ex-husband at the age of 16 when he was 24. Almost immediately, her husband began to physically abuse her and though she fought back, she ended up staying because she had no other place to go.

One day, Ms. H. finally decided that she had had enough. She hated fearing for not only her own safety, but for the safety of her children. She could no longer stand having to hide her children during fights with her then-husband. She says she knows that if she hadn't left, the physical abuse would have left her and her children dead.

Even though Ms. H. was scared to leave everything and everyone she knew behind, she got on a Greyhound bus with all her children and has never looked back. She was placed into one of URI's domestic violence shelters and has had access to all of the shelter's resources and support, including help from her case manager, director, and other staff.

Ms. H. has big dreams for herself and her future now.

"I am grateful for this place and thank God for the mind to save my children because they deserve the best; so do I. I see myself returning back to school to get a degree as social worker and owning my home. I also see myself someday being in a healthy relationship," she said. Her advice to other survivors: "Love yourself and know your worth. Be the change you want to see, so fight for your life because you deserve to live and prosper in this world."

Names have been withheld to protect client identity.
Stock photo was chosen to represent the story.

1 in 5 children are exposed to intimate partner violence each year, and **90%** of these children are eyewitnesses to this violence.



“Since I began working at the Barclay Center, I feel more independent and I have learned to manage my money. I love my job because I get to meet new people, sports and music celebrities.” – Mr. W.

Mr. W.'s Story:

Thriving in a New Job at the Barclays Center, Thanks to the Urban Center for the Developmentally Disabled

Mr. W. is a 30-year-old man with cerebral palsy who has been participating in work-readiness classes and job development programs at URI's Urban Center for the Developmentally Disabled (UCDD). In 2016, URI helped him to apply for a Guest Service Associate position at the Barclays Center. With assistance from the URI team, Mr. W. aced both the group and individual interviews and the initial training and was hired in September.

The road to this job was challenging. Mr. W. has weakness on the right side of his body, necessitating use of a wheelchair most of the time, and he has mild learning deficits affecting his ability to read, write, and use computers. Due to his physical impairment and disability, finding an office job for him was out of the question; other entry level positions required physical stamina, such as cleaning or stock work. Although he never lost motivation, he did experience periods of discouragement, as he struggled to find a job that matched his skills and strengths.

UCDD staff attempted to find him an office job that would not require computer skills, but these positions are rare today. Posing another challenge, most greeter jobs in retail now require other duties such as cleaning or transporting goods

from the store to customers' vehicles, which is difficult for an individual in a wheelchair. Mr. W. had recently volunteered at NY Presbyterian Allen Hospital as a greeter; however, they did not have any full-time positions available.

Despite these challenges and setbacks, UCDD staff and Mr. W. were persistent and today he is thriving in his current role at the Barclays Center. Mr. W. provides assistance to customers who need directions and escorts VIPs and people with disabilities to the proper seating areas. He is thrilled that he can attend events and interact with some of the performers and recently made a hilarious "selfie" video of his interaction with rapper Casanova.

UCDD staff continues to work with Mr. W. through job coaching at the workplace in order to support him and improve his performance. The UCDD team helps him to stay up to date with the layout of the arena in order to correctly direct ticketholders to their seats and ensures that his wheelchair is working properly in order to limit any interruptions in his workday.

Names have been withheld to protect client identity.

The current unemployment rate for people with a developmental disability who have looked for a job at least once in the last 12 months: **33.5%**

1 in 10

people with a developmental disability are not currently working, but is actively looking for work right now.



“My case manager has seen and heard me at my worst. But now, with the guidance of the URI Staff, my family and I will be moving into our first home.” – Mr. M.

Mr. M. Story

Drives His Life Forward with Help from URI's Homeless Services

From early on in life, Mr. M. faced many challenges. Growing up in a single-parent home, he often felt neglected due to his mother's hectic work schedule. As a result of having a parent who was rarely present, the responsibility of taking care of his younger sister fell to him at an early age. As he grew older, his burdensome home life greatly limited his ability to focus on school and employment. Despite these challenges during his youth, Mr. M. was able to marry and have his own family. Unfortunately, due to unforeseen circumstances, he, along with his wife and daughter, became homeless.

Unemployed and with no place to go, Mr. M. and his family entered a URI homeless shelter. Right away, URI staff worked with Mr. M. in order to create an employment and housing plan to help the entire family get back on their feet. At first, Mr. M. was reluctant to open up about his struggles and share what he really wanted out of life. However, due in large part to the efforts of the URI staff, he began to truly communicate and work to develop a plan that would move his family in the right direction.

During a discussion with a URI case manager, Mr. M. revealed that he thought that driving a cab would be a great opportunity to start working again and provide for his family. Although he was discouraged to learn of the cost and classes required to obtain a Taxi & Limousine Commission (TLC) license in NYC, URI worked with and encouraged Mr. M. to not give up. Today, Mr. M. is a licensed TLC driver, providing for his wife and daughter, with plans to move out of the shelter and into their own apartment in the near future.

Right away, URI staff worked with Mr. M. in order to create an employment and housing plan to help the entire family get back on their feet.

Names have been withheld to protect client identity. Stock photo was chosen to represent the story.

Families are the fastest growing segment of the homeless population, accounting for almost

50%

of the nation's homeless.

National Coalition for the Homeless, 2015

The number of **homeless New Yorkers** sleeping each night in municipal shelters is now

74%

higher than it was 10 years ago

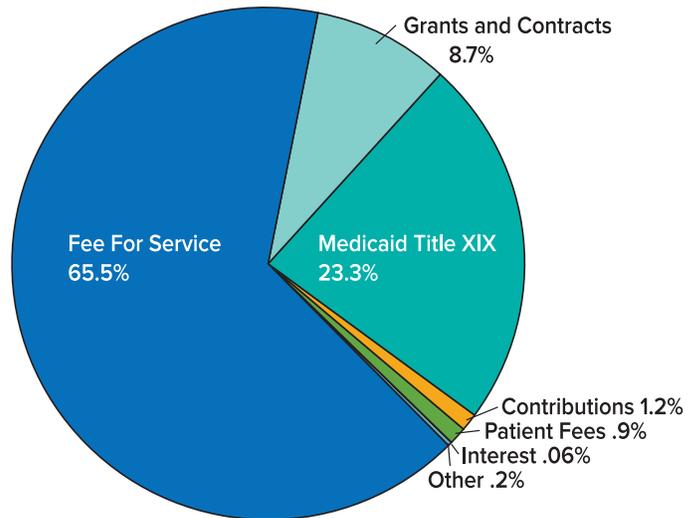
Coalition for Homeless, 2015

Consolidated Statements of Activities

Year ended December 31, 2016

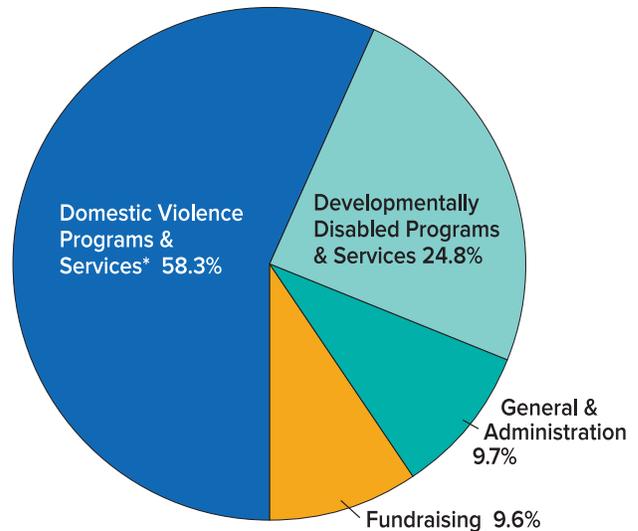
2016 Revenue and Support

Fee For Service	15,044,725
Grants and Contracts	1,992,925
Medicaid Title XIX	5,359,594
Contributions	285,004
Patient Fees	216,466
Interest	12,790
Other	47,732
TOTAL	22,959,236



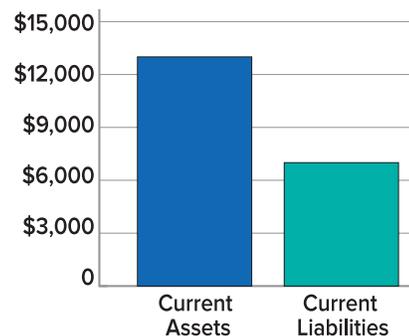
2016 Expenses

Urban Women's Residential Facilities	11,516,283
Urban Center for Change	1,552,382
Urban Center for Developmentally Disabled	568,243
Intermediate Care facilities/ Individualized Residential Alternative	4,942,669
Housing	1,158,670
Fundraising	449,365
General and Administration	2,019,287
Total	22,206,899



2016 Assets

Changes in Unrestricted Net Assets	752,337
Net Assets, Beginning of year	3,507,852
Net Assets, End of year	4,260,189



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(January 2016 – December 31, 2016)

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Visit our website at urinc.org or mail a check to:
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New York, NY 10004

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For more information on a legacy gift, contact Shannon M. Carey, VP Development & Communications scarey@urinc.org • 646.752.7107

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URI is working to partner with corporations that will step up to become leaders in their respective industries, and show their colleagues, partners and other supporters how they make a difference in the lives of those who have survived domestic violence. For more information, contact Shannon M. Carey, VP Development & Communications scarey@urinc.org • 646.752.7107



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