

40 Years Strong
ACHIEVEability
Fiscal Year 2022
Progress Report



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Dear Neighbor,

ACHIEVEability has undergone an amazing transformation in the last fifteen years. When I started in the summer of 2006, we served 15 families. Now, we serve almost 3,000 residents a year. **Thank you for being a part of our community, history, and future.**

This past decade has been one of expansion, change, and celebration. This year, ACHIEVEability turned 40, and there is so much to celebrate as we look back on our accomplishments and work towards a bright future.

Since 1981, we've worked to end generational poverty for Philadelphia families through higher education, affordable housing, supportive services, and community and economic development. Our holistic approach addresses barriers preventing individuals and families from achieving their full potential. As we look ahead, **we remain focused on upholding this mission by expanding and innovating our programs to fully meet the needs of our neighbors.**

We recognize that families have different, often more complex, needs now than they did 40 years ago. And because we have learned that an individual-level approach only goes so far, we are taking a wider and deeper strategy as we move towards the future. **We know that for families to truly thrive, their community must thrive with them.**

What does this look like?

- **Family Self-Sufficiency Program (FSSP):** FSSP remains a signature program at ACHIEVEability, helping families achieve their dreams by leveraging education as a pathway out of poverty. We provide safe, affordable housing as a foundation upon which our coaching team can help our families thrive. Over the last decade, we have scaled up many of FSSP's strategies to benefit the larger community.
- **60th Street Strong Coalition:** Our newest program was developed in collaboration with small businesses, residents and youth. This anti-violence initiative, led by our ACHIEVEability Connects team, works with local BIPOC business owners to engage young adults impacted by gun violence in paid apprenticeships, permanent job placements, and mentorship.
- **Neighborhood Beautification and Safety Improvements:** Caring about the health and well-being of ACHIEVEability families means caring about the health and well-being of the entire neighborhood. We are investing in a new play space for children, community greening and gardening initiatives, enhanced pedestrian lighting, and beautification/community cohesion efforts like 60th Street Corridor branded flags and posters.

- **Innovative Workforce Development:** One pathway out of poverty is gainful employment—which is why in 2021 we launched TechUp. TechUp disrupts the cycle of dead-end jobs for marginalized communities by providing paid technical training and placing Black, low-wage workers in living-wage, high-growth business technology careers. Through this program, we are connecting jobseekers to sustainable career paths, creating access to tech careers for Black workers, and establishing an innovative and scalable model.

We're growing in other ways, too. This spring we separated from our affiliate, Mission First Housing Group, and are again operating as a fully independent nonprofit. Our board's leadership was instrumental in making this a smooth transition, and I am proud to work alongside such an engaged group of committed individuals. We are grateful to Mission First for our partnership and will continue working together to stably house our FSSP families.

Our neighbors show up each day, facing persistent challenges—poverty, unemployment, COVID-19, exploding gun violence, and more. At times, it's been hard for all of us to find our feet under ourselves. As we continue to fight, I want to take a moment to celebrate our collective resilience, our accomplishments, our future—and most importantly, our neighbors.

It's amazing to look back and see all that we have accomplished together. And **I'm fired up about what we're going to accomplish over the next 40—we're not just fighting poverty, we're helping our community thrive.** We've launched a 40th Anniversary Campaign, with a goal of raising \$400,000 to support our programming. This campaign is supported by a generous donor who is matching gifts up to \$100K, and I invite you to join us in supporting our crucial work.



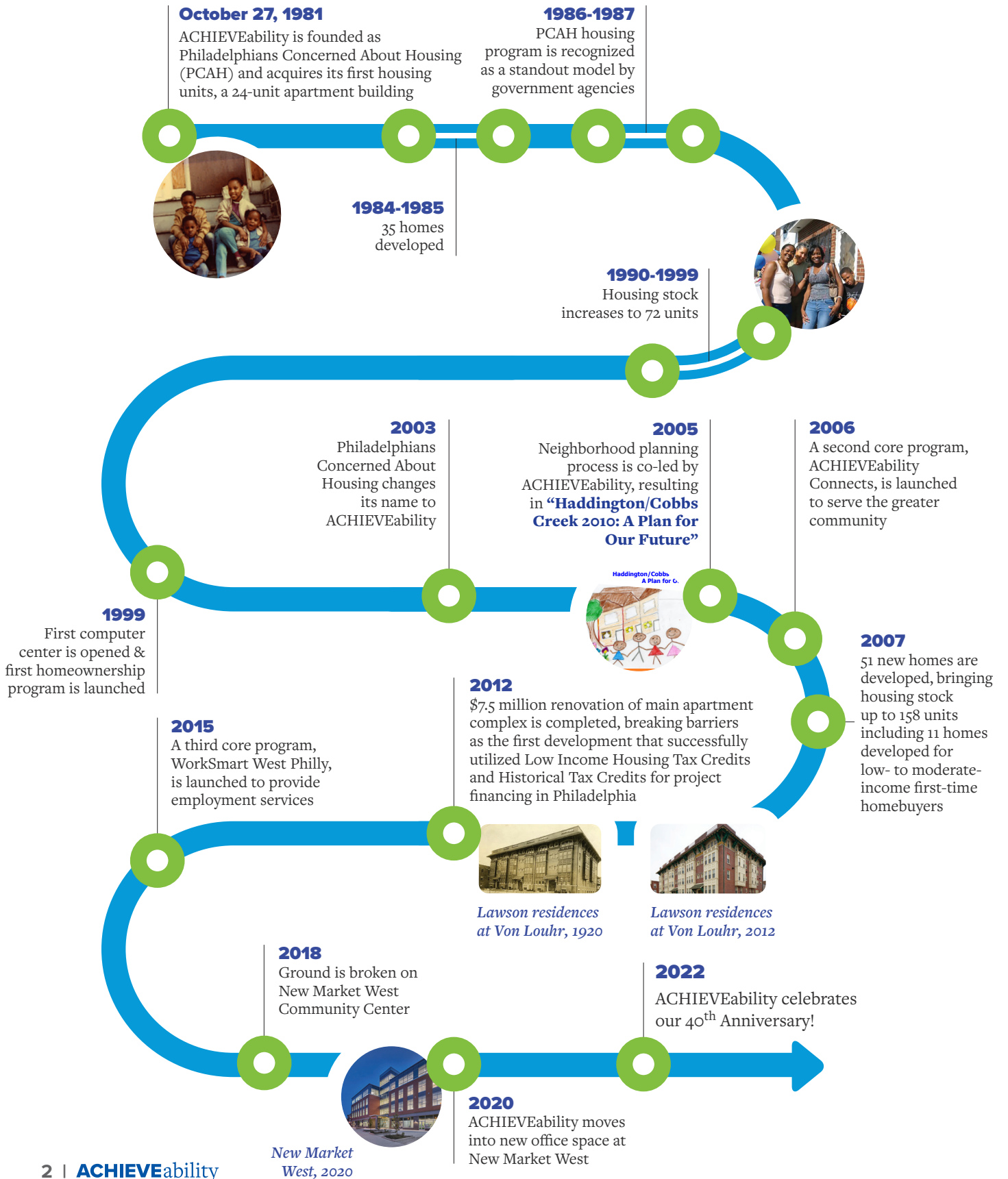
With a heart full of happiness, hope, and gratitude—thank you for standing with us for 40 years!

Happy birthday, ACHIEVEability.

Jamila Harris-Morrison
Executive Director

ACHIEVEability By The Decades

Since our founding in 1981 by the Sisters of Mercy, business professionals, and women experiencing homelessness, we've continuously grown and changed to meet the needs of our community.



Celebrating 40 Years

Because we have so much to celebrate, we couldn't limit our birthday to one day or one month—instead, we've celebrated our work through monthly themed events that touch on our mission, values, and partners.

40 Years of **ACHIEVEing in Black: Reclaiming Black Wall Street:**

West Philly's Black entrepreneurs are resilient, dedicated, and resourceful barrier-breaking staples of our community. Our virtual panel conversation spotlighted 3 local Black entrepreneurs' journeys and provided wisdom for up-and-coming business owners.



Tayyib Smith
Senior Principal, Little Giant Creative



Yvette Watts
CEO, Watt's Facility Solutions



Charlene Rawlinson
CEO, Lene's Daily Child Care & Real Estate Investor

40 Years of **Beautifying West Philly Garden Day**

Community gardens beautify neighborhoods, make fresh produce more accessible, and increase holistic wellness. That's why the Wells Fargo team helped us kick off our garden season by planting & decorating our garden space at 60th & Arch.



40 Years of **Investing in Our Neighborhood: Red Day**

A clean, inviting and beautiful corridor increases safety, belonging, and joy for residents. That's why the Keller Williams Philadelphia team prepped our community garden, set up our new computer lab, and cleaned our streets!



40 Years of **Strengthening Families: Community Movie Night**

Our neighbors deserve fun, culturally-relevant local events around the corner from their homes. We held a completely free, family-friendly community movie night on 60th Street with local vendors sharing water, ice, face painting, popcorn, & other resources—and the kids had a blast!



ACHIEVEability Is



Community-Driven

We create cooperative and mutually beneficial relationships to foster a vibrant, thriving community.

Gritty

Although small and mighty, we are nimble, resourceful and solution oriented as we whole-heartedly embrace challenges.

Compassionate

We approach our work with respect and gratitude, while affirming the dignity and worth of all.

Fired Up

We are passionate and focused on serving others. We commit our best selves to ending poverty in West Philadelphia.

Transformative

We support individuals and families as they work to realize their dreams.

Accountable

We have high expectations for ourselves and others. Integrity and transparency are key to our work.

Our team and programs embody these values as we work to break the generational cycle of poverty and create a rising & thriving West Philadelphia for all.

Family Self-Sufficiency Program (FSSP)

Housing, Education & Employment for Long-Term Success

FSSP remains a signature program at ACHIEVEability. We connect families to living-wage employment, post-secondary education, and permanent housing to help them move towards economic stability and mobility, all while providing coaching resources for support.

Over the last three years:

300

families, including over 650 children, were provided safe, affordable housing

100%

of high school students graduated

19

parents graduated with post-secondary degrees

92%

of families exiting FSSP moved into permanent housing



FSSP participant Toni graduates from Temple University.

FSSP graduate Clissita moving her family into their newly-purchased home.



Success Story

Brianna came to ACHIEVEability in 2013 with a high school diploma, seeking a safe place for her and her baby daughter, Grace, to live. She was making only \$403 a month and relied heavily on food stamps and other public benefits to make ends meet. With unresolved trauma from her teenage pregnancy and time in the foster care system, Brianna struggled to feel hope for her future.

ACHIEVEability's Self-Sufficiency Coaches had seen participants feel this way before, and they were dedicated to keeping Brianna in the program and on track. With a great deal of support from her coaches, Brianna attended therapeutic counseling and life coaching sessions to help her address her depression and trauma. While working on herself, Brianna also began working towards an Associate Degree at the Community College of Philadelphia. Her hard work paid off and she found success in school, graduating with an Associate Degree in 3 years. This was not enough. Brianna wanted more—so she continued on to West Chester University and graduated with a Bachelor's Degree.

Brianna loves her career with a child services agency. Her diligence and commitment to her dream of a better life for her and Grace contributed to her earning a promotion to serve in upper management. Brianna successfully finished the Family Self-Sufficiency Program and has moved into her own home. Her daughter is thriving at school and will not have to experience the challenges her mother faced ever again.

WorkSmart West Philly (WSWP)

Coaching, Training & Job Placement for Sustainable Careers

Launched in 2014, WSWP partners with jobseekers to increase their employability and expand their opportunities through job readiness and skills training, employment placement and job retention coaching.

Over the last three years:

617 jobseekers were served

146 neighbors placed in jobs

80% of participants retained a new job for more than 6 months

2 new paid job training programs launched



Success Story

Natalie came to ACHIEVEability after losing her customer service job during the COVID-19 pandemic. With some encouragement from our WSWP team, Natalie applied to TechUp to develop her technical skills. She had never heard of Salesforce before and had never had a job earning more than \$12/hour. Natalie had always wanted to enter the technology industry but didn't know where to start. She was selected to participate in TechUp and quickly became a top performer. Natalie applied time management and organizational skills she learned from the TechUp professional development workshops and excelled in the Salesforce curriculum. She even led study groups and supported her peers.

Natalie was selected to intern for Philly 311 and was able to apply her customer service skills along with the following skills she learned through TechUp: developing case management/service console and user interface (UI) customization; using executive reports and dashboards; and improving processes for business and marketing. In August 2021, Natalie passed her Salesforce Administrator Certification exam on her second attempt. Natalie worked with the ACHIEVEability team as well as industry mentors to meet with recruiters and prepare for interviews for Salesforce roles. She secured a new position making \$51,000, more than doubling her income from her previous role.

ACHIEVEability Connects

Resources, Civic Engagement & Economic Development for Fostering a Vibrant Community

Since 2006, ACHIEVEability Connects has provided West Philadelphia families with basic needs services, such as:



Public
benefits
connection



Emergency
financial
assistance



Tax
preparation
services



Financial
education



Digital access
and literacy
trainings



Civic
engagement
opportunities

This program also improves neighborhood conditions by providing technical assistance to 60th Street businesses, strengthening residents' civic muscle, cleaning and greening to beautify the neighborhood, as well as facilitating health and wellness programming.

Over the last three years:

15k+

bags of litter removed from our community

\$300k+

of rental assistance provided to help over 200 families stay stably housed

\$450k+

in emergency relief & targeted investment to 60th St businesses

20

families became first-time homeowners through our matched-savings program

Success Story

At 53, Mike had never filed taxes in his life. He had a lifelong distrust of the government and the IRS, which was compounded by the confusing tax filing process and the high fees he assumed he would have to pay to complete his taxes.

Mike's daughter Leanna was already familiar with ACHIEVEability's walk-in services and suggested that her dad visit our office for help with his taxes. Leanna reassured Mike that ACHIEVEability would help him through every step of the process, and that she would be there to make sure we were doing it right.

ACHIEVEability Connects' dedicated and well-trained team put Mike's fear at ease. ACHIEVEability helped Mike file his taxes not only for 2021, but for the three prior years. Mike felt confident leaving the office that day. Mike and Leanna were grateful to ACHIEVEability for helping Mike to navigate a process that had been daunting him his whole life. They are excited to receive a refund for the past four years of Mike's hard work.



Ms. Belinda, a 60th Street business owner of 12 years.

New Programs

60th Street Strong Coalition

The 60th Street Strong Coalition is a community-driven initiative that arose as a result of neighbors' frustration with the escalating gun violence crisis in Philadelphia. In the past year, there have been 322 homicides and 385 instances of reported gun-related violence in our neighborhood.

Along with our neighbors, we are committed to promoting a safer neighborhood and a stronger community by engaging young adults (16–24 years old) impacted by gun violence in paid apprenticeships (\$15 per hour), permanent job placements, mentorships, and community cohesion events.



60th Street Strong young adults participate in a weekly professional development session about financial literacy.



Our first TechUp cohort and volunteer Salesforce trainers.

TechUp

This past year we implemented TechUp. This innovative project seeks to disrupt the cycle of dead-end jobs for marginalized communities by providing technical training in order to place Black, low-wage workers in living-wage, high-growth careers.

The results of the first cohort of 15 jobseekers were promising, with 11 jobseekers completing the training and 6 passing the highly competitive Salesforce Administrator exam, all of whom were connected to employment with the lowest starting salary at \$50,000.

Vax Up, West Philly!

For the past year, we have been working to build up West Philadelphia's defense against COVID-19. COVID has ravaged communities of color across the country, especially those that had little to no social and financial safety nets before the crisis. In partnership with other community and faith-based organizations, we hosted vaccine clinics as well as trained residents as Vaccine Ambassadors and trusted messengers to help educate neighbors about the benefits of COVID vaccine while also addressing concerns and misinformation.



Our strong team shows off their best flex with Penn Medicine as they distribute vaccines at 52nd & Parkside.



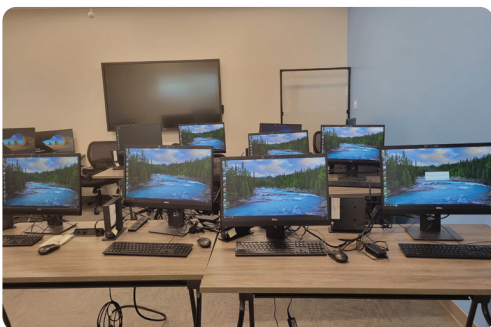
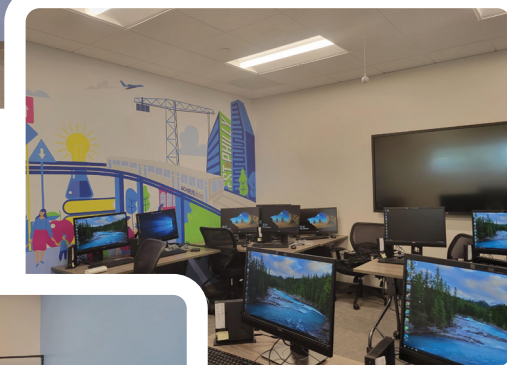
A neighbor receives his COVID-19 vaccine.



Computer Lab

To combat digital inequities in West Philadelphia, ACHIEVEability installed 18 computers in our high-quality lab operated by team members who live in the community. Our computer lab is a vital resource, provides free, untimed digital access to our neighbors, and also serves as a training center. The lab is one block from SEPTA, has elevator access, and is home to Tech Up, our digital literacy training program.

A huge thank you to Vanguard Hometown Grant, The McLean Contributorship, Philaworks, and Cassett Foundation, all of whom made this vital resource possible..



Our sparkling new computer lab, complete with a mural of the West Philadelphia community.

Pandemic & Social Unrest Response

The effects of the ongoing pandemic and 2020 social unrest will be felt for years to come. We have continued to remain nimble and responsive to the needs of our neighbors. In collaboration with residents, volunteers, and partners we were able to provide:



70

computers and hotspots distributed to help families access digital resources

300+

residents provided with menstrual products during pharmacy closures

3,000

units of personal protective equipment distributed to residents

42,000

diapers distributed to families

10,000+

meals for children

500+

learning and activity packs provided to children

Our Incredible Volunteers

Volunteers are a key resource and partner in our efforts to end poverty. We could not accomplish our goals without concerned citizens who have supported our community by hosting donation drives and a summer camp, fixing up our homes, beautifying our blocks, and tending to our gardens. Beyond sweat equity, volunteers have provided pro bono support that has helped us launch Tech Up, build a new website, and strengthen our organizational capacity to increase our impact. **Over the last three years, volunteers have contributed almost 10,000 hours of work valued at over \$230k.**



Beautifying Our Community

It takes a village to keep our neighborhood clean with a litter index of 2.4. Volunteers joyfully partner with residents to maintain our garden, keep our streets clean, and help prepare our homes for new families joining us.

Summer Camp

Each summer, we provide our FSSP families with a free, two-week summer camp featuring outdoor play, arts & crafts, cooking, and even goats! The fully volunteer-run initiative provides a safe, cost-effective, and experiential opportunity for our kids.



Backpack Drive

Back to school is an exciting time for children. However, for parents, purchasing new clothes and supplies can be a financial strain. Our backpack drive helps ensure that children have the tools they need to have a successful year and each year we distribute over 700 backpacks filled with school supplies to students.



Thanksgiving Drive

Each year we gather to help ensure our neighbors have happy and healthy holiday seasons. Volunteers help provide over 200 families with turkeys and side dishes to ensure their tables are full during Thanksgiving.



Volunteer Spotlight: Front Desk Forces For Change

Kim and Mildred volunteer with us four days a week and have helped us expand our community outreach and intake efforts. Retirement was too slow for these fired up and engaged seniors. Each day they provide a warm and welcoming face to residents facing challenges and make sure they feel heard, seen, and cared for. Kim and Mildred have certainly become integral forces for change at ACHIEVEability!

Holiday Gift Drive

Our annual gift drive alleviates stress for parents and is a festive staple that our neighbors look forward during the holiday season. Each year, with the help of generous individuals, we provide over 700 children personalized gifts to make this time of year special.



Our Board & Team

We're Fired Up & Ready To Go

ACHIEVEability's board is full of passion, experience, collaboration, and curiosity to help us achieve our goal of ending poverty. Each day, they show up with their time, talent and resources to support West Philadelphians. We are also proud to have 100% of board members giving to our work.



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 Consultant



Mark Merkel
 Sales Specialist GTM,
 SAP Signavio



Kristin Sizelove
 Director of
 Organizational
 Effectiveness, Slalom



William J. Stickney
 Partner, Grant
 Thornton, LLP

Board in Action

A strong board is key to a successful organization! This year, our board has stepped up big-time, taking key roles in strategic planning and development while also offering their time at distribution drives and community events.

Board members helped us wrap holiday gifts for West Philly families.



Board member Christiana Barile brought over 80 of her team members to beautify our block on Keller Williams Red Day!



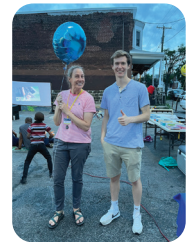
Our board and team leaders collaborated to work through a strategic planning process & outline the future of ACHIEVeability.

Our board shows off framed pictures of the Philadelphia skyline.



Team

Our rockstar team has stepped up this year to provide critical services to our community. Besides being hardworking & dedicated, our team also likes to have fun! The ACHIEVeability team got to spend quality time together this year at Painting with a Twist and Booker's, a local Black-owned restaurant.



ACHIEVEability In The News



Philanthropitch

ACHIEVEability secured the top prize of almost \$40,000 for our innovative workforce program, TechUp, through Philanthropitch’s signature pitch competition. This pitch event also exposed us to new donors, supporters, and mentors that will support our impact efforts well beyond the competition.



Social Innovations

TechUp won first place at the 2022 Greater Philadelphia Social Innovations Awards! These awards honor those who create change through innovative programs, policies, and by revolutionizing realities to bring us all forward to a more equitable and inclusive tomorrow.

The Philadelphia Tribune

Our new anti-violence program, the 60th Street Strong Coalition, was featured in the Philadelphia Tribune. They highlighted our collaboration with 60th Street businesses to provide our young people with important resources—like food, training, and mentorship—and most importantly, a job.



“We’ve watched too many of our neighbors have their lives tragically cut short to the gun violence epidemic. Together we are opening the door for opportunities and laying the groundwork for a safe and successful future.”
– JAMILA HARRIS-MORRISON



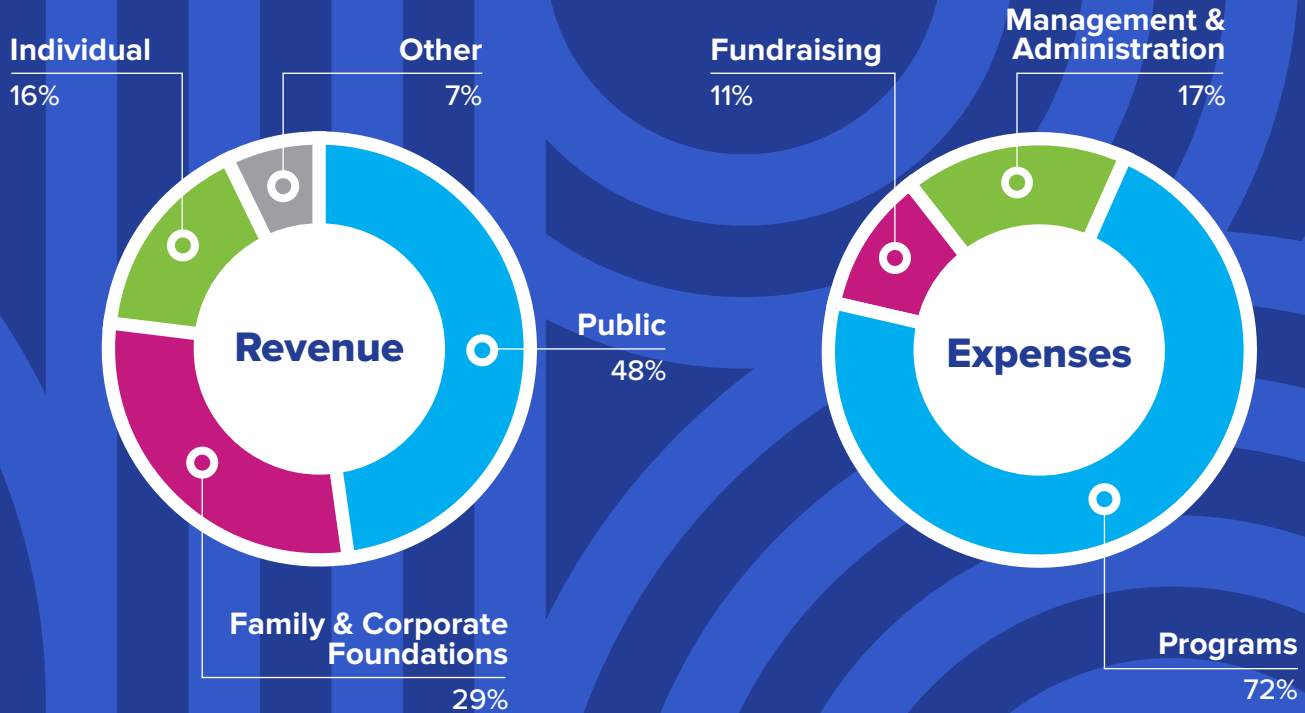
Executive Director Jamila speaking at a press conference about the need to end gun violence in our communities.



The Pond

ACHIEVEability was featured on “The Kids Table: Presented by Pond,” a podcast about authentic leadership and power dynamics within the impact sector. **Check it out on Apple Podcasts!**

Financials



Fiscal Year 2022 Donors

We are so grateful to our generous and committed supporters who make ACHIEVEability's work to end poverty possible and sustainable!

Adam Douberly
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 Alexandra Spooner
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Looking Forward

As ACHIEVEability enters our fifth decade of service, we are encouraged for our neighbors' future and are expanding the ways we can support their success. Stay in touch, visit for a walking tour, volunteer, and join our fight to end poverty for Philadelphia families.

Here's a preview of some of our new initiatives launching in 2023!



Neighborhood Greening

Our neighborhood is 4 degrees hotter on average than other parts of the city, due largely to the lack of trees. Trees provide shade canopy, improve air quality, enhance the physical space, and are intended to reduce stress and anxiety to promote health and wellbeing in our neighborhood.

Community Play Space

We are installing a free, outdoor community play space on Market Street to expand greening initiatives and encourage opportunities for youth to engage with peers and improve both their physical and mental health.



FSSP participant Zofia and her son Jared touring Juniata College with FSSP Director Keethia Griffiths and Board Member Keith Jones.

Strengthening Educational Resources For Our Families

ACHIEVE the Dream Scholarship: Launched by board member Bruce Shook and his wife Laura to help alleviate the cost of college, the Shook family has committed to a \$250,000 1:1 match to provide FSSP parents scholarships to pursue higher education.

College Access: Board Member Keith Jones and alumni of Juniata College helped establish a 100% tuition free opportunity for high school students in FSSP. ACHIEVEability provide youth with the same wraparound services we provide their parents. This structure will serve as an extension of the FSSP model for the students while they are at college, ensuring they have the support to excel in their studies so that they can be best equipped to escape the cycle of poverty.

Together, we can end poverty and create a rising & thriving West Philadelphia!



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