Dear Supporters and Friends,

The philosophy behind One Family’s work is that education and career success are the foundations of lasting housing stability.

Building on the sizeable impact that our signature program - One Family Scholars - has made in the lives of families over the past twenty years, we are strategically growing our education and career coaching to support more families who are experiencing or at risk of homelessness across Massachusetts. Much of our approach to this growth is illustrated in this year’s Annual Report, including continued partnership with the Massachusetts Department of Housing and Community Development to bring our Credential to Career Coaching program to households with low incomes across the state, and collaboration with Signature Healthcare Brockton Hospital on Credential to Career Coaching’s first-ever employer partnership.

Furthermore, given One Family’s consistently impressive outcomes across programs, in July 2022 One Family was awarded a contract by the state to deliver Family Self-Sufficiency coaching in the Metro Boston region. This new program will empower families with housing vouchers to reach their employment, education, and financial goals, serving an additional 240 households annually. This means that in FY 2023, One Family will serve roughly 500 families - more than doubling our numbers served in FY 2022!

In addition to providing direct services, we also prioritize systemic change by advocating for government policies and resources to support families on their journeys towards greater self-sufficiency, with a particular focus on preventing family homelessness before it occurs. Importantly, we partner with the parents we serve in this work, and they share their lived experiences to advocate for policies that support housing stability and economic opportunity. In this way,
One Family not only helps empower individuals to achieve financial and housing stability, we also work to change the systems and structures that create barriers to economic opportunity.

The impact of your investment in One Family is best demonstrated through the inspiring achievements of the families we are privileged to serve. These are parents like Jessica, who shared the following about her experiences with One Family:

"Being a first generation citizen and the first in my family to go to college already set forth the challenges for me. Having One Family made such a big difference...having a coach, but also being a part of a community with other mothers sort of going through the same thing. Five years ago I was living in a shelter and now I own a home, and I think it's because of that coaching and that networking, the help solving problems, and not feeling like I had to figure it all out all on my own."

Jessica's story is just one shining example of how your generosity helps families achieve their goals and build brighter futures. Thank you for partnering with us to prevent family homelessness in Massachusetts.

With gratitude,

Valerie Paric, Executive Director

FY22 BOARD OF DIRECTORS

Barbara Duncan Marchetti (Chair)  Robert Maginn (Emeritus)
Ivette Arias          Jameel Moore
Douglas Baumoel       Adam Rogers
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Credential to Career Coaching (C2C) empowers parents who are experiencing or at risk of homelessness to achieve their education and career goals.

This 15-month program combines one-on-one coaching sessions with group support & workshops, enabling participants to explore and identify career paths that match their skills and interests, and will fully support their families. Each participant leaves the program with a detailed roadmap to earn any needed credential, enter a family-sustaining career, and achieve long-term housing and financial stability. We also provide technology, stipends, and a full year of follow-up support to ensure each parent stays on track to their goals.

In Fiscal Year ’22, C2C was delivered in collaboration with two key partner agencies:

- The MA Department of Housing & Community Development, which brought C2C to parents with housing vouchers across Massachusetts, and

- Signature Healthcare Brockton Hospital, which brought C2C to low-wage, entry-level employees of Signature Healthcare, as well as other residents of Greater Brockton with low incomes, as part of a two-year pilot program.
ACCOMPLISHMENTS

- In Fiscal Year '22, the C2C program served parents in 31 Massachusetts cities and towns including Boston, Brockton, Framingham, Lynn, and Worcester through entirely virtual programming.

- This year, C2C participants chose to pursue careers in a wide range of fields including accounting, business management, nursing, phlebotomy, real estate, social work, and more, illustrating C2C’s highly individualized approach.

- All C2C Participants are unemployed or under-employed at the time of enrollment, yet 78% of C2C Participants are employed or enrolled in a credential by the program’s end.

- New jobs secured through C2C had an average salary increase of $22,475.

STORY OF IMPACT: GINA

Gina (pictured bottom right) is incredibly kind, determined, and resilient. A single mom of 3, Gina joined the C2C program in March 2022 looking for support getting back into the workforce, after having been laid off during the COVID-19 pandemic. At the time, she was planning to use her language skills to enter a career as a medical interpreter, but realized she would need to take expensive classes before getting hired. Instead, Gina decided to work with her One Family coach to identify quality jobs she could enter now, in order to provide for her family and start saving for her education goals.

Reflecting on her experience in C2C, Gina says, “Before the program I didn’t have confidence. I was really scared a job interviewer would ask me a question and I wouldn’t know the answer, but my One Family coach trained me really well. I have confidence now that I can go anywhere, interview anywhere, and do well.”

During C2C, Gina took advantage of One Family’s collaboration with Signature Healthcare, decided to interview for a Temperature Screener job, and was hired! This position is perfect for Gina, providing stable income and the potential to grow into other healthcare roles. In the future, Gina sees herself continuing the progress she made in C2C, earning a postsecondary credential, and pursuing a fruitful career in medical assisting or medical billing. In these ways, Gina’s hard work is paving the way for a bright future for her family.
The One Family Scholars program empowers single parents with low incomes to graduate from college, opening the door to better career opportunities, increased income, and long-term housing stability.

One Family Scholars provides a unique combination of academic and career coaching, as well as flexible scholarship funds, to student-parents attending colleges all across Massachusetts.

Each Scholar participates in monthly one-on-one coaching sessions, helping them accomplish their goals and overcome the unique challenges of working, going to school, and raising children. Flexible scholarship funds help offset both direct costs of college (such as tuition, fees, books, and technology) and indirect costs (such as childcare, transportation, and living expenses).
Christie (pictured center) is a loving single mother, a caring volunteer, and the first in her family to graduate from college. Before joining One Family, Christie had bravely left her marriage to build herself and her son a better life. She decided to re-enroll in college at age 41 in order to support her family, but the financial strain of school was mounting. This was when she found the One Family Scholars program, which provided coaching and scholarship funds to support Christie’s education. She says, “Being a One Family Scholar has been an amazing experience. Tuition support ended my worries about whether my dreams can come true, and it feels good to not be alone in this journey I’m on. Having support from my coach is a really good feeling.”

During her time as a Scholar, Christie held multiple jobs on top of volunteering with Central New England Equine Rescue and creating Soul on Fire - a project that aims to raise awareness of mental health, trauma, and addiction. In 2020, Christie graduated from Becker College Summa Cum Laude, earning her bachelor’s degree in psychology with a concentration in alcohol and drug counseling. This incredible accomplishment came after a brief struggle with homelessness and challenges navigating the pandemic, all while parenting her son. Since graduation, she found her passion working as a recovery coach, helping others who have experienced addiction, homelessness, or abuse to get back on their feet. She says, “I feel like the recovery coach shoes are for me. I can be who I am, I can be a survivor, I can be a person in recovery, I can be a peer and an ally. Women and children are my passion, because I could’ve been them, and I was them in some situations.”

Christie loves her new career, and in five years sees herself continuing to work in direct-service and conduct street outreach, and possibly even owning her own business. As she recently told her son, “We can break those cycles. We can make change happen.” And she’s absolutely right.

ACCOMPLISHMENTS

- 22 One Family Scholars earned degrees this year from 15 different MA colleges, with nearly 500 degrees earned by Scholars to date
- College graduation rate of 71% compared to an average of only 8% for single mothers nationwide
- 91% of program alumni are employed or re-enrolled in additional schooling, with an average full-time salary for working grads of $63,155
- 95% of program alumni are now stably housed
TECHNICAL ASSISTANCE

OVERVIEW

Over the past two decades, One Family has developed deep expertise and highly-effective strategies around supporting families on the road to self-sufficiency. Through our Technical Assistance work, we share our learnings and coaching methodology with direct-service providers from government agencies and other non-profits.

Our Technical Assistance offerings include both service provider training workshops and one-on-one client coaching, on topics such as researching earning potential by educational attainment, organizing a job search, understanding compensation and benefits, and more. This enables other service providers to incorporate education and career coaching into the work they are already doing with families around housing and asset-building.
ACCOMPLISHMENTS

In Fiscal Year '22, One Family provided group workshops and trainings to Family Self-Sufficiency (FSS) Coordinators across the Commonwealth through a contract with the Massachusetts Department of Housing and Community Development. This included trainings on education and career coaching best practices, examination of case studies, and the creation and distribution of resources related to the Digital Divide.

- Conducted training workshops for **30** Family Self-Sufficiency Coordinators statewide
- Average satisfaction rating for Technical Assistance workshops was a 4.74 on a scale of 1-5.
- **100%** of Technical Assistance workshop attendees reported learning new coaching strategies.

We also provided one-on-one client-level support through a partnership with Compass Working Capital, where One Family coaches provided education and career coaching for families in Compass's programs.

Anonymous quotes from workshop attendees:

"Thank you One Family for all you do and for being there for us as new and experienced FSS coordinators."

"The workshops were excellent and very informative."

"This was one of the most helpful sessions I have participated in!"

"Loved it and so valuable to our process!"
OVERVIEW

Through our Public Policy Advocacy, One Family works to promote state and federal policies that will help families with low and moderate incomes to avoid homelessness, secure housing, and achieve long-term economic stability.

One Family’s public policy agenda addresses a broad range of issues that contribute to family housing stability in the Commonwealth, with a four-pronged focus:

- Help families **build income and assets** to secure a home, and dismantle **racist barriers** to having a home
- Help families experiencing economic distress **keep their homes**
- Improve **availability and affordability** of homes
- Help families experiencing homelessness get a home and **achieve self-sufficiency**

These efforts are spearheaded by **One Family’s Advocacy Team** - a group of 16 current and former One Family program participants who share their lived experiences to advocate for meaningful policy change in Massachusetts and beyond.

“My reasoning for joining the Advocacy Team was to gain the ability to advocate for anybody who has faced disparities due to discrimination. My fellow team members have come together to advocate for changes in policy that will affect people from lower social economic backgrounds.”

- Nakita, One Family Advocacy Team Member
ACCOMPLISHMENTS

- State Senator Michael Brady helped One Family secure a major investment of federal pandemic relief funds ($510,000) for the C2C program, bringing career coaching to Brockton families in need.

- With State Representatives Kay Khan and Jack Lewis and State Senator Jamie Eldridge leading the charge, the Massachusetts Legislature made a substantial increase in its annual investment in the One Family Scholars program, by including $430,000 for One Family in the Fiscal Year 2023 state budget to increase the number of Scholars we serve annually.

- One Family played a key leadership role in the Coalition to End Housing Discrimination, which made progress towards passing legislation filed by State Representative Adrian Madaro and State Senator Adam Gomez to reduce the rampant discrimination against People of Color and families with housing vouchers seeking to rent an apartment in Massachusetts.

- Members of the One Family Advocacy Team provided live testimony in support of key legislation, met with their elected officials, and participated in a variety of advocacy-focused panels.

“As an Advocacy Team Member, I have been able to use my voice and advocate for serious issues affecting women of color living in poverty and immigrants like myself looking for the American dream. This experience has been amazing.”

- Milagros, One Family Advocacy Team Member
FINANCIAL OVERVIEW

OPERATING SUPPORT AND REVENUES:
- GRANTS / CONTRIBUTIONS (63%)
- GOVERNMENT FUNDING (29%)
- SPECIAL EVENTS (7%)
- INVESTMENT (1%)

OPERATING EXPENSES:
- PROGRAMS (86%)
- FUNDRAISING (9%)
- GENERAL / ADMIN (5%)
STATEMENT OF ACTIVITY
Summary of Operations and Change in Net Assets for Year Ending on June 30, 2022

OPERATING SUPPORT AND REVENUES

Grants and Contributions $1,369,462
Government Funding $622,872
Special Events $161,365
Investment Income 27,143

Total operating support and revenues $2,180,842

OPERATING EXPENSES

Program Services $1,809,293
Fundraising $185,258
General and Administrative $102,791

Total operating expenses $2,097,342

Net Assets $2,398,314

“Being a parent in college is stressful. But with One Family it’s like another family. I know when my daughter grows up I’m going to be there for her, I’m going to be her coach through life and help her, because I never had that. So having someone be there for me now is like mentoring me for my child as well.”

- Zuheyry, One Family Scholar
THANK YOU TO OUR GENEROUS DONORS

$100,000+
Anonymous Family Foundation
The Paul & Phyllis Fireman Charitable Foundation
MA Department of Higher Education
MA Executive Office of Labor and Workforce Development

$10,000+ (continued)
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HarborOne Foundation
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The VanDernoot Family:
   Josh & Kat VanDernoot
   Richard & Polly VanDernoot
   Jared & Nicole Hirsch

$1,000+  (continued)

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ONE FAMILY’S MISSION

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.

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THANK YOU FOR YOUR PARTNERSHIP THIS YEAR!