

Cause Effective

Activating Nonprofit Thriveability

Cause Effective
40th Anniversary Celebration
and Awards Presentation

CE40 ACTIVATING
NONPROFIT
THRIVABILITY

A LETTER FROM THE BOARD CHAIR

Greetings Friends,

My affiliation with Cause Effective spans more than 25 years, first as staff, then hiring CE for its excellent consulting services, serving as a steadfast donor and ambassador, and now in my position as Board Chair. I've experienced much of Cause Effective's growth, from an organization that helped fledgling nonprofits produce special events to a respected thought leader in the sector. I am proud to have witnessed my friend and colleague, Judy Levine, lead the organization with depth and wisdom, especially during moments of crisis.

Cause Effective has a history of supporting nonprofits through challenging times.

Some highlights:

- We counseled Human Rights Watch as they mobilized against the anti-Arab messaging pervasive after 9/11.
- We guided Union Settlement and many other anchor NYC nonprofits to develop long-term fundraising strategies in response to the new economic reality that hit them in the 2008 financial crash.
- We helped GOLES (Good Old Lower East Side) obtain the resources it needed to support its community's elders stranded during Hurricane Sandy.
- During the COVID-19 pandemic, Cause Effective not only successfully delivered programs, coaching, and consulting services virtually but also helped nonprofits navigate the dizzying changes that came along, like remote donor cultivation, virtual programming, and the fundraising stresses of dramatically increased need.

I am especially proud that we launched the effort to address issues that professionals of color in fundraising experience in the sector, presenting our findings in our exclusive 2019 report *Money, Power, and Race*. After George Floyd's murder, Cause Effective invested with renewed vigor in our exploration of how the fundraising profession contributes to the perpetuation of white supremacy, upheld within the dynamics of money, power, and race present in philanthropy. In response, we launched the Preparing the Next Generation (PTNG) initiative, now in its fourth year, including its Fellows, Focus on Fundraising, and Rising Leaders programs. PTNG has helped more than 250 fundraising professionals of color to learn, grow and empower themselves within the money, power, race dynamic.

As Cause Effective moves boldly into our fifth decade, we are looking to enhance and expand our model, ensuring that nonprofits not only survive but thrive, especially in the midst of turbulent times.

I am so excited to have been part of the incredible evolution of Cause Effective. As I look forward to our next chapter, I hope you stay connected as Cause Effective continues to grow, lead, and innovate.

Sincerely,



A handwritten signature in blue ink that reads "Zanetta" with a long, sweeping flourish extending to the right.

Zanetta Addams-Pilgrim
BOARD CHAIR, CAUSE EFFECTIVE

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From community banking to community building

At JPMorgan Chase we're making a difference in the communities where we live and work by backing the nonprofits, businesses, programs and ideas that are moving our communities forward.

Congratulations to all the Cause Effective Thrivability Award honorees on their well-deserved recognition. Thank you for using your voice, vision and extraordinary leadership to help create a more vibrant, effective nonprofit sector.

We proudly support Cause Effective and celebrate these amazing leaders. Happy 40th!

JPMORGAN CHASE & CO.

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CE40 PROGRAM

WELCOME

Zanetta Addams-Pilgrim

Board Chair, Cause Effective

HOST

George Suttles

Executive Director, Commonfund Institute

AWARD PRESENTATIONS

Dimple Patel, Senior Program Officer, The New York Women's Foundation

presents

THRIVABILITY AWARD FOR JUSTICE AND EQUALITY

Mohamed Attia & Carina Kaufman-Guiterrez

Managing Director & Deputy Director, Street Vendor Project at the Urban Justice Center

THRIVABILITY AWARD FOR COMMUNITY TRANSFORMATION

Jo-Ann Yoo

Executive Director, Asian American Federation

Ana Oliveira, President and CEO, The New York Women's Foundation

presents

THRIVABILITY AWARD FOR PHILANTHROPIC LEADERSHIP

Camille Abrahams Emeagwali

Senior Vice President Programs & Strategic Learning, New York Women's Foundation

Melissa Madzel, Managing Partner, Axis Talent Partners

presents

THRIVABILITY AWARD FOR CORPORATE LEADERSHIP

René Deida

Vice President, Corporate Giving, Prudential Financial

Patricia Swann, Program Director, Thriving Communities, New York Community Trust

presents

LEGACY OF SERVICE AWARD

Judy Levine

Executive Director, Cause Effective

VIDEO PRESENTATION

Cause Effective Activating Nonprofit Thrivability

Cause **Effective**

Gender Justice

Women Lead

Peace **Justice**

Diversity

Housing and Economic Development

BIPOC Leadership

Reproductive Justice

Belonging

Anti-Violence

Fairness

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Allyship

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thrivability

Freedom

Community

Social Impact

Human Rights

Democracy

Equity

Racial Justice

Social Change

Voting rights

Humanity

Environmental Justice

Inclusion

LGBTQ Rights

Girl Empowerment

Education and Youth Development

CE40 ACTIVATING NONPROFIT THRIVABILITY **HOST**

George Suttles

Executive Director,
Commonfund Institute

George Suttles leads Commonfund's educational, thought leadership, and professional development activities as Executive Director of Commonfund Institute.

Prior to joining Commonfund, George was a Program Officer at the John A. Hartford Foundation, an independent, national private foundation focused on improving care for older adults. Before joining the foundation, he was a Vice President, Senior Philanthropic Relationship Manager at U.S. Trust/Bank of America. In this role he worked with private and institutional clients on issues related to best practices in strategic grantmaking and governance.

He is a member of numerous nonprofit boards including The Laundromat Project (Chair), Drive Change (Chair) and the New York Foundation, where he serves as Treasurer and chair of the investment committee. Currently, he is on the Adjunct Faculty at the New York University (NYU)



School of Professional Studies, teaching classes on private and corporate philanthropy.

George received a B.A. from Wesleyan University, an M.A. in Philanthropic Studies from Indiana University Lilly Family School of Philanthropy (IUPUI) and an M.P.A. from Baruch CUNY School of Public Affairs.

A MESSAGE FROM THE FOUNDERS

We launched Cause Effective (then called Folkworks) with a vision of making the world better by helping nonprofits produce events, raise money, and inspire volunteers to further their crucial causes.

We never dreamed it would still be going strong 40 years later as a creative thought leader and facilitator of nonprofit growth and transformation.

We salute Judy Levine, who as consultant and then Executive Director, has led the organization through turbulence and triumph.

We are thrilled that, under her leadership, Cause Effective has evolved to focus on empowering nonprofit leaders of color to promote equity and justice in their organizations and the world.

And we eagerly await the great things to come under the next generation of Cause Effective leadership.

Congratulations to Judy and all the honorees!

Ted Geier

Anita Nager

Jeff Trachtman

CE40 ACTIVATING NONPROFIT THRIVABILITY

SPECIAL TRIBUTE

Judy Levine

Executive Director, Cause Effective

After 16 years, Judy Levine leaves Cause Effective an innovative, visionary and influential sectoral leader. During her time as Executive Director, Judy expanded programs that have transformed the nonprofit sector's leadership of the future. Through her vision, Judy has broadened Cause Effective's focus from neighborhood-based in-person interventions in New York City to programming that reaches the entire country.

Judy joined the team in 1993 as a Senior Associate and worked with organizations to strengthen their fundraising and board governance practices. In 2006, she became the Executive Director and under her leadership, Cause Effective has:

- Expanded program offerings from workshops and individual consultancies to initiatives designed to transform the nonprofit sector's leadership of the future
- Tripled its talented and committed 17-member staff team, adding a diversity of expertise, tenure, and lived experience
- Increased its budget 4-fold to \$1.6 million through a growing base of funders, donors, and individual nonprofit contract fees
- Broadened the organization's focus from neighborhood-based in-person interventions in New York City to sectoral programming with national import

Through strategic philanthropic partnerships with institutions like the New York Community Trust, New York Women's Foundation, Prudential Foundation and Robin Hood, Cause Effective



has been able to expand its reach to provide intensive programming, coaching and workshops to hundreds of grantee partners in the areas of fundraising, communications and board governance that amplifies diversity, equity and inclusion in the nonprofit sector.

Judy's commitment to addressing bias, microaggressions and racism that fundraisers of color experience in their work has been trailblazing with the implementation of Preparing the Next Generation (PTNG) programs that have served over 250 BIPOC nonprofit leaders.

She has also built a team of expert senior consultants and nonprofit professionals who work collaboratively to fuel social change and equity. Her leadership has positioned Cause Effective towards national expansion with a new strategic direction that will help to transform and elevate nonprofit leaders, their organizations and create sectoral change to strengthen nonprofit organizations.

Judy is transitioning when Cause Effective is strong and growing. Judy's vision, dedication, and years of hard work and perseverance has built an organization impacting thousands of people each year to create an equitable world.





**CONGRATULATIONS
CAMILLE EMEAGWALI
ON THIS WELL-DESERVED
HONOR! YOUR LEADERSHIP
IS TRANSFORMATIVE
AND INSPIRING.**

#CELEBRATEWOMEN

NYWF.ORG



@NYWOMENSFDN

CAUSE EFFECTIVE THRIVABILITY AWARD FOR PHILANTHROPIC LEADERSHIP

Camille Abrahams Emeagwali

Senior Vice President Programs & Strategic Learning, New York Women's Foundation

Cause Effective is so proud to recognize Camille Abrahams Emeagwali, one of our most impactful philanthropic partners. As the Senior Vice President of Programs & Strategic Learning at the New York Women's Foundation, Camille has been an advocate of Cause Effective's programs and services for over a decade, and has provided opportunities for Cause Effective to work with hundreds of NYWF grantees.

Camille joined the team at NYWF ten years ago as a program officer. After having spent the decade before that on the nonprofit side, she wanted to make a difference in bringing resources to community-based organizations that provide programs and services to marginalized communities. "I was working in the field of capacity building, training and technical assistance, and philanthropy seemed like the right path forward because I knew that I could make a difference," she explained. "I love working with leaders, particularly Black women and women of color, who are often coming up with these wonderful, creative, innovative ideas but never have enough of the resources that are necessary to see their mission manifest in the reality that they love,"

Cause Effective's signature program with NYWF is the Resource Development Institute, which is a two-day fundraising, communications, and governance intensive that has helped organizations like Sadie Nash Leadership Project, NYC Alliance Against Sexual Assault, Higher Heights, Brown Girl Recovery, New Women New Yorkers, and so many more to grow in impact and reach as their missions richly deserve.

Cause Effective has watched Camille grow as a leader as our partnership with NYWF has also grown. Camille has worked closely with NYWF President and CEO Ana Oliveira to develop the foundation. For the first time this year, NYWF was able to give out \$1 million in capacity building grants and resources, and is on track to do \$10 million in grantmaking this year. The Foundation



continues to push the envelope on the important work that needs to happen on behalf of women and girls here in New York City.

The impact of NYWF's funding can be seen through its partnership with Cause Effective, which provides fundraising support to development officers, executive directors and boards. In the early years of Camille's tenure, Cause Effective primarily provided workshops to NYWF grantees – but they asked for deeper engagement. Our relationship evolved, and now Cause Effective also provides coaching and training specific to the needs of each organization.

"I am so excited when grantee partners, particularly leaders, tell us that they've been able to grow their organizational budget or have become a national or statewide organization," Camille reflected about the foundation's impact in strengthening nonprofit organizations. "I'm proud to work at this foundation because I know that there are women who serve as program officers of the New York Women's Foundation that wouldn't get hired anywhere else, despite their level of expertise, their knowledge, their proximity to community, all that they have to offer – because the philanthropic sector looks so incredibly different than what we've built here at the New York Women's Foundation."

We salute the determination of Camille Abrahams Emeagwali and others at the New York Women's Foundation. Because of their vision, the future of the philanthropic sector will provide more space for leaders of color to be part of strategy and decision making, and more institutions will invest deeply in Black women and women of color in New York city and beyond.



**A company is only as great
as its people.**

Prudential Congratulates

**René Deida and all of the
honorees for their commitment
to strengthening the capacity of
nonprofit organizations in
partnership with Cause Effective**



Prudential

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CAUSE EFFECTIVE THRIVABILITY AWARD FOR CORPORATE LEADERSHIP

René Deida

Vice President, Corporate Giving,
Prudential Financial

Cause Effective is so proud to recognize René Deida, Vice President, Corporate Giving, a visionary philanthropic leader who has brought resources to strengthen organizations in Newark, New Jersey for several decades. René's commitment to the people of Newark was sparked in the early part of his career when he led a Latino-based organization – Columba Neighborhood Club at Club del Barrio located in Lincoln Park. René was able to raise significant money to support the organization's growth, including a corporate capacity grant, which led him to pursue a career in philanthropy.

René manages the Nonprofit Capacity and Learning portfolio, which also includes employee community engagement for Prudential globally. He developed Prudential's first international philanthropic strategy and is deeply proud to have led the disaster response when Hurricane Maria happened in his native Puerto Rico. By working with credit unions, he was able to help his own people. There are now 75 organizations in Puerto Rico that are certified financial institutions – transforming the banking industry. René was also a part of the first YouthBuild program in Brazil, and they did similar youth work in Mexico.

Cause Effective has partnered with René for the past several years to offer fundraising and communications workshops and coaching to groups in Newark. Through the Nonprofit Capacity Accelerator program and Newark's Got It, Cause Effective has worked closely with groups to help them overcome fundraising obstacles and to integrate branding and communications strategies to reach a broader audience to support their mission and work. The Newark's Got It curriculum is deeply rooted in diversity, equity and inclusion, and provides insights on the mindset barriers that many nonprofit professionals experience that prevent effective fundraising for their organizations.



René understands the challenges that nonprofit professionals face when fundraising in Newark. A city where groups compete for the same funding, and the organizations feel unseen from many philanthropic institutions.

"Most of our organizations are led by women and people of color who we know don't have the same access to resources as many other organizations," René stated. Partnering with Cause Effective has provided valuable support to organizations like Unified Valisburg Services Organization, New Community Corporation, Urban League of Essex County, Brick Education Network, Lincoln Park Coast Cultural District and more.

The experience of working with René is a true transformational partnership. He continues to strategize and looks for ways to deepen Cause Effective's engagement with Newark organizations. His passion and commitment to the people of Newark, and respect for Cause Effective's expertise, has been tremendously impactful to the Newark community.

THANK YOU,
Cause Effective
In celebration of 40
years of empowering
individuals and
organizations to make
impactful change in their
communities.

Best wishes,
Lt. Governor Susan
Bysiewicz
and
Power of Women PAC

Paid for by Power of Women Political Action
Committee,
Robert Bourne, Treasurer.
P.O. Box 91, Middletown, CT 06457

CAUSE EFFECTIVE THRIVABILITY AWARD FOR COMMUNITY TRANSFORMATION

Jo-Ann Yoo

Executive Director,
Asian American Federation

Cause Effective is proud to recognize Jo-Ann Yoo, Executive Director of the Asian American Federation (AAF), for her leadership in supporting the pan-Asian American community through health & human services, education, economic development, civic participation and social justice. AAF works with a network of over 70 Asian-led community-based agencies to elevate their political representation, funding and media visibility. AAF's work has been critical in the past few years as the Asian community was deeply impacted by the COVID pandemic. Many small businesses struggled to stay open – and there are many Asian American businesses that will never open again. AAF's economic empowerment team has worked with Asian Americans and communities of color, immigrants, to advocate for policies that include them in the recovery plans.

Jo-Ann is proud of the headway AAF has made into raising awareness for mental health benefit services. They are leading conversations for people of color around the impact of COVID on mental health, trauma, and the increased level of violence in communities. AAF sees firsthand the mental health challenges their communities struggle with daily, but there have been little resources to connect them to care. "We don't have professionals who look like us, who understand our culture, who speak our language, and can help us get to a healthier place," notes Jo-Ann.

Cause Effective has been part of Jo-Ann and AAF's journey for many years. As she became AAF's executive director in 2014, Jo-Ann was noting all the executive directors who were exiting the role for various reasons – the stress, the pressure, and the challenges with having access to funding. Jo-Ann credits Cause Effective's executive director Judy Levine with helping her to embrace the role and find her voice and trust her instinct. Through working with Cause Effective and having Judy as her coach, Jo-Ann has grown on many levels – with one of the biggest shifts



being understanding how important internal and external communication are to AAF's commitment to inclusion. As an executive director Jo-Ann values deeply the inclusion of inside voices, outside voices, and most of all trusting her own inner voice.

"It's easy to feel lonely, to feel like you are all by yourself," reflected Jo-Ann. "This is especially true for executive directors of color, who are still invisible in so many spaces." To support the executive directors of AAF's many member organizations, AAF worked closely with Cause Effective to find space for leaders to come together and learn through workshop training, coaching, and peer-to-peer learning.

Jo-Ann thanks Cause Effective and especially Judy for being a partner in her growth and supporting AAF member agencies. Jo-Ann has grown as a fundraiser and advocate for her community and for other women of color in the field.

Jo-Ann's words to live by? "Every time I think about the challenges in the nonprofit field, I think about Shirley Chisholm. We have to bring our own chair to the table. But when you pull up your chair, make sure that you make room for somebody else to come with you."

Congratulations to Mohamed Attia and Carina Kaufman-Gutierrez for the Cause Effective Thrivability Award for Justice and Equity.



Under the leadership of Mohamed and Carina, the Street Vendor Project's capacity has doubled in staff and resources because of partnerships with groups like Cause Effective, and thanks to all the supporters and partners in the movement.

Street Vendor Project has almost 3,000 members leading the fight for a fair vending system where street vendors thrive in our city and receive the recognition and support they deserve.

The Street Vendor Project is part of the Urban Justice Center, a non-profit organization that provides legal representation and advocacy to various marginalized groups of New Yorkers.



THE STREET VENDOR PROJECT

streetvendor.org

CAUSE EFFECTIVE THRIVABILITY AWARD FOR JUSTICE AND EQUITY

Mohamed Attia

Managing Director

Carina Kaufman-Gutierrez

Deputy Director

Street Vendor Project at the Urban Justice Center

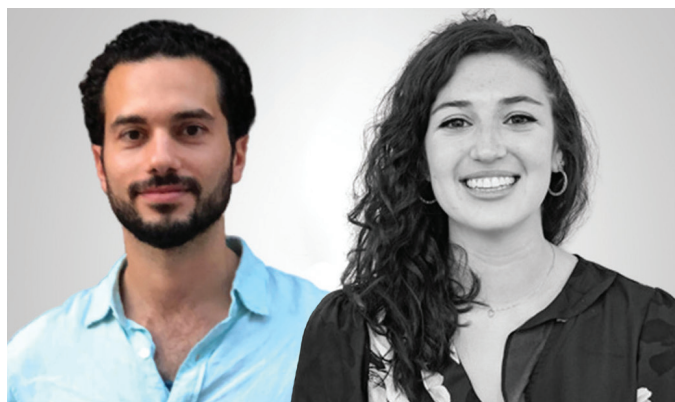
Mohamed Attia and Carina Kaufman-Gutierrez started working in their roles in late 2019 – right before the pandemic hit. They could have never imagined navigating COVID, which put thousands of street vendors in a crisis that they were not prepared for. Street Vendors Project was there with the street vendors every step of the way.

As the Co-Directors of Street Vendor Project at the Urban Justice Center, Mohamed and Carina oversee a membership-based project with more than 2,000 vendor members who are working together to create a vendor's movements for permanent change. "While street vendors are visible, the challenges they deal with based on immigration, based on language and oppressive systems, have forced them in the shadows," Carina explained.

In NYC, there are more than 20,000 street vendors – hot dog, flowers, t-shirts, street artists, food trucks, and more. They are small businesspeople working to make ends meet. Most are immigrants and people of color. Some are U.S. military veterans who served their country. They work long hours under harsh conditions to survive and feed their families.

But there is a counter-movement of New Yorkers who are advocating for a "quality of life" crackdown. Street vendors have been denied access to vending licenses. Many streets have been closed to them by powerful business groups, and they routinely receive high tickets for minor violations like vending too close to a crosswalk – much more than any big businesses are required to pay for similar violations.

Mohamed came to New York City from Egypt in 2008 and started working as a vendor and eventually learned about the Street Vendor Project.



He became a member, and soon after he joined, he became involved with Street Vendor Project campaigns. Becoming involved impacted his own business and when Street Vendor Project's founder decided to step down, he applied for the position.

The partnership that Mohamed and Carina formed with Cause Effective played a vital role in building their confidence and moving them away from primarily reacting to crises, to developing an infrastructure – from working in emergency mode to sustainability and growth. Cause Effective worked with the entire team and the Board of Directors on fundraising training and planning their first virtual special event.

Mohamed participated in the Focus on Fundraising cohort, which is a program for executive directors of color through Preparing the Next Generation initiative. "It was a struggle for me to see the whole picture while managing the day to day. Through Cause Effective I have learned so much about fundraising that I was too busy to really understand before until the program. I was thinking narrowly, and the sea is so big once you have the right mindset of how you are communicating with individuals, foundations, and even government agencies," he notes.

Carina believes the organization is stronger and has grown through their work with Cause Effective. "Every single time we partner with Cause Effective we received a mix of nonprofit therapy sessions and strategy on our next steps!" she reflected. "But that is true to the needs of the organization and was very much individually designed. We are creating a path to social justice together."

WE CONNECT NONPROFITS TO IMPACT-DRIVEN LEADERS.

Through our signature programs, BoardLead, BoardLearn and Concierge Board Service, we connect a diverse network of prepared professionals to nonprofit board service opportunities.

WWW.CAUSESTRATEGYPARTNERS.COM

Congratulations!

The entire team at Cause Strategy Partners honors Judy Levine's legacy of leadership at Cause Effective.

When we build capacity for organizations, especially through board leadership, we multiply our impact.



Activating Nonprofit Thrivability

As we approach this next chapter in Cause Effective's history, we are moving with strategic intention by expanding our program and consulting model to activating nonprofit thrivability. This expansion is a response to the magnitude of social justice and human rights issues in this country and throughout the world. Social change movements must have nonprofit organizations that thrive to build lasting change.

OUR VISION FOR THRIVABILITY

The Cause Effective Thrivability Model integrates five core pillars to elevate a humanistic and DEI approach in our workshop training, consulting, and coaching. We aim to work with the whole person to build confidence and strengthen leadership and management skills with an emphasis on collaboration, allyship and creating transformational partnerships to grow the organization. We see centering DEI in fundraising, communications, and board governance as critical to activating thrivability in the nonprofit sector.

CAUSE EFFECTIVE THRIVABILITY PILLARS

Identity.

The professionalization of the nonprofit sector has resulted in a management style and hierarchy that mimics the structure of corporate America. The nonprofit sector has been slow to reimagine how to lead and manage towards thrivability – and the fallout has been organizational turnover and fragile organizations. Cause Effective will work with nonprofit professionals and boards to identify core organizational issues that can move them towards collaborative working relationships. We will provide strategies, training and tools to align values, purpose, and organizational goals, which can position the organization to increase engagement and funding.

Integrating Diversity, Equity and Inclusion in Communications, Fundraising and Governance.

Race and racism are intricately linked to our biggest social problems in the United States, but still today the nonprofit and philanthropic sector focuses on diversity, and not enough on equity and inclusive practices. The philanthropic sector must name and work from a lens that structural racism is the problem, and that organizations are dealing with racial disparities and inequities as the manifestation of that problem. Cause Effective will center DEI in our consulting, workshop training and coaching, leading the disruption of DEI challenges that BIPOC executive directors and development professionals experience in fundraising and board engagement.

Collaboration and Allyship to Fuel Social Justice and Equity.

Cause Effective will partner with staff and board members to provide guidance and the roadmap to collaborate across departments, and when working with stakeholders and community members. We will help nonprofit professionals align in their values, vision and mission, which is key to elevating communication and fundraising strategies. We will provide strategies and tools to help staff and boards elevate collaboration and allyship as fundamental best practice to build the organization.

Philanthropic Education.

Philanthropic education is a practice that shapes the organization's narrative through multiple touch points to educate target audiences and inspire partnership and investment. Cause Effective will work with nonprofit professionals who are often challenged on how to tip the scale to educate, engage and cultivate an equitable partnership with a donor or funder. We will work with nonprofit professionals to help them grow as leaders in their authority and agency in their critical mission-driven work.

The Power of Transformational Partnerships.

Building a transformational partnership can establish trust between the organization and the donor or funder, which can help shift to a more streamlined fundraising process. Cause Effective will provide nonprofit leaders with strategies to create transformational partnerships with donors and funders. Our training and coaching will help executive directors and development professionals implement strategies to align with their donors and funders and connect more deeply around a shared vision.



How Cause Effective is Preparing the Next Generation of BIPOC Leaders

Throughout history, community leaders of color have come together to form organizations that have moved social justice and human rights. Organizations that address voting rights, reproductive health, education, eradicating systemic barriers...so many movements have counted upon the nonprofit sector to be a symbol of hope to make the world better.

But today, the issues in this country and throughout the world are of such great magnitude that the nonprofit sector is at a crossroads. We must shift how we work and support one another.

Cause Effective believes that BIPOC leaders should have resources, access and partners who collaborate in allyship in order to achieve their missions that strengthen our country.

During the COVID pandemic, and the catalyzation of the Black Lives Matter movement, we witnessed the fragility of nonprofit organizations, many run by Black and Brown people, who found it challenging to navigate COVID's impact due to weak infrastructures and lack of resources. These same organizations today continue to experience the struggles that were significantly revealed during the pandemic. They are also dealing with the rise in attacks against human rights, which for leaders of color, is personal.

Preparing the Next Generation aims to not only provide training and coaching for BIPOC nonprofit professions to become confident fundraisers. **We envision a nonprofit sector where BIPOC leaders do not work in isolation.** We want to close the gap and create transformational partnerships that enable these individuals to grow as leaders as their organizations thrive.

Today, we have partnered with over 250 BIPOC leaders through our Preparing the Next Generation initiative.

- In 2023, we are expanding our work with BIPOC professionals by launching the Cause Effective Alumni Leadership Program, which is building a movement of nonprofit professionals centering diversity, equity and inclusion, and working in collaboration to strengthen the nonprofit sector.
- We are emphasizing the cross-generational as well as cross-racial nature of this work, creating multiple models of allyship and participation.
- We are also developing programming to support entry-level development professionals of color. To truly diversify the sector's future leadership, we need to disrupt the obstacles to their success and provide a pathway for them to grow in the development field over time.

We know the power of nonprofit leadership to create social justice and human rights, and we seek philanthropic partnerships to support our Preparing the Next Generation initiative that has been transformational in moving missions towards the change we seek in the world.



Cause Effective Fellows Program

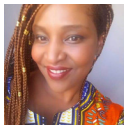
*Advancing Leaders of Color
in Fundraising*



Aakriti Khanal,
Adhikaar for Human
Rights and Social Justice



Andria Ottley,
Ali Forney Center



Elizabeth Frederick,
Avenues for Justice



LaToya Wilcox,
The Bronx Defenders



Candia Richards-Clarke,
The Bronx Parent Housing
Network



Lisandra Lamboy,
Bronx River Alliance



Kathleen Rivera,
Brooklyn Community
Housing & Services



John Dumey,
The Brotherhood/Sister
Sol



Dupal Shah,
Center for Court
Innovation



Donna Lennon,
Center for Law and Social
Justice at Medgar Evers
College CUNY



Tara DeWorsop,
Children of Promise,
NYC



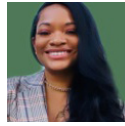
Shanice Branch,
Community Help in Park
Slope (CHiPS)



Unique Brathwaite,
Community Resource
Exchange



Daryl Garrett, Jr.,
Coro New York
Leadership Center



Sashay Turner,
Day One NY



Santana Moreno,
Fundors for Reproductive
Equity



Abasi Clark,
Generation Citizen



Brianne Kilpatrick,
Goddard Riverside



**Meron (Mimi)
Woldemariam,**
Grand Street Settlement



Mia Briones,
Harlem Children's Zone

80% of CE Fellows felt
that they had the tools necessary
to help them navigate power
dynamics in fundraising.



Maleha Haroon,
Health Leads



Masud Grant,
Hi-ARTS



Preeti Shekhar,
Hindus for Human Rights



Jackelyn Garcia,
Hudson Guild



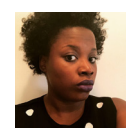
Eldredge Blalock,
Hudson Link for Higher
Education in Prison



Aminah Abdul-Majeed,
JustLeadershipUSA



Josh Gray,
KIPP Foundation



Antoinette Gregg,
The Knowledge House



Derrick Spencer,
The Knowledge House

90% of CE Fellows felt
they had the strategies and tools
necessary to help them address
issues of equity.

CAUSE EFFECTIVE FELLOWS CONTINUED



Dan Lau,
Kundiman



Diogomaye Ndiaye,
Launch Expeditionary
Learning Charter School



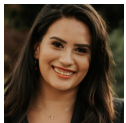
Tanya Silas,
Legal Services NYC



Crystal Brown,
Literacy Partners



Erica Rodriguez,
Make the Road NJ



Helen Stewart,
Mercy Home for Children



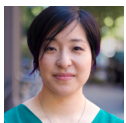
Leigh Reid,
New Settlement



Meera Vaidyanathan,
New York City Gay and
Lesbian Anti-Violence
Project



Ayesha Singh,
One Goal - New York



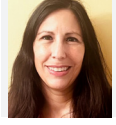
Aya Esther Hayashi,
People's Theatre Project



Vanessa Liles,
PT Partners



Ade Omotade,
Queens Community
House



Patricia MacLean,
Read Alliance



Stanley Smith,
Rebuilding Together NYC



**Nicole Houston
Johnson,**
The Rensselaerville
Institute



Veronica Reyes,
The Resurrection Project



Sasha Prado,
Robin Hood



Meghan Naik,
Robin Hood Foundation



Esther Alix,
Sadie Nash Leadership
Project



Samra Ghermay,
Sadie Nash Leadership
Project



Ashley Lugo,
Safe Horizon



Janice Da Silva,
SCO Family of Services

100% of CE Fellows felt
somewhat to very confident in their
strategic planning fundraising skills
after participating in the program.



Fatima Malik,
South Asian Youth Action



Tiffany Caton,
Trail Blazers



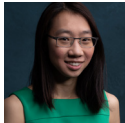
Glendaliz Camacho,
Young Audiences New
York



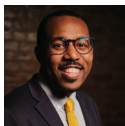
FOCUS ON FUNDRAISING
 BUILDING POWER FOR EXECUTIVE
 LEADERS OF COLOR



Sydnie Liggett,
A.I.M. by Kyle Abraham



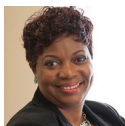
Mon Yuck Yu,
Academy of Medical and
Public Health Services



Alvin Irby,
Barbershop Books



Gregory Anderson,
Bridge Street
Development Corporation



Nadine Akinyemi,
Bridging Access to Care



Jonathan Santos-Ramos,
Callen-Lorde Community
Health Center



Lurie Daniel Favors,
Center for Law and Social
Justice at Medgar Evers
College



Tamesha Robinson,
CERCLE



Genevive Walker,
Connecticut Center for
Arts and Technology



Sharlene Diamond,
CUNY K-16



Natasha Trivers,
Democracy Prep Public
Schools



Veronica Kyle,
The EcoWomanist
Institute



Ambreen Qureshi,
Educational Video Center



Neta Washington,
The Fashion Studio NYC



Crystal Walthall,
Faith in New York



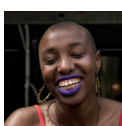
Michelle Pryce-Screen,
Getting Out Staying Out



Sikowis Nobiss,
Great Plains Action Society



Sookyung Oh,
Hamkae Center



Nana Chinara,
Healing the Black Body



Aaron McKinney,
Hi-ARTS



Naima Oyo,
Ifetayo Cultural Arts



Gena Jefferson,
JAIA YOUth
Empowerment



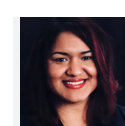
Ramik Williams,
Kings Against Violence
Initiative



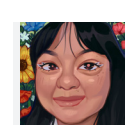
Samiya Bashir,
Lamda Literacy



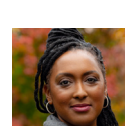
Jose Salvador Orellana,
LOUD For Tomorrow



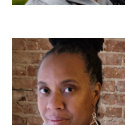
Barbara Lopez,
Make the Road CT



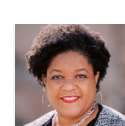
Esther Pang,
March On Foundation



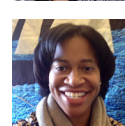
Erica Phillips,
National Association for
Family Child Care



Allison Shillingford,
Navigate the Maze to
Achievement



Wendy Waithe Simmons,
New Haven Children's
Ideal Learning District



Alexis Smith,
New Haven Legal
Assistance Association

88% of Focus on
Fundraising participants felt more
comfortable communicating with
potential major donors.

FOCUS ON FUNDRAISING CONTINUED



Tanya Martinze-Gallinucci,
New York City Bar
Association



Murad Awawdeh,
The New York
Immigration Coalition



Ibrahima Souare,
New York Professional
Advisors for Community
Entrepreneurs



Jonathan Gaffney,
Ocean Bay Community
Development
Corporation



Courtney Reyes,
One Iowa



Charlotte Castillo,
Poderistas



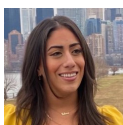
Dorothy Santos,
Processing Foundation



Morgan Monaco,
Red Hook Initiative



Jeanette Vega,
Rise



Tatiana Arguello,
SINFPA



Candace Jones-Wright,
Solar Youth



Nicole Creary,
Soul2Soulz



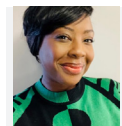
Kelly Vilar,
Staten Island Urban
Center



Mohamed Attia,
Street Vendor Project



Ayesha George,
Strive



Pascale Leone,
Supportive Housing
Network of NY



Asari Beale,
Teachers & Writers
Collaborative

55% of participants felt they could integrate a DEI lens into managing fundraising's relationship hierarchies and had strategies to address implicit bias, racial and ethnic profiling and issues of equity.



Lovepreet Kaur,
Valley Verde



Ameya Biradavolu,
We Are Not Afraid
Community Resource
Center

Preparing the Next Generation Senior Advisors + Coaches

David Addams,
William Caspar Graustein
Memorial Fund

Kofo Anifalaje,
North Star Fund

Pi-Isis Ankhra,
P.S. 314

Jamila Baucom,
The Children's Village

Chevon Deputy,
Climate Nexus

Sarah Echohawk,
American Indians in Science &
Engineering

Jennifer Holmes,
Rush University Medical Center

Mamie Jackson-Williams,
Planned Parenthood of
Metropolitan Washington

Heidi Lee,
Fundraising Consultant

Melissa Madzel,
Axis Talent Partners

Jonathan Meagher-Zayas,
Villa of Hope

Kishshana Palmer,
Kishshana & Co.

Clarence Patton,
Pipeline Consulting

Anika Rahman,
National Resources Defense
Council

Gloria Ramon,
National Community
Stabilization Trust

Wendy Sealey,
Guttmacher Institute

Cynthia (Cindy) Thom,
ACLU of Ohio

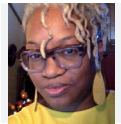
Pinky Vincent,
NIDC



Cause Effective Next Generation: Fundraising Activation for Rising Leaders of Color



Robert Agyemang,
African Communities
Together



Erica Buchanan,
All Our Kin NYC



Shannon Vazquez,
All Our Kin NYC



Syritha Robinson,
All Our Kin NYC



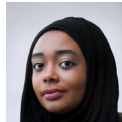
Tremayne Edwards,
Alliance for Gun
Responsibility



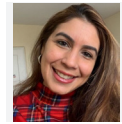
Aimee McCoy,
Alternate ROOTS



Lily Philpott,
Asian American Writers'
Workshop



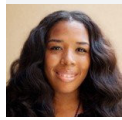
Denise Cotton,
Behind the Book



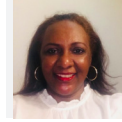
Claudia Ramirez,
Bronx Community
College



Wesley Caines,
The Bronx Defenders



Marterra Walker,
The Bronx Defenders



Jaqueline Barley,
Brookdale Hospital
Medical Center



Ndukwe Agwu,
Brooklyn Legal Services
Corporation A



Marsha Jean-Charles,
The Brotherhood/Sister
Sol



Decota Letman,
BUILD



Erika Ann Flores,
Cause Strategy Partners



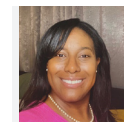
Cynthia Brackett,
Center for Employment
Opportunities



Freedom (Lisa) Jones,
Center for Hope



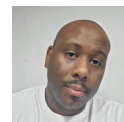
Cheryl Harmon,
CenterPoint Education
Solutions



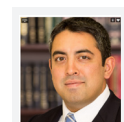
LJ Sylvester,
CenterPoint Education
Solutions



Ninoska Aristy,
Children's Arts & Science
Workshops



Charles Curtis,
City of New Rochelle



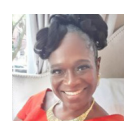
Andy Aujla,
Communities Resist



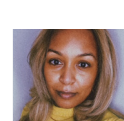
Ericker Onaga,
Community Health Action
of Staten Island



Christy Crawford,
CS4AINYC



Nyisha Howell,
CUNY



Courtney Camacho,
Cypress Hills Local
Development
Corporation

100% of Rising Leaders agreed that the program made them feel more confident in their knowledge of fundraising and their ability to be involved in fundraising operations within their organization, either within their current role or a larger, leader role now or in the future.

RISING LEADERS OF COLOR CONTINUED



Erika Ewing,
Day Care Council
of New York



Nyhisha Gibbs,
Dutchess Outreach



Avarisse Crawford,
East Harlem Tutorial
Program



Sherese Da Silva,
The Equity Alliance



Pablo Rodriguez Aedo,
The Filomen M.
D'Agostino Greenberg
Music School,



Mabel Munoz,
Fiver Children's
Foundation



Kujegi Camara,
Fordham University's
Center for Community
Engaged Learning



Stanley Richards,
Fortune Society

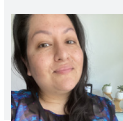


Andre Ward,
Fortune Society



Jilisa Milton,
Deputy Director,
Advocacy & Strategic
Partnerships,

GASP



Lupe Guevara,
GO Project



Ameria Alleyne,
Good Shepherd Services



Shari Bailey,
Good Shepherd Services



Chante Brown,
Good Shepherd Services



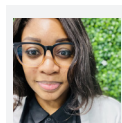
Webster Innocent,
Good Shepherd Services



Nikkya Hargrove,
Harboring Hearts



Candice Clawson,
Harlem Children's Zone



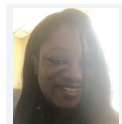
Alicia Grant,
Harlem Children's Zone



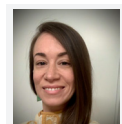
Jordia Benjamin,
Indigo Arts Alliance



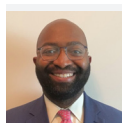
Nicole Nurse,
Institute for Family Health



Hazel Applewhite,
Ironbound Community
Corporation



**Adriana Rodriguez-
Baptiste,**
Jericho Project



Roman Jackson,
JobsFirst NYC

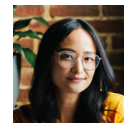


Ronald Simpson-Bey,
JustLeadership USA

61% of Rising Leaders
felt more confident in addressing
implicit bias in the workplace.



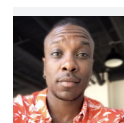
Mariela Meza,
KIPP NYC



Kyle Lucia Wu,
Kundiman



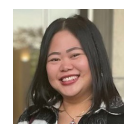
**Kimberley Jackson-
Brown,**
LEAP



Devin Niecy,
Marsha P. Johnson
Institute



Khemara Nhann,
Mekong NYC



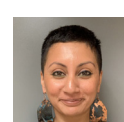
Thida Virak,
Mekong NYC



Janet Perez,
Mixteca



Daniella Johnson,
Muslim Women's
Institute for Research and
Development



Aditi Bhattacharya,
New York City Anti-
Violence Project



Priya Mohabir,
New York Hall of Science

RISING LEADERS OF COLOR CONTINUED



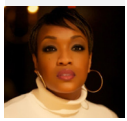
Guadalupe Jackie Muller,
New York State
Leadership Council



Francisco Araiza,
Next100



Evelyn Ortiz,
NYATEP



Enid Dillard,
One Brooklyn Health



Christina Chiu,
The Pen Parentis Literary
Salon



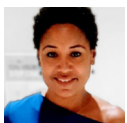
Steven Toledo,
Power of Two



Reynald Georges,
Project New Yorker



Uma Mishra-Newberry,
The Racial Equity Index



Yvette Russel,
Read Alliance



Valrie Barrett,
Refoundry



Halimah Washington,
Rise



Teofilo Reyes,
ROC UNITED



Nicole Johnson,
Safe Passage Project



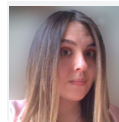
Amy Wilkerson,
Sheltering Arms



Dwayne Brown,
St. Nicks Alliance



Maralie Deprinvil,
Staten Island Partnership
for Community Wellness



Kimberly Scelta,
STRIVE



Naima Iles,
Summer Search



Luna Bella Avila,
The Thinkubator



Julian Joyner,
The Thinkubator

100% of Rising Leaders felt more confident in their ability to become an Executive Leader within their organization, or another organization, now that they had gained an introduction to fundraising.



Lovepreet Kaur,
Valley Verde



Shear Avory,
Xchange for Change

Preparing the Next Generation Funders

Altman Foundation

JP Morgan Chase

New York Community Trust

New York City Department
of Youth and Community
Development

New York Women's
Foundation

Prudential Foundation

Robin Hood Foundation

William Caspar Graustein
Fund

IMPACT TESTIMONIALS

FUNDRAISING



"Cause Effective was very clear in all of their work to outline the values of fundraising and highlighting the need for fundraising and the need for it to be done ethically and inclusively. It is so supportive to have a grant partner that understands fundraising is necessary to do this work, so these opportunities are very special for us and make a big impact on our work."

— **Taylor Yess, Development and Operations Manager, Hidden Water**

COMMUNICATIONS



"Thank you, Prudential, for your support! Working with Cause Effective and Brand Justice has provided the Urban League of Essex County with a culturally rich and relevant framework that highlights the inequities we seek to transform through impactful programs and to better engage those we serve through our communications."

— **Kevin Jones, Director of Development & Communications, Urban League of Essex County**

PREPARING THE NEXT GENERATION



"The Focus on Fundraising workshop series with Cause Effective was one of the best trainings I've participated in since taking on the role as Executive Director. Being a queer woman of color in a leadership role is daunting and challenging for a multitude of reasons, but this particular offering and the one-on-one coaching offered helped me better understand how to take action and acknowledge my agency within the organization. From board governance to learning how to further develop a non-profit organization, Cause Effective has proven their experience, wisdom, and knowledge."

— **Dorothy Santos, Executive Director, Processing Foundation, Focus on Fundraising Program**

STRATEGIC PLANNING



"We have an updated vision and plan for strategic growth for our organization. We have had a need to develop a fundraising plan and strategy and did not know where to begin. The Focus on Fundraising Program has shared a wealth of knowledge already that has allowed our organization to move with more strategy."

— **Nana Chinara, Executive Director, Healing the Black Body**

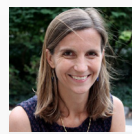
COACHING



"There's very strong alignment and understanding between my coach and myself on our values — and it's use in our coaching. My coach supports me, not just in my development work, but my overall professional development as well and coaching me holistically so that I can continue to thrive in my job as well as other aspects of my life!"

— **Aakriti Khanal, Development and Research Manager, Adhikaar**

BOARD GOVERNANCE



"BEAM completed a new strategic plan that outlined exponential growth in 10 years, and we were transitioning our board leadership and structure. Cause Effective was critical to build our board into a sustainable team that can fully support our growth."

— **Kristin Kearns-Jordan, BEAM Board Member**

*Thank you to Judy Levine
for your years of dedication
to our beloved nonprofit sector.*

*Your contribution
is a beautiful legacy.*

*And congratulations
to CE for 40 years!*

Amy Wolf

Board Member and
Marketing Director
at The New York Community Trust

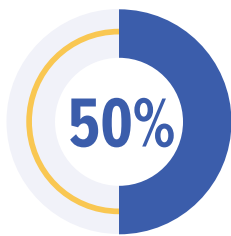
Partnerships

We are so proud to have partnered with organizations that fuel movements that impact communities around the world.



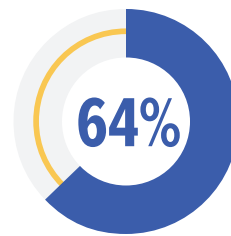
MEASURING OUR SUCCESS

INCREASED REVENUE



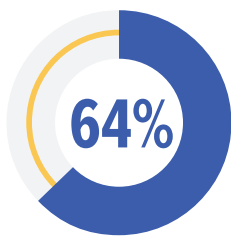
of organizations raised more money from private donors in FY22 or FY23

EMPOWERED FUNDRAISERS



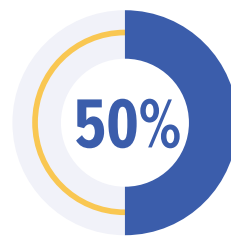
of organizations now have 1 to 5 more people asking for money on behalf of their organizations

OVERCAME CHALLENGES



of organizations believe that their relationship with Cause Effective has helped them and their organization meet FY22 and FY23's unique challenges

PROGRAM IMPACT



of organizations agreed that their fundraising in FY22 and/or FY23 enabled them to have greater programmatic impact within their organization

CLIENT ORGANIZATIONS 2022-2023

21 in 21
67th Precinct Clergy Council
100 Suits for 100 Men
Adhikaar for Human Rights and Social Justice
AFMDA
Ali Forney Center
ALIGN
All Our Kin
Alliance of Families for Justice
America SCORES New York
American Guild of Organists
Asian American Writers Workshop
Avenues for Justice
Behind the Book
Beyond Bold and Brave
Black Diamonds Academic Success
Both Sides of the Violence
BRICK Education Network
Bridge Street Development Corporation
Bridge to Enter Advanced Mathematics
Bronx Defenders
Brooklyn Community Housing and Services BCHS
Brooklyn Legal Services Corporation A
Brooklyn Youth Sports Club
Brown Girl Recovery
Brownsville Think Tank Matters
BUILD New York:
CCHP
Center for Survivor Agency and Justice
Center of Hope
CenterPoint Education Solutions
Central Brooklyn Economic Development Corporation
Charles A. Walburg Multi-Services Organization
Children's Arts Guild
Chinese American Planning Council
CHIPS
Community Health Action of Staten Island
Connecticut Center for Arts and Technology
Critica
Day Care Council of New York
Day One
Democracy Prep Public Schools
Diaspora Community Services
Don Bosco Community Center
Eagle Academy Foundation
East Bay Community Law Center
EcoWomanist Institute
Equality Labs
Everytown for Gun Safety Action Fund
Faith in New York
Fashion Studio NYC
Feminist Women's Health Center
Fencing in the Park / PISTE
First Steps to Heal
Fiver Children's Foundation
Fortune Society
FPWA
Free Migration Project
Fresh Air Fund
Getting Out and Staying Out
Good Call NYC
GOOD For Girls
Grand Street Settlement
Gray Panthers
Great Plains Action Society
Grow Our Game
Hamkae Center
Harboring Hearts Housing
Harlem Children's Zone
Harlem Wellness Center
Healing the Black Body
Hi-ARTS
Hidden Water
Horizons The Episcopal Academy
Hudson Link for Higher Education in Prison
I Challenge MyselfJeunesse Track Club
IFCA Housing Network
Ignite Promise
Indigo Arts Alliance
Ironbound Community Corporation
Jericho Project
Jews for Racial and Economic Justice
JustLeadershipUSA
KIPP NYC
Knowledge House
La Colmena
Laal NYC
Ladies of Hope Ministries
Latinas On the Verge of Excellence
Launch Expeditionary Learning Charter School
Legacy Volleyball
Life Camp
LIFT-NY
Lincoln Park Coast Cultural District
Loveland Foundation
Make the Road NJ
Marsha P. Johnson Institute
Mary Mitchell Family and Youth Center
Mekong NYC
Mixteca Organization
Mycelium Youth Network
National Asian Pacific American Womens Forum
New Community Corporation
New Era Creative Space
New Haven Children's Ideal Learning District
New Women New Yorkers
New York Association of Training & Employment Professionals
New York City Anti-Violence Project
New York Immigration Coalition
New York State Youth Leadership Council
Next100
Northern Manhattan Improvement Corporation
NYC HHC – Lincoln Hospital NYSYLC
One Brooklyn Health System
One Iowa
One World Project
PeacePlayers Brooklyn
Pen Parentis Literary Salons
People's Theatre Project
Poets & Writers
Pure Legacee
Queens Community House
Read Alliance
Red Hook Initiative
Refoundry
Rise Magazine
Robin Hood
ROC-United Restaurant Opportunities Center
Sadie Nash Leadership Project
SAGE
SeriousFun Children's Network
SHARE Cancer Support
Shared Interest
Social Enterprise Greenhouse
Solar Youth
Southern Partners Fund
Steve Fund
Street Vendor Project
Summer Search New York City
Tanenbaum Center for Interreligious Understanding
Thinkubator
TOUCH-NY
Transgender Law Center
TransitCenter
Translatinx Network
Unified Vailsburg Services Organization
Uniting Pride of Champaign County
Urban League of Essex County
Urban Wild
Valley Verde
viBe Theater Experience
Voices of Community Activists and Leaders (VOCAL-NY)
Volunteer New York
W.O.W Project
Waggle
We Got Next Sports
We Run Brownsville
WomanHood Project
WP Theater
Xchange for Change
Young Survival Coalition
Youth Represent

CLIENT ORGANIZATIONS 2008-2021

21 in 21
A Call to Men
A Fair Shake for Youth
Abraham in Motion (A.I.M)
Academy for Teachers
Academy Of Medical & Public Health Services AMPHS
Accion NY
Accompany Capital
ACE Integration Head Start
ACT Bushwick IMPACT
Adhikaar for Human Rights and Social Justice
Advocacy Institute
AFMDA
African Communities Together
African Hope Committee
African Refuge
Afropop Worldwide
Agenda for Children Tomorrow
Ali Forney Center
ALIGN
All Our Kin
All Sentient Beings
AllCare Provider Services
Alliance for Non-Profit Management
Alliance of Families for Justice
America SCORES New York
American Guild of Organists
American Renaissance Theatre Company
The Animation Project
Arab American Association of NY
Arab-American Family Support Center
Ariva
Art Connects New York
Art Effect
ArteEast
Arthur Ashe Institute for Urban Health
Artists Alliance
Arts for Art
Arts Mid-Hudson
Asian American Arts Alliance
Asian American Federation
Asian American Writers Workshop
Asian Americans for Equality
Asian CineVision
Asiyah Women's Center
Avenues for Justice
Bailey House
Bailey's Cafe
Banana Kelly Community Improvement Association
Barrow Group
Baruch College Hillel
Battery Dance Company
Bed-Stuy Campaign Against Hunger
Behind the Book
Belmont Arthur Avenue LDC
Ben Appelbaum Foundation
Berean Community & Family Life Center
Beyond Bold and Brave
Beyond the Choir
Billie Holiday Theatre
Black Trans Media
Black Women's Blueprint
BOOM! Health
Bottom Line
Boys & Girls Club of Newburgh
Brandworkers
Brick by Brick Partners
Bridge Street Development Corporation
Bridge to Enter Advanced Mathematics
BRIDGING ACCESS TO CARE
Bronx Baptist Church
Bronx Community College/Future Now Program
Bronx Defenders
Bronx House
Bronx River Alliance
BronxWorks
Brooklyn Autism Center
Brooklyn Ballet
Brooklyn Bar Association Volunteer Lawyers Project
Brooklyn Boatworks
Brooklyn College Hillel
Brooklyn Community Housing and Services
Brooklyn Community Services
Brooklyn Congregations United
Brooklyn Conservatory of Music
Brooklyn Historical Society
Brooklyn Legal Services Corporation A
Brooklyn Queens Long Island
Brooklyn Workforce Innovations
Brotherhood/Sister Sol
Brown Girl Recovery
Brownsville Community Justice Center
Brownsville Multi-ServiceFamily Health Center
Build NYC
Building Equity and Alignment
Bushwick Starr
Business Outreach Center Network
CAA AV Organizing Asian Communities
CAISO: Sex & Gender Justice
Callen-Lorde Community Health Center
Camp Kinderland
CAPE of DC
Care For the Homeless
Caribbean Cultural Center African
Diaspora Institute
Caribbean Equality Project
CASA: Community Action for Safe Apartments
Casita Maria Center for Arts and Education
Cave Canem Foundation
Center for Anti-Violence Education
Center for Children's Initiatives
Center for Comprehensive Health Practice (CCHP)
Center for Court Innovation
Center for Creative Education
Center For Family Life
Center for Family Representation
Center for Frontline Retail
Center for Justice at Columbia University's School of Social Work
Center for Social Innovation
Center for Survivor Agency and Justice
Center for Urban Community Services
Center for Working Families
Center of Hope
CenterPoint Education Solutions
Central Brooklyn Economic Development Corporation
Century Foundation
CERCLE
Changer
Charles A. Walburg Multi-Services Organization
Chhaya Community Development Corporation
Children of Armenia Fund
Children of Promise
Children's Arts and Science Workshops
Children's Arts Guild
Children's Learning Centers of Fairfield County
Children's Museum of the Arts
Chinese American Planning Council
Chinese Staff and Workers Association
Chinese Theatre Works
CHIPS
Choices in Childbirth
Christodora
Church Street School for Music and Art
Cidadao Global
City Bar Justice Center
City University of New York
Claremont Neighborhood Centers
Coalition for Asian American Children and Families
College and Community Fellowship
Commission on the Public's Health System
Common Defense

CLIENT ORGANIZATIONS 2008-2021 CONTINUED

Common Justice
Communities Resist
Community Access
Community Connections for Youth
Community Foundations of the Hudson Valley
Community Health Action of Staten Island
Community Healthcare Network
Community Impact at Columbia University
Community Mediation Services
Community Resource Exchange
Community Voices Heard
Community2Community
Community-Word Project
Comprehensive Development
Comunilife
Connect
Connecticut Center for Arts and Technology
Cool Culture
Cooperative Economics Alliance of New York City
Cora Dance
Coro New York Leadership Center
Corona Youth Music Project
Correctional Association of NY
Council for Living Music
Council of Family and Child Caring Agencies
CoveCare Center
Covenant House
Creative Art Workshop for Kids
Critica
Crossroads Community Service
Crutches 4 Kids
CSH
Cultural Collaborative Jamaica
Cypress Hills Child Care Corporation
Cypress Hills Local Development Corporation
Dance Theatre Etcetera
Dances For A Variable Population
Dancewave
Dancing Crane
DataKind
Day Care Council of New York
Day One
Def Dance Jam Workshop
Democracy Prep Public Schools
Design Trust for Public Space
Desis Rising Up And Moving
Diaspora Community Services
Diversity in Arts and Nations for Cultural Education
The Door
Dor Chadash
DoughMain Education Foundation
DreamYard
Dutchess Outreach
Dyckman Farmhouse Museum Alliance
Dyson Foundation
Eagle Academy Foundation
Early Alzheimer's Foundation
East Bay Community Law Center
East Brooklyn Arts & Cultural Alliance
East Harlem Block Nursery
East Side Community High School
Eastern Caribbean Alliance for Diversity and Equality
EcoWomanist Institute
ECPAT-USA
Educational Video Center
Edwin Gould Services for Children and Families
El Museo del Barrio
El Puente
Elders Share the Arts
Election Verification Network
Elmcor Youth & Adult Activities
Emerging Practitioners in Philanthropy
Empire State Coalition of Youth and Family Services
Empire State Pride Agenda
En Foco
ENACT
Enlace
Episcopal Health Foundation
Equal Justice USA
Equality Charter School
Equality Labs
Everytown for Gun Safety Action Fund
EWWIDCO
Exhale to Inhale
Faith in New York
Families for Freedom
Family and Divorce Mediation Council of Greater NY
Family of Woodstock
Family Services
Farmers Boulevard CDC
Fashion Studio NYC
Feminist Press
Feminist Women's Health Center
FIERCE
Fifth Avenue Committee
Figure Skating in Harlem
The Financial Clinic
Fiver Children's Foundation
Flatbush Development Corporation
FoodFight
Footsteps
Forte Foundation
Fortune Society
Fostering Progressive Advocacy Foundation
Fountain House
FPWA
Free Migration Project
Freedom Productions 501C3
Fresh Air Fund
Fresh Youth Initiatives
Friends of Brooklyn Heights Branch Library
Friends of Music Concerts
Friends of NYC Nurse-Family Partnership
Garifuna Coalition USA
Gender Equality Law Center
Generation Citizen
Gideon's Promise
Girl Be Heard
Girl Vow
Girls Educational & Mentoring Services
Girls for Gender Equity
Girls Inc. of NYC
Girls on the Run NYC
Girls Write Now
Global Health Corps
Global Language Project
Global Potential
GMHC
GO Project
Goddard Riverside Community Center
GOLES
Good Call NYC
Good Shepherd Services
Gowanus Canal Conservancy
Grace Smith House
Grameen America
Grand Street Settlement
Gray Panthers
Great Plains Action Society
Greater Newark LISC
Greater Zion Hill Community Action Network
Green Bronx Machine
Green City Challenge
Green School
GRIOT Circle
GrowNYC
Grupo Guayacán
Habitat for Humanity - New York City
Haitian Women for Haitian Refugees
Hamilton Madison House
Hamkae Center
Hands In 4 Youth
Hanson Place Child Development Center
Harboring Hearts Housing
Harlem Children's Zone

CLIENT ORGANIZATIONS 2008-2021 CONTINUED

Harlem Educational Activities Fund	Institute for Contemporary Psychotherapy	Latin Women In Action
Harlem Link Charter School	Institute for Family Health	Latinas On the Verge of Excellence
Harlem Needle Arts	Institute for Global Ethics	Latino Leadership Institute
Harlem Wellness Center	Institute for Public Architecture	LatinoJustice PRLDEF
Hartley House	Institute of Digital Media and Child Development	Launch Expeditionary Learning Charter School
Harvest Home	Interactive Drama For Education And Awareness In The Schools	Laundromat Project
Healing the Black Body	Interfaith Center of New York	Laundry Workers Center
Health and Education Alternatives for Teens	International African Arts Festival	Lawyers Alliance for New York
Health Leads	International Debate Education Association	LEAP
HeartShare St. Vincent's Services	Iris House	Learning Leaders
Hebrew Free Loan Society	Irish Repertory Theatre Company	Legal Information for Families Today
Heights and Hills	Ironbound Community Corporation	Legal Project
HERE Arts Center	Italian Cultural Foundation at Casa Belvedere	Legal Services NYC
Heritage Radio Network	Jacob A. Riis Neighborhood Settlement House	LegalHealth, New York Legal Assistance Group
Hester Street Collaborative	Jahajee Sisters	Leopold Schepp Foundation
Hetrick-Martin Institute	Jamaica Center for Arts and Learning	Lexington School and Center for the Deaf
Hi-ARTS	Japanese American Association of New York	LIFE Camp
Hidden Water	Japanese American Social Services	Life Network
Higher Heights	JASA	LIFT
Hillel at Hunter College	JCC Association of North America	Lifting Lives
Hip Hop 4 Life	JCC MidWestchester	Lincoln Park Coast Cultural District
Homecrest Community Services	JCC of Canarsie	Lineage Project
Hope Center Development Corporation	Jeremiah Program	Literacy Connections of the Hudson Valley
Hope Community	Jericho Project	Literacy Partners
HOPE Program	Jewish Education Project	Little Sun People
Horizons The Episcopal Academy	Jews for Racial and Economic Justice	LiveOn Foundation
Hot Bread Kitchen	John A. Reisenbach Foundation	LiveOn NY
Hour Children	Jonah Village	Local Development Corporation of East New York
Housing Plus Solutions	Joy in Singing	Love Heals: The Alison Gertz Foundation for AIDS Education
HPV and Anal Cancer Foundation	Just Food	Loveland Foundation
Hudson Ferris	Just Us	LSA Family Health Service
Hudson Guild	Justice Committee	Magic Box Productions
Hudson Link for Higher Education in Prison	JustLeadershipUSA	Make the Road CT
Hudson River Housing	Kaufman Music Center	Make the Road New York
Hudson Valley LGBTQ Community Center	Keep on Pushing Foundation	Make the Road NJ
Human Services Council	Keigwin + Company	Manhattan Country Day School
Humanitarian Notes	Kentler International Drawing Space	Marie-Christine Giordano Dance Company
Hunts Point Economic Development Corporation	KIPP NYC	Marsha P. Johnson Institute
I Challenge Myself	Knowledge House	Masa Mex-ED
ID Studio Theater Research and Performance Center	Knowledge Project	Maura Clarke-Ita Ford Center
iEarn USA	Korean American Community Foundation	Medicare Rights Center
Ifetayo Cultural Arts Academy	Korean American Family Service Center	Medicine Show Theatre
Ignite	Korean American Story	Mekong NYC
Ignite Promise	KowTeff School of African Dance	Mental Health America of Dutchess County
IlluminArt Productions	Kundiman	Mental Health Association of Columbia and Greene Counties
Imani House	La Casa de Don Pedro	Mental Health News Education
Immigrant Justice Corps	La Colmena	Mercy Center
Immigrant Social Services	La MaMa	Mercy Home for Children
IMPACCT Brooklyn	Laal NYC	Metropolitan College of New York
INCLUDEnyc	Ladies of Hope Ministries	
Indigo Arts Alliance		
Institute For Community Living		

CLIENT ORGANIZATIONS 2008-2021 CONTINUED

Migrant Center of New York
MinKwon Center for Community Action
Mixteca Organization
More Art
Mosholu Montefiore Community Center
MOUSE
Museum of Contemporary African
Diasporan Arts
Music & Memory
Music-Theatre Group
Muslim Community Network
Muslim Women's Institute for Research
and Development
Mycelium Youth Network
NARAL Pro-Choice Connecticut
National Aphasia Association
National Asian Pacific American
Womens Forum
National Council of Jewish Women New
York
National Eating Disorders Association
National Executive Service Corps
National Latina Institute for
Reproductive Health
National Mobilization Against
Sweatshops
Natural Areas Conservancy
Neighborhood Housing Services of
Jamaica
Neighborhood Housing Services of New
York City
Neighbors Together
New American Leaders
New Community Corporation
New Destiny Housing Corporation
New Economy Project
New Haven Children's Ideal Learning
District
New Haven Legal Assistance
Association
New Immigrant Community
Empowerment
New Leaders Council
New Partners for Community
Revitalization
New Women New Yorkers
New York Association of Training &
Employment Professionals
New York Botanical Gardens
New York Center for Interpersonal
Development
New York Chinese Cultural Center
New York City Alliance Against Sexual
Assault
New York City Anti-Violence Project
New York City Children's Theater
New York Communities For Change
New York Hall of Science
New York Harm Reduction Educators
New York Immigration Coalition
New York International Children's Film
Festival
New York Paid Leave Coalition
New York Peace Institute
New York Presbyterian The University
Hospital of Columbia and Cornell
New York State Youth Leadership
Council
New York Underground Museum
New York Urban League
Next100
Ninevah Foundation
NMAC
Norte Maar
North Brooklyn YMCA
Northern Manhattan Improvement
Corporation
Northern Manhattan Perinatal
Partnership
Northfield Local Development
Corporation
Northwest Bronx Community & Clergy
Coalition
NY de Volunteer
NY Laughs
NY Peace Institute
NYSYLC
Ocean Bay Community Development
Corp
Older Adults Technology Services
On Your Mark
One Brooklyn Health System
One Iowa
One Stop Senior Services
One World Project
OneGoal
Ossining Children's Center
Pace Women's Justice Center
PALANTE Harlem
ParentJobNet
Parents as Primary Teachers
Parkside Plaza
Participatory Budgeting Project
Partnership for Afterschool Education
Partnership for Inner-City Education
Peace Islands Institute New York
Peaceful Minds NYC
Pearl Theatre Company
Pen Parentis Literary Salons
PEOPLE USA
People's Production House
People's Theatre Project
Per Scholas
Petals-N-Belles
Physicians for a National Health Program
- New York Metro Chapter
Picture House Regional Film Center
Picture the Homeless
Piper Theatre Productions
Playwrights Realm
Poets & Writers
Poets House
The Point CDC
Power of Two
PowHer NY
PowHERful Foundation
Practicing Attorneys for Law Students
Program
Pride Center of Staten Island
Program Reach
Project Enterprise
Project New Yorker
Project Renewal
Pure Legatee
Qualitas of Life Foundation
Queens Community House
Queens Legal Services
Queer Detainee Empowerment Project
Race Track Chaplaincy of America
Raga Massive
REACH Institute
Reach the World
Read Ahead
Read Alliance
Reading Holiday Project
Rebuilding Together NYC
Recess
Red Hook Initiative
Red Umbrella Project
Refoundry
ReLearning Curve
Resilience Advocacy Project
Restore NYC
The Retreat
ReuseNYC
Right 2 Thrive
Right to Be
RightRides for Women's Safety
Riout
Rise Magazine
Rise Up & Walk
RiseBoro Community Partnership
River Project
Riverside Theatre
Road Recovery
ROC-NY
ROC-United Restaurant Opportunities
Center
RUPCO
Rural and Migrant Ministry
Sadie Nash Leadership Project
Safe Harbors of the Hudson
Safe Homes of Orange County

CLIENT ORGANIZATIONS 2008-2021 CONTINUED

Safe Passage Project
Safe Space NYC
SAGE
Sakhi for South Asian Women
SAMFund
Samuel Field YM&YWHA
Sanctuary for Families
Sapna NYC
Sauti Yetu Center for African Women
SCO Family of Services
Self-Help Federal Credit Union
SeriousFun Children's Network
Service Program for Older People
Service Women's Action Network
Seventh Avenue Center for Family Services
Sexual Health Innovations
Shadow Box Theatre
SHARE Cancer Support
Shared Interest
Sheltering Arms
Sikh Coalition
Sky Light Center
Soaringwords
Social Enterprise Greenhouse
Society For The Advancement Of The Caribbean Diaspora
Solar Youth
South Asian Youth Action
South Ward Children's Alliance
Southold Universalist Church
Southside United HDFC
Spoons Across America
St. Nicks Alliance
St. Vincent's Special Needs Services
Stamford Museum and Nature Center
Stanley M. Isaacs Neighborhood Center
Start Small Think Big
Staten Island Arts
Staten Island Legal Services
Staten Island Museum
Step Up For Better Living
Steve Fund
Stop Abuse Campaign
Straus Historical Society
Street Vendor Project
Streetwise and Safe
STRIVE
Summer Search New York City
Sunnyside Community Services
Sustainable Flatbush
Sweet Enuff Movement
Swish
Sylvia Rivera Law Project
TADA! Youth Theater
Take Wing and Soar Productions
Tanenbaum Center for Interreligious Understanding
Teaching Lab
Teens for Food Justice
Telem Center for the African Child
Theatre Development Fund
Theatre East
Theatre for Young Audiences USA TYA
Theatre of the Oppressed NYC
Theatre Within
Thinkubator
Third Eye Theatre Company
Time in Children's Arts Initiative
TOUCH-NY
Trail Blazers
Trans Queer Pueblo ? Semilla De Liberacion
Transgender Law Center
Transition Network
Translatinx Network
Treatment Action Group
Trenton Music Makers
Triangle Arts Association
Trinity Healing Center
Turning Point for Women & Families
Ulster Literacy Association
Unified Vailsburg Services Organization
Union Settlement Association
Unique People Services
United Community Centers
Uniting Pride of Champaign County
Universal Temple of the Arts
Unmarried Equality
UPROSE
Uptown Grand Central
Upwardly Global
Urban Assembly
Urban Justice Center
Urban League of Essex County
Urban Upbound
Urban Wild
Urban Youth Alliance International
UrbanGlass
Valley Verde
Vamos Unidos
Variety Boys & Girls Club of Queens
Veneration
viBe Theater Experience
Violence Intervention Program
Voces Latinas
Voelker Orth Museum
Voices of Community Activists and Leaders (VOCAL-NY)
Voices of Women Organizing Project
Voices Unbroken
Volunteer New York
Volunteers of Legal Service
W.O.W Project
Washington Heights and Inwood Development Corporation
WAVES for Development
Weeksville Heritage Center
Welfare Rights Initiative
West Harlem Art Fund
West Harlem Group Assistance
Westchester Stress Project
WHEDCO
WHITE WAVE Rising Young Soon Kim Dance Company
Whitebox Art Center
William Alanson White Institute
WomanHood Project
WomanKind
Women for Afghan Women
Women's Justice Now
Women's Center for Education & Career Advancement
Women's HIV Collaborative
Word Up Community Bookstore
Workforce Professionals Training Institute
Workshop in Business Opportunities
WP Theater
Xchange for Change
YA-YA Network
Year Up New York
Yes The Bronx
YM & YWHA of Washington Heights & Inwood
You Gotta Believe
Young Audiences New York
Young Survival Coalition
Young Women of Color HIV/AIDS Coalition
Youth Ministries for Peace & Justice
Youth Represent
YWCA of Brooklyn
YWCA of Queens

Our dear Judy,

As you begin your next adventure, we, your lifelong friends have to say that to us, your professional brilliance is surpassed only by the magnificent capacity of your heart.

You always love, continually inspire and encourage, and in every way embody the purest definition of friendship.

Along with Cause Effective, we honor, applaud and celebrate the one and only extraordinary you!

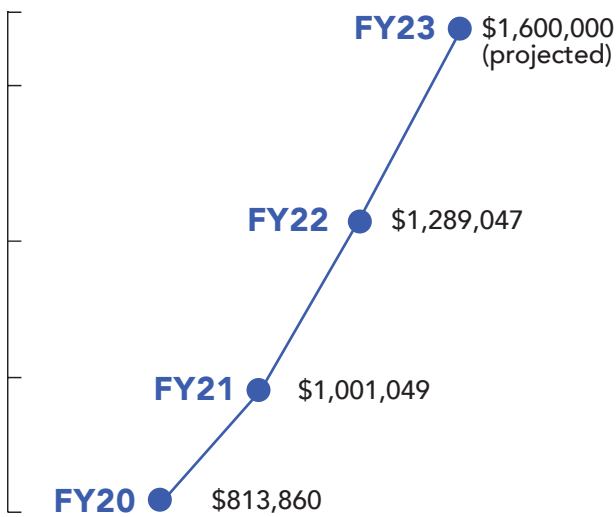
Brava, Gorgeous! Dance on!
The best is yet to be!

*All our Love, Carolyn, Cindy, Donna,
Doreena, Linda, Ann*

Celebrating Our Financial Growth

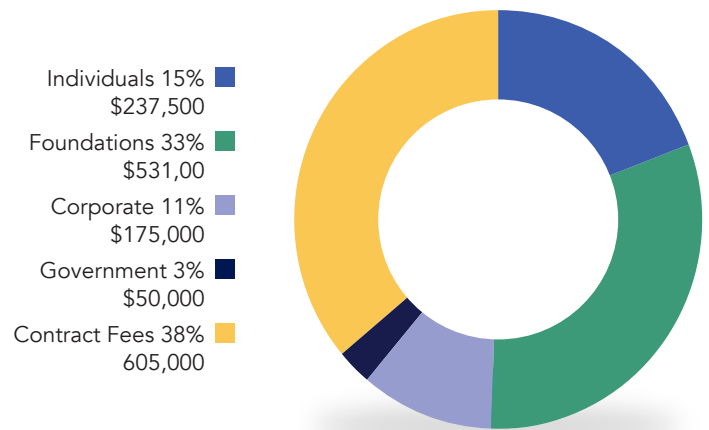
We are immensely proud and humbled to report that Cause Effective has experienced significant growth over the last three years. As we close Fiscal Year 2023, we reflect on the strides we've made since Fiscal Year 2020. Back then, our annual financial support was \$813,860. Today, we are thrilled to announce that we have doubled this figure, reaching a remarkable \$1,600,000 for Fiscal Year 2023. This represents a testament to the faith and generosity of our supporters, the hard work of our staff, and the impactful nature of our cause. It also stands as a motivating benchmark as we plan for the future.

FINANCIAL GROWTH FY20 – FY23



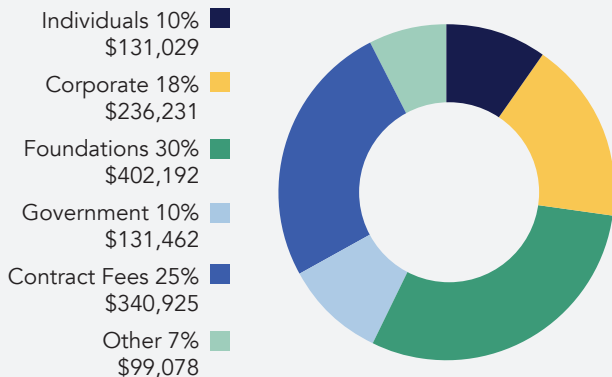
UNAUDITED FINANCIALS FY23

FY23 INCOME: \$1,600,00 (PROJECTED)

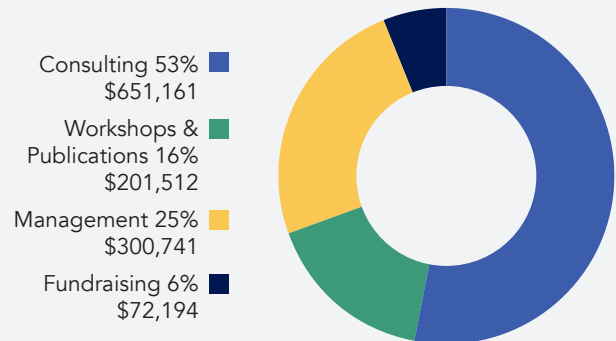


FY22 Financial Statements

FY22 INCOME: \$1,340,917



FY22 EXPENSES: \$1,125,608



FY22 EOY NET ASSETS: \$486,078

PHILANTHROPIC PARTNERSHIPS

Cause Effective's Philanthropic Partnerships are Key to Sectoral Change

Since our founding, we recognized the importance of cultivating relationships with funders to provide Cause Effective as a resource to their grantees and other worthy nonprofits. Our very first foundation grant was 40 years ago from the New York Community Trust to enable Cause Effective (Folkworks) to support grassroots nonprofits as they ventured into special events production and needed guidance from our team.

In those early years, we knew that under-resourced organizations could not hire Cause Effective, and our partnerships with foundations was born as critical to our model – Cause Effective, clients, and funders. Whether offering support for particular grantees, or targeted cohorts of grantees, or more broad-based assistance for the nonprofits of New York (and beyond), Cause Effective could not be successful without philanthropic investment.

Partners in Philanthropy

It gives us great pleasure to say THANK YOU to our many partners over four decades whose foresight has enabled us to have such a broad effect on so many vital causes:

Alliance for Non-Profit Management
Altman Foundation
Amalgamated Bank
Archdiocese of New York
Arcus Foundation
Asian American Federation
Association of Fundraising Professionals
Association of Nonprofit Specialists
BDO FMA
BNY Mellon
Booth Ferris Foundation
Brooklyn Community Foundation
Candid
Center for Bronx Nonprofits
Citibank
Community Resource Exchange
Curtis W. McGraw Foundation
Dyson Foundation
Educational Foundation of America
Geraldine R Dodge Foundation
Hispanic Federation
Hyde and Watson Foundation
Investors Bank
ioby
JP Morgan Chase
Kramer Levin Naftalis & Frankel
Lawyers Alliance for New York
Local Initiatives Support Corporation
M&T Bank
Mertz Gilmore Foundation
NeighborWorks America
New York Community Trust
New York Women's Foundation
Nonprofit Finance Fund
Nonprofit New York
NYC Department of Cultural Affairs
NYC Department of Youth and Community Development
NYC Mayor's Office of Contract Services
NYC Mayor's Office of Criminal Justice
NYN Media
Open Society Foundations
Prudential Financial
Queens Borough President's Office
Robert Sterling Clark Foundation
Robin Hood Foundation
Rockefeller Brothers Fund
Support Center for Nonprofit Management
UJA Federation of New York
United Way of New York City
Westchester Community Foundation
William Caspar Graustein Memorial Fund
Youth INC

Cause Effective

Judy,

Thank you for your many years of passion and dedication to Cause Effective. Your leadership, vision, and inspiration have brought CE to its pinnacle of success today. Your legacy at CE and in the nonprofit sector will be felt for many years to come. Thank you for being an amazing boss, partner, and friend to us all. You will be missed.

Congratulations to Judy Levine and all of the honorees.

**With love from
the Cause Effective Team**

CAUSE EFFECTIVE STAFF

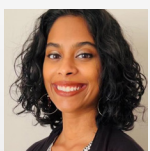
Cause Effective's team brings several decades of combined nonprofit expertise to each project as well as an enthusiasm for the vitality of the organizations we help, which fuels our passion to see them succeed.



Esther Alix,
Interim Director of Philanthropic
Engagement



Judy Levine,
Executive Director



Raiesa Ali,
Program Associate



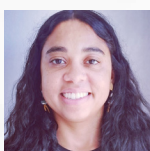
Lakimja Mattocks,
Senior Affiliate



Joseph Barretto,
Senior Affiliate



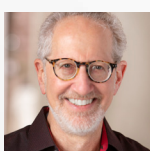
David McGoy,
Senior Associate



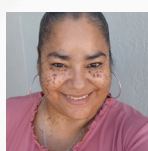
Kirsty Bryant,
Program Coordinator



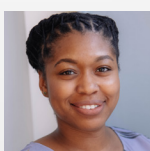
Cynthia Reddrick,
Senior Director of Consulting
Practice



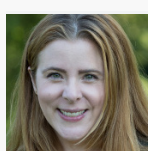
Greg Cohen,
Senior Advisor



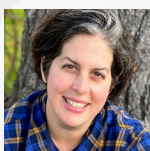
Shyla Rivera,
Senior Director of Operations



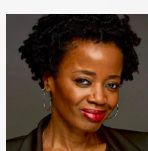
Janay Daniel,
Director of Programs and
Evaluation



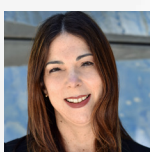
Jessica Scheer,
Senior Affiliate



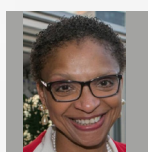
Erin Dotson,
Senior Affiliate



Sonya Shields,
Senior Director of Strategy &
Innovation



Yvonne Garcia,
Senior Affiliate



Kim St. Bernard,
Senior Affiliate

What could be better than working in service to your community?

Doing so beside people you love and respect.

Congratulations to my colleague and friend of nearly three decades, Judy Levine, on deftly ushering Cause Effective through to its new and exciting iteration. Thank you for bringing me along for the ride!



"Making our Event Special original crew"

Congratulations to all of the partners
so deservedly being honored on the occasion of
Cause Effective's 40th Anniversary!



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Michell Speight,
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**Congratulations to Judy Levine and the Cause Effective team
on 40 years of championing mission-driven organizations
in New York City.**

**The Partnership for After School Education thanks
Cause Effective for its leadership in supporting the nonprofit
field to craft dynamic, compelling stories of impact.**



BRAVA, Judy Levine!



From the Friends of Church Street School
for Music and Art, where your work and
dedication as Board Chair has made it possible
for generations of kids and elders to
MAKE MORE MUSIC, MAKE MORE ART!

CHURCH STREET SCHOOL
FOR MUSIC AND ART
— EST. 1990 —

EMPOWER **ACTIONS** *that go beyond words.*

At BNY Mellon, we celebrate actions that lead to greater good.

We commend Cause Effective and celebrate its 40 years of service to the non-profit community.

We congratulate the Honorees.

Rene Deida, VP-Corporate Giving, *Prudential Financial*

Camille Emeagwali, Sr. VP – Programs and Strategic Learning, *New York Women's Foundation*

Street Vendor Project

Asian American Federation

Judy Levine, Outstanding Leader and Executive Director, *Cause Effective, Inc.*

bnymellon.com

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Kramer Levin salutes Cause Effective for 40 years of service transforming nonprofit culture and making the world a better place.

We are proud to serve as Cause Effective's pro bono counsel and honor our partner Jeff Trachtman for his role as co-founder.



Kramer Levin

Judy,

It is with great admiration and appreciation that we celebrate your years of service at Cause Effective!

Your unwavering dedication and tireless efforts in advancing the CE mission have made a significant impact on the lives of countless individuals and families.

Your commitment is a true testament to the generous and compassionate spirit, we as your family, have always known and loved about you. Today, along with your co-workers and friends, we thank you for everything you have done and for being an inspiration to us all.

We are proud of you, in awe of you, and love you,

Your Family,

Adam & Jane

Adele & Barry

Charlie, Laurie, Josh & Zach

Iris

Joel & Andrea

Michael & Julie

Nicole & Zach

and all our families...

Happy 40th Anniversary, Cause Effective!!!

Kelsey Louie congratulates
Judy Levine for her amazing
leadership of Cause Effective
and immeasurable contributions
to the non-profit sector.

The William Caspar Graustein

Memorial Fund

Congratulates Cause Effective

for 40 years of

Activating Nonprofit Thrivability



WILLIAM CASPAR
GRAUSTEIN
MEMORIAL FUND



GlasTechs IT Services is pleased to honor the longstanding collaboration of Honoree Judy Levine and Board Chair Zanetta Addams-Pilgrim.

Thank you, Cause Effective, for your service to the NYC community. Congratulations to all the Honorees.



accompanycapital

INVESTING IN NEW YORK IMMIGRANT
AND REFUGEE ENTREPRENEURS

Accompany Capital applauds tonight's honorees at
Cause Effective's 40th Anniversary Awards

Your leadership has accelerated social change and strengthened
the nonprofit sector.

Congratulations

Judy Levine, Jo-Ann Yoo, Camille Abrahams Emeagwali,
Mohammed Attia, Carina Kaufman-Gutierrez, and Rene Deida!



**Congratulations to
Cause Effective
on 40 years of service!**

**Special THANK YOU to Judy for her
many years of dedication to CE.**

Congrats on your retirement!

PEDRO REYES

Many, many thanks to Judy Levine!

**Her wide vision and hard work has had
a great impact on Cause Effective and
the whole nonprofit sector.**

**Deep welcome to our new Executive Director
who will lead Cause Effective
into the wide-open future.**

Didi Lacher and Charlie Donaldson

Felicidades Judy!

M&T Bank

Understanding what's important®

**Congratulations
Cause Effective!**

**Thank you for all that you do
to support nonprofits.**



Amalgamated Bank
congratulates
all honorees and
acknowledges
Judy Levine for her
tremendous impact on
the non-profit sector.

Congratulations!



Congratulations to
Cause Effective for
40 years of service to our
non-profit community!

We are honored and
grateful for Judy's many
years of service. She
leaves a legacy that
will sustain for the
next 40 years.

With love from
Charko & friends!

Congratulations to
Judy Levine and
Cause Effective on
the 40th Anniversary.

Thank you for being
a valued partner to
East Harlem Block
Nursery, Inc.



Support Center
thanks our friends at
Cause Effective for your
amazing partnership and
much-needed programs.

And congratulations,
Judy, and wishing you
all the best!



*Congratulations
to
Judy Levine
and the
Cause Effective
legacy!*

shapiroassociates
FUNDRAISING STRATEGY & MANAGEMENT

Warm wishes to
Judy Levine from
Poets & Writers



Poets & Writers

**Congratulations,
Judy and
Cause Effective,
for a job well done
and a life well-lived.**

***Jeff Blum and
Ellen Cassedy***



BDO's Nonprofit and Grantmaker Advisory team celebrates 40 years of Cause Effective's support for the nonprofit sector!



INSIDE BACK COVER
WILL BE BLANK

Cause Effective

209 West 29th Street, #242

New York, NY 10001

212-643-7093

causeeffective.org

