

# Pushing the Boundaries

Dear Donors, Supporters and Friends,

With a team that has now been in place for a while, the last few months at Arbor Brothers have been about pushing boundaries and experimenting with ways to drive the impact further.

That has meant launching the 2018 portfolio (see right) with nine organizations, including three new grantees, and one fourth-year grantee undergoing a leadership transition. Pushing the boundaries has also meant developing our talent practice (p. 2) and funding a new issue area (p. 3). And, of course, this push has revealed a few mistakes along the way (p. 4).

As always, we'll endeavor to be **substantive, candid and brief**. We look forward to hearing your feedback!

Best,



Arbor Brothers finds, funds and supports the most promising early-stage education and workforce development nonprofits in the New York tri-state area.

## 2018 Selection Process

27 Applicants

*Application Scoring*

15 Semi-finalists

*Mgmt. Interviews*

10 Finalists

*Site Visits*

4 New Grantees

We ran an “invitation-only” application process this year, researched 85 organizations and invited one-third to submit full applications.

Beyond capacity-building support, grantees receive unrestricted funding which increases from **\$60k to \$110k** over our three-year investment, scaling alongside our confidence in their impact.

Our portfolio now includes **five** returning stalwarts...



... **three** fresh entrants...



... and our **one** new alumni grantee!



[click logos for details]

# Finding and Hiring Great Talent

Last year, we expanded our talent support to help grantees and alumni identify, retain, and develop high-quality teams. Searching for candidates to fill mid- and senior-level positions can be a particularly daunting task because...



1. **It's expensive.** *Hiring an executive search firm can cost \$30K – \$75K per hire.*



2. **It's time-intensive.** *Most grantees don't yet have a recruitment manager so staff are pulled away from day-to-day work to support a search.*

To save our grantees time and money and to speed up the hiring process, we piloted an **executive search** this summer with [Code Nation](#) (formerly ScriptEd).

## *Code Nation's Search for a New NYC Executive Director*



Together, we designed the job description, candidate profile, screening tools, work samples, interview questions, and supported the search all the way through the hire.

### **The result?**

- A new ED hired within 2 weeks of original hiring timeline
- Avoided search firm fees
- Most importantly, Code Nation now has the tools and the know-how to run an executive search process on their own.

*[Meet Richard Rivera](#), who started at Code Nation this December!*



# Grantee Spotlight: Restore NYC



## RESTORE

### Background

- In operation since 2009
- Budget: \$3.2M (FY19)
- 24 FTEs
- In 2018, deeply served 135 survivors and referred hundreds of others to partner organizations
- Over 30% of program staff are survivors who have graduated from Restore's programs

Learn more at [restorenyc.org](http://restorenyc.org)

Restore NYC's mission is to end sex trafficking in New York and restore the well-being and independence of foreign-national survivors.

### Approach

*Currently there are ~18,000 foreign nationals\* being trafficked across the U.S. 650 right here in New York.*

#### Target Group

Restore works with law enforcement and nonprofit partners to identify adult foreign-national women who have been sex trafficked.

#### Direct Service

Restore provides trauma counseling, houses, trains and places survivors in safe jobs.

#### Trainings

To expand their impact, Restore trains law enforcement and service providers across the country to effectively identify victims and refer them to organizations that can help.



### Impact-to-Date

- 30 women directly placed in safe jobs by Restore's Economic Empowerment Program, launched in 2016
- For Economic Empowerment grads, annualized earnings increase from \$7K at intake to \$35K one year post job placement
- Over 250 organizations across 21 states have been trained by Restore

*\*Foreign nationals are those who are not naturalized citizens of the U.S.*

# Reflecting Back, Looking Ahead

## We Blew It!

*(lessons learned the hard way)*



As with every young organization, we are making some mistakes as we grow. By acknowledging and reflecting upon them, we hope to avoid making similar oversights in the future.

- 1. Gotta Scope Some Projects Differently.** When we scope our grantee projects, we aim to schedule enough time to co-create tools *and* ensure adoption. For some of our projects, the hardest part for the grantee is not the system's creation, it's the implementation, as that's when the issues reveal themselves. When two grantee situations arose this summer and we were crunched for time, however, we realized we've been leaving too little time to support *full team* adoption. We'll be re-scoping this year.
- 2. Can't Just Turn Our Chairs Anymore.** When we were just two friends occupying a 72 ft<sup>2</sup> office, we were able to frequently turn our chairs to face each other and make decisions throughout the day. Now that we have a more seasoned team often operating independently, we are not always in the office at the same time, and it has been taking us too long to make internal decisions. It's time to be more intentional about creating space to come together.

Please feel free to contact us for any additional information:

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## Grantees Up Close



AB grantees and investors gathered together a few weeks back for our 8<sup>th</sup> annual **Meet the Grantees** evening. Here is [BEAM](#) middle schooler, Youmna, with Executive Director, Dan Zaharopol, after Youmna's endearing address.

## News from Our Network

- Power of Two's evidence-based approach was recently [highlighted](#) in *The Financial Times*, and AB alum Green City Force was [featured](#) in *The Wall Street Journal*.
- C4Q, now known as [Pursuit](#), was part of the bid to bring Amazon to Long Island City, and [Pursuit will train warehouse workers](#) to become software developers at Amazon's new headquarters.
- It's brand refresh season all around, as AB alum ScriptEd has been reborn as [Code Nation](#).
- Speaking of births, we are thrilled to welcome the newest and most adorable Arbor Brother to the family: Theo Blaze Thomas, born December 1<sup>st</sup>!

