

Steadfast in the Storm

While the water couldn't be rougher, Arbor Brothers remains committed to fulfilling our promises to grantees.

To help them serve our vulnerable neighbors, we're helping build contingency plans, staffing up and doling out extra funding.

Arbor Brothers - Spring 2020

We're Prepared. We're Focused. We're Here to Help.

Dear Donors, Supporters and Friends,

More than ever, we hope this finds you well. At AB, we've been reflecting on social distancing. While we of course endorse staying 6' apart in public spaces, we are also urging those in our circles to be mindful of **another crucial social distance** – between those of us fortunate enough to have health care and perhaps some savings, and the nearly 40 million Americans who have lost their jobs already.

Those hardest hit by this economic tsunami will likely include the low-income families served by our portfolio. As our hearts go out to those acutely impacted, **we remain dedicated to helping lift up our most vulnerable neighbors.**

Yes, the seas are high. But if we can **take a deep breath and focus on looking out for one another**, we will make it through.

We'll endeavor herein to be **substantive, candid and brief** and, as always, welcome your feedback.

Stay safe, The AB Team

arborbrothers
engaged philanthropy

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

How is the AB Portfolio Positioned for COVID?

Are grantee services virtualizable?

Generally, yes. Remote engagement is a suboptimal but viable option for case management orgs, college access nonprofits and all but one of our workforce development grantees.

Are grantee finances sustainable?

For 2020, yes. After PPP and some fast-tracked AB funding, all 11 grantees have 3-12 months of cash on hand and scenario plans for cost-cutting should circumstances worsen. 2021 remains highly uncertain.

Are grantee target outcomes still achievable?

Hopefully! But honestly, too soon to tell. What are the impacts of virtual-only engagement? What happens to learning rates? Will there be a supply of jobs, tech or otherwise, in which to place trainees? We will be monitoring carefully.



How Do You Actually Manage Through This?

In addition to distributing emergency funding and hosting virtual grantee convenings, we have spent considerable time with our grantees helping them answer their thorniest urgent questions.



I have no idea what's going to happen to our revenue. How do I budget for this?

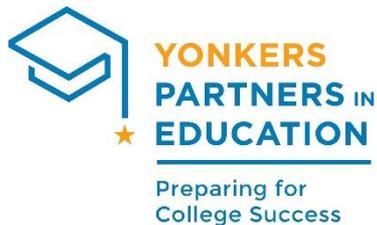
I see other organizations furloughing and laying off staff. How will I know if or when I need to make personnel cuts?

These painful choices feel like they're all on my shoulders.

AB Advice

- 1. Develop Scenario Plans:** Create three revenue cases based on donor-by-donor analysis. In our portfolio, these have ranged from flat to 25+% down. Then create *nearly* balanced budgets based on each case (short-term deficits may be appropriate).
- 2. Identify Triggers:** Establish reserve thresholds (at say, 4.5 and 3 months) plan associated cost cuts, and re-forecast balances frequently.
- 3. Get Board to Co-Own the Plan:** Build buy-in with the board now on scenarios, triggers, and proactive communications to staff, participants and donors.

Grantee Spotlight: Yonkers Partners in Education (YPIE)



YPIE partners with high school students in Yonkers Public Schools to ensure they are ready for, enroll in, and complete college by providing academic support, mentorship, test prep and college guidance.

Profile

- 1st Year Grantee
- Founded: 2007
- FY20 budget: \$2.0M
- FTEs: 20
- Serves: 1,200 students

Model

College Readiness

4 yrs. of academics and SEL

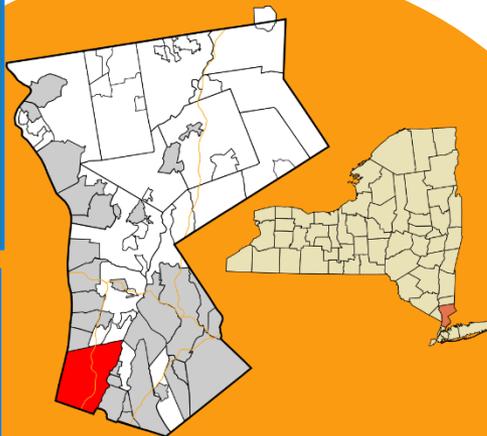
College Access

1.5 yrs. of college advising

College Support

2 yrs. of “intrusive advising”

Yonkers



76% of students are economically disadvantaged

Innovative Set-Up

- **Integration with School District**
YPIE has a physical presence within each Yonkers high school, facilitating unparalleled access to students.
- **Data-Sharing Agreement**
An exclusive data-sharing agreement with the district allows targeting and supporting students more effectively.

Who and To What End?

YPIE targets “middle performing” low-income high school students in cohorts predicted to have a 25% chance of BA attainment.

YPIE aims to more than double the expected college graduation rate, with 60% of participants attaining a BA degree.

Reflecting Back, Looking Ahead



HINDSIGHTS

(retrospect is 20/20)

As ever, by acknowledging and reflecting upon our shortcomings, we hope to avoid similar oversights in the future. Here are some excerpts from a long list:

1. **“Provocative” is Not Always a Positive.** Last summer we hired a development consultant, hoping to learn new approaches and be pushed to grow as we prepared to roll out our strategic plan. We took a risk and selected the consultant whom we thought had the most provocative ideas. Unfortunately, we simply didn’t weigh other criteria in this decision highly enough—including the dynamics of the working relationship—and we ended up with someone with who was a poor fit. We gave it the ole college try but eventually had to prematurely end the relationship. Next time “like and trust” will be much more essential parts of the screening process.
2. **Still Productive in Pajamas.** While we continue to believe that working together in the office promotes more efficient communication and better team cohesion, we’re finding the downsides of Zoom less burdensome than anticipated. Post-COVID, we’ll be more open to work location flexibility.
3. **Zoom Fatigue or...?** After months of virtual meetings, all of us may be a bit tired of screen-staring. But we did have a donor actually nod off in an update recently (just for a moment!). Maaaaybe time to amp up our presentation energy.

Current Arbor Brothers Portfolio



Grantees Up Close

We’ve rescheduled our “site visit” to AB grantee [Restore](#) for this Friday, May 29th at 12:15 p.m. via Zoom. Let us know if you’d like to join!

Calling Great Applicants!

We are committed to partnering with new grantees and will be sourcing them through an open selection process in June. [Spread the word!](#)

News from Our Network

- *The Daily News* published an [op-ed from grantee All Our Kin](#) on childcare workers during the pandemic AND an [op-ed from AB alum Springboard Collaborative](#) on enlisting parents as distance learning is reinvented.
- Angela Davis, Nikki Giovanni, Bernice King join AB alumnae [GirkTrek](#) to launch their [#DaughtersOf](#) campaign. Amazing!
- AB is hiring a Senior Associate and a senior leader! Intrigued or know someone who might be? Click [here](#) for details.