



1857
1947
1972
1991
2019
Annual Report

“
In thinking about
the past 50 years,
I’m overwhelmed
with gratitude for the
wonderful individuals
I have been privileged
to learn from, to work
with, and to share the
Good Shepherd mission.”

Sister Paulette LoMonaco
50 Years of Service



Paulette LoMonaco | *Retired Executive Director*

—Five Decades of Bold Leadership

Over the last several years, Good Shepherd has started looking at our work through a lens of social and racial justice. This is the legacy I am leaving.

In 1969, I came to work to learn from a woman who became my mentor, Sr. Mary Paul, and initiate a residence for adolescent girls at East 17th Street, which previously had been a home for pregnant teens. In those days, the 17th Street residence was the only program we operated. I was both program director and youth development counselor, as we didn’t have today’s staffing patterns. It was a wonderful opportunity to work directly with our program participants. I quickly learned about the power of relationships, and the importance of creating a safe space where traumatized youth could experience belonging. Fifty years later, I still hear from many of the former residents.

In 1980, I became the executive director when Good Shepherd had a small set of community-based programs in Brooklyn and we were about to open our school in Red Hook. Over time, we listened to the

children and families we worked with who helped us identify community needs. As opportunities presented themselves, we began to spread our wings and grow, developing programs to meet new needs while also enhancing the critically needed backup of our support departments. Together we refined and clarified our thinking about our youth and family development culture, our trauma lens, our mission and our values. More recently, we have embarked on the journey to ensure that racial equity and transparency are paramount practices.

I will always hold dear the people behind the mission at Good Shepherd who work daily to move toward the direction of progress. Our shared vision means that we’re clear about the future we believe can be achieved through strengthening connections in communities, growing our advocacy, and building opportunities for children and families in New York City.

50 Years

“

**I'm just
so proud to
work here.”**

Virginia Myung
31 Years of Service



Virginia Myung

| *Intake Coordinator, Belmont Family Center*

—Keeping Families Together in the Bronx

**I've always wanted to
work with children
and families in NYC
— my hometown.
When I was in
undergrad, I felt like
social work was the
most connected to my
interest in working
with that population.**

I've enjoyed my 31-year journey at Good Shepherd. We really try to do the best work possible for young people and families. Of course, I'm biased toward Good Shepherd. I believe that we want to do good by our families, connect with our families, and hope that they have a good experience with us. I feel like we're one of the more progressive agencies that really want to make a difference. We incorporate solution-based casework here and we're strength based. It's interesting. I remember when Good Shepherd switched from calling families clients to participants. That took me a while to get used to, but it makes such a difference because it says we're on the same plane and it's not a top down. So, over time I appreciated that switch.

I believe that Good Shepherd is a leader in social service for families and kids. I know it says it on the website, but I believe it. When I go to meetings outside of the office, we have a great reputation from what I hear from other people. I'm also really encouraged by our anti-racism efforts. They invested in a person to lead the work who was hired at the associate executive director level. It feels so new and innovative. I believe we're a forerunner in that work too. I'm just so proud to work here.

31 Years

“

I love the work and I love working with people. People say I'm shy, but I don't think I'm shy. I just like to be in the background.”

Debbie Donastorg
29 Years of Service



Debbie Donastorg | Program Director, Safe Homes Project

— Creating Safe Spaces for Survivors

I'm the leader who polishes the podium for the next person, so they can shine.

I like to create leaders. I want to see people use their gifts and become the leaders they are. And I feel like I'm a leader in my own right, but I'm not the leader that stands at the podium. I'm the leader who polishes the podium for the next person, so they can shine. I like that. That's what keeps me going.

You need to bring your people up because you're not going to be doing this forever. If Safe Homes Project is going to continue, somebody must sit here and build on what they learn from me and keep that cycle going with their supervisees. That's the only way to keep it going. That reminds me of Paulette. How has Good Shepherd grown so much? It's because she trusted people.

She trusted their skills. She sees what everybody's good at. Not everybody is the same. Everybody has skills in something they shine in. Just put them in the best position that matches their skill and then you will see things flourish.

In the next 5-10 years what I want to do is prepare my team to take this over because I want to retire. I want to travel. I love to travel, I love airports!

29 Years

“

I’m proud to say that I’m sitting here now, 20 years later, as division director of East New York and workforce programs at Good Shepherd.”

***Demond Pearson**
20 Years of Service*



Demond Pearson | *Division Director, Brooklyn Community Based Programs*

—Building Programs from the Ground Up

When I started in 1999, I learned Good Shepherd’s system of always being accountable and reliable while trying to think outside of the box.

Throughout my time here, I’ve been lucky enough to start or grow several programs from the ground up. When we had the opportunity to open the community school at Boys and Girls High School, I thought it was great because it was challenging to get off the ground. That experience taught me a lot of lessons because I was in rooms I thought I would never be in. I’ve been in rooms with a lot of political figures, religious figures, and big-name people who knew how to move and shake in those rooms. It was probably the hardest time of my career here, but it was the best because I gained a lot of knowledge and understanding about how things work.

When we opened the Prince Joshua Avitto Community Center in 2018, I had the opportunity to lead the programming. I love opening something brand new and I knew it was going to be a challenge. But I thrive in it I love those kinds of things. With this new community center I was able to bring in some new ideas and hire people who had the same vision. Then I applied for a higher leadership position earlier this year. I’m proud to say that I’m sitting here now, 20 years later, as division director of East New York and workforce programs at Good Shepherd.

20 Years

“

My first official job at Good Shepherd was as a program aide after the staff at Beacon PS 15 saw my potential and hired me.”

Lydia Rivera
20 Years of Service



Lydia Rivera | *Accounts Payable Specialist, Finance Department*

—Growing Up Good Shepherd

Good Shepherd Services got involved in my community in Red Hook, Brooklyn when I was 14-years-old.

They started distributing flyers trying to get kids to participate in their program at Beacon PS 15. My little brother and I took interest and ended up enrolling because we figured that it was better than being outside and playing hopscotch. It was a Learning-to-Work program where we would split time between the program and an employment site. This allowed us to earn a small stipend check. Not only did we enjoy the program, but it also helped us bring funding to my household. My parents are immigrants, my mother comes from Ecuador and my father comes from Guatemala, and they worked in factories, so they didn't make much money. Having two kids at home who were making a stipend was very helpful to them.

My first official job at Good Shepherd was as a program aide after the staff at Beacon PS 15 saw my potential and hired me. I was excited to be one step closer to becoming a teacher, which was my early

ambition. When a new program opened at a different site, they felt that I was ready to run my first class on my own.

After enrolling in college, I found a love for math. That's when I started to transition slowly into finance, accounting, numbers, and bookkeeping. I even took a second part-time job at a check cashing place to learn how to close out the store. From there, my supervisor at Good Shepherd was happy with my work and knew I had a knack for numbers, so she encouraged me to apply for a job in the finance department. She said I would be super in that position, but I was shy and scared. I was 23-years-old at the time and although I was shaking with fear, the interview went well, and I was hired. I was excited to start working at the main office. That's when I started my first finance job as an accounting clerk. I went from participant to part-time employee to full-time employee. Full circle.

20 Years

“

Being a part of the Good Shepherd family for almost three decades, I've had a lot to be grateful for.

Michelle Yanche
26 Years of Service



Michelle Yanche | *Executive Director, Good Shepherd Services*

—The Next Chapter of Good Shepherd

Through Paulette, I have learned some of the most impactful lessons about leadership that I have taken with me throughout my career.

There were few resources for children and families in the community, few afterschool programs in our public schools, and we were still advocating to prioritize resources for preventive services at a time when the foster care census was quadruple what it is today.

The public schools were closed in the afternoons, evenings, and weekends and there were more children in foster care than in preventive services. Through the grit and hard work of our leadership and staff, we have been able to be the change we wanted to see while inspiring transformation across the city.

As Good Shepherd's first Director of Public Policy, I played a leading role in advancing our advocacy agenda, working with our government partners, presenting testimony before city and state governments, and representing Good Shepherd on coalitions that addressed many of the issues that are important to our work.

Being a part of the Good Shepherd family for almost three decades, I'm grateful for the profound determination of our participants and families, the incredible hard work of our staff and board, the unwavering commitment of our supporters and partners, and the optimism, commitment and bold leadership of my mentor, Sr. Paulette. Through Paulette, I have learned some of the most impactful lessons about leadership that I have taken with me throughout my career.

I will take many lessons forward with me into Good Shepherd's next chapter, but most importantly that our organization will always be here to partner with communities across NYC to do the right thing for children and families.

26 Years

Financials

Revenues:	June 30, 2019		June 30, 2018		% Change from FY18 to FY19
Government Grants	53,659,208	48.8%	48,603,877	51.0%	10.4%
NYC Care and Maintenance	23,635,925	21.5%	22,967,463	24.1%	2.9%
Medicaid	9,926,022	9.0%	7,409,629	7.8%	34.0%
Private Grants / Contributions *	19,006,867	17.3%	13,634,274	14.3%	39.4%
Investment Income	1,132,521	1.0%	722,556	0.8%	56.7%
Miscellaneous	2,689,044	2.4%	1,892,989	2.0%	42.1%
Total	110,049,587	100.0%	95,230,788	100.0%	15.6%

* Includes pledges

Expenses:	June 30, 2019		June 30, 2018		% Change from FY18 to FY19
Neighborhood Family Services	45,724,433	43.8%	44,190,065	46.1%	3.5%
Professional Training	770,453	0.7%	569,199	0.6%	35.4%
Group and Foster Care Adoption	39,437,389	37.8%	35,250,697	36.8%	11.9%
Management and General	13,977,912	13.4%	11,574,675	12.1%	21.0%
Fundraising	1,242,753	1.2%	1,402,142	1.5%	-11.3%
Depreciation and Amortization	3,049,005	2.9%	2,653,288	2.8%	14.9%
Interest Expense	246,411	0.2%	221,155	0.2%	11.4%
Total	104,448,356	100.0%	95,861,221	100.0%	9.0%



20+

20 Years

Deborah L. Frost
Demond Pearson
Fernando Tinio
Lucy Lugo
Lydia Rivera

21 Years

Bhagmatty Sharma
Gisel Berroa
John Ashford
Maria Alonzo
Otis Bellamy
Sharada F. Brooks-Glenn

22 Years

Margaret Hernandez
Ola D. Miles
Richard J. Schiffer

23 Years

Anna I. Montanez
Marisol Martinez
Sharon Richards

24 Years

Carmen Sanchez
Theophus E. Bey

25 Years

Daisy Correa-Torres
Leona A. Whiteman
Sharna J. Boyd

26 Years

Donna Sciascia
Gloria M. Conyers
Jesus Hernandez
Maria Esquilin
Michelle Yanche
Yvonne C. Williams

28 Years

Naida Pastrana
Delia D. Macaraeg

29 Years

Brunilda Sanchez
David Port
Debbie Donastorg
Donna A. Todd-George
Grisel Diaz
Kathleen Duggan

30+

30 Years

Latchmee Bhual
Marilyn Peguero
Quinton Ervin
Radhakrishna Kamath

31 Years

Ellen R. Smith
Virginia Myung

32 Years

Ellen O'Hara-Cicero
Orlando Abbott

33 Years

Vivian Troche

35 Years

Denise Hinds

36 Years

Mildred Henriquez-McArdle
Patricia Smith

40+

40 Years

Nancy Diaz

41 Years

Anne Waldfogel

43 Years

James Marley

Your commitment to children and families over the past 20 years+ inspires the spirit of our mission. We deeply appreciate your zeal for uplifting 30,000 New Yorkers every year.

Decades...

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Vice Chair

Anthony Malloy

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Sheila Rule

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the Cell Foundation

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Colin Teichholtz

Element Capital

Marco Valla

Barclays

Debra Vizzi

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1857

Sister of the Good Shepherd begin work in New York City.

1947

The Sisters incorporate as Sisters of the Good Shepherd Residences and move to East 17th Street in Manhattan.

1972

We initiated a family support program in South Brooklyn and soon began to collaborate with the NYC Department of Education to develop the first of what has become a broad range of innovative and successful educational support models in schools.

1991

Afterschool Program Model Started.

2019

We offer 100 programs and serve 30,000 participants every year.

Our Vision

We envision a New York City where children grow up in thriving neighborhoods, and all individuals and families can build on their strengths to realize their fullest potential.

Our Mission

Guided by social and racial justice, Good Shepherd Services partners and grows with communities so that all NYC children, youth, and families succeed and thrive.

Our Values

These core values inspire our staff and participants and drive everything we do – including our approach to the work, the decisions we make, and the way we collaborate.

- Compassion
- Commitment
- Bold leadership
- Learning
- Optimism
- Responsiveness





Good Shepherd Services

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