



Annual Report

FISCAL YEAR 2020



ANNUAL OVERVIEW
A Year of Global Crisis

FINANCE REPORT
Organizational Health

IMPACT REPORT
Meeting Challenges

From the Directors

A YEAR OF GLOBAL CRISIS



The Fiscal Year began with so much hope.

Our collaborations with colleges, high schools, and middle schools were developing in exciting ways. New long-term partnerships were just getting off the ground. We planned to launch the new EP website in January 2020. And our 30th Anniversary Gala was scheduled for April 2020.

But no. The pandemic arrived in March, shuttering entire nations, taking hundreds of thousands of lives, fraying communities, and forcing people into isolation.



In this upheaval, our practitioners did what they do best: they innovated, making a seamless transition to virtual work. Immediately, this allowed us to support schools, colleges, nonprofits, foundations, and frontline medical workers as they held life-and-death conversations about how to live and work together, safely. After the death of George Floyd, we fostered dialogues about race in schools and in communities. And in preparation for the election, we taught the next generation of young leaders to explore and discuss political differences in new, healthier ways.



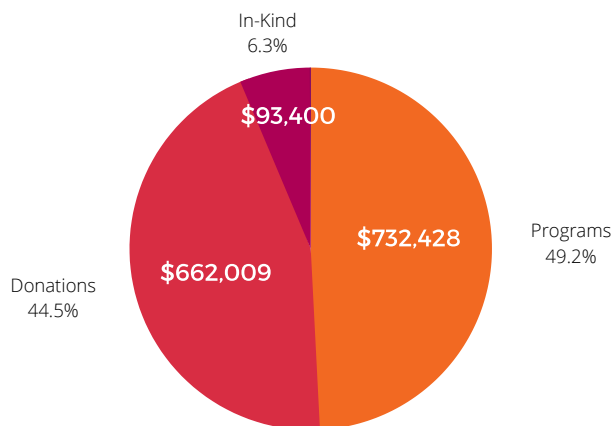
It has been a year of crisis, but we are incredibly proud of what our global community has accomplished together. And hope, which seemed lost at times, is something we found in one another.

With gratitude,

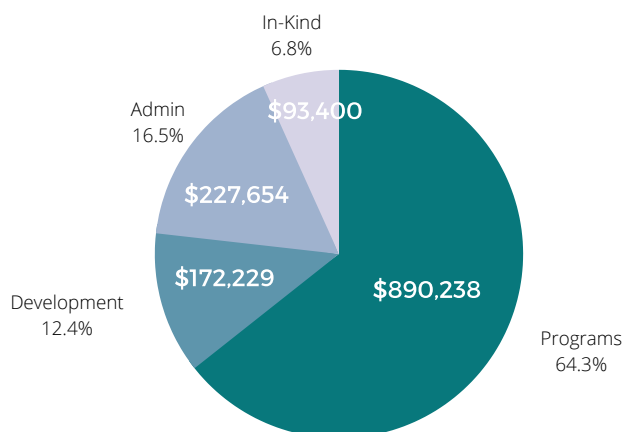
Katie Hyten & John Sarrouf
Co-Executive Directors

Financial Report

ORGANIZATIONAL HEALTH



FY20 REVENUE: \$1,487,837



FY20 EXPENDITURES: \$1,383,521

FOR THE 2020 FISCAL YEAR

In a year of unprecedented challenges, Essential Partners ended the 2020 Fiscal Year in strong, stable financial health.

Direct program revenue surpassed individual donations in FY20 for the first time in the organization's history. This is the result of more efficient practices, innovations by our capable and dedicated staff, as well as growing demand for EP's unique approach as communities manage the compounding stresses of the global pandemic, the US election, and the racial justice protests.

EP added a full-time programming staff member at the start of FY20 as well, and despite all the challenges 2020 presented, EP has been able to keep 100% of its staff employed without interruption since the start of the pandemic.

173

Individual donors

44%

Annual revenue from individual donors

5

Grant-funded programs

Impact 2020

TRANSFORMING COMMUNITIES IN CRISIS



“I was awestruck by how dialogue allowed both middle and high schoolers to engage in challenging topics and be so self reflective. My classes moved and flowed so easily and students engaged in a way I didn't think possible.”

HIGH SCHOOL TEACHER

67

Community and
institutional partners

2,320

Facilitators trained in
Reflective Structured
Dialogue

19

Expert practitioners
working in the field

Open, Inclusive Schools

IMPACT SNAPSHOT



Essential Partners has collaborated with middle and secondary schools in Massachusetts, California, Texas, and North Carolina to give students, teachers, and administrators the skills to create a culture of open, inclusive, civil discourse.

In Newburyport, MA, students facilitated discussions about the COVID-19 pandemic and the 2020 Election as well as school culture and academic honors. EP practices have been incorporated by instructors into classroom teaching and used in extracurricular programs as well.

“The value of these dialogues is unparalleled. Thank you for encouraging me to take a step out of my comfort zone.”

NEWBURYPORT HIGH STUDENT



MUTUAL UNDERSTANDING

93% of program participants report feeling more understood by the “other side” after an Essential Partners engagement.

Addressing COVID-19

IMPACT SNAPSHOT



Since March, Essential Partners has invested thousands of hours to support communities holding life-and-death conversations about how to live and work together, safely.

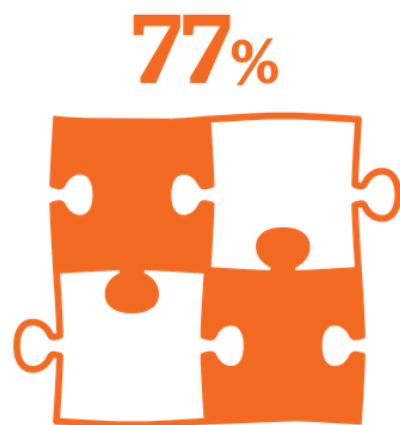
EP held free virtual dialogues in which hundreds of people could grieve, share, and listen to renew their sense of connection and agency. EP has also led dialogues for frontline healthcare workers, educators, nonprofit groups, and faith communities to help them find a path forward together.

All the while, free resources and expert coaching have empowered EP's global Community of Practice, the alumni who tend to the health of their communities.

“This dialogue made me think about how I want to help others—and what I’m capable of doing to help.”

COVID DIALOGUE PARTICIPANT





SOCIAL COHESION

77.4% of participants report that their community, campus, or workplace is more cohesive because of their work with EP.



LASTING IMPACT

60% of participants see connections across differences forming as long as a year after an EP engagement.

Race in American Life

IMPACT SNAPSHOT



“To be able to facilitate a conversation about accountability and harm, to listen with a nurturing ear, to hold space for these difficult and complicated topics—this is so important to the work of restorative justice.”

ONYEKA OBIOCHA, EP ALUM
YALE UNIVERSITY

For years before the most recent protests for racial justice, EP has helped communities have difficult conversations about race, diversity, and inclusion. These conversations took on new meaning in 2020.

In high schools and colleges, among people of different faiths, between law enforcement and the black community, EP's approach has transformed the way people engage with differences of identity. It has empowered people to explore their own values and histories, to listen more deeply and connect on a fundamentally human level. That work continues in 2021 and beyond.



TRUST ACROSS DIFFERENCES

93.8% of all program participants report greater trust in people with different beliefs, values, and/or identities because of an Essential Partners engagement.



Our Leadership

EXECUTIVES & BOARD OF DIRECTORS



Katie Hyten
Co-Executive
Director



John Sarrouf
Co-Executive
Director



Christine Spadafor
Chair of the Board
of Directors



Jeanne Emanuel
Vice-Chair of the
Board of Directors



Brendan Abel
Board of Directors



John Lloyd
Board of Directors



David March
Board of Directors



Nicole Morris
Board of Directors



Robert O'Hara
Board of Directors



Julien L. Pham
Board of Directors



Gary Sandhu
Board of Directors

Our Associates

EXPERT PRACTITIONERS



Active Associates



Brian Blancke
Associate



Nadiya Brock
Associate & Program
Development
Coordinator



Cara Cargill
Associate



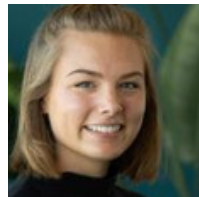
Meenakshi Chakraverti,
MPA, PhD
Senior Associate



Kathy Eckles
Associate



Meg Griffiths
Associate & Assistant
Director of Programs



Danielle Isbell
Associate



Mary Jacksteit, JD, MS
Associate



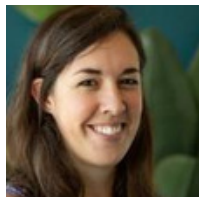
Dave Joseph, MSW
Senior Associate



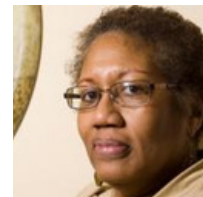
Tierra Marshall
Associate



Adam Motenko, MBA
Associate



Eliza O'Neill
Associate



Raye Rawls, JD
Senior Associate



Eric Roberts
Associate



Kimberly Shaw
Associate



Phoebe Sinclair
Associate

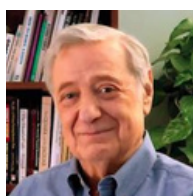


Robert R. Stains, Jr, MEd
Senior Associate

Associates Emeriti



Corky Becker
Co-Founder



Richard Chasin
Co-Founder



Maggie Herzig
Co-Founder



SallyAnn Roth
Co-Founder