



2025 IMPACT REPORT

THE POWER OF COMMUNITY



OUR MISSION

To be the leading solution-focused resource in building strong, sustainable families and communities through family support services, innovative training, community capacity building, economic development, and social enterprise.

Almost 30 years of service, impacting over 20,000 families. Join us in making a difference. Support our work at wearecsc.org.

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LETTER TO THE COMMUNITY

Dear CSC Community,

For thirty years, Collaborative Solutions for Communities has remained rooted in one clear truth. Strong communities are built when families are supported, neighborhoods are valued, and people are given real pathways to stability and success.

When I stepped into the role of Board President a year ago, I knew the work would be hard, but I have seen firsthand the strength of this organization and the dedication of the people who sustain it. I have also seen the growing pressures facing nonprofits across every sector.

Despite significant 2025 funding losses and a shifting landscape, this organization continued to show up for Washington, DC families. CSC remained present where it matters most: in homes, schools, neighborhoods, and community spaces.

That kind of commitment does not happen by chance.

It happens because of dedicated leadership. It happens because of a staff that leads with heart and professionalism. It happens because funders, public officials, and community partners believe this mission matters.

As we close the year, the Board remains fully committed to strengthening CSC for the future. We are focused on stewarding new resources, building long-term sustainability, and ensuring this institution remains a vital force for the next generation.

I invite you to read the message from Executive Director Penelope Griffith, whose leadership helped guide CSC through one of the most challenging periods in recent years. Her words reflect both the honesty of this moment and the hope that continues to move us forward.

Thank you for standing with Collaborative Solutions for Communities.

With gratitude,

Charmaine Weatherly, MSW, LCSW



Executive Director

LETTER TO THE COMMUNITY

Dear CSC Community,

As 2025 comes to a close, I write to you with honesty and hope.

This has been a year of transition for Collaborative Solutions for Communities and for many nonprofit organizations across the District and nation. Funding cuts have created uncertainty. Organizations were asked to respond with reduced resources and rising community need.

CSC felt that pressure directly through \$3.5 million in lost funding that threatened vital programs and services.

These losses affect families seeking stability. They affect children who need support. They affect neighborhoods working to stay safe and connected. They also affect the dedicated staff members who carry this mission forward each day. The emotional toll of uncertainty, restructuring, and difficult decisions has been real.

But for thirty years, CSC has stood on the front lines for Washington, DC families and communities. We have weathered moments of instability before, including the 2008 financial crisis and the COVID-19 pandemic. We have faced economic downturns, public health emergencies, violence, and changing government funding priorities. Each time, we adapted and kept moving forward.

That same resolve carried us through 2025. Even amid serious financial constraints, CSC continued to serve children, youth,

parents, and families across the District. We remained present in schools, neighborhoods, homes, and community spaces, advancing safety initiatives, family strengthening programs, workforce pathways, housing support, and reentry services. Our staff did more with less while maintaining compassion and professionalism, and our funding partners stood beside us when circumstances were uncertain. The people we serve do not pause their needs when funding declines.

We must remind one another that we have been here before. We have struggled before. We have fought before. We have overcome before.

As we look toward 2026, CSC remains committed to strengthening our foundation, diversifying our funding sources, deepening partnerships, and protecting the programs our community depends on.

Thank you for standing with CSC through this season. Thank you for your trust, your prayers, your partnership, and your commitment to our mission.

Penelope Griffith, MSW, LCSW-C, LICSW

ORGANIZATION OVERVIEW & SUCCESS METRICS

Founded in 1996, Collaborative Solutions for Communities is a Washington, DC-based nonprofit dedicated to stabilizing families, preventing violence, and creating sustainable opportunities for individuals and communities in need. For 30 years, CSC has delivered life-changing programs by meeting people where they are—on the streets, in homes, in schools—and helping clients determine solutions to their most pressing challenges.

CSC COMPREHENSIVE SERVICES

Family Supportive Services

700+

Children supported

300+

Families kept together

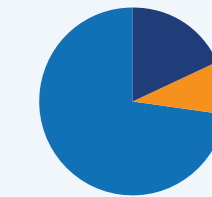
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Parenting class graduates

Family Supportive Services connects families to resources that strengthen stability and help prevent foster care involvement. This includes our Parenting Education and Support Program (PESP).

Prevention: Keeping just 100 children out of foster care saves DC over 3 million dollars per year

Rapid Re-housing Youth



- 16 Clients Employed
- 4 Clients Attended Training Programs
- 2 Clients Enrolled in GED Programs

Supports young adults experiencing housing instability through employment support, education pathways, and stable housing connections.

Safe Passage, Safe Blocks

With ambassadors present near schools to support safe commutes and build relationships with students, **over 90%** of youth report feeling safer traveling to and from school.

Youth Diversion Programs

Serving over 100 youth, CSC programs use athletics, mentoring, leadership development, and STEM exploration to build coping skills, prevent violence and gang involvement, and empower young people to lead.

SOCCER

- Weekly practices and leadership sessions
- Youth advanced to championship tournament
- Expanded program with career readiness components

STOP SCHOOL VIOLENCE

- Program launched in two schools
- Students engaged in leadership and prevention activities
- Early improvements in attendance and academic engagement

STEM

- Ten80 Esports racing challenges build STEM and teamwork skills
- Mentoring and leadership development activities
- Family engagement and support

Success in Reentry

Provided Healing Circles supporting family reunification

Provided clients with housing support

Provided career training and employment support

Supports family reunification and stability through Healing Circles, case management, housing support, employment pathways, and mental health resources. The program provides TAMAR workshops at the DC Department of Corrections and life skills groups at Fairview Transitional Housing to help reduce recidivism.

Community Based Child Abuse Prevention

CBCAP strengthens families through parenting education and early learning. Families participate in HIPPY, a home-based program that prepares children for school success.



70+ Spanish speaking families served through the HIPPY home visiting program



100% of families reported improvement in children's gross motor and reading skills



Domestic violence prevention workshops and family support services provided

Workforce Development

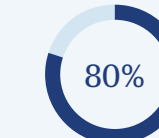
Helping residents secure and retain employment, build financial skills, and access career pathways toward long-term economic stability.



30-90 day job retention



180 day job retention



270-365 day job retention

FOR DC RESIDENTS, A NEW PLACE TO CALL HOME

During a time marked by economic uncertainty and political upheaval, Collaborative Solutions for Communities (CSC) serves as a port in the storm for residents across Washington, DC. This year, CSC expanded its infrastructure of support with the acquisition of an apartment building that enables District residents, buffeted by job losses and skyrocketing rents, to secure a measure of housing stability.

CSC has long offered individuals and families critical assistance finding, and subsidizing, affordable rentals. By purchasing the Griffith Residence, CSC took a significant step forward in helping District residents meet their long-term housing needs.



“We had a supervisor at CSC who used to work for the previous owner of the building, and when she told us the property was going up for sale, we jumped at the chance to get it,” Charmaine Weatherly, President, CSC Board of Directors.

“We then proceeded to do a full renovation, which took about 10 months, to ensure each unit is equipped with modern conveniences for a premium living experience.”

The building, located in Washington, DC’s southeast quadrant, features seven two-bedroom and one deluxe one-bedroom units in a mix of market rate and affordable housing that seeks to address a shortage of affordable options in the neighborhood. Amenities include new appliances, hardwood and laminate flooring, a dedicated laundry room, landscaping, updated security and Americans With Disabilities Act (ADA) compliance to enhance ease of accessibility.

From the moment escrow closed until the day the building opened for occupancy, CSC staff worked tirelessly to ensure they were accounting for every last detail. This included a focus on appropriate naming.

“We felt strongly that the building should be named after Penelope Griffith, our visionary executive director,” Weatherly says. “She’s been such a remarkable and transformative figure in our community, and we wanted the building to stand as testament to the inspiration and tenacity she brings to every endeavor.”

Griffith was honored by the gesture and made her own contribution to shape the building’s final name.

“At first, we were toying with the idea of calling it ‘Griffith Place,’ but it occurred to me that ‘place’ refers more to ‘location,’ and what we really wanted was something warmer and more personal,” Griffith says. “With ‘residence,’ we’re much closer to capturing the notion that, for the people who live there, the building is not just a location, it’s actually a home.”

In fall 2025, CSC hosted a ribbon-cutting ceremony to celebrate the opening of Griffith Residence and the hope it symbolizes for DC residents searching for a home of their own.

“The ceremony was beautiful, and our staff did such an incredible job on everything,” Griffith says. “I’m so proud of all their efforts and of the impact I know this new building will have in uplifting people throughout our community.”



TAMAR PUTS PARTICIPANTS ON A PATH TO HOPE & HEALING



Keturah Bonner speaks at TAMAR program graduation.

Keturah Bonner speaks glowingly about Collaborative Solutions for Communities' (CSC) TAMAR program.

"Through TAMAR [Trauma, Addiction, Mental Health and Recovery], I had an opportunity to work on being my best self—learning how I want to be in the world and how I view myself," she says. "What I gained by participating in the program was a sense of peace, and confidence, and love."

Developed in 1999, TAMAR is an evidence-based, trauma-focused initiative focused on helping youth and adults heal, grow and reclaim their futures. As part of TAMAR, Bonner and other participants find space for truth, healing and transformation, leveraging structured group sessions to explore the impact of trauma, build coping skills and develop critical tools necessary

to move forward with strength and self-awareness.

The sessions are built around 16 modules ranging from understanding trauma and its impact on the brain and body to establishing boundaries and healthy relationships. The nationally recognized program, which is currently being used not only in the District of Columbia but also in Maryland, New York, Rhode Island, Ohio and Missouri, has documented positive outcomes in both correctional and community settings, equipping participants not only with improved coping skills, but also with enhanced emotional regulation and self-esteem.

"I had been wanting healing for so long, and I finally found it in the TAMAR program," Bonner says.

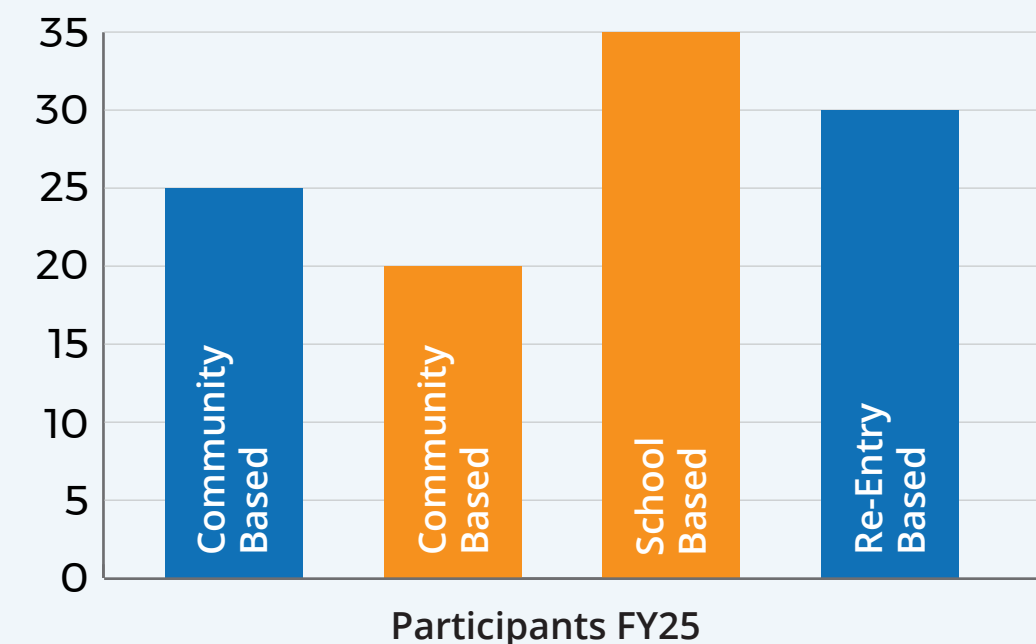
"We learned to identify our triggers and our feelings, to process painful events and to reflect on our past decision-making in order to improve future outcomes. The types of breakthroughs that I experienced—I think that sort of thing is needed by everyone, all over the world."

TAMAR's impact is measurable: Across sessions, participants consistently report high levels of satisfaction—with helpfulness ratings averaging above nine out of 10—as well as an ability to apply what they have learned to their daily lives. The program's success is not limited to adults; CSC has successfully implemented a youth-specific version of the TAMAR curriculum in DC school settings, demonstrating strong engagement and relevance for trauma-impacted students.

"TAMAR provides a safe space for everyone," Bonner says. "I'm so grateful I had the opportunity to take part in the program. It empowered me to begin a healing journey, and the things it taught me will stay with me forever."

TAMAR (Trauma, Addiction, Mental Health and Recovery)

The graph shows participants served in the community, in schools and under our Success in Re-entry program.



● Adult ● Youth

Trauma recovery groups provide education, peer support, and coping strategies for individuals impacted by trauma.



MEETING THE MOMENT: LEADERSHIP THAT LIFTS OUR COMMUNITY

Driven by mission and a desire to effect positive change, nonprofit organizations play a vital role in strengthening the fabric of their local communities. This year, as lower-income Washington DC residents faced massive pressures on multiple fronts—from immigration raids to economic contractions to an all-out assault on individual liberties—nonprofits like Collaborative Solutions for Communities (CSC) were more instrumental than ever before.

CSC's effectiveness over the past 12 months was directly tied to the passion, skill and talent of its leadership team, as well as to the capacity of those leaders to understand the needs of the populations they serve. Based on their extraordinary commitment and experience, the women at the helm of CSC were uniquely suited to meeting the current moment, leveraging their unique abilities to help their neighbors navigate daily challenges and live safe, fulfilling, healthy and meaningful lives.

Critical to their success was an ability to put themselves in the positions of the individuals and families they were serving.

"I have lived experience in the foster care system in New York, and I know what it's like to have the system fail you," says Ticia Cole, director of program monitoring and evaluation. "I spent 20 years working in education and then transitioned to CSC so I could focus on issues related to child welfare. This work is personal for me: I feel like, if my mother had had access to an organization like CSC, maybe she could have kept our family together and not lost her life to substance misuse."

An appreciation for the power of community to make a difference is a common theme among CSC's senior managers.

"I grew up without a strong support system, and that experience taught me that no one thrives in isolation. A community is like a woven fabric — it is strongest when every thread is supported," says Family Services Director Elizabeth Clift. "As a result, it's crucial

to me that the clients we serve know they can rely on us for our presence, our energy and our partnership. They deserve the very best we can bring to the table."

During a year when District residents encountered serious obstacles to their ability to thrive, Cole, Clift and their colleagues remained committed to showing up for their clients and providing them the most comprehensive support possible.

"In 2025, our families—many of whom suffer from food insecurity—were having to make do with less and less. For instance, there was a pause in SNAP (Supplemental Nutrition Assistance Program, or food stamp) benefits, which meant people were at elevated risk of going hungry. We tried to help them in lots of creative ways including giving out turkeys on Thanksgiving so they would be able to celebrate the holiday, which was huge for them." Cole says. "We're living in a climate where the message is that people don't care, but at CSC, we really do care."

That sense of caring, notes Clift, is at the heart of everything CSC does.

"We are truly invested in helping people and communities who are disenfranchised, to make sure they have the tools and resources to advance themselves," she says. "They matter to us, and we show up for them."

Their presence was a light in the dark for CSC's Latino clients, many of whom were living under constant threat of incarceration and deportation from Immigration and Customs Enforcement (ICE) authorities.

"You could see the look of fear on our Latino families' faces; they were absolutely terrified," says Penelope Griffith, CSC's longtime

executive director. “In response, we provided them safe haven at CSC and offered them guidance about what to do if ICE showed up at their workplaces or their kids’ schools. Our goal was to show them we were here for them and to let them know they could rely on us as someone in their corner.”

Maintaining that aura of dependability required CSC’s leadership team to be creative—and to make some tough decisions.

“CSC struggled just like so many of the people we serve. We lost significant sources of income and had to pivot to find new ones to replace them,” says Tayo Coker, director of finance. “Our staff has worked tirelessly to make sure the ship stays afloat, whether it’s been through additional grant writing or conducting audits of our spending to make sure we are maximizing our efficiency.”

Coker has extensive experience doing just that for a host of

prominent organizations across the DC metro area including the National Building Museum and the United Negro College Fund, where she oversaw a \$250 million budget.

“Balancing budgets during a time of retrenchment can be hard,” Coker says. “But what’s wonderful about CSC is how united we are to help the community we all love through the work we do, whether it’s our violence prevention programs, afterschool activities to keep at-risk youth out of trouble or career development workshops.”

Brenda Chandler, CSC’s human resources director, says the organization did whatever it could in 2025 to make sure its programs continued running, even as its own workforce underwent reductions.

“Due to everything that’s been happening with the federal government—from massive cuts to shifting funding priorities—

we had to lay people off, which was incredibly difficult,” Chandler says. “Based on the number of unsolicited resumes I saw come across my desk, and how overqualified those folks were for the positions they were inquiring about, I know layoffs weren’t just happening at CSC; it was a global issue.”

“I felt so grateful for how our staff rallied together, supporting one another while also staying committed to helping our clients make it through each day.”

The financial hurdles CSC had to overcome in 2025 were daunting, but the resolve of its senior leaders kept the organization strong.

“In some sense, over the course of our 30-year history, we’d been here before: government cuts to funding and people terrified about what the future might bring,” Griffith says. “We did our best to prepare proactively for the loss of income and simultaneously to guarantee we could continue serving people with programs that are, in a very real way, life-saving—like Safe Passages, which provides at-risk youth with safe routes to and from school, and our soccer program, which has demonstrated success in reducing gang violence and preventing homicide.”

Griffith notes that, while budgets may fluctuate and government policies may evolve, the passion fueling CSC’s work will never change.

“Our leadership team has always known what it takes to get things done,” she says. “At the end of the day, you have to fight for what you believe in, and that’s the secret to our success: standing up for the people in our community and helping them stay resilient as they strive to build a future for their families and themselves.”





FUNDING SOURCES

- Child and Family Services Agency
- Child and Family Services Agency—CBCAP (Community Based Child Abuse Prevention)
- DC Department of Human Services
- Office of Juvenile Justice and Delinquency Prevention
- Office of Victim Services and Justice Grants
- Deputy Mayor of Public Safety and Justice
- Events DC
- Deputy Mayor of Education/Learn 24
- United Planning Organization



PROGRAMS

- Family Supportive Services Program
- Parenting Education and Support Program
- Community-Based Child Abuse Prevention -HIPPY Program (Home Instruction for Parents of Preschool Youngsters, The Family Place)
- Family Rehousing Stabilization Program
- Rapid Re-Housing —Youth
- Children Exposed to Violence
- Success in Reentry
- Soccer Youth Diversion Program
- Future Leaders Enrichment Camp
- Safe Passage, Safe Blocks
- Progressive Employment Program
- TAMAR Groups (Adult and Youth)
- STEM Leadership Mentoring Group
- STOP School Violence



TRAININGS & MODALITIES

- Trauma-Informed Care
- Family Group Conferencing
- Healing Circles
- Thinking for a Change
- Solution-Focused Brief Therapy

STATEMENT OF FINANCIAL POSITION

	2023	2024
Assets		
Cash and Cash Equivalents	\$1,069,600	\$2,601,642
Other Assets	\$10,454,682	\$7,880,151
Total Assets	\$11,524,282	\$10,481,793
Liabilities and Net Assets		
Liabilities	\$7,100,097	\$5,299,077
Net Assets	\$4,424,185	\$5,182,716
Total Liabilities and Net Assets	\$11,524,282	\$10,481,793

STATEMENT OF ACTIVITIES

	2023	2024
Support and Revenue		
Grants and Contracts	\$15,035,461	\$10,754,625
Other Revenue	\$71,693	\$844,932
Total Revenue	\$15,107,154	\$11,599,557
Expenses		
Program Services	\$13,964,976	\$8,045,897
Other Expenses	\$203,182	\$2,795,129
Total Expenses	\$14,168,158	\$10,841,026
Change in Net Assets	\$938,996	\$758,531
Net Assets, Beginning of Year	\$3,485,189	\$4,424,185
Net Assets, End of Year	\$4,424,185	\$5,182,716

2024 Financial Summary

Collaborative Solutions for Communities (CSC) is committed to efficient stewardship of assets on behalf of its funders and donors.

CSC and its Board of Directors work with the independent auditing firm, CliftonLarsonAllen LLP, to ensure accurate and reliable financial information. The summarized financial reports are based on 2024 audited financial statements.

The name change from Columbia Heights/Shaw Family Support Collaborative to Collaborative Solutions for Communities has allowed the organization to increase revenue by working across the DC metropolitan area, USA, and globally.

In 2024, CSC's revenue was \$11.6 million, down from \$15.1 million in 2023, following the prior year's expanded grant portfolio. Net assets grew to \$5.2 million from \$4.4 million, with cash more than doubling to \$2.6 million. Total expenses were \$10.8 million. CSC remains financially stable and committed to its mission. Learn more at wearecsc.org.



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