



# ANNUAL REPORT | 2007

LONG ISLAND NETWORK OF COMMUNITY SERVICES



## MESSAGE FROM THE CEO



This year marks the tenth anniversary of the Long Island Network of Community Services, Inc. (LINCS) and the organization continues to expand its ongoing vision of bringing together other non-profit agencies to build stronger alliances that will better serve Long Island's residents, especially in these difficult economic times.

Charities don't need to read federal economic reports to know that the country is struggling. Assaults on health and human service funding and the decline in corporate giving and fundraising began to hit not-for-profit agencies well before the economic downturn made national news. The idea that many charities, like the retail sector, are eyeing individual consumer's federal rebates as a potential source of donations underscores the uphill battle most organizations are facing. While some corporations make record profits, many have begun using the term 'recession economy' to escape their traditional philanthropic responsibilities. Individual donors are struggling with their own fiscal realities, in some cases becoming clients of the non-profits they once supported. Even for those with resources, fiscal fears have made it difficult for them to contribute to their favorite charities at the same level as in previous years. The retreat from government, the corporate sector and individual donors poses significant challenges for non-profits struggling to meet escalating demands.

LINCS understands these problems and has focused on fundraising initiatives that have proven successful and can bring needed resources to other charities. This past year, through its production of Chef's Secrets III, LINCS was able to absorb the majority of the expenses and share the proceeds of the event with BiasHELP of Long Island and the Long Island Association for AIDS Care.

On a federal level, LINCS is leading a five-member non-profit agency coalition that is pursuing a congressional earmark that will be shared to enhance programs that protect at-risk young people from sexually transmitted diseases, HIV, substance abuse, bullying and cyberbullying and to launch new gang prevention programs. When asked by congressional representatives how the awarded funds will be divided, they were most impressed that we are looking at an equal division among the five experienced not-for-profit agencies. This innovative alliance highlights the mission of LINCS, which is to bring together other not-for-profits and use our expertise to help them maintain and expand their own unique services in communities across Long Island and in some cases, New York City.

LINCS has continued to maintain two long-term office space leases with other non-profits and still has the capacity to accommodate other small agencies in the future. Administering the health benefits, pensions, and insurance plans for smaller non-profits means that those organizations can offer benefits that they could not manage on their own, thereby giving them an employee recruitment and retention edge.

In a time of shrinking resources, organizations like LINCS stand at the forefront of stretching diminished dollars in an effort to serve the most needy and vulnerable in our society. We continue to do this through collaboration with executives of other not-for-profits, consultants, and the volunteer commitment of the LINCS Board of Directors. This enables us to continue our commitment with a skeletal paid staff and disseminate more money, as well as technical assistance and capacity building to other organizations that may not have the size, scope or vision to achieve these accomplishments independently.

The achievements of LINCS in the past ten years should serve as a model for how creating a network of diverse community services allows smaller charitable agencies to maintain their independence and survive difficult economic times. As the CEO/Managing Director, I am proud to be associated with such an innovative, professional and committed organization.

A handwritten signature in blue ink that reads "Gail Barouh". The signature is written in a cursive, flowing style.

Gail Barouh, Ph.D

## 2007 ACHIEVEMENTS



In these times of economic uncertainty and skyrocketing demand for community based services, LINCS remains focused on strengthening regional health and human services on Long Island and beyond. Through our strategic initiatives, we are promoting sustainability, fostering innovative partnerships, and enhancing collaboration among our region's public and private organizations. In some instances, LINCS serves as a direct service provider leveraging our experience, expertise and commitment to better serve Long Island's most vulnerable populations. In other instances, we're an advocate, facilitator, evaluator or strategic partner. Each of our planned activities and projects are carefully designed to enhance the efficiency of local health and human services, to foster excellence in the non-profit sector and make Long Island a healthier and safer place. We highlight some of our key achievements in this 2007 annual report.

### PROFESSIONAL TRAINING, TECHNICAL ASSISTANCE AND DEVELOPMENT

LINCS remains committed to non-profit management excellence and that dedication is demonstrated by our continued development and expansion of Diversity Done Right (DDR), a consulting firm specializing in diversity training. Using BiasHELP's (a LINCS affiliate) *Mirror Images* DVD series as its centerpiece, Diversity Done Right has trained more than 500 professionals from non-profit organizations, hospitals, colleges and universities, government agencies, small businesses and large corporations across the United States. These powerful workshops are participant centered, unifying and designed to achieve measurable results as they explore issues of race, religion, ethnicity and sexual orientation.

Diversity Done Right maintains the exclusive right to conduct train-the-trainer trainings using the *Mirror Images* video series. The trainings are professionally facilitated by DDR consultants and generally run for 1-2 days, depending on the number of participants. Each sponsoring company or organization receives the video series, a discussion guide and a comprehensive training manual for subsequent educational programs.

Diversity Done Right's approach to diversity education rejects the divisive and counterproductive exercises of the past in favor of a comprehensive multimedia experience designed to probe without preaching, teach without guilt and change attitudes and behaviors without resentment. Organizations searching for a new approach to what had become a dreaded topic have embraced our innovative model, enhancing employee morale and reducing their litigation risks.

Diversity Done Right builds on LINCS' key strengths, leverages the assets of our affiliate organizations, and meets a pressing community need. Our extensive training experience, knowledge base and record of service to communities most often impacted by discrimination, along with our wide-reaching network of professional educators situate LINCS well to make significant contributions in this arena.

In 2008, we'll extend the national reach of our professional trainings, expand our base of certified trainers, and finalize some exciting plans to make some of our programs available online.

For more information, visit [www.diversitydoneright.com](http://www.diversitydoneright.com)

## COMMUNITY SERVICES



Enhancing community health and safety is a core component of the agency's mission and LINCS operates several distinct programs designed to reduce health disparities and increase wellness. LINCS, for example, operates one of Long Island's only mobile smoking cessation programs designed to reduce tobacco use among predominantly minority men and women who have been underserved by traditional smoking cessation programs. Over time, LINCS and its affiliates have worked to win the trust of Long Island's most disenfranchised populations and this program gives us the opportunity to help those populations with yet another serious health threat – tobacco use. This program serves more than 1,000 Long Islanders annually, offering them education, printed materials, behavioral counseling, and direct access to smoking cessation aids such as nicotine patches. Eighty-six percent (86%) of those we serve are Black, and 7.6% are Hispanic. The mean number of cigarettes smoked per day among new intakes was 21.4 and most had smoked for more than 20 years. A third said that they had never received smoking cessation information before coming in contact with LINCS staff and 83% of program participants reported reduced or no tobacco use. Tobacco use remains one of our nation's and region's greatest public health threats and we are pleased to be able to offer this service to residents who need it most.

LINCS also continues to operate its SAMHSA-funded Drug-Free Communities Coalition on Long Island's North Fork. An expanded focus into Southold, Greenport, Mattituck and other East End communities has enabled

the North Fork Alliance to bring together private and public sector organizations, law enforcement, elected officials, local parents and students to pinpoint unmet needs and emergent trends related to substance abuse among youth. A \$15,000 grant from the North Fork Alliance to the First Baptist Church of Riverhead helped rescue a Summer arts program for local at-risk youth that was to close its doors because of budget cuts. A media campaign to coincide with the start of Summer, 2008, will increase awareness among young people and their parents about the dangers associated with drug and alcohol use. LINCS is pleased to count BiasHELP, LIAAC, and the Economic Opportunity Council of Suffolk among its key partners in this initiative, along with several other active and involved coalition members. The Alliance has some great activities planned for 2008 and the partnerships we've created will extend far beyond the North Fork and the life of this particular grant.

In addition to maintaining office space and a community center for its two affiliates, support for BiasHELP and LIAAC also came in the form of performing key administrative functions designed to enhance organizational efficiency.



### IN 2007 LINCS:

- Successfully maintained a non-contributory pension plan for more than 80 full-time employees of LIAAC, LINCS and BiasHELP.
- Administered and recently enhanced, a self-insured health plan to ensure high-quality health insurance coverage for LINCS, LIAAC and BiasHELP staff.
- Provided its affiliate agencies with key strategic guidance and technical expertise related to program development and institutional advancement.

## STRATEGIC PLANNING / FUND DEVELOPMENT

Each new day brings more proof that the American economy is suffering, which means that community needs will continue to expand and non-profits will be forced to compete for scarce dollars as they struggle to keep pace with new requests for assistance. By the time the economy recovers, many nonprofits will have closed their doors. Those that survive will not necessarily be the largest organizations, but will likely be the most innovative, the most persistent and the most willing to collaborate with others.

With that in mind, LINCS is working hard to position itself, LIAAC, and BiasHELP to not only survive, but also thrive in the next decade. As such, LINCS has helped both organizations develop a number of successful fundraisers and development initiatives in the past. In 2007, LINCS became the official producer of Chef's Secrets III with proceeds from the event benefiting both LIAAC and BiasHELP. With an expanded focus, the event continued its impressive track record of growth, and brought together a diverse array of community members in support of not one, but three great charities simultaneously as we honored three local community leaders.

LINCS is about synergies, efficiency and maximum community impact. The partnerships we solidified in 2007 will prove critical as we move into 2008 and beyond. There are significant challenges on the horizon, but there are also wonderful new opportunities to enhance community health, safety and well-being. LINCS is committed to seizing those opportunities and doing our part on Long Island and beyond.

## LINCS MISSION STATEMENT

The Long Island Network of Community Services (LINCS) is a community-based 501 (c) (3) not-for-profit agency working to enhance the programs of publicly supported health and human service organizations. Through its network affiliations, LINCS is committed to the ongoing support and development of the Long Island Association for AIDS Care, Inc. (LIAAC) and BiasHELP, Inc.

## ADMINISTRATION

### LINCS BOARD OF DIRECTORS

**Gail Barouh, PhD**  
Managing Director/CEO  
Board Co-Chair/Treasurer

**Lila Mester**  
Board Co-Chair/Secretary

**Daniel Levine, CPA**  
Vice Chair

**Linda Frohlinger**

**Jason Abelove, Esq.**

**Adrian Fassett, MA**

### SENIOR MANAGEMENT TEAM

**Deborah Kinzer, MBA**  
Chief Financial Officer

**Jeffrey Friedman, MA**  
Vice President of Agency Operations

## 2007 FINANCIALS



### ASSETS:

Cash & Investments	\$	673,132
Fixed Assets	\$	4,097,636
Other Assets	\$	755,642
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Total Assets	\$	5,526,410

### LIABILITIES:

Accounts Payable & Accrued Expenses	\$	84,754
Bonds Payable	\$	5,547,848
Other Liabilities	\$	194,697
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Total Liabilities	\$	5,827,299

### NET ASSETS:

Net Assets – Deficiency	\$	300,889
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Total Liabilities & Net Assets	\$	5,526,410

### REVENUE:

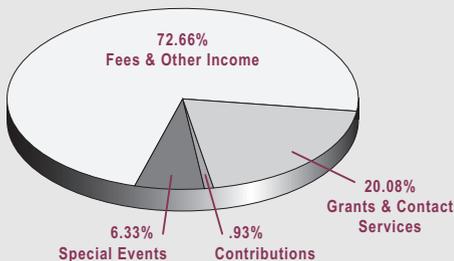
Grants & Contract Services	\$	265,970
Contributions	\$	12,261
Special Events	\$	83,823
Fees & Other Income	\$	962,433
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Total Revenue	\$	1,324,487

### EXPENSES:

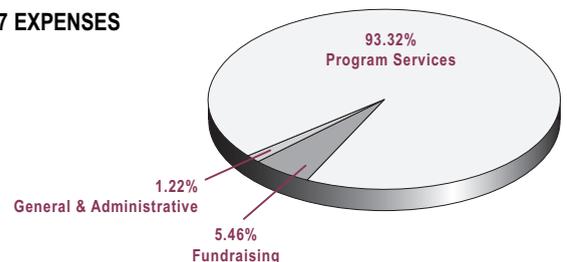
Program Services	\$	1,416,511
General Administrative	\$	18,479
Fundraising	\$	82,900
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Total Expenses	\$	1,517,890

A complete copy of our financial statements is available upon request by calling (631) 479-0010.

### 2007 REVENUE



### 2007 EXPENSES





**LONG ISLAND NETWORK  
OF COMMUNITY SERVICES**

60 Adams Avenue  
Hauppauge, NY 11788

[www.LINCSONline.org](http://www.LINCSONline.org)