Mission Statement

The New Jersey Institute for Social Justice is a Newark-based urban research and advocacy organization dedicated to the advancement of New Jersey's urban areas and residents. It is our strong conviction that the urban areas of New Jersey hold remarkable potential to act as regionally competitive economic engines while providing resilient, vital and attractive communities to their residents. It is our work to identify, analyze and address the underlying causes of social and economic disparities and to challenge the barriers that constrain cities and their residents from achieving their full potential.

About NJISJ

Established in 1999 by the Alan V. and Amy Lowenstein Foundation, the Institute provides a dynamic and independent voice for change necessary to create just, vibrant, and inclusive urban communities throughout New Jersey. We are pleased to have been referred to as a “social justice think-and-do tank.”

The Institute focuses on:

- Expanding access to economic opportunity for low-income and minority residents of Newark and other urban areas in the state
- Promoting local, regional and state government that is effective, equitable, and accountable to the concerns of urban residents and their communities
- Ensuring the civil rights and other equal opportunities of minorities and low-income individuals in New Jersey

The Institute advances this non-partisan agenda through policy-related research and analysis, development and implementation of model programs, advocacy efforts (including litigation when appropriate) and sustained public education.
Dear Friends,

Thanks to you, our generous supporters and loyal partners, the New Jersey Institute for Social Justice in 2014 made significant strides in building strong cities and communities.

During our 15th year of service, the Institute celebrated the passage of the Opportunity to Compete Act, legislation we championed for two years to open the door to more job opportunities for those with a criminal history. We succeeded by building a strong coalition of organizations and leaders across the state. Other highlights of the Institute’s successes in 2014 include:

- Continued growth of the New Jersey Juvenile Justice Reform Coalition, which is committed to overhauling the state’s troubled juvenile justice system. Under NJISJ’s leadership, the Coalition now includes dozens of organizations working together to keep youth out of the damaging “deep end” of the criminal justice system.

- The graduation of 38 participants from the Institute’s Workforce Development and Training Programs. Since 2001, this program has placed more than 700 local residents in meaningful, higher-paying jobs.

In 2014, we bade farewell to NJISJ President and CEO Cornell William Brooks, who took the helm at the National Association for the Advancement of Colored People (NAACP). We are grateful for Cornell’s leadership, energy and vision at a pivotal time in NJISJ’s history. During his tenure, NJISJ grew into the vital organization it is today, poised to make lasting, impactful advances in equality and opportunity.

We are proud of the strides made by NJISJ in 2014, but of course, there is much more to be done. Events across the world and the nation underscore the urgency of our work of promoting social justice and advancing economic opportunities for all New Jersey residents.

Thank you. Your continued support propels the Institute so we can address social and economic disparities and create real, sustainable change in New Jersey’s cities.

With our deepest gratitude,

Jerome C. Harris, Jr.
Interim President & CEO, NJISJ

Douglas S. Eakeley, Esq.
Chair, NJISJ Board of Trustees
Partner, Lowenstein Sandler LLP
Alan V. Lowenstein Professor of Corporate & Business Law
Rutgers School of Law-Newark
Opportunity to Compete Act/Ban the Box

The Institute celebrated a victory for thousands of New Jersey residents last summer, as Gov. Chris Christie signed a law expanding job opportunities for those with a criminal history. The Institute championed the Opportunity to Compete Act (A1999) for two years, building a broad coalition of political and faith leaders, business associations, and industry executives to support the bill. The measure took effect in March 2015 and NJISJ continues to work with the state Department of Labor to ensure its successful implementation.

The need is pressing: One in four adults has an arrest or conviction record, according to the National Employment Law Project.

The law, also known as Ban the Box, eliminates the check box on job applications asking candidates if they have been arrested. Employers may not ask job applicants if they have a criminal history until further along in the interview process. The measure will open the door to applicants who otherwise may never have been considered and gives them the chance to present their skills and qualifications to a potential employer.

NJISJ facilitated two events that galvanized support for this important legislation. In April, the Institute worked with the Rev. Dr. DeForest B. Soaries, Jr., senior pastor of First Baptist Church of Lincoln Gardens, to host a gathering of more than 40 faith leaders from across New Jersey to rally behind the Opportunity to Compete Act. A month later, mayors from throughout the state, joined by student advocates, rallied in support of the measure at a press conference in Princeton, N.J.

The Institute applauds the leadership and unwavering support of state Sen. Sandra B. Cunningham and then-Assemblywoman Bonnie Watson Coleman, along with the bill’s other sponsors.

And the work continues. The Opportunity to Compete Act sets forth a broad floor of reform, not a ceiling. NJISJ will continue to combat unfair and overly broad barriers to employment for redeemed individuals to expand the pool of available workers, to ensure that the best qualified person is matched to each position, and to strengthen New Jersey’s economy.

Key Supporters of OCA


Faith Leaders and Congregations  Camden Churches Organized for People, Rev. Errol Cooper, Rev. Dr. M. William Howard, Jr., Bishop Reginald T. Jackson, NJ Catholic Conference, N.J. State Association of Jewish Federations, Imam W. Deen Shareef, Rev. Dr. DeForest B. Soaries, Jr., Rabbi Elliot Tepperman, Unitarian Universalist Legislative Ministry of NJ.

Mayors  Joseph Accardi (Roselle Park), Vic De Luca (Maplewood), Wilda Diaz (Perth Amboy), Steven Fulop (Jersey City), Jamel Holley (Roselle), Liz Lempert (Princeton), Colleen Mahr (Fanwood), Wayne Smith (Irvington), Bert Steinmann (Ewing), Alex Torpey (South Orange).

Integrated Justice Alliance

Legislative efforts by the Integrated Justice Alliance (IJA) in 2014 focused on reforming the state’s expungement statute to make it easier for people who were arrested but not convicted to clear their records. Members of the IJA and the Institute worked with elected officials throughout the fall to draft legislation that garnered bipartisan support in both chambers of the Legislature. Passage will allow more people to pursue employment free from discrimination.

The IJA, created by NJISJ to support effective criminal justice policies, also:

▶ Played a central role in winning broad support for the Opportunity to Compete Act in June

▶ Worked to eliminate prison gerrymandering, the practice of counting individuals for the U.S. Census as residing in the location where they are temporarily incarcerated rather than in their home districts

▶ Pushed for an end to the ban on General Assistance eligibility for individuals with felony drug convictions

▶ Attracted new members, including ACLU-NJ, Working Families, and the Unitarian Universalist Legislative Ministry, among others

*BFor more information, visit www.integratedjusticealliance.org

Bail Reform

The Institute supported passage of the Bail Reform Act (S946), which will help revamp a system that keeps nearly 6,000 New Jerseyans in jail before trial because they can’t post bail – not because they pose a threat. Those incarcerated because they cannot afford bail often lose their jobs and incur crushing debt. The law takes effect in 2017.

Scott Welfel, Esq., the Institute’s Skadden Fellow, testified in June before the state Senate Budget and Appropriations Committee and in July an NJISJ client named Mustafa testified before the Senate Law and Public Safety Committee.

While behind bars, Mustafa lost his job and authorities issued several parking violations for his unattended car. The tickets went unpaid, resulting in suspension of Mustafa’s driver’s license. While the criminal charges against Mustafa were ultimately dismissed, he incurred a nearly $10,000 debt to bail bond agents.

The Institute helped Mustafa get the arrest expunged and to negotiate his bail debt down to $4,000 (which was covered by donations). Mustafa is now on track to earn a New Jersey high school diploma while working a steady job at a trucking firm.

NJISJ will continue to play a key role in bail reform in New Jersey. The state Legislature appointed the Institute to the 17-member Pretrial Services Program Review Commission, created to monitor implementation of the Bail Reform Act and research other states’ pretrial release and detention programs to make recommendations.

The IJA Steering Committee Members:

Carol Berger
Community Education Centers

Deborah Cornavaca
New Jersey Working Families

Meagan Glaser
Drug Policy Alliance

Richard Greenberg
New Jersey Institute for Social Justice

James Hemm
New Jersey Association on Correction

Reverend Craig Hirschberg
Unitarian Universalist Legislative Ministry

Micah Khan
Nehemiah Group

Ed Martone
National Council on Alcoholism and Drug Dependence

Gale Muhammad
Women Who Never Give Up

Nicolette Plett
Latino Action Network

Jean Ross
ACLU-NJ

Steve Shultz
Volunteers of America Delaware Valley

Lewis Webb
American Friends Service Committee
Legal Action and Advocacy

Parental Rights
NJISJ successfully advocated for the parental rights of New Jersey residents who are incarcerated. In Division of Youth & Family Services v. R.G. and J.G., the Institute argued as a friend of the court that the state had wrongfully terminated the parental rights of a father who served time in prison. J.G. had cared for his daughter, changing her diapers and taking her to doctor appointments until he was incarcerated in 2004. He sought to renew the relationship upon his release, but DYFS pursued an action to permanently sever his parental rights (as well as the mother’s). The New Jersey Office of the Public Defender represented the father in his appeal.

In a unanimous decision, the state Supreme Court in June 2014 ruled that incarceration is not an automatic basis for terminating parental rights. Reversing an appellate ruling, the Court held that the New Jersey child welfare system’s obligation to provide services to maintain child and parent ties is not negated by a parent’s incarceration, particularly when the parent has a real relationship with the child and will be released during the youth’s childhood.

The Court commended NJISJ and the ACLU-NJ in its ruling for suggesting practical steps and services that the Division of Child Protection and Permanency could use to help incarcerated parents maintain the bonds with their children. The outcome was a victory for children, parents, families and their communities.
Juvenile Justice

The Institute convened the New Jersey Juvenile Justice Reform Coalition, a group created to advance a system that better rehabilitates youth and prepares them for productive lives as adults. The Coalition consists of 25 organizations drawn from a wide range of disciplines, including the law, policy development, child and family advocacy, academics, and research.

To build broad-based support for the Coalition’s goal of replacing New Jersey’s outdated prison model, the Institute launched a series of juvenile justice roundtables in 2014. Danielle Lipow, senior associate at the Annie E. Casey Foundation, gave a galvanizing keynote address at the first roundtable, held at Prudential in Newark. The nearly 100 participants discussed the prosecution of youth as adults, the transferring of youth from juvenile to adult facilities and the disciplinary confinement of youth, as well as ways to protect children’s rights and interests while in juvenile justice facilities.

The Coalition, which garnered national attention by mounting several significant efforts, serves as the New Jersey member of the National Juvenile Justice Coalition, a prestigious organization of leading juvenile justice reform advocates from across the U.S.

In partnership with ACLU-NJ and the Lowenstein Center for the Public Interest at Lowenstein Sandler, the Institute petitioned the state to end solitary confinement as punishment at juvenile detention centers. The Institute held meetings on reforms with both the executive and legislative branches of state government and discussions are ongoing. Ending the practice is imperative: research shows that solitary confinement causes psychological damage, stunted development and increased suicide rates in youth and denies them opportunities for education and rehabilitation.

New Jersey Juvenile Justice Reform Coalition

Advocates for Children of New Jersey
American Civil Liberties Union of New Jersey
American Friends Service Committee
Big Brothers Big Sisters of Essex, Hudson, and Union Counties
Community Education Centers
Disability Rights New Jersey
Education Law Center
Greater Newark Youth Violence Consortium
Independence: A Family of Services, Inc.
Joseph C. Cornwall Center for Metropolitan Studies
Justice for Families
Legal Educational Advocacy and Reentry Program (LEARN)
Legal Services of New Jersey
Lowenstein Center for the Public Interest at Lowenstein Sandler
New Jersey Institute for Social Justice
New Jersey Office of the Public Defender
New Jersey Parents’ Caucus
New Jersey Policy Perspective
Reentry Coalition of New Jersey
Rutgers Law School-Camden: Children's Justice Clinic
Rutgers Law School-Newark: Criminal and Youth Justice Clinic
Statewide Parent Advocacy Network
St. James Somerset A.M.E. Church
Youth Advocates Program - New Jersey
YouthBuild Newark
**Prison Phone Surcharge**

The Institute petitioned the New Jersey Board of Public Utilities to reduce the exorbitant costs of in-state phone calls from prisons, jails, juvenile detention centers and immigration detention centers to improve contact between incarcerated individuals and their families.

Together with the law firm DLA Piper and the Immigrant Rights Clinic at NYU School of Law, the Institute submitted the petition on behalf of NJISJ, several community organizations and a group of formerly incarcerated New Jersey residents and inmates’ families. B. John Pendleton, Jr., Esq., a member of the NJISJ Board of Trustees and partner at DLA Piper, is leading the firm’s effort.

The petition outlines the unjust system for setting phone rates. Government and utilities negotiate rates and both benefit from maximum profits, while the people who must pay those rates have no say. Overwhelmingly, poor minority women bear the brunt of high rates, and children suffer loss of parental contact when a family can’t afford to accept collect calls from prison.

The Institute commissioned a report that details the importance of maintaining family relationships during incarceration to achieve successful reintegration upon release.

**Newark Communities for Accountable Policing (N-CAP)**

The Institute is an active member and on the steering committee of Newark Communities for Accountable Policing (N-CAP), a coalition that focuses public attention on police accountability in the state’s largest city. N-CAP members support reforms that build a respectable, accountable and transparent Newark Police Department and promote safety through community policing practices that uphold and respect the human and constitutional rights of all New Yorkers.

N-CAP backed a mayoral executive order that will establish a strong civilian complaint review board, which is expected to become a model for other municipalities.

**NJ Communitiees Forward**

Launched in 2014, NJ Communities Forward (NJCF) is a coalition committed to enhancing safety and increasing economic opportunity in New Jersey communities. NJCF convened two gatherings in Trenton and Montclair to brainstorm ways to strengthen communication between law enforcement and the communities they serve. The events brought together police officers and community members who are staunch critics of police, and included high-level participation by law enforcement, including the United States Attorney for New Jersey.

Addressing the relationship between New Jersey police forces and their communities is crucial, given the profound lack of trust and public confidence that exists today. NJCF is drawing lessons from the response to racial profiling on the New Jersey Turnpike by State Police in 1999; a core NJCF member chaired the Turnpike reform commission.

**NJ Communities Forward Members:**

- NJISJ
- New Jersey Conference of the National Association for the Advancement of Colored People (NAACP)
- New Jersey Black Issues Convention (NJBIC)
- New Jersey State Association of Chiefs of Police (NJSACOP)
- Integrated Justice Alliance (IJA)
- New Jersey Latino Peace Officers Association (NJLPOA)
- National Organization of Black Law Enforcement Executives (NOBLE)
Workforce Development and Training Programs

Thirty eight adults graduated in 2014 from the Institute’s Workforce Development and Training Programs prepared for meaningful employment to support themselves and their families. Nearly 60 percent of the graduates landed full-time jobs in their chosen field, and four of them gained employment in other fields.

Jim West’s commitment to the project and Hollister has exceeded our expectations and speaks volumes to the training received through the New Jersey Institute for Social Justice.

– Brendan Murray, vice president of construction for Hollister Construction Services, on hiring NJISJ training graduate Jim West

This job has made a big difference in my life. Matter of fact, it saved my life. I had been unemployed almost three years, trying to find work.

– 2014 NJISJ training graduate Jim West, now assistant superintendent for Hollister Construction Services in Parsippany.

The Institute provides training in both pre-apprenticeship construction trades and environmental remediation certification to residents of the greater Newark region. Most participants enter the programs with a low income, low literacy levels and little access to opportunities, and some have been incarcerated.

The Institute collaborates with trade unions, corporations and construction businesses in developing its programs to ensure participants receive the most up-to-date training. The programs provide work-readiness and academic (math, reading and critical thinking) instruction, technical skills training, job placement and retention services. In addition, they offer comprehensive case management to help participants navigate issues that may be barriers to moving forward, such as finding stable housing and childcare.
In July, 18 participants graduated from the Institute’s Newark Construction Careers Pre-Apprenticeship Training Program and became eligible to apply for apprenticeships in more than a dozen skilled trades such as carpentry, electrical work and plumbing. Another 20 individuals graduated from the Institute’s Environmental Remediation Job Training Program in December with certifications in lead abatement, asbestos removal, hazardous waste emergency response and confined space work.

Graduates of both classes were hired by regional employers and trade unions, including: Hollister Construction Services; Roofers Union Local # 4; Iron Workers Local # 11; International Association of Heat and Frost Insulators and Allied Workers Local #32; Aerotek Engineering & Environmental Services, Inc.; American Water in Bayonne; Resource Options, Inc.; and EISCO-NJ.

The Institute continues to build a network of potential employers and partners. NJISJ applied to become a certified training vendor with the New Jersey Department of Labor, which would give more visibility to the Workforce Development and Training Programs.
New Jersey’s colleges and universities, museums, utilities, cultural centers and hospitals are deeply rooted in their communities. These anchor institutions employ thousands of workers and are vital economic engines in New Jersey’s urban areas. The Institute’s Anchor-Based Commitment (ABC) Bond Initiative seeks to spur the development and expansion of anchor institutions to drive economic development, promote community revitalization and expand workforce opportunities in New Jersey’s cities.

In 2014, a grant from the Prudential Foundation enabled NJISJ to consult with philanthropists, university and public officials, and private investors (including Prudential Financials Social Investments Program and the Goldman Sachs Urban Investment Group) to create a workable model for the program. The ABC Bond Initiative provides a smart, low-cost investment whereby construction-financing agreements include specific commitments to increase local purchasing and provide skills training and sustainable job opportunities to the regional workforce.

The Institute presented the ABC Bond Initiative to key executive and finance officials of state anchor institutions and identified potential pilot projects in Jersey City, Newark and Atlantic City.

NJISJ will serve as the program manager, working with each anchor to set measurable community-development goals and certifying that the institution has fulfilled its commitments. In this role, the Institute helps the anchor receive public recognition of its neighborhood redevelopment achievements and establish stronger community ties.

The Initiative enjoys the continued support of New Jersey Secretary of Higher Education Rochelle R. Hendricks and New Jersey Educational Facilities Authority Acting Executive Director Sheryl A. Stitt. Conversations continue with the NAACP regarding developing this model for national implementation.
More than 240 supporters helped raise $211,000 to support the Institute’s mission at the ninth annual Awards Gala on June 11. NJISJ hosted the event at the Park Savoy in Florham Park in appreciation for all its partners who help create real and sustainable change in New Jersey’s cities. NJISJ honored three civic leaders for their commitment and contributions to the advancement of social justice and celebrated the accomplishments of a student from the Workforce Development and Training Programs.

NJISJ presented the Corporate Leadership Award to Paul V. Profeta, president and owner of Paul V. Profeta and Associates, Inc., and publisher of RADIUS magazine. Junius W. Williams, director of the Abbott Leadership Institute at Rutgers University-Newark, received the 2014 NJISJ Alan V. and Amy Lowenstein Social Justice Award. The Institute’s 2014 Community Builder Award was presented to Ron Beit, founding partner and CEO of RBH Group, LLC and president of RBH Management.

Donnell Dinkins, a 2012 graduate of the Institute’s Workforce Development and Training Programs, shared with the audience how the Institute helped him get his life on a successful track. Through the Institute’s EPA/Brownfields Training Program, Donnell became licensed to operate industrial power tools and construction equipment, earning apprenticeship/journeyman status with a New Jersey laborers union.

Gala sponsors included: Lowenstein Sandler; Horizon Blue Cross Blue Shield of New Jersey; Prudential Foundation; PSEG; East Orange General Hospital; MCJ Amelior Foundation; Profeta Urban Investment Foundation; Provident Bank; PVP Radius, LLC.; RBH Group; New Ark Farms; Rutgers University-Newark; and Theodore and Nina Wells.

The Institute mourns the passing of two dear friends and colleagues, Dr. Clement Alexander Price and Leonard Lieberman.

Dr. Price (or “Clem” as so many knew him) was Newark’s official historian, a noted African-American scholar, author and professor at Rutgers University-Newark, where he led the Institute on Ethnicity, Culture and the Modern Experience. In 2011, President Obama appointed him vice chair of the Advisory Council on Historic Preservation. Clem also was Newark’s biggest champion and had been an ardent supporter of NJISJ since its founding.

Leonard Lieberman was a loyal NJISJ supporter and long-time advocate for social justice in New Jersey and far beyond. His rare blend of compassion, leadership, and humor throughout will be sorely missed. The Institute will honor Len’s enduring social justice legacy by drawing inspiration from his example.
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Director, Workforce Development & Training

Ashley Wilson
Volunteer

Nichele Wilson
Associate Director, Workforce Development & Training
The Institute is committed to mentoring future leaders in the work of social justice. To further this goal, NJISJ regularly hosts undergraduate and law students for summer or semester internships. In 2014, the Institute’s legal department hosted five law school students and three undergraduates.

Among their many contributions, the interns:
- Helped to draft and proofread legislation, such as the Newark “Ban the Box” ordinance
- Performed legal research in support of a rulemaking petition to lower phone rates in jails and prisons
- Researched national best practices in school discipline reform to stem the school-to-prison-pipeline

As an intern at the Institute, I felt like I was contributing to something that matters. Working with the smart, dedicated staff there was a real pleasure, and the experience cemented social justice work as a central part of my plans for the future.

– Jacob Grubman, Columbia University School of Law, J.D. candidate, 2016
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$100,000 and above
Newark Workforce Investment Board
Port Authority of NY and NJ
Prudential Foundation
Public Welfare Foundation

$10,000 to $99,999
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Anonymous
The Fund for New Jersey
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Rutgers University-Newark
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WBGO
Scott Welfel, Esq.
Linda Willet, Esq.
Benjamin S. Wolfe
Victoria Wright-Gibson
YouthBuild Newark, Inc.
Ling Zhong
George Zorovich
**Financials**

**Fiscal Year October 1, 2013 - September 30, 2014**

**Income**
- Public Support: $316,437
- Grants: $620,913
- Investment Income: $494,123
- Other Income: $2,957
- **Total Income**: $1,434,430

**Expenses**

*Program Services*
- Equal Justice: $240,212
- Workforce Development: $659,129
- Urban Asset Protection and Creation: $108,683
- Legal: $381,739

*Support Services*
- Management & general: $224,321
- Fundraising: $197,934
- **Total Expenses**: $1,812,018

**Increase (decrease) in net assets**
- Net Assets - beginning of the year: $7,320,798
- Net Assets - end of year: $6,943,210

**Income FY2014**
- Public Support: 22%
- Investment Income: 35%
- Grants: 43%

**Expense FY2014**
- Program: 77%
- Management & General: 12%
- Fundraising: 11%
Fiscal Year October 1, 2013 - September 30, 2014

**Assets**

*Current Assets*
- Cash and cash equivalents: 666,864
- Investment securities: 6,523,808
- Accounts receivable: 147,800
- Prepaid expenses: 40,857

**Property and equipment less accumulated depreciation**: 9,928

**Other Assets**
- Security deposit: 11,643

**Total Assets**: 7,379,329

**Liabilities & Net Assets**

*Current Liabilities*
- Account payable & accrued expenses: 64,175
- Grants received in advance: 393,515

**Net Assets**
- Unrestricted: 6,943,210

**Total Liabilities & Net Assets**: 7,400,900

*Audited Financial Statements Available Upon Request*
The work of social justice requires the dedication of organizations across the spectrum of disciplines collaborating as a force for change.

THANK YOU to our partners:

1199 Service Employees International Union
New Jersey Division
A Better Way
ACLU of New Jersey
Advancement Project
Advocates for Children of New Jersey
American Friends Service Committee
Annie E. Casey Foundation
Antihunger Coalition
Antipoverty Network of New Jersey
Association for Children of New Jersey
Association of Criminal Defense Lawyers of New Jersey
Bethany Baptist Church
Big Brothers Big Sisters of Essex, Hudson and Union Counties
Bnai Keshet
Boston University School of Law
Building One New Jersey
Camden Churches Organized for People (CCOP)
Campaign for the Fair Sentencing of Youth
Campaign for Youth Justice
Center for Children’s Law and Policy
Center for Court Innovation
Center for the Promotion of Mental Health in Juvenile Justice
City of Newark – Office of Reentry
Coalition of Community Corrections
Providers of New Jersey
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Community Health Law Project
Cornwall Center for Metropolitan Studies
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DLA Piper LLP (USA)
Drug Policy Alliance of New Jersey
Due Process
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Genova Burns
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Independence: A Family of Services
Institute on Education Law & Policy
Integrated Justice Alliance
Integrity House
Interfaith Prison Coalition
International Youth Organization
Ironbound Community Corporation
Jersey City Employment & Training Program
Jewish Renaissance Medical Center
John Jay College of Criminal Justice
Jubilee Interfaith
Just Leadership USA
Justice for Families
Juvenile Law Center of Philadelphia
Kirwan Institute
La Casa de Don Pedro
Latino Action Newark
Latino Leadership Alliance of New Jersey
Latino Justice PRLDEF
Lead New Jersey
Legal Action Center
Leadership Newark
Legal Services of New Jersey
Lowenstein Center for the Public Interest
Lowenstein Sandler LLP
McElroy, Deutsch, Mulvaney & Carpenter LLP
Monmouth University School of Social Work
Montclair State University
NAACP Legal Defense & Educational Fund, Inc.
NAACP New Jersey State Conference
National Alliance on Mental Illness
National Association of Counsel for Children
National H.I.R.E. Network
National Juvenile Defender Center
National Center for Youth Law
National Coalition on School Diversity
National Coalition to End Homelessness
National Council on Alcoholism and Drug Dependence – New Jersey
National Employment Law Project
Nahemiah Group
Newark Alliance
Newark Communities for Accountable Policing
Newark NAACP
Newark Workforce Investment Board
New Jersey Administrative Office of the Courts
New Jersey Advocates of Immigrant Detainees
New Jersey Association on Correction
New Jersey Black Issues Convention
New Jersey Building and Construction Trades Council
New Jersey Citizen Action
New Jersey Coalition to End Homelessness
New Jersey Communities United (NJCU)
New Jersey Department of Corrections
New Jersey Latino Peace Officers Association
New Jersey Office of the Public Defender
New Jersey Parents’ Caucus
New Jersey Policy Perspective
New Jersey Primary Care Association
New Jersey Regional Coalition
New Jersey Scholarship and Transformative
Education in Prisons Consortium
(NJ-STEP)/Mountainview Program
New Jersey State Parole Board
New Jersey Working Families (NJWF)
New York University School of Law Immigration Rights Clinic
New York University School of Social Work
NOBLE – National Organization of Black Law Enforcement Executives
Northeast Juvenile Defender Center
Offender Aid and Restoration
Pace Center for Civic Engagement at Princeton University
Passaic Valley Sewerage Commission (PVSC)
Police Institute at the Rutgers School of Criminal Justice
Prison Policy Initiative
People’s Organization for Progress
PSEG
Prison Nation Radio
Prudential Financial, Inc.
Purple Reign
Reentry Coalition of New Jersey
ReServe
Criminal and Youth Justice Clinic at the Rutgers’ School of Law – Newark
The Ronald H. Brown Center for Civil Rights and Economic Development at St. John’s University School of Law
Rutgers School of Law–Camden
Rutgers School of Law–Camden Children’s Justice Clinic
Rutgers School of Criminal Justice
Rutgers School of Law–Newark Criminal and Youth Justice Clinic
Rutgers University School of Social Work
Seton Hall Law School
Seton Hall Law School Center for Social Justice
Seton Hall University
Shiloh CDC
South Jersey Educational Reentry Program
Statewide Parent Advocacy Network
The Alumni Association of the Morris County Drug Court Program
The Partnership for Working Families
United States Department of Labor - Office of Apprenticeships
United States Equal Employment Opportunity Commission
Urban League of Essex County
Urban Renewal Corporation
Vanderbilt University School of Law
Vera Institute of Justice
Voices of Hope
Volunteer Lawyers for Justice (VLJ)/Reentry Legal Services (ReLeSe)
Volunteers of America Delaware Valley
W. Haywood Burns Institute
Winning Strategies
Wilentz, Goldman & Spitzer, P.A.
Women Who Never Give Up
Working Families
YouthBuild Newark
Youth Law Center

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