



Presentation to Finance Committee - January 21, 2026
Presentation to Board - February 2, 2026

Neighbors Link Corp 2025 Actuals vs. 2025 Budget

Cash Basis

	2025 Actuals	2025 Budget	Over (under) Budget	% Over (under) Budget
Individual Contributions	\$682,096	\$550,000	\$132,096	
Estate Gifts	107,134	\$82,000	25,134	
Annual Appeal	984,813	530,000	454,813	
Campaign	1,771,081	1,800,000	(28,919)	
Organizations/Matching	69,877	60,000	9,877	
Foundations	2,286,903	1,327,375	959,528	
Government	3,474,054	3,766,455	(292,401)	
MAP Direct Client Distributions	1,694,335	1,800,000	(105,665)	
Program Income	55,070	39,825	15,245	
Special Events-Spring Benefit	760,690	600,000	160,690	
Special Events-Fall Fundraiser	32,273	80,000	(47,727)	
Use of Space/Reimbursements	3,578	0	3,578	
Interest/Other Income	613,696	200,000	413,696	
Misc Income	10,099	0	10,099	
Total Revenue	\$12,545,700	\$10,835,655	\$1,710,045	16%
MAP Direct Client Distributions	(1,694,335)	(1,800,000)	105,665	
Adjusted Revenue	\$10,851,365	\$9,035,655	\$1,815,710	20%
Personnel Expenses:				
Salary and Payroll	\$5,719,035	5,735,748	\$ (16,713)	
Payroll Taxes	482,413	458,860	23,553	
Employee Benefits	564,708	586,000	(21,292)	
Contract Program Services	81,763	61,010	20,753	
Contract Admin. Services	87,397	109,810	(22,413)	
Total Personnel Expenses	\$6,935,316	\$6,951,427	(\$16,111)	(0%)
Operating Expenses:				
Program	\$663,261	675,850	(\$12,589)	
Other Direct Client Relief Dist	14,749	20,000	(5,251)	
MAP Direct Client Distributions	1,694,335	1,800,000	(105,665)	
Lease	335,027	345,778	(10,751)	
Utilities	109,452	92,400	17,052	
Maintenance	28,876	27,500	1,376	
Capital Expenses	1,249,207	760,500	488,707	
Office Supplies	43,912	45,000	(1,088)	
Insurance	89,243	110,000	(20,757)	
Marketing	19,797	26,000	(6,203)	
Fundraising	192,398	207,500	(15,102)	
Professional Fees	325,591	337,500	(11,909)	
Special Projects	45,998	84,000	(38,002)	
Total Operating Expenses	\$4,811,846	\$4,532,028	\$279,818	6%
Total Expense	\$11,747,162	\$11,483,455	263,707	2%
MAP Direct Client Distributions	(1,694,335)	(1,800,000)	105,665	
Adjusted Expense	10,052,828	9,683,455	369,372	4%
Net Income (Loss)	\$798,537	(\$647,800)	\$1,446,338	

Revenue \$1.8m over budget due mainly to foundations, annual appeal and income from investments

Personnel Expenses on budget

Overall Expenses \$369k over budget due mainly to planned increased capital expenses: 350 Lex construction project. Related increased capital funding will be received in 2026.

MAP Distributions are a pass-through and have no P&L impact.

Net income \$799k instead of budgeted use of \$648k reserves

Highlights of 2025 Results

- Fundraising: In 2025 our donors responded to support our community. Our annual appeal far surpassed the budget by 86% and our foundations revenue was 72% over budget! Our spring gala was very successful. Our campaign fundraising goal of \$8.5M was completed with pledges in 2025. We collected \$7.2M cumulatively by the end of 2025; the remaining \$1.3M is expected in 2026 from capital grants related to 350 Lexington Avenue.
- We completed construction at 350 Lexington Avenue on time and moved into our new 8,000 square foot headquarters in July. The project costs were \$435k higher than the \$1.6M budget due to increases for acoustics work, the indoor playground and additional furniture. \$1.3M of the total project costs are funded by capital government grants and the balance was funded by other fundraising efforts.
- The \$7.9 million Migrant Assistance Program (“MAP”) contract from the State of NY for housing and case management services for new arrivals is winding down and will be completed May 2026. We placed 122 families in apartments, and based on our current graduation statistics, 95% of families successfully stayed in their apartments or found new housing and did not need to rely on the shelter system.
- We have planned for necessary staffing changes now that our MAP work is shifting. Two MAP staff have left Neighbors Link for other jobs, and one MAP staff took an open position in Operations. The two other remaining MAP positions are moving to new positions in case management and volunteer coordination after the program concludes in 2026. Their work will complement the recently hired attorney who helps coordinate volunteer legal work.

Neighbors Link Corp 2026 Budget vs. 2025 Actuals

Cash Basis				%
	2026 Budget	2025 Actuals	Over (Under) 2025 Actuals	Over (Under) 2025 Actuals
Individual Contributions	\$ 1,000,000	\$ 682,096	\$ 317,904	
Estate Gifts	82,000	107,134	(25,134)	
Annual Appeal	800,000	984,813	(184,813)	
Campaign	1,324,000	1,771,081	(447,081)	
Organizations/Matching	62,500	69,877	(7,377)	
Foundations	2,030,155	2,286,903	(256,748)	
Government	2,843,828	3,474,054	(630,226)	
MAP Direct Client Distributions	45,000	1,694,335	(1,649,335)	
Program Income	44,000	55,070	(11,070)	
Special Events-Spring Benefit	725,000	760,690	(35,690)	
Special Events-Fall Fundraiser	80,000	32,273	47,727	
Use of Space/Reimbursements	0	3,578	(3,578)	
Interest/Other Income	240,000	613,696	(373,696)	
Misc Income	15,000	10,099	4,901	
Total Revenue	\$9,291,483	\$12,545,700	\$ (3,254,217)	(26%)
MAP Direct Client Distributions	(45,000)	(1,694,335)	1,649,335	
Adjusted Revenue	\$ 9,246,483	\$ 10,851,365	\$ (1,604,882)	(15%)
Personnel Expenses:				
Salary and Payroll	\$6,271,282	\$5,719,035	\$552,247	
Payroll Taxes	533,059	482,413	50,646	
Employee Benefits	785,852	564,708	221,144	
Contract Program Services	82,000	81,763	237	
Contract Admin. Services	106,750	87,397	19,353	
Total Personnel Expenses	\$ 7,778,943	\$ 6,935,316	\$ 843,627	12%
Operating Expenses:				
Program	\$682,107	\$663,261	\$18,846	
Other Direct Client Relief Distributi	40,000	14,749	25,251	
MAP Direct Client Distributions	45,000	1,694,335	(1,649,335)	
Lease	368,133	335,027	33,106	
Utilities	116,240	109,452	6,788	
Maintenance	32,000	28,876	3,124	
Capital Expenses	38,360	1,249,207	(1,210,847)	
Office Supplies	45,000	43,912	1,088	
Insurance	115,000	89,243	25,757	
Marketing	20,500	19,797	703	
Fundraising	205,000	192,398	12,602	
Professional Fees	342,500	325,591	16,909	
Special Projects	59,000	45,998	13,002	
Total Operating Expenses	\$2,108,840	\$4,811,846	(\$2,703,006)	
Total Expenses	\$9,887,783	\$11,747,162	(\$1,859,379)	(16%)
MAP Direct Client Distributions	(45,000)	(1,694,335)	1,649,335	
Adjusted Expenses	\$9,842,783	\$10,052,828	(\$210,044)	(2%)
Net Income (Loss)	\$ (596,300)	\$ 798,537	\$ (1,394,837)	

Capital govt
funding for
construction 350
Lex

MAP Distributions are
a pass-through and
have no P&L impact,
completion of grant
May 2026

Budgeting use of
\$596k prior year
surplus

2026 Budgeted revenue is
down \$1.6m due to
decreases in govt,
foundation and campaign
revenues and investment
income; partly offset by
increases in contributions

2026 Budgeted
personnel expenses
are up by \$844k due
to annualization of
the 2025 new hires,
2026 new positions
and increase in
benefits cost

350 Lexington
construction
project
completed in
2025

2026 Budget

- Revenue budget for foundations and annual appeal: uncertain that 2025 fundraising levels will repeat in 2026.
- Government revenue budget - two main factors contribute to the decrease of \$630k for budget 2026: 1) MAP grant is ending in early 2026 and 2) we are waiting for ONA contract renewals. Our budget includes \$450k of revenue related to the ONA renewals which assumes 50% will be renewed.
- Campaign revenue - \$1.3M is expected in 2026 from capital grants related to 350 Lexington Avenue.
- Labor - budgeting 4% salary increase effective Oct 1, 2026 and \$135k salary reserve. Two new positions budgeted: Accounting Manager and HR Manager. Two MAP staff are transitioning into the new Case Manager and Program Coordinator roles.
- Benefits - medical insurance premiums increased an average of 39%. NL absorbed 79% of the increase, or \$126k. As a staff retention strategy, we continue to offer low cost health insurance with a no-cost option for our employees.
- Capital expenses - construction completed on the building, so large decrease in budget

Human Resources Highlights

- We instituted a new annual performance review process based on 5 performance measures: Inclusivity & Respect, Empowerment, Collaboration, Integrity, Accountability & Advocacy, and Innovation & Adaptability. We used the Trinet Performance Management system to automate the process. All annual reviews for full-time employees were completed using the new assessment by October 1st. Training was provided to managers by an outside HR consultant on conducting effective performance reviews.
- We invested in our staff in 2025 with raises (ranging from 4-6%), benefits (\$581k) and promotions from within (\$80k annualized): Chief Development Officer (Adrienne V.), Sr. Grants Manager (Alyssa B.), Sr. Communications Manager (Katie G.) and Workforce Development Coordinator (Jason R.).
- We invested in staff training in 2025: over 1,400 hours of training and \$30k spent in 2025 including leadership training, stress management, CLE, and CPR training for childcare team.
- We invested in staff safety: all locations have a secured entry system. We have a security firm that we use for large public events and a Safety Coordinator who provides oversight across all three centers.
- We are continuing our investment to strengthen our infrastructure by adding an Accounting Manager and an HR Manager in the 2026 budget.

2026 Revenue Budget

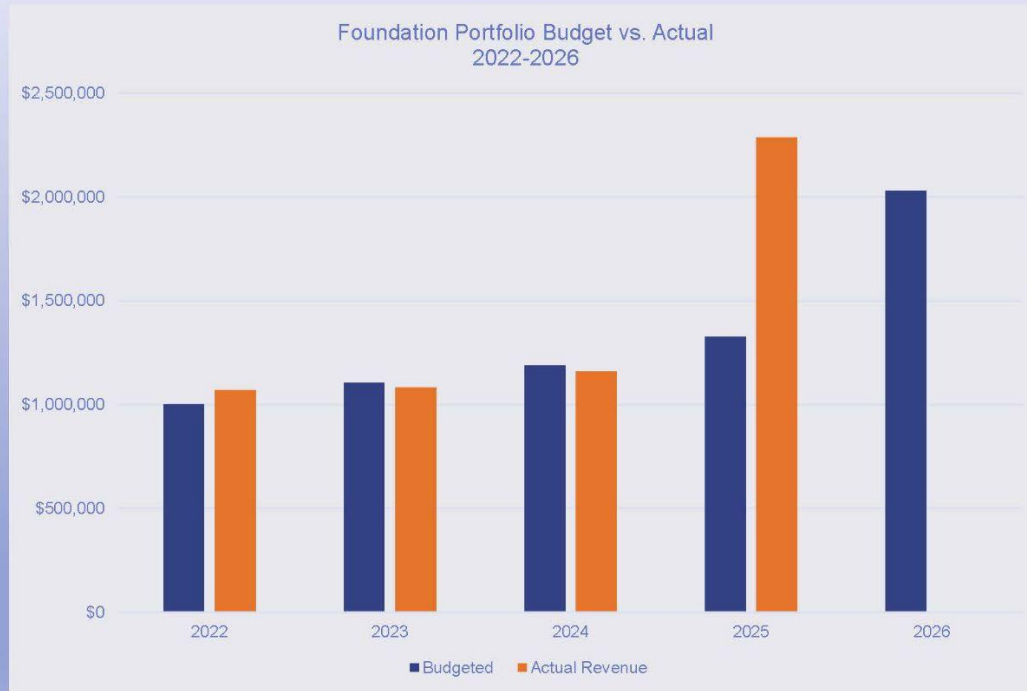
Government Grants

Name of Government Grant	Total Amt Awarded per Grant Year	2025 Actual	2026 High-Conf Projections
ONA ESOL Westchester+A3:F15	\$120,000	\$30,015	\$90,000
ONA ESOL - Yonkers	\$120,000	\$30,035	\$90,000
IOLA - (5-year contract)	\$213.3k 4/26-3/27	\$93,333	\$199,999
ONA Legal Counsel (ending in April)	\$900,000	\$902,580	\$537,061
ONA Opportunity Center - Westchester (ending in April)	\$246,400	\$284,182	\$103,200
ONA Opportunity Center - Yonkers (ending in April)	\$246,400	\$291,453	\$105,646
ONA NYLR (expected to end 5/31/2025) (ending in April)	\$366,667	\$387,054	\$204,615
ONA Golden Door (subcontract with FSW/Open Door)	\$50,000	\$50,225	\$37,114
ONA Immigrant Resource Program	\$150,000	\$151,274	\$173,017
DSS/Police Trainings w/ NAFI		\$50,000	\$51,250
Harckham - \$17.5k - DCJS	\$17,500	\$17,500	\$17,500
Harckham - \$40k - DHCR/DOS	\$40,000	\$40,000	\$40,000
Stewart-Cousins \$50k - OCFS	\$35,000	\$34,682	\$50,000
Levenberg - \$45k - OCFS	\$45,000	\$0	\$45,000
OTDA - Migrant Assistance Program (MAP) "Grant Administering" portion of grant	\$7,911,247 (\$2,004,28	\$756,913	\$180,000
NYIC Regrants (Welcoming Navigator & Welcoming NY LEGAL SERVICES)	\$300,000	\$144,376	\$469,426
ONA renewals		\$0	\$450,000
Westchester Anti-Trafficking Task Force - Subcontractor for Labor Trafficking	\$40,000	\$44,408	
ONA ESOL - Original, ended June 2025		\$83,750	
IOLA - previous 2-year contract, ended March 2025		\$62,275	
IOLA Justice Infrastructure Project - 1 time add-on grant		\$20,000	
TOTAL		\$3,474,054	\$2,843,828

Foundations Grants

Name of Foundation	2025 Budget	2025 Actual	2026 High-Conf Projections	Notes
Edris Charitable Foundation	\$100,000	\$100,000	\$180,000	No longer splitting between campaign & grants line
Elias Foundation	\$30,000	\$150,000	\$50,000	gave a special 100k year end grant in 2025 which we are not counting on for 2026
Frog Rock Foundation	\$250,000	\$1,000,000	\$500,000	
Geoffrey C. Hughes Foundation, Inc.	\$75,000	\$100,000	\$100,000	Monica reaffirmed her commitment to support Neighbors Link
Houston Family Foundation	\$10,000	\$24,886	\$10,000	
Keeler Foundation* (2 multi-year grants 2022 - 2024)	\$200,000	\$210,000	\$150,000	reduced to \$150k in 2026 & \$100k in 2027, as per this year's award letter
Kingsberg Foundation	\$40,000	\$40,000	\$50,000	
Lawrence Foundation	\$100,000	\$125,000	\$100,000	
Maryknoll Fathers and Brothers	\$25,000	\$25,000	\$25,000	
Ruth Turner Fund	\$15,000	\$15,000	\$15,000	
Solon E. Summerfield Foundation (Counted under NEW in 2025)		\$25,000	\$25,000	New opportunity in 2025 through Andy Peskoe
The Charles A. Frueauff Foundation	\$50,000	\$60,000	\$50,000	
Tudor Foundation	\$25,000	\$25,000	\$25,000	
Vanderbilt Family Foundation (Jamie Comstock) (Counted under NEW in 2025)		\$22,000	\$20,000	
Jandon Foundation		\$100,000	\$100,000	prior donor, but had been giving through the Campaign
Rachel Ray Foundation		\$25,000		New opportunity in 2025 through Andy Peskoe
OTHER (Unrestricted)		\$12,500		
Subtotal unrestricted	\$920,000	\$2,059,386	\$1,400,000	
NYCT - Westchester	\$59,250	\$134,250	\$75,000	
Steven & Alexandra Cohen Foundation (Counted under NEW in 2025)		\$10,000	\$100,000	New Opportunity in 2025; Received \$105k in 2025 that went toward campaign
Immigrant Justice Corps (IJC) - Katzmman Justice Fellow - NEW	\$78,125	\$0	\$97,655	\$78,125 should be paid in 2026 + Fellowship extends for 2 years through the end
Lorraine O'Brien Foundation	\$25,000	\$25,000	\$25,000	
ConEd		\$7,500	\$7,500	New Opportunity in 2025
OTHER (restricted)	\$20,000	\$25,767	\$25,000	Cabbage Hill Farm, NDLO, St. Barnabas (ESOL books), etc.
St Faith's House Foundation		\$15,000	\$15,000	New Opportunity in 2025
TD Securities Underwriting Hope		\$10,000	\$0	New Opportunity in 2025
KeyBank		\$0	\$20,000	
NYIC/VERA CARE4IF Regrant			\$20,000	
Subtotal restricted	\$182,375	\$227,517	\$385,155	
New Opportunities (may be restricted or unrestricted)	\$225,000		\$245,000	new in 2025 included: Cohen, Summerfield, Vanderbilt, ConEd, Rachel Ray, Jandon, St. Faith's House, TD Securities
Total	\$1,327,375	\$2,286,903	\$2,030,155	

Foundation Revenue Growth



Donations from Individuals, Family Foundations and Campaign Funders

(historical view 2021-2026)

Giving Level	2021 Actuals		2022 Actuals		2023 Actuals		2024 Actuals		2025 Actuals		2026 Budgeted Projections	
	#	Revenue	#	Revenue	#	Revenue	#	Revenue	#	Revenue	#	Revenue
\$100,000+	5	\$ 1,780,507	5	\$ 1,310,208	9	\$ 1,751,640	15	\$ 2,404,099	10	\$ 2,197,700	8	\$ 2,050,000
\$50,000 - \$99,999	6	\$ 392,280	4	\$ 254,274	4	\$ 238,011	3	\$ 194,439	6	\$ 383,400	5	\$ 330,000
\$10,000 - \$49,999	27	\$ 445,107	23	\$ 328,537	35	\$ 600,057	38	\$ 651,323	47	\$ 852,728	45	\$ 795,000
\$5,000 - \$9,999	30	\$ 181,450	42	\$ 238,938	37	\$ 209,939	65	\$ 383,913	57	\$ 332,545	50	\$ 306,000
\$1,000 - \$4,999	138	\$ 220,400	167	\$ 264,232	167	\$ 286,573	202	\$ 357,405	217	\$ 395,540	210	\$ 370,000
\$1 - \$999	689	\$ 143,441	553	\$ 141,924	556	\$ 140,804	714	\$ 198,157	716	\$ 176,174	700	\$ 160,000
	895	\$ 3,163,185	794	\$ 2,538,113	808	\$ 3,227,024	1037	\$ 4,189,336	1053	\$ 4,338,087	1018	\$ 4,011,000

Corresponding Breakdown which ties to P&L

	2025 Budget	2025 Actuals	2026 Projections
Individual Contributions	\$ 550,000	\$ 682,096	\$ 1,000,000
Annual Appeal	\$ 530,000	\$ 984,813	\$ 800,000
Campaign	\$ 1,800,000	\$ 1,771,081	\$ 1,324,000
Spring Benefit	\$ 600,000	\$ 760,690	\$ 725,000
Fall Fundraiser	\$ 80,000	\$ 32,273	\$ 80,000
Estate Gifts	\$ 82,000	\$ 107,134	\$ 82,000
TOTALS	\$ 3,642,000	\$ 4,338,087	\$ 4,011,000

Top Tier Donors – Historical View



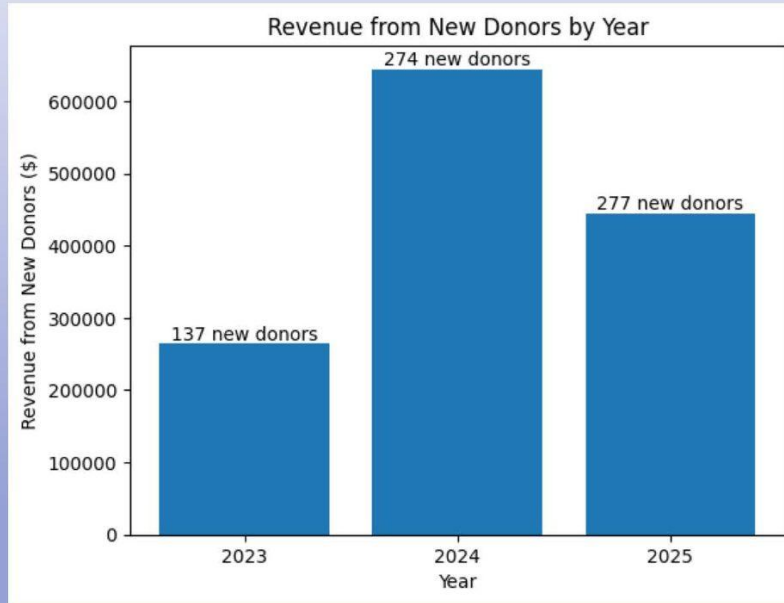
Donations from Individuals, Family Foundations and Campaign Funders

2026 Aspirational Goals

2025 Actuals

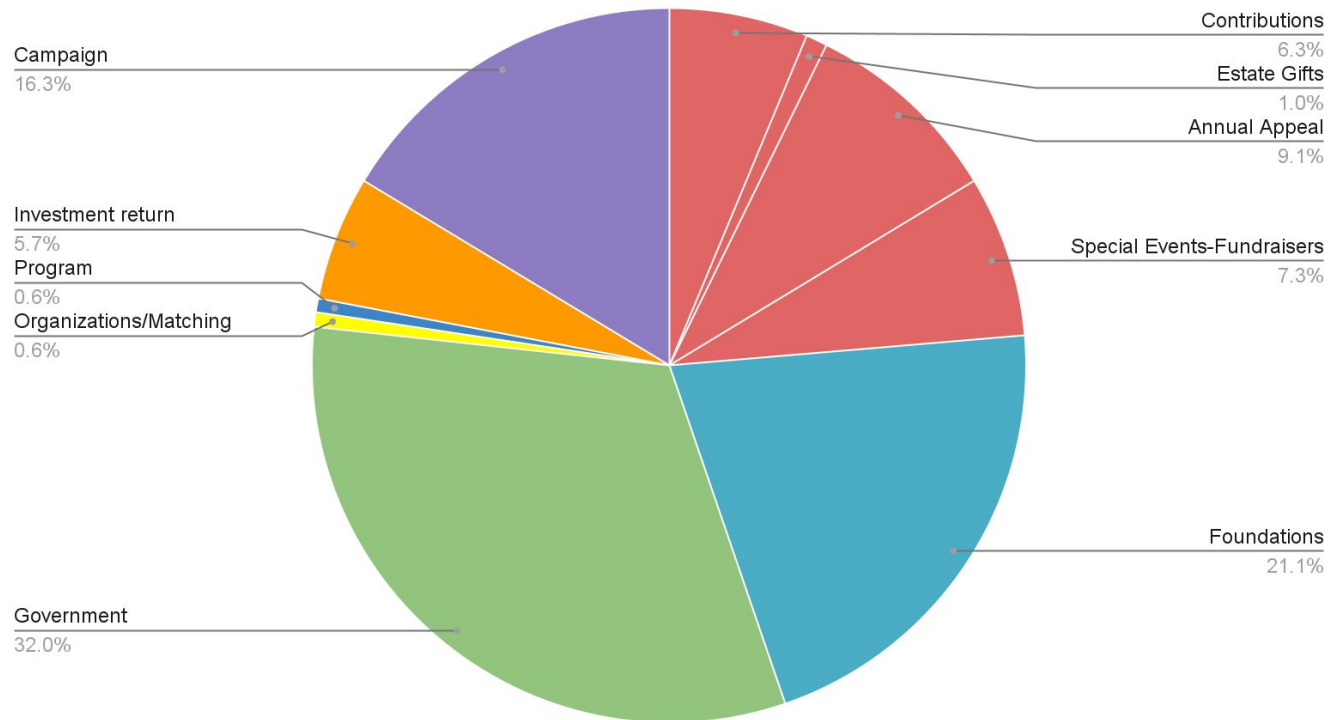


Revenue from New Donors



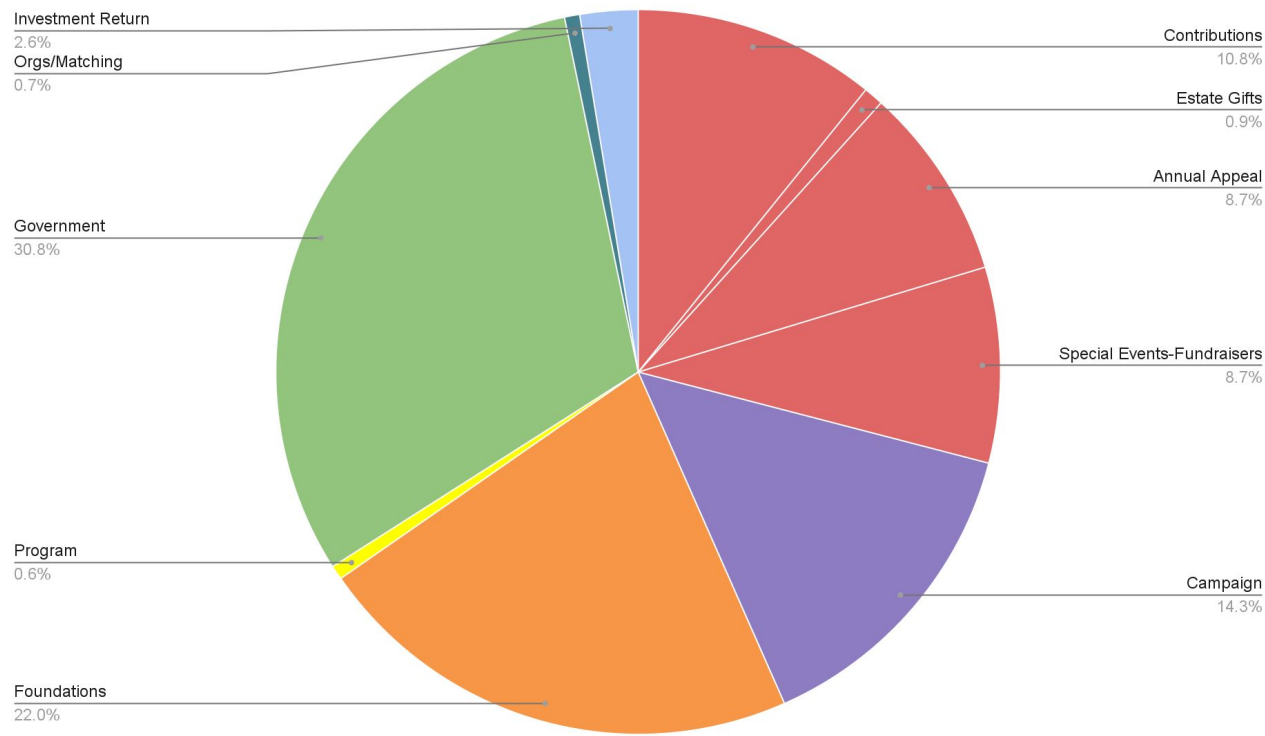
2025 Revenue excl MAP Direct

Total Revenue 2025 \$10.851k (excl MAP direct)



2026 Budgeted Revenue excl MAP Direct

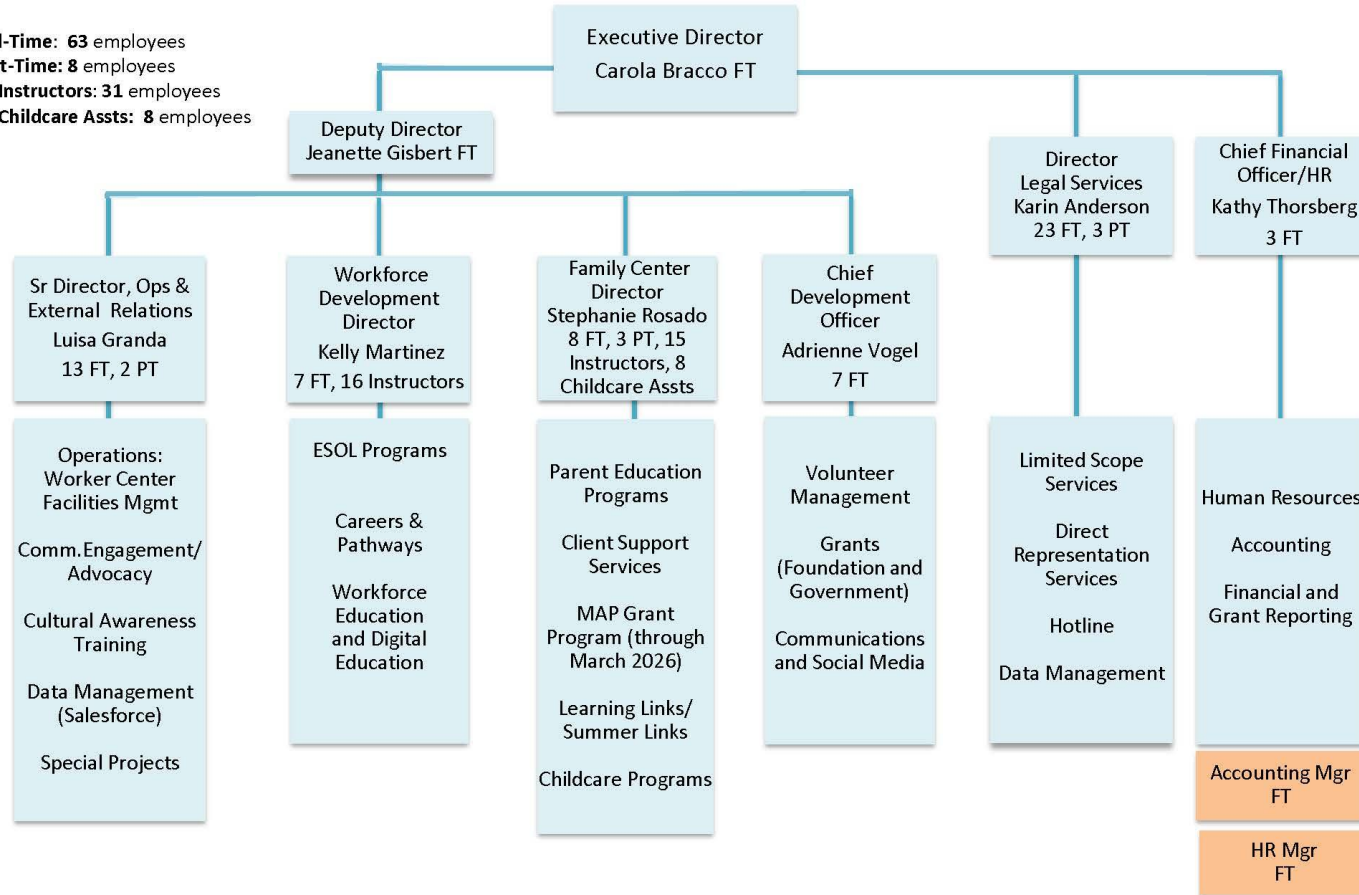
Total Budgeted Revenue 2026 \$9,246k (excl MAP direct)



2026 Expense Budget

Neighbors Link Organizational Chart Budget 2026

Full-Time: 63 employees
Part-Time: 8 employees
PT Instructors: 31 employees
PT Childcare Assts: 8 employees



Total Expense Summary

2026 Budget \$210k decrease over 2025 Actuals

Total Expense Summary 2026 Budget over 2025 Actuals	\$000's
Capital Expenses - Construction 350 Lexington	(\$1,211)
Personnel	844
Workforce Development - Increased Programming	43
Rent	33
Legal	(30)
Insurance	26
Client Crisis Assistance	25
Fundraising	13
Payroll Charges - Trinet	8
PR Consultant	8
Utilities	7
Staff Mileage/Travel	7
Other	18
Total	(\$210)

2026 Budget Personnel Expenses are up \$844k

Summary of Personnel Expenses	2026 Budget	2025 Actuals	Variance
Total Salary	\$6,271,282	\$5,719,035	\$552,247
Payroll Taxes	533,059	482,413	50,646
Employee Benefits	785,852	564,708	221,144
Contract Services Programs	82,000	81,763	237
Contract Services Administrative	106,750	87,397	19,353
Total Personnel Expenses	\$7,778,943	\$6,935,316	\$843,627

2026 Budgeted Benefits are up \$221k

	\$000's		
	2026 Budget	2025 Actuals	Variance
Health Insurance plus vision, ST/LT disability, life insurance (all Trinet provided)*	\$ 539	\$ 363	\$ 177
401K with 4% match**	178	149	29
\$500 Employee Education Reimbursement	6	0	6
Health Reimbursement Account	63	53	10
Total	\$ 786	\$ 565	\$ 221
*Health Insurance Participation 2025: 41 employees; 2026: 43 employees			
**401K Participation 2025: 44 FT, 5 PT employees, 6 departures; 2026: 53 FT, 5 PT employees			

Additional benefits include:

- Vacation: 3 or 4 weeks, depending on years of service
- 15 holidays
- 2 mental health days
- 5 sick days

Cash and Investments balance is strong

	Budgeted 12/31/26	Actual 12/31/25
Net Income (loss)	(\$596,300)	\$798,537
Balance, beginning of period	11,471,530	10,672,993
Balance, end of period	\$10,875,230	\$11,471,530

Note: Cash excludes MAP and ReSET funds

Campaign Summary Projections

In \$Millions	Cumulative 12/31/25	2026B	Cumulative 12/31/26
Collected	\$7.2	\$1.3	\$8.5
Spent	(3.9)	(1.5)	(5.4)
Cash/Investments Balance	\$3.3	(\$0.2)	\$3.1

We expect to have collected our fundraising goal of \$8.5 million by the end of 2026!

Campaign Spending Summary 2022 - 2026

We review our expenses for incremental costs not covered by other funding sources related to our three pillars of the campaign.

Campaign Funds Projected Spend YTD 12/31/26	
	\$ millions
Infrastructure:	
Construction Costs - 350 Lex	\$1.6
Expansion of Locations - Yonkers and Mt. Kisco	0.5
Expansion of Staff -Admin/Ops staff & benefits increases	0.9
Professional Advisory Fees- PR consultant, Program Outcome Analysis	0.2
Infrastructure Total	<u>\$3.2</u>
Workforce Development - Carreras y Caminos, Tech Classes, Childcare, ESL	1.3
Legal Services - new staff	0.8
Campaign Expenses - consultant	0.1
Total projected spend YTD 12/31/26	<u>\$5.4</u>