



the harlem family institute

a p s y c h o t h e r a p y t r a i n i n g i n s t i t u t e



Helping Children and Families

Training Psychoanalysts

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Annual Report 2011

# Helping Children and Their Families

Since 1991, the Institute has offered youngsters a safe space to express their feelings, to learn to use their strengths to manage the challenges they face each day, and to discover new ways to relate to the world. We have served many hundreds of children and their families through our school-based playroom treatment centers, where we offer consistent, long-term therapy. Children meet weekly with therapists in a carefully prepared, pleasant space where they work together to address difficult issues through play and talk. Parents meet with therapists as needed.

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## ***From the Clinical Director: Support a Child, Change the World***

I believe that when you support the voice of a child, that voice can grow and change the world. At the Harlem Family Institute, we are all about strengthening children and their families so that they can live fulfilling lives and also bring change to their communities and potentially the world.



We typically serve under-served children in New York City. Some of these communities have been hit twice as hard as others by the great recession, and this has meant greater stress and shrinking resources for too many. Many parents are struggling to get basic needs met for their children. We have always tried to be a stabilizing force, offering opportunities to talk and develop positive coping skills to meet the challenges in their lives. More than ever before, they need us.

Their voices — and with them their self-awareness of their strengths and all they have to offer in this world — are too often neglected. The work we do empowers the entire community. I am inspired every day by the children and their families, and also by our trainees who have so much passion for this work.

Please support the Institute in its continuing efforts to build strong, emotionally healthy communities. We have always relied on the support of caring individuals to fulfill our mission •



Kim Arrington *PsyD.*  
*Clinical & Training Director*

### **OUR RICH ROOTS:**

The Institute was founded in 1991 at a Harlem alternative school, the Children's Storefront, with a founding board that included the nation's first African-American woman psychoanalyst and pediatrician, Margaret Morgan Lawrence, M.D., and Harvard child psychiatrist Robert Coles, M.D. Originally the Harlem Psychoanalytic Institute, it was the idea of social worker Stephen A. Kurtz who saw the lack of African-American psychoanalysts and the need to help children.



Margaret  
Morgan  
Lawrence,  
M.D.,



Robert  
Coles, M.D

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## Welcome from the President

Welcome to the Harlem Family Institute's first illustrated public annual report.

We seek your support to help us better serve children and families in Harlem and other under-served New York City communities who struggle with painful emotional difficulties.

We offer this help to the community in two ways:

- Directly through the long-term therapeutic help we offer in our playrooms and treatment centers in schools, where our services are free to the families we serve, and increasingly also in other settings.
- And indirectly by training and certifying aspiring psychoanalysts in this vital work, so we can expand the number of professionals from a wide range of ethnic and cultural backgrounds in the psychoanalytic field.

Since the Institute's founding in 1991, it has worked in numerous Harlem primary and middle schools and community centers, offering long-term help to hundreds of school children and their families, and certifying scores of therapists in psychodynamic therapy.

In 2011, the Institute began significantly reorganizing to meet the rigorous demands of psychoanalytic licensing, introduced in New York State a few years earlier. It is now preparing to apply for licensure-qualifying status for its main program to allow it to train qualified unlicensed individuals. It is also preparing to apply for national accreditation.

To train its students, the Institute has always attracted highly skilled professionals from a variety of the city's psychoanalytic-training institutes. These dedicated teaching analysts are drawn by our mission to serve under-served communities by training people from these communities to become certified psychoanalysts.

We think we have the potential to become a model for how to do this. And by succeeding in New York, we can help re-popularize psychoanalytic therapy as we explore new ways to offer it to the communities that have been least able to afford it •



A handwritten signature in blue ink that reads "Michael G. Connolly". The signature is written in a cursive style and is positioned above the printed name.

Michael Connolly M.P.A.  
*President and Executive Director*



# Psychoanalytic Training and Our School Playrooms

## *Training Psychoanalysts*

The Institute's main program, currently accepting only trainees who hold an eligible license and at least a master's degree, usually requires a minimum of five years' part-time work.

The program involves:

- 1,350 hours of education, including 450 hours of course work. Courses are usually offered in faculty members' offices in the late afternoons or evenings.
- As many as 1,500 contact hours of supervised experience in the practice of psychoanalysis, at least 750 of them direct client-contact hours.

Built into these hours are at least 225 hours of supervision of each trainee's work by at least three licensed therapists who are certified psychoanalysts and 300 hours of personal psychoanalysis. These standards aim to meet or exceed the state's requirements for becoming a Licensed Psychoanalyst.

The Institute offers its trainees direct client-contact hours in the playrooms and treatment centers it operates in schools, where the Institute's services are free to the families it serves.

*Diversity Is Our Creed:* We welcome people of diverse backgrounds and do not discriminate on the basis of race, creed, national origin, age, marital status, gender or sexual orientation •



## *School Treatment Centers*

Currently the Institute operates playrooms at Central Park East 1 Elementary School in Spanish Harlem and at STARS Prep Academy Middle School in East Harlem.

The Institute hopes in the near future to attract funds to allow it to establish a treatment center with several playrooms independent of the schools so it can more easily work with children's parents and caregivers in the evenings and at weekends, when they are more easily available. It also aims to expand its services to individual adult clients.



In addition, the Institute is planning to offer psychological-testing and related psychotherapeutic services through its own psychologists and social workers to help raise funds to support its psychoanalytic programs •



## Program Accomplishments

The Harlem Family Institute's 2011 year was one of substantial review and reorganization of its programs as it seeks to transform and revitalize itself to train more psychoanalysts and serve more children and families.

To better fulfill its dual missions of training aspiring psychoanalysts from diverse backgrounds and helping under-served and economically disadvantaged communities, it is working to achieve the highest state and national approvals, to attract more training applicants and to increase its funding.

Much of the Institute's administrative resources were focused on this internal restructuring during the year in addition to running the Institute. The Institute is now better poised to lift its public profile, to launch a new website and brochures, to make connections and alliances with other institutes, to attract more trainees, to increase involvement with the communities it serves and the analytic community, and to expand its outreach to foundations and individuals for funding.

To ensure its foundations for the future are solid, the Institute developed during the year a relationship with the Lawyers Alliance of New York, a gateway to some of the best pro bono legal help for nonprofits. This has helped the Institute to review and revise its foundational documents – its state charter and its bylaws – and to craft new legal templates for its major relationships.

Thanks to the Lawyers Alliance, the Institute engaged the services of legal teams from three major law firms – Marci Settle, David Sausen and Sarah Soloveichik of Kaye Scholer LLP on corporate issues, and Allison Cerilli and Obi Ihekweazu of O'Melveny & Myers, and Ellen Kohn, Morgan Hodgson and Catherine Wilkinson of Steptoe & Johnson LLP on employment issues and agreements.

The Institute's corporate lawyers helped the board prepare an application to New York State's Board of Regents to renew and revise the Institute's state charter,

to be submitted in 2012. Once approved, the new charter should enable the Institute to expand the scope of its operations, authorizing it to reach more children by operating treatment centers beyond Harlem schools, and to offer psychological evaluations and related services to New York City's Department of Education.

The board also adopted a conflict-of-interest policy recommended by the Institute's corporate lawyers and worked with these lawyers to create new bylaws that are up to date with current law and that introduce staggered board terms.

Additionally, the Institute applied to the New York State Education Department for a waiver from corporate practices restricted under Title VIII of the Education Law. With the waiver, the Institute will be authorized to employ and train a variety of licensed professionals under the one umbrella as it offers psychoanalytic training and psychotherapeutic services. The Institute also plans to apply to New York State in 2013 for licensure-qualifying status, allowing it to train unlicensed applicants. Currently the Institute accepts only licensed applicants.

The Institute also continued to rebuild its board in 2011, electing four new members – a practicing licensed psychoanalyst from one of the city's major institutes, an expert in finance and board governance, a homemaker, and a cardiologist who formerly worked at Harlem Hospital – the latter three being public members representing the public interest.

**Much of the Institute's resources during the year were focused on internal restructuring. It is now better poised to lift its public profile, to attract more trainees and to increase its involvement in the communities it serves.**



The Institute's board also elected a new slate of officers and approved the hiring of a part-time employee to help the Institute reorganize its administrative systems and files and ensure the Institute is meeting all regulatory requirements, especially as the Institute moves

to acquire licensure-qualifying status from the state and national accreditation from the American Board for Accreditation in Psychoanalysis.

One Institute graduate sat the state Licensed Psychoanalyst exam during 2010 — the Institute's first

graduate to seek licensing since grandfathering ceased. She was awarded a License in Psychoanalysis in 2011.

In September, the Institute began requiring its trainees to pay minimal course fees. Supervision fees and training-analysis fees were also increased, though given the Institute's special mission they remain relatively low.

The Institute also introduced a requirement for all trainees to attend an annual meeting with the Training Committee to discuss their individual progress toward graduation and to give the committee feedback about the program. All training requirements will soon be specified in a Training Manual, one of several manuals that the Institute is creating to spell out its policies and procedures.

The Institute continued to operate its playroom treatment center at Central Park East 1 Elementary School in Spanish Harlem, where the Institute's trainees work with children and families referred to the Institute by the school under the control of its clinical & training director. The Institute also secured an agreement for treatment-center space at an East Harlem middle school, STARS Prep Academy. The Institute is ready to open treatment centers in additional locations in the coming academic year or two. The Institute is determined to markedly increase the number of children and families benefiting from its services ●



**Holiday Benefit.** Our thank-you musicale to celebrate all who helped us in 2011 drew a wide diversity of supporters.



## Fund-Raising Activities

At the end of 2011, Harlem Family Institute's net cash totaled just over \$18,000, a significant increase from \$6,042 reported at the end of 2010. The Institute's 2011 financial statements show grants and contributions totaling \$41,919, and program-fee income totaling \$14,010.

The Institute remained focused on rapid transformation, introducing new fee structures and exploring new revenue streams, with the aim of improving its operational and fiscal soundness and stepping up progress toward winning (i) state licensure-qualifying status, enabling it to train unlicensed trainees, and (ii) national accreditation from the American Board for Accreditation in Psychoanalysis.

The Central Park East 1 Elementary School, the site of the Institute's main playroom treatment center, was able to provide \$9,000 for the Institute's therapeutic work for the 2010-11 school year. The Institute is exploring building a fee structure into its agreements with schools and community centers to help fund the Institute's work while allowing it to continue to offer its services at no cost or low cost to children and their families.

In addition, the Institute received a \$10,000 donation from an internationally focused fund at the First Church of Round Hill, Greenwich, Connecticut, named in honor of the church's former minister, the Rev. Avery Manchester, who is also a psychoanalyst. Many of the children with whom the Institute works are first- or second-generation immigrants, with relatives in developing countries.

Additional funding was provided by the Atlantic Philanthropies, in honor of Institute founding board member Dr. Margaret Morgan Lawrence, while some board members provided substantial individual donations.

The Institute's development committee continued work on identifying individuals and foundations

the Institute can target for support. Members of the Institute's development committee prepared grant-application templates and are working to assemble information to demonstrate the success of the Institute's work. One foundation that expressed interest in the Institute invited it to submit a funding application in late 2012.

In December, the Institute held its second annual thank-you holiday musicale honoring CPE 1 Principal Julie Zuckerman and the Institute's administration, faculty, supervisors and volunteers, who are at the core of its work. This year the Institute turned the event into a benefit, charging an entrance fee and soliciting donations through many hundreds of invitations and through its website.

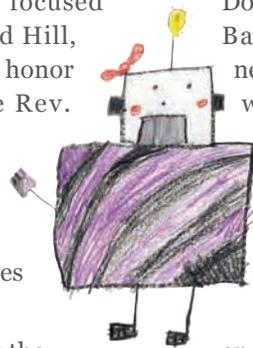
Donors of \$100 or more received a colorful Baggu® tote bearing the Institute's logo, a new form of advertising created in collaboration with the Institute's designer, Tom Kenny.

Contributions from the event totaled about \$4,600, all of which went to the Institute, thanks to a board member who donated the event's roughly \$2,400 cost.

The Institute began requiring trainees to pay course fees. Supervision fees and training-analysis fees were also increased. The Institute is also considering adding an annual administrative fee.

The Institute is planning to begin offering preschool and school-age psychological evaluations and related therapeutic services to the City's Department of Education, with the aim of increasing the Institute's revenue ●

**The Institute's development committee is working to assemble information to demonstrate the success of the Institute's work.**



# Boards, Administration and Faculty

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Sandra Fell *M.A.*  
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Jule Miller *M.D.*

Merle Molofsky *NCPsyA, L.P.*

Dolores O. Morris *Ph.D.*

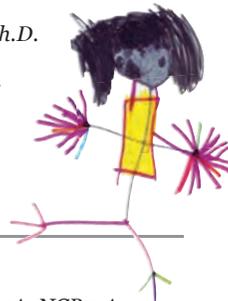
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Martin Schulman *Ph.D.*

Ann B. Ulanov *Ph.D.*

Paul Wachtel *Ph.D.*



Thomas Wagner *LPsyA, NCPsyA*  
*Chairman, Ethics and Standards  
Committee; Librarian*

Brian Peterson *M.A., L.P., NCPsyA*  
*Development Director*

Sheila Johnson *M.P.S.*  
*Alumni-affairs Coordinator*

## FACULTY

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Jacqueline Carleton *Ph.D., L.P.*

Bette Clark *Psy.D.*

Paul C. Cooper *L.P., NCPsyA*

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Sheldon Firstenberg *Psy.D.*

Joel Gavrielle-Gold *Ph.D.*

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Elizabeth Kooperkamp *Ph.D.*

Douglas Maxwell *L.P., J.D.*

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Krystyna Sanderson *Psy.D., L.P.*

Ann Rose Simon *L.C.S.W.*

Lynn Somerstein *Ph.D., L.P.*

Simone Sternberg *Ed.D., NCPsyA*

Thomas Wagner *LPsyA, NCPsyA*

Judith White *M.S., L.C.S.W.*



# Donors

Above \$20,000

Michael Connolly

\$10,000 to \$19,999

First Church of  
Round Hill,  
Greenwich, CT

\$2,000 to \$9,999

The Atlantic  
Philanthropies in the  
name of Margaret  
Morgan Lawrence  
M. Clive and  
Robyn Robinson

\$1,000 to \$1,999

Pamela Armstrong-  
Manchester and  
Avery Manchester

\$500 to \$999

Claude and  
Jill Barbre  
Merle Molofsky  
Ernest Wetzel, Sr.

\$200 to \$499

Wayne Antoine  
Rose Boyle  
Michelle Hobart  
Beverly Larson and  
Gary Watros  
Marianne Mosbach  
Ann Rose Simon

Up to \$200

Dagmar Aalund  
Robert Aquino  
Kathleen Berger  
Michele Bogart  
Mariam Brillantes  
and David Bushman  
Salita Bryant  
Carol Butler  
Carola Burroughs  
Stephanie Capparell  
Weillan Chan  
Alice Cheung  
Hugh Connolly  
Margaret Connolly  
Dick and Cynthia  
Connolly  
Emily Damron  
Margaret de Streel  
Siobhan Joan Dolan  
Joyce Edwards  
Sara Elnahal  
Fran Finkel  
Sheldon  
Firstenberg and  
Janis T. Firstenberg  
Alicia Jackson  
Sheila Johnson  
Tiffany Jones  
Constance Katz  
Cornelia Kauffman

Tom Kenny  
Margaret Klenck and  
Tom Hurwitz  
Mona Lee  
Stacy Leigh  
Hilary Lewis  
Roy and Pat Licklider  
Robert Marchesani  
Sofia McFarland  
Ellen Mendel  
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Joe Wagenseller  
Robert Walzer  
Jane Weiss

Grace Wilner  
Karen Yager

In Kind

Fanny Brewster  
Allison Cerilli  
Morgan Hodgson  
Obi Ihekweazu  
Lee Jenkins  
Sheila Johnson  
Eduardo Kaplan  
Tom Kenny  
Ellen Kohn  
Howard Neiman  
Brian Peterson  
David Sausen  
Marci Settle  
Sarah Soloveichik  
Catherine Wilkinson



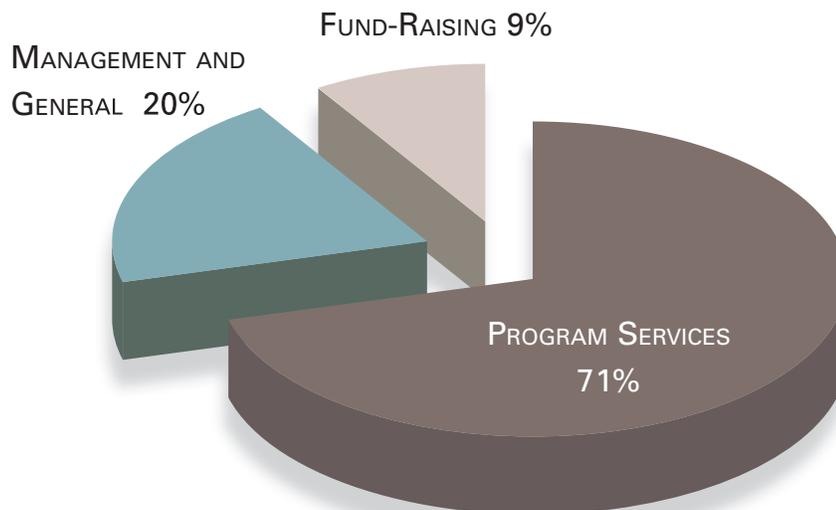
Donate \$100 or more to help  
the Institute and receive a  
signature Baggu® Tote in  
olive, lime or violet. Mail  
a check to the Institute or  
contribute online.



## Reviewed Financial Information, December 31, 2010 and 2011

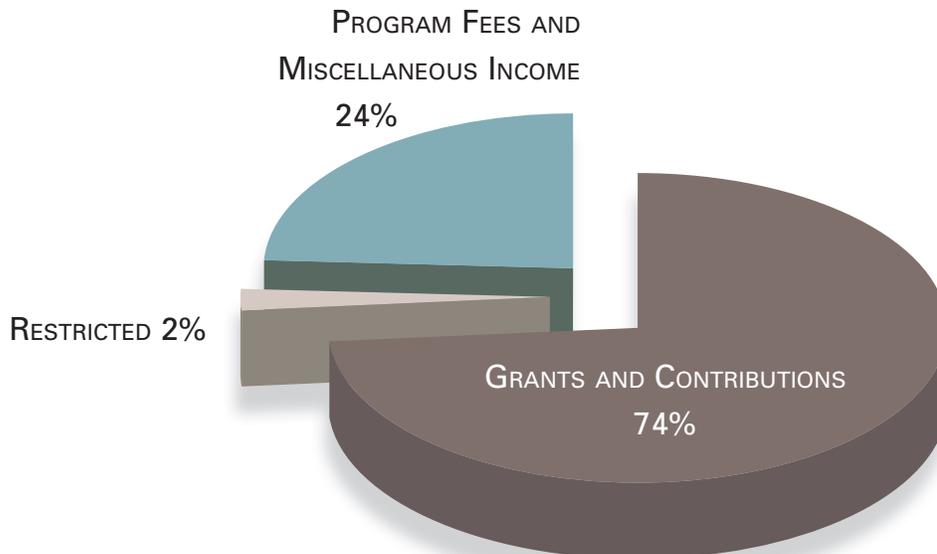
	2011	2010
<b>ASSETS</b>		
Cash in bank and on hand	18,096	6,042
Grant receivable	-	2,000
Accounts receivable	3,000	3,000
Prepaid expenses	<u>450</u>	<u>520</u>
<b>Total Assets</b>	<b>21,546</b>	<b>11,562</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Accrued expenses	4,463	1,250
Payroll taxes payable	<u>811</u>	<u>-</u>
<b>Total Liabilities</b>	<b>5,274</b>	<b>1,250</b>
<b>NET ASSETS</b>		
Unrestricted	15,072	10,312
Temporarily restricted	<u>1,200</u>	<u>-</u>
<b>Total net assets</b>	<b><u>16,272</u></b>	<b><u>10,312</u></b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>21,546</b>	<b>11,562</b>

## Expenses



	2011	2010
<b>UNRESTRICTED NET ASSETS</b>		
Grants and contributions	41,919	8,105
In-kind contributions	-	12,441
Program fees	14,010	3,000
Miscellaneous income	<u>200</u>	<u>721</u>
Total unrestricted support	<u>56,129</u>	<u>24,267</u>
<b>EXPENSES</b>		
Program Services	36,372	11,209
Supporting Activities		
Management and general	10,470	4,919
Fund-raising	<u>4,527</u>	<u>774</u>
Total expenses	<u>51,369</u>	<u>16,902</u>
<b>INCREASE IN UNRESTRICTED NET ASSETS</b>	<b>4,760</b>	<b>7,365</b>
<b>TEMPORARILY RESTRICTED NET ASSETS</b>		
Grants and contributions	<u>1,200</u>	<u>-</u>
<b>CHANGE IN NET ASSETS</b>	<b>5,960</b>	<b>7,365</b>
<b>NET ASSETS - BEGINNING OF YEAR</b>	<b><u>10,312</u></b>	<b><u>2,947</u></b>
<b>NET ASSETS - END OF YEAR</b>	<b><u>16,272</u></b>	<b><u>10,312</u></b>

## Revenue





Françoise Simmons

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