

SUMMER 2022

Impact Report

DE NOVO
CENTER FOR
JUSTICE & HEALING



"DR. G" RECEIVES THE FLORENCE H. LERMAN MINTZ DISTINGUISHED ALUMNI AWARD FROM WILLIAM JAMES COLLEGE IN 2018. JOINED BY DE NOVO COUNSELING VOLUNTEERS, PAUL WAS RECOGNIZED FOR HIS TIRELESS COMMITMENT TO IMPROVING ACCESS TO MENTAL HEALTH SERVICES IN THE COMMUNITY.

Beloved Clinical Director Dr. Paul Goldmuntz Retires After 37 Years

In a special virtual gathering on May 17, De Novo honored long-time clinical director Paul Goldmuntz, Psy.D., who retired after 37 years of service. Paul first came to De Novo, then called the Cambridgeport Problem Center, as a counseling volunteer in the late 1970's. He was hired as De Novo's very first Clinical Director in 1984.

Under Paul's leadership, De Novo's Counseling Program grew from a small cohort of volunteer clinicians to four staff social workers who serve 425 clients annually. Paul both saw clients and oversaw the recruitment and supervision of over 300 volunteer clinicians during his tenure, allowing over 4,000 clients to access critical mental health services.

"Truly so many of our volunteers have been with us for so long all due to your leadership, the person you are, and your generosity of spirit," said Mojdeh Rohani, LICSW, Executive Director of

De Novo, who worked especially close with Paul as associate clinical director from 2007-2015. "You have played an important role in the professional lives of so many of us and we are forever grateful."

In 2001, Paul founded De Novo's Asylum Evaluation Project, which provides forensic psychological evaluations and court testimony to victims of torture, violence, and other human rights abuses to support their humanitarian relief applications. Asylum cases are particularly moving for Paul, as his own parents and sister fled the occupation of Belgium in WWII.

"Paul's compassion, humanity, intelligence, and sense of humor has permeated this organization and has affected everyone who works here," said Andrew Cornell, a volunteer family law attorney at De Novo since 1994. "Paul has shown us how we can act in this world with compassion and dignity that allows

others to gain meaning and joy in their lives."

The celebration featured video messages from staff and volunteers who have worked with Paul over the years. Among them was Valarie Ifill, a former De Novo client who served on the board of directors from 1988 to 1994.

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PAUL GOLDMUNTZ WITH DE NOVO EXECUTIVE DIRECTOR MOJDEH ROHANI

De Novo Begins Implementation of New Five-year Strategic Plan

De Novo's 2022-2026 Strategic Plan sets forth an ambitious and client-centered vision and goals to advance a stronger, healthier, and more impactful organization into the next five years and beyond.

Our Mission

Client-driven integrated legal and mental health services to overcome the impacts of poverty, inequity, and trauma

Our Vision

New beginnings and systemic change through justice, healing, and community engagement

Our Values

Compassionate Client-driven Services
Interdisciplinary Practice
Volunteerism
Collaborative Partnerships
Diversity, Equity, and Inclusion
Organizational Integrity
Staff Well-Being
Innovation

We are grateful for our clients, staff, volunteers, board, partners, and supporters and the myriad ways they contributed to this plan. A special thanks also to Daniel Michaud Weinstock for facilitating our strategic planning.

Strategic Priorities

» Strengthen our integrated model

Define, evaluate, and strengthen each component of our model—interdisciplinary services, volunteer model, and collaboration—to improve outcomes for our clients, staff, and community.

» Expand the scope of our services and promote our expertise

Strategically grow our services to meet the needs of our clients, organization, and community. Disseminate our model, strengthen infrastructure, and build our capacity to respond to emerging needs with flexibility and creativity.

» Nurture a committed, compassionate, and inclusive organization

Embody our values in all aspects of our organization and operations to promote diversity, equity, and inclusion, help people thrive in their work, and develop future leaders inside and outside the organization.

» Achieve long-term financial security and resources to respond to a changing world

Build a sustainable and resilient financial model that strengthens our financial position and supports our vision, mission, and values.

Celebrating Paul Goldmuntz continued...



"I grew to admire Paul for his ability to interact, to relate to people, for his ability to reach out," said Ifill. "Paul has a unique gift. He is a genuine soul. He is a person who enabled me to have hope when I had none. When I had doubts, when I had no sense of self worth, Paul was my life preserver."

LEFT: PAUL GOLDMUNTZ WITH DE NOVO CLINICAL DIRECTOR LAUREN SHEBAIRO (L) AND EXECUTIVE DIRECTOR MOJDEH ROHANI (R), WHO HAVE WORKED WITH PAUL SINCE 2007-2008. SHEBAIRO WAS ASSOCIATE CLINICAL DIRECTOR AND OVERSAW DE NOVO'S ASYLUM EVALUATION PROJECT BEFORE HER PROMOTION TO CLINICAL DIRECTOR IN JAN. 2022.



"You have often talked about the generosity of spirit that has made this organization a place you have wanted to be a part of for so long. I want to acknowledge the way in which you have created that space for our volunteers," said Lauren Shebaire. "This has been such a unique place to work where we haven't been limited by the systems that impact our clients and the work can truly be client centered."

"For patients and therapists alike, you make bearing with the unbearable somehow bearable. And through that, hope has a handhold," said Janet Amphlett, a counseling volunteer who has worked with Paul since 1988. "Thank you for imbuing the De Novo walls with kindness, making it possible for so many of us to connect, and continue connecting, in such a rich and meaningful way."

Client Emergency Relief Fund

As a result of the pandemic, many De Novo clients and their families found themselves out of work and without access to income or safety nets to meet basic needs. With the support of many generous donors, De Novo created a Client Emergency Relief Fund to provide emergency cash grants to clients who have been disproportionately impacted.

More than \$375,000 has been distributed to clients since the start of the pandemic, with direct cash grants helping families across Massachusetts cover the cost of rent and utilities, groceries, transportation, technology access, and immigration filing fees.

The following stories are just a few examples of what your generosity continues to make possible.

» Adara is a young woman from Syria who lost her job as a dish washer when her work permit expired due to processing delays at the U.S. Citizenship and Immigration Services. She used her modest savings to pay medical bills from a recent illness and fell behind on rent for her Somerville apartment. The Fund helped Adara pay her rent until her new work permit arrived and she could legally work again.

» Joseph struggled with severe depression and post-traumatic stress after fleeing civil war in the Democratic Republic of Congo as a young boy. He was unable to work and depended on his aging mother as his caregiver. During the pandemic, his mother's work hours were reduced and they fell behind on their rent and utility bills. The Fund helped Joseph and his mother pay their past due rent and utilities to keep them safely housed.

» After fleeing a domestic violence relationship, Ethel and her young daughter moved to a small apartment of their own in Medford. Her daughter's father refused to help with any expenses, so Ethel struggled to pay the rent and utility bills. The Fund helped Ethel pay her rent and utilities while she worked with her De Novo attorney to recover the unpaid child support.

» Kate is a single mother who received a utility shut off notice and was months behind on rent for her Cambridge apartment. She was unable to work due to a physical disability, and the support she received through rental assistance programs was not enough to supplement her modest income. The Fund paid Kate's outstanding utility bill as well as a portion of her back due rent, which helped her secure a repayment plan with her landlord.

» Tony came to De Novo for help resolving an issue with his disability benefits. He was scheduled for a virtual SSA hearing but had never used a computer before. He mentioned how hard it has been keeping his part-time job because of his struggles with technology. The Fund provided a tablet to Tony to practice for his video hearings. His nephew showed him how to use it and now Tony can track his own claim on SSA.gov as well as build his technology skills.

More News

De Novo launched a second monthly Immigration Legal Screening Clinic in a **new partnership with The Welcome Project** in Somerville. Clients receive free legal advice and consultation with an experienced attorney on a range of immigration-related legal matters. De Novo has also held a monthly immigration clinic in partnership with the City of Cambridge Commission on Immigrant Rights and Citizenship since 2017. Together, the two clinics serve some 300 clients annually.

In a collaboration between our legal and counseling programs, De Novo is offering a **new Resettlement and Reunification Orientation Program** for guardians of immigrant youth who are pursuing Special Immigrant Juvenile status. The program addresses specific challenges faced by migrant youth released from Office of Refugee Resettlement shelters as they transition into their new homes and begin to process the trauma they experienced during their migration journeys.

Ways You Can Support Justice and Healing

Your compassion and generosity enables De Novo to provide life-changing legal and mental health services, helping the most vulnerable members of our community overcome the impacts of poverty, inequity, and trauma.

Monthly Giving

Monthly recurring gifts provide steady, reliable support. You'll receive an annual tax statement in January of each year and can change or cancel your gift at any time. Visit denovo.org/donate.

Corporate Matching Gifts

If your employer sponsors a matching gift program, you can easily double the amount of your donation. Contact your HR department to request a corporate matching gift form. Complete and send your matching gift form to us, and we'll handle the rest.

Stock Gifts

Gifts of stock or other securities (such as bonds or mutual funds) offer significant tax advantages and are easy to make. Ask your broker to call or email us for the electronic transfer instructions or visit denovo.org/donate-stock.

QUESTIONS?

Thank you for considering a gift to De Novo. For more information on any of these options or other ways to make a gift, please contact Amanda Becker at 617-405-5458 or by email at abecker@denovo.org.

Planned Gifts

There are many ways to include De Novo in your estate plan. You can give to De Novo through your will or trust, retirement assets, or life insurance.

Bequest – Making a bequest through your will or trust is one of the easiest ways to make a planned gift. A bequest can be modified or canceled at any time, and it can be for a specific amount or percentage of your estate.

IRA Qualified Charitable Distribution – If you are 70 ½ or older, you can make a direct transfer from your IRA without the withdrawal being treated as taxable income. This type of transfer may also count toward satisfying your Required Minimum Distribution.

Retirement Plan or Life Insurance Beneficiary – You can name De Novo as the primary or contingent beneficiary of your retirement plan (IRA, 401k or 403b). You can also name De Novo as a beneficiary of your life insurance policy or gift a paid-up policy outright.

De Novo is a 501(c)(3) nonprofit organization. Tax ID #04-2470335.

Staff News

Karen Bobadilla, Immigration Staff Attorney, joined the board of directors for the Massachusetts Association of Hispanic Attorneys and currently serves as Board Clerk.

Alexia Goncalves was hired as a bilingual Housing Legal Assistant in March 2022. She supports a growing housing and disability unit that now includes six staff attorneys.

Brette Lennon was hired as Administrative Coordinator in Jan. 2022. She was previously an adult education teacher and case manager at Project Place in Boston.

William Lonn was promoted to Housing and Disability Supervising Attorney in July 2022. He'll oversee a unit of eight staff members, including six attorneys, a paralegal, and an intake specialist.

Nora Sears was hired as Volunteer and Training Coordinator in March 2022. She previously worked with volunteers at Girls Scouts of Eastern Massachusetts.

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