

2025 ANNUAL REPORT



Dear Friends,

CEOC's 60th year was one defined by uncertainty, and ultimately, resilience. Facing daily new threats from Washington, we rose above the chaos to commemorate our six decades of community action at CEOC's Stronger Together Block Party in May with over 700 Cambridge supporters and friends.

As the fiscal year drew to a close in fall, we were tested in extraordinary ways by a government shutdown that abruptly froze SNAP benefits. But what this crisis revealed was the strength of Cambridge: a city where people take care of one another, where urgent needs spark instant collective action, and where no one is left behind if the community has anything to say about it.



Tina M. Alu
Executive Director

To everyone who donated a dollar, organized a drive, or simply asked how they could help—thank you. You reminded us that while crises may be unprecedented, so too is the generosity of Cambridge. We are honored to do this work alongside you.

And while our work may never be done, this year we cherished the opportunity to pause and celebrate the many battles we've won since 1965 and the powerful, determined, diverse, and inclusive community we have the joy of working with every day.

Tina Alu
Executive Director

FY25 Board of Directors

Hector Acevedo	Cathleen Higgins
Randy Albelda	Roxann Mascoll
Zanny Alter	Linda Montgomery
Sally Benbasset	Elaine O'Reilly
Moana Bentin	Antoinette Preston
Debbie Bonilla	Ayla Thorntona
Gail Council	
Maria Fontellio	



FY25 Staff List

Rabeya Akther, *Community Advocate and Educator*
Dukens Alcindor, *Food Pantry Manager*
Joseph Almeida, *Director of Operations*
Tina Alu, *Executive Director*
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Dounia Antoine, *Community Advocate and Educator*
Sofia Berhe, *Community Educator and Financial Coach*
Janet Doucette, *Receptionist*
Shannon Fegan, *Hoarding Intervention Specialist*
Gustavo Gallego, *VITA Tax Preparer*
Mitchell Goldstein, *VITA Tax Preparer*
Yemi Kibret, *Program and Advocacy Coordinator*
Ezekiel Levy, *Food Pantry Manager*
Anna Minaya, *Community Advocate and Educator*
Ada Navarro, *Food Pantry Advocate*
Henry Nelson, *Rise Up Project Director*
Rachel Plummer, *Associate Director*
Natalie Ribeiro, *Director of Housing and Hoarding Intervention Services*
Duvieanne Smith, *Director of Administration*
Krista Spaulding, *Case Management and Hoarding Intervention Specialist*
La'Shell Thompson, *Community Advocate and Educator*

2025 COMMUNITY IMPACT

We are committed to fulfilling our vision of an inclusive and diverse Cambridge without poverty where everyone has affordable housing, quality healthcare and education, food security, and economic stability.



CEOC's Central Square food pantry distributed food to nearly **8,000** households.

CEOC provided individual financial coaching to **199** participants, assisting them with budgeting, debt resolution, credit card management, and bank services.



We gave away over **\$224,000** in direct, small cash grants and housing-related payments (like utility bills, storage fees, etc.) to our community in FY25.

By providing **1,123** Cambridge tenants housing case management, advocacy services, and emergency funds to cover rent arrearages and other housing costs, CEOC helped ensure **311** residents were able to maintain stable housing and avoid eviction.



CEOC provided free tax preparation to **1,597** low-income tax filers and assisted filers in obtaining over **\$2,550,000** in federal and state refunds.

As a certified Massachusetts Health Connector Navigator agency, we delivered health insurance outreach and education to **5,224** individuals.



CEOC enrolled **77** individuals in Journey to Hope: CEOC's Wellness Support Service where participants' depression decreased by an average of **66%**.

CEOC provided SNAP outreach, education, and enrollment assistance to **1,233** individuals to increase access to nutritious food.



60th ANNIVERSARY CELEBRATION

More than 700 neighbors and supporters attended CEOC's Stronger Together Block Party in May, commemorating the 60th anniversary of the organization's founding in 1965 as part of the War on Poverty. Guests enjoyed local food, music, dance, games, and more, all free of charge. They gathered valuable information from the Housing Resource Lane we set up with the City, and they shared CEOC's positive impact in their lives in video testimonials and written statements on our Community Quilt.



In addition, we celebrated seven true changemakers we've worked with over the years by presenting each with a Together We Rise Award: the Cambridge Youth Council; DHSP Community Engagement Team; Ellen Semonoff; MA Representative Marjorie Decker; MA Senator Sal DiDomenico; U.S. Representative Ayanna Pressley; and U.S. Senator Elizabeth Warren.



COMMUNITY RECOGNITION

Many of CEOC's partners and neighbors helped us mark the occasion of our anniversary with their own thoughtful tributes:

- Cambridge Mayor Denise Simmons and the City Council issued a proclamation recognizing our 60 years of service fighting poverty.
- A Visionary Award from the Cambridge Chamber of Commerce honored CEOC's innovation and excellence as well as our impact over six decades.
- The Cambridge Youth Council and Cambridge Rindge and Latin School Black Student Union raised more than \$17,000 for CEOC in support of our "unwavering commitment to help end poverty in Cambridge." Nearly 60 individual supporters contributed, and the Cambridge Community Foundation donated a generous \$5,000 match from their Teaching Philanthropy Fund.



GOVERNMENT THREATS TO FOOD BENEFITS

In a year of uncertainty, one moment stood out in its gravity: the fall 2025 federal government shutdown that halted Supplemental Nutrition Assistance Program (SNAP) benefits for the first time in history. For over 10,000 Cambridge residents who rely on SNAP to put food on the table, this crisis was immediate and devastating. And yet, what we will remember most is not the fear of that moment, but the extraordinary way our community rose to meet it.

We were stunned—and deeply moved—by the outpouring of support from all corners of the city. Neighbors organized food drives overnight. Families and faith communities sent monetary donations. Local groups collected gift cards so parents could shop for essentials with dignity. Companies set up matching donation campaigns for their employees. At a time when many felt powerless, Cambridge took action. Thanks to the rapid response of the City of Cambridge, Cambridge Community Foundation, and partners across the city, we were able to purchase 4,500 grocery gift cards, rapidly fill our food pantry shelves, and ensure our most vulnerable neighbors were not facing this crisis alone. Although many dire threats to SNAP continue, we were moved by our city’s ability to meet this moment, and Tina Alu and Rachel Plummer published an op-ed expressing CEOC’s gratitude in the *Cambridge Day* newspaper.



SERVICE EXPANSION

In addition to meeting the SNAP crisis, CEOC staff kept all 10 of our primary services working smoothly and even expanding this year. We expanded hours for our Central Square food pantry to all-day service on Wednesdays, decreasing wait times and increasing accessibility, in addition to offering tai chi sessions for pantry patrons in the shade of the backyard. We added two new bilingual Journey to Hope providers when staff members Anna and Dounia received their certifications to deliver our wellness support service. And when CEOC's Ethiopian Hour Group requested more guidance on health issues, we partnered with the Cambridge Public Health Department and the City's Language Access Manager to host a hypertension workshop tailored to the group’s needs.

SUMMER OUTREACH

Thanks to our dedicated staff and board members who are always willing to represent CEOC outside of business hours, CEOC had our most successful summer of outreach ever this year. From June through September, we shared information and answered questions at more than 15 weekend events, including Hoops N Health, Cambridge Arts River Festival, Fresh Pond Apartments Summer Party, HRI and Cambridge Public Schools back-to-school events, and several information sessions at affordable housing buildings around the city.



THANK YOU FOR YOUR SUPPORT

(10/1/24 – 9/30/25)

Your generous contributions allow us to continue our fight against poverty's causes and impacts in the Cambridge community.

Max Adams
Pragun Aggarwal
Randy Albelda
Tina Alu
Kelsey Anderson
Anonymous Donor
Ara Arakellan & Mariam Arootunian
Nancy Barcelo
Sally Benbasset
Robert Binstock
Laura Booth
Siobhan Bredin
Jonathan Brown
CambridgeSide
Cambridge Youth Council & CRLS Black Student Union
Jim Campen
Joanne Cancro
Anne & Jesse Cardoso
Sandra Chan
Stephen Chittick
Catherine Clinton

Jen Cohen & Gina LaRoche
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Sarah Dinklage
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Robert Smith
The Shuler Family Giving Fund
Anthony and Nancy Tauber
Valerie Tobia
Timothy Toomey Jr.
Sally Waldron
Brian & Annemarie Watson
Kenneth Weill
Josefine Wendel
Werlang Coley Fund
Julianne Yazbek

CEOC would like to thank the following organizations for their funding and partnership:



City of Cambridge



United Way of Massachusetts Bay



Massachusetts Economic Development and Industrial Corporations

AAFCPAs



Fisher Phillips LLP



Emergency Food and Shelter National Board Program

The Journey to Hope program is funded in part by a grant from the Blue Cross Blue Shield of Massachusetts Foundation, a nonprofit grantmaking and research organization with a mission to ensure equitable access to health care for all those in the Commonwealth who are economically, racially, culturally, or socially marginalized."

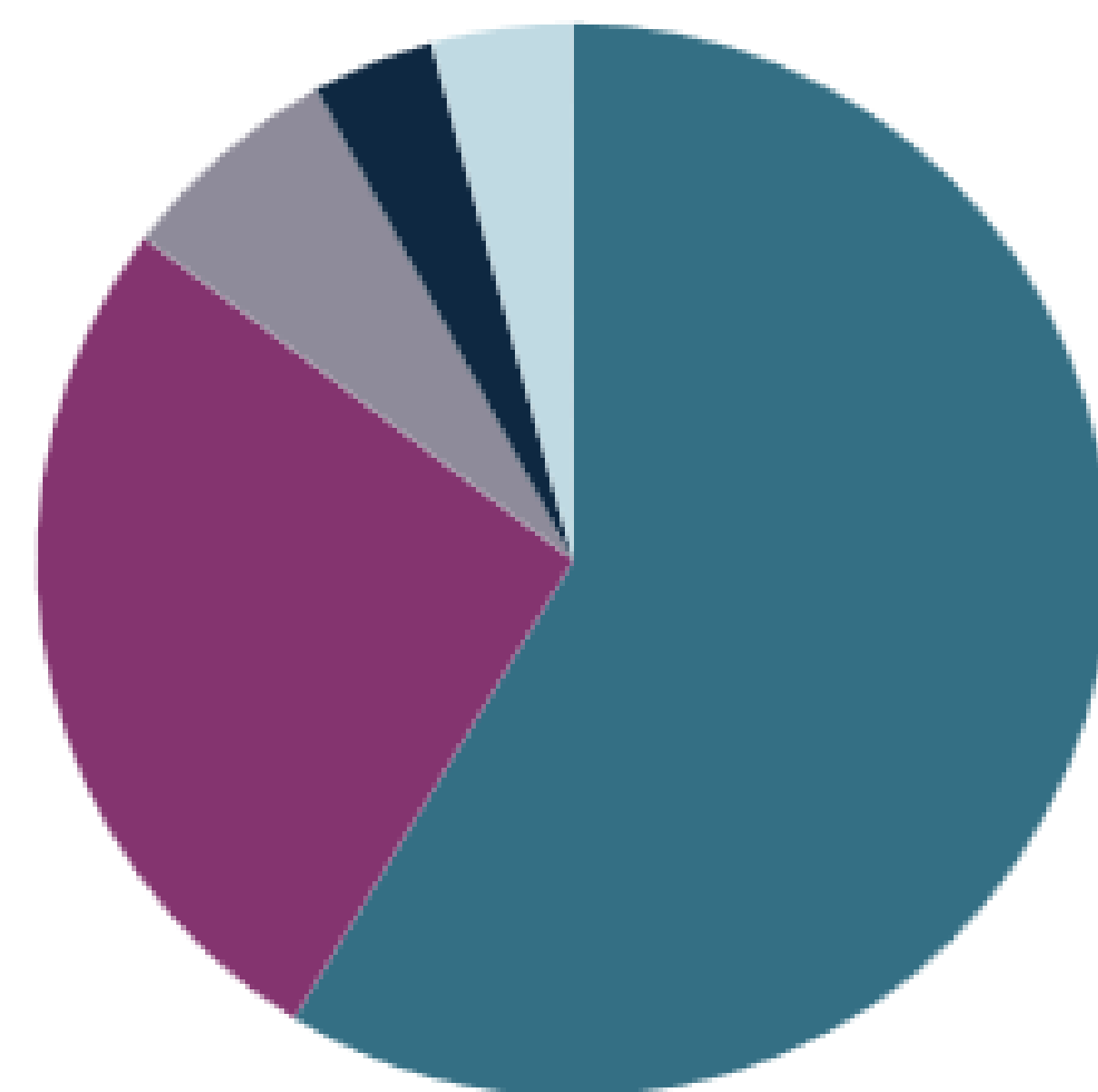
Fiscal Year 2025 Financials

(10/1/24 – 9/30/25)

GROSS REVENUE

Government Grants & Contracts	\$1,578,934
Foundation & Corporations	\$713,477
Individuals	\$182,734
In-Kind	\$99,386
Other	\$114,505
Total	\$2,689,036

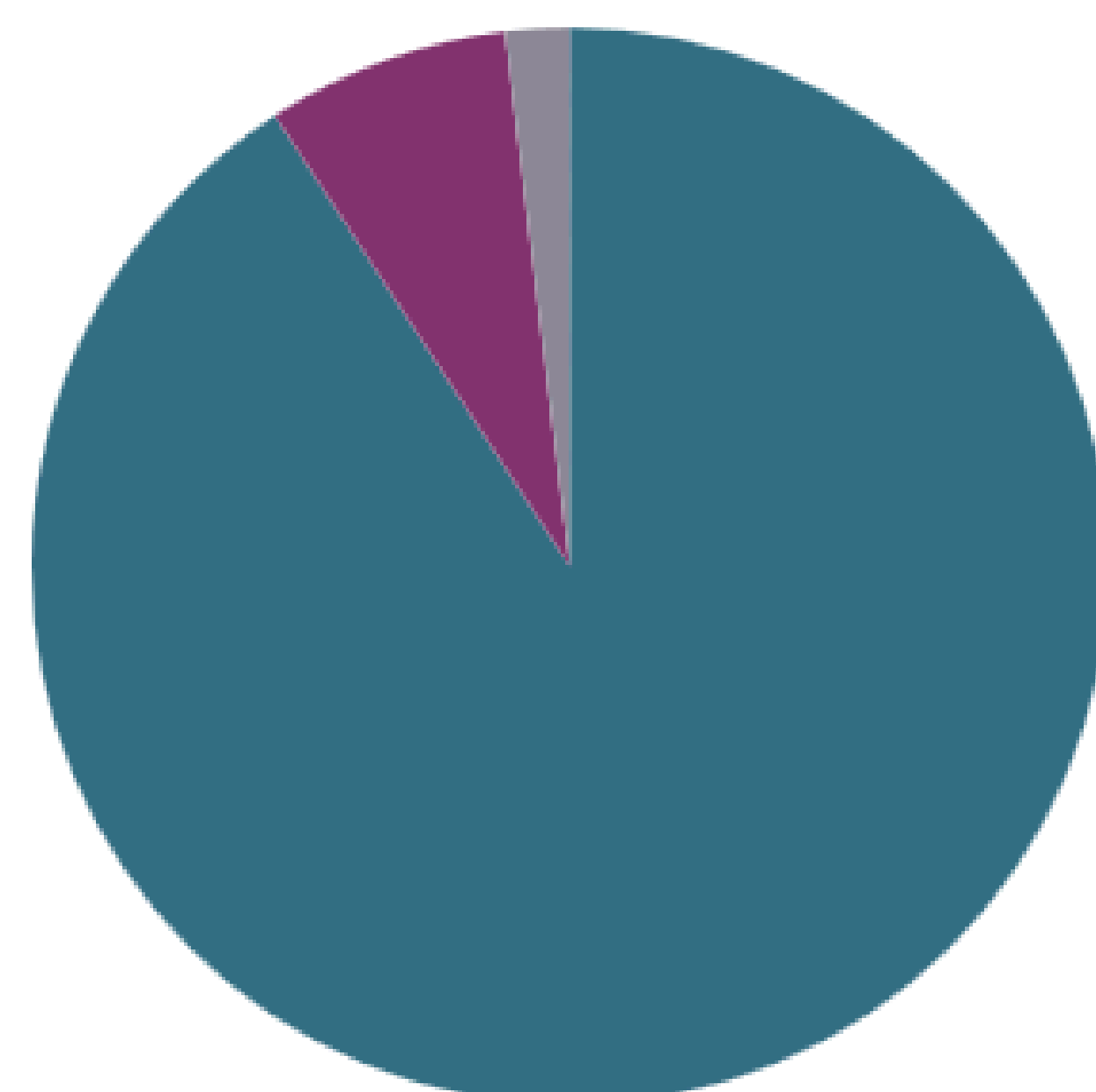
REVENUE



EXPENSES

Program	\$2,251,486
General & Administrative	\$181,455
Fundraising & Other	\$47,460
Total	\$2,480,401

EXPENSES



Note: Figures are unaudited.



The future is in your hands!

In the six decades since our founding in 1965, CEOC has been a steadfast advocate for low-income individuals and families in our city, serving as the designated anti-poverty nonprofit organization of Cambridge.

Our “Stronger Together” anniversary tagline this year was not only a testament to the power of our community but also a call to recommit to our fight against poverty. As we look to the future, we ask each of you to think about the role you play in our goal of ensuring everyone has access to affordable

housing, quality healthcare and education, food security, and economic stability.

Your support provides fresh produce, meat, dairy products, pantry staples, and other necessities to more than 9,000 Cambridge households each year and protects more than 1,000 families from unstable housing. Please help us continue these wrap-around services with a donation today. Now more than ever, it's up to each of us to help lift Cambridge families out of poverty and hunger.

[Click here to give today!](#)



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