

Annual Report

Fiscal Year 2025

July 1, 2024 to June 30, 2025



Herndon-Reston

FISH

Friendly Instant Sympathetic Help

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FY2025 Personnel

Board of Directors

Elliot Wicks, President
Janet Hyman, Vice President
David Mandel, Vice President
Jack Gazlay, Treasurer
Roy Miller, Secretary
Robert Averde
Kathy Jones
Peggy LeReche
Robert Reed
Susan Sather

Staff

Mary Saunders, Executive Director
Carolyn Amacher, Executive Director
Lilia Jiménez-Siuhengalu, Emergency
Assistance Manager
Lynn Warner, Bargain Loft Manager
Linda Bracewell, Finance Director

FY2026 Personnel

Board of Directors

Elliot Wicks, President
Janet Hyman, Vice President
David Mandel, Vice President
Jack Gazlay, Treasurer
Roy Miller, Secretary
Robert Averde
Ricarda Dowling
Peggy LeReche
Robert Reed
Susan Sather

Staff

Carolyn Amacher, Executive Director
Diana Backlund, Emergency Assistance Manager
Lynn Warner, Bargain Loft Manager
Linda Bracewell, Finance Director

Herndon-Reston FISH Mission

Herndon-Reston FISH, Inc., is a nonsectarian, non-profit 501(c)(3) organization providing Friendly Instant Sympathetic Help to Herndon and Reston residents facing short-term financial crises. By providing such emergency assistance we seek to prevent crisis situations from escalating and thereby causing significant disruptions in families' ability to cope with situations which otherwise might lead to a downward spiral of instability and loss.

Since 1969, FISH has served as a vital lifeline for families facing unexpected financial challenges. FISH helps hundreds of predominantly very low-income families and individuals in all demographic categories by paying for rent, utilities, medical items and prescriptions, food, car repairs and other short-term emergency needs. FISH's efforts are concentrated mostly on the almost 7,000 residents who live at or below the poverty level in Herndon and Reston. They are from all racial and ethnic groups, gender identities, language groups, and family types. Referrals are accepted from social workers in Fairfax County agencies, local schools, hospitals, and other nonprofit organizations, ensuring that community needs are addressed efficiently.

When ongoing support is necessary, FISH collaborates with public and private providers to ensure long-term stability for vulnerable community members.

Although FISH has been helping needy families for almost 57 years, the past several years have presented an unprecedented challenge. In the years immediately following the COVID pandemic, FISH played a vital role in helping Fairfax County distribute financial assistance made possible by multiple rounds of the Coronavirus Aid, Relief and Economic Security Act (CARES), the American Rescue Plan Act (ARPA), and the Emergency Rental Assistance (ERA) programs. This allowed FISH to serve not only more people than ever before but with significantly larger awards than ever before. The federal programs have essentially ended, although FISH is still distributing funds from some residual grants available through the federal government and allocated to the states.

Meeting Community Need

During FY2025, FISH continued to operate its traditional Emergency Assistance program with support from the Fairfax County Consolidated Community Funding Pool (CCFP, private foundations, individuals, churches and corporations.

Though the federal programs funded by the CARES Act, the American Rescue Plan Act (ARPA), and Emergency Rental Assistance (ERA) programs were being phased out, FISH continued to play an important role in distributing financial assistance funded by these programs.

Types of Assistance Provided in FY2025

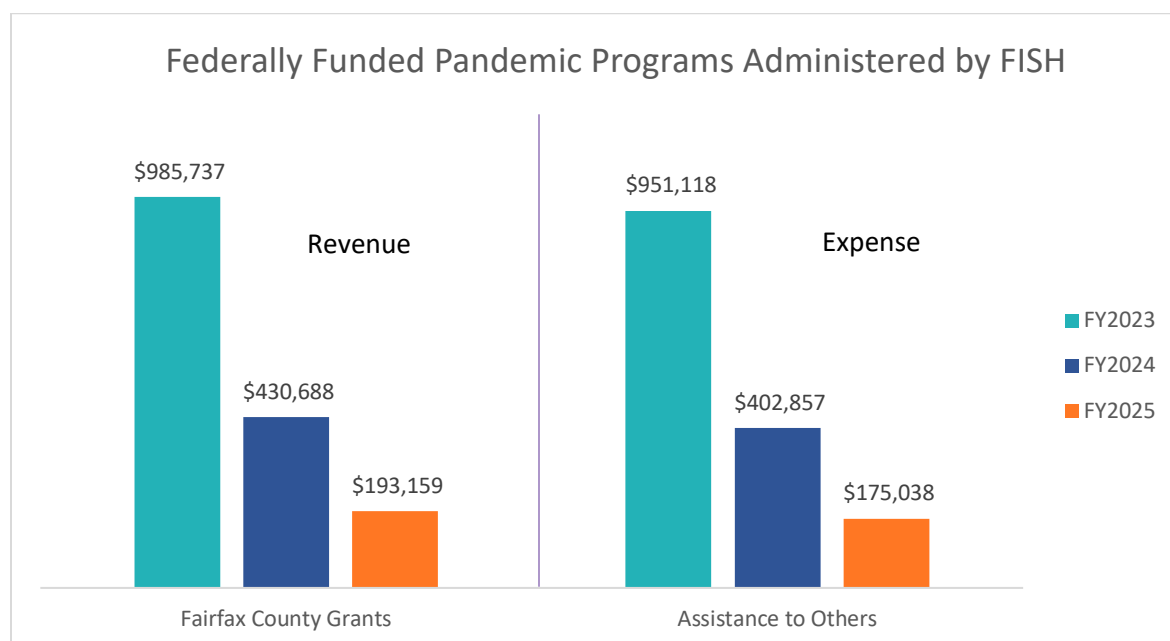
- Rent, Security Deposits, and Storage Assistance: Payments to ensure housing stability for families.
- Utility Assistance: Support to prevent utility disconnections and maintain essential services.
- Medical & Dental Assistance: Payments for urgent health needs, ensuring access to care.
- Food Assistance: Grocery gift cards to address food insecurity and provide nutritious meals.

- Holiday Assistance: Grocery gift cards and gifts for children during the holiday season.
- Other Assistance: Car repairs to maintain employment and help with other unique challenges.

FISH Funding & Spending

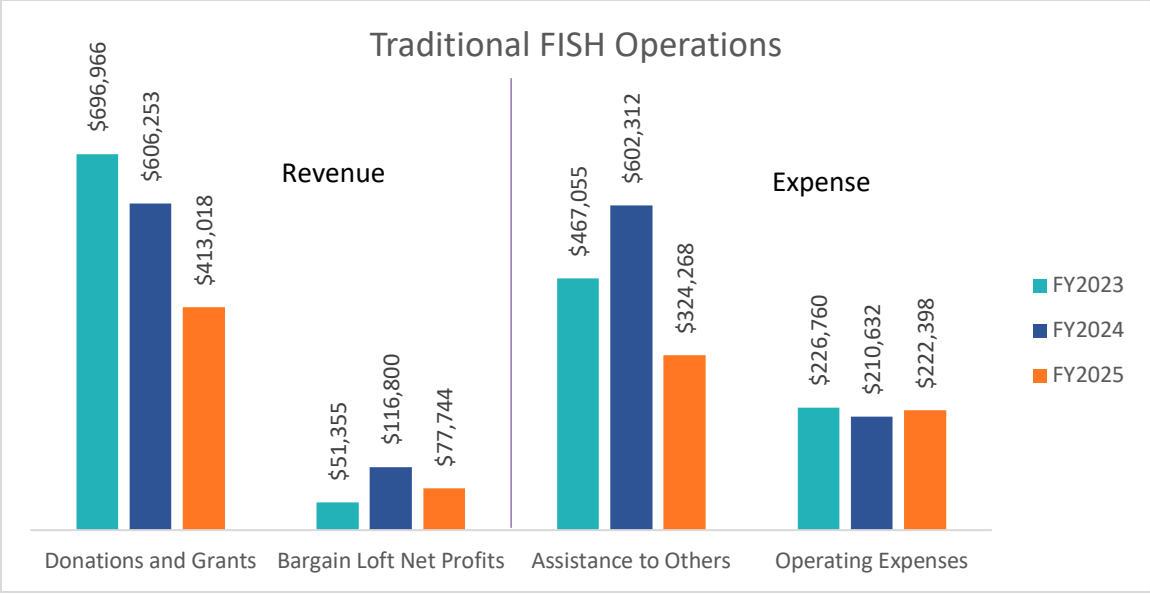
FISH Assistance Supported by Federal Programs

The following graph gives a picture of FISH's assistance programs funded by federal programs. The recipients were identified by the County, and FISH was responsible for distributing the funds. As the three-year period in the graph below illustrates, the funds available and distributed through these federal programs declined substantially.

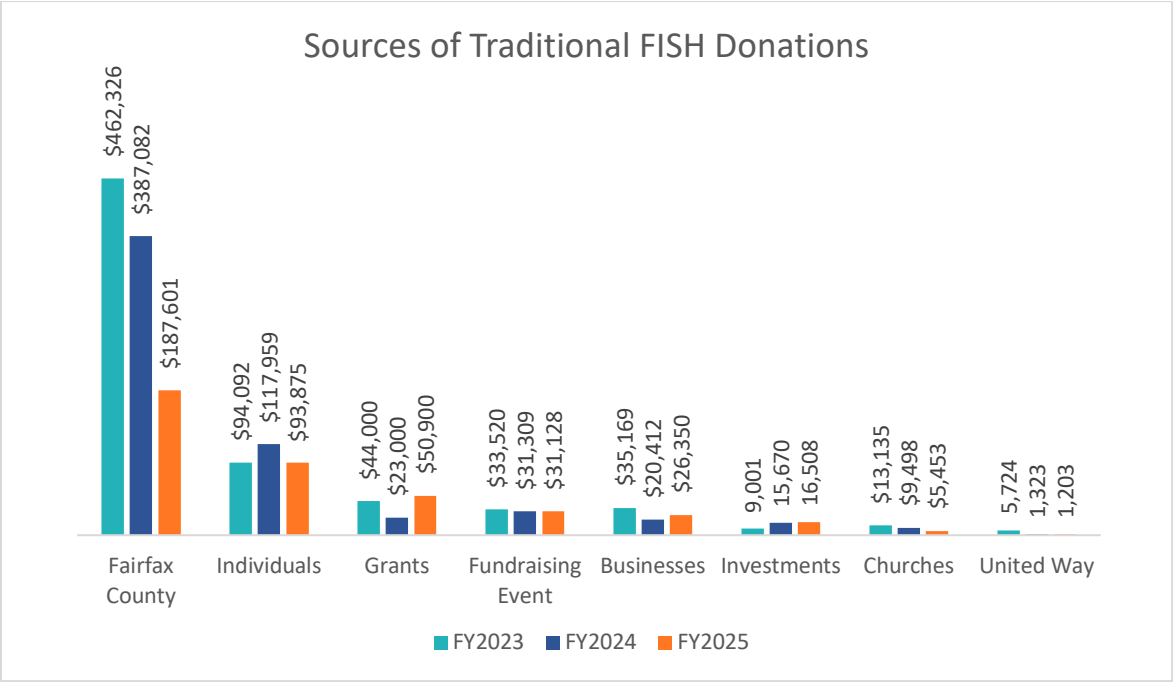


Traditional FISH Assistance

As the graph of traditional operations below shows, FISH experienced a decline in revenue in FY2025, mainly because of a reduction in financial support from the Fairfax County CCFP, and that was reflected in a drop in assistance. Operating expenses remained essentially unchanged from year to year.



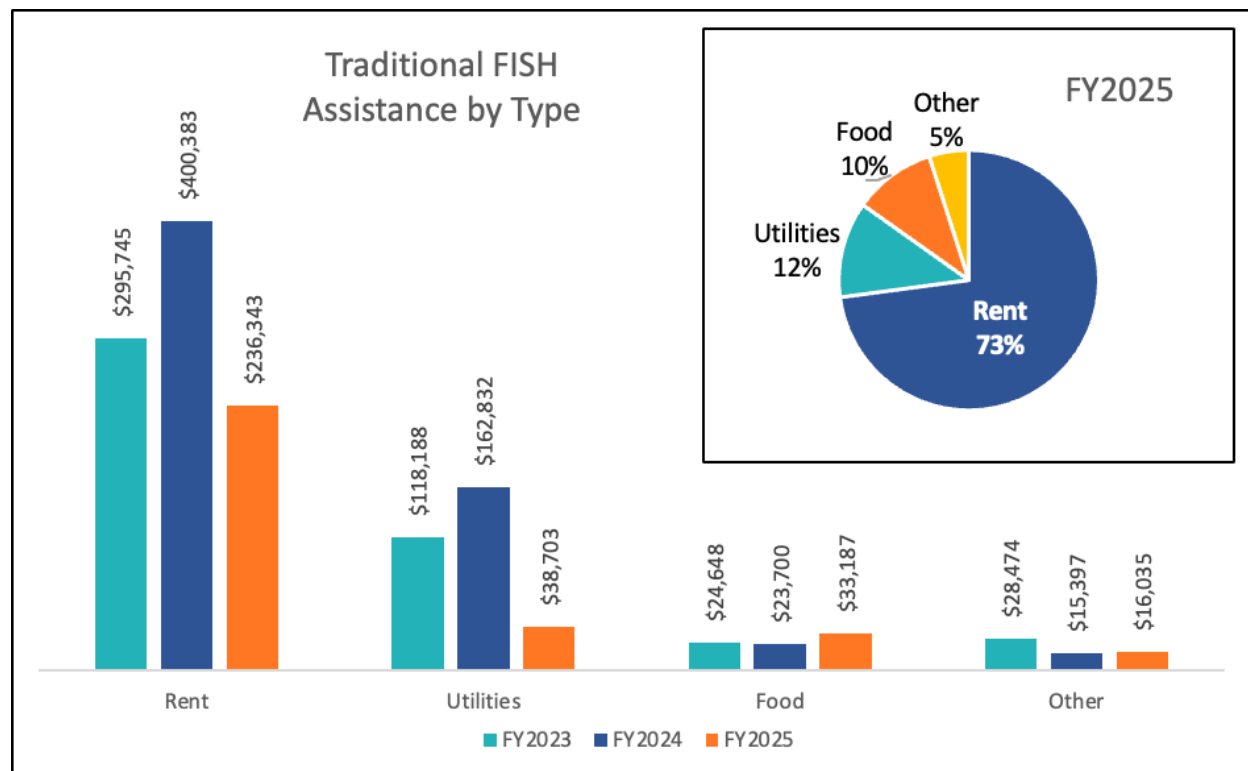
The graph below shows a more detailed breakdown of donors that support traditional FISH assistance. Funds made available to FISH through the County are the largest source of revenue, but contributions from individuals are also very important.



Who We Helped and for What Purpose

Although we support assistance to community members experiencing a variety of short-term financial needs, the bulk of our expenditures go to helping cover rent and utilities, both of which are important in preventing evictions.

This is illustrated most effectively in the pie graph for FY2025, when In FY2025 rent assistance accounted for 73% of our assistance and utilities another 12%.



Financial Audit Highlights

An independent audit of our financial statements is completed every fiscal year. The auditors have consistently issued unqualified opinions, indicating that our financial statements fairly present the organization's financial position in accordance with generally accepted accounting principles. We remain committed to transparency and accountability in all financial practices. HRFISH's Form 990 and audited financial statements are available upon request or on our website. In FY2025, total revenue was \$811,504, including 47% of government grants, 22% from individuals, business and foundation contributions, and 23% from thrift shop sales. Total expenses were \$849,288, with 89% dedicated to program services, 9% to management and general, and 3% to fundraising. FISH operates with a very small paid staff and dozens of committed volunteers in both the Assistance program and the Bargain Loft thrift store. As a result, FISH overhead expenses remain very low. FISH ended the year with \$559,061 in net assets, reflecting a stable financial position that supports continued mission delivery. FISH strives to maintain an operating reserve equivalent to approximately three months of its expense budget in insured Certificates of Deposits. The following table summarizes key financial data.

Financial Audit Highlights

	FY2023	FY2024	FY2025
Revenue			
Government Grants	\$ 1,448,063	\$ 817,770	\$ 380,760
Contributions	\$ 192,602	\$ 173,361	\$ 182,463
Thrift Shop Sales	\$ 148,260	\$ 181,350	\$ 190,033
Fundraising Events	\$ 45,992	\$ 42,950	\$ 41,740
Investment income	\$ 9,001	\$ 15,670	\$ 16,508
Total Revenue	\$ 1,843,918	\$ 1,231,100	\$ 811,504
Expenses			
Program Services	\$ 1,674,373	\$ 1,206,294	\$ 754,517
Management & General	\$ 57,777	\$ 66,573	\$ 73,274
Fundraising	\$ 22,643	\$ 20,293	\$ 21,497
Total Expenses	\$ 1,754,794	\$ 1,293,159	\$ 849,288
Change in net assets	\$ 89,124	\$ (62,059)	\$ (37,784)
Net assets, end of year	\$ 658,904	\$ 596,845	\$ 559,061

Program Outcomes

In FY2025, FISH served hundreds of individuals living below 200% of the Federal Poverty Guidelines, preventing evictions, supporting utility payments, addressing medical and dental emergencies, providing transportation for domestic abuse survivors, and assisting with car repairs for employment. Food insecurity was addressed through the distribution of grocery gift cards and holiday gifts.

The table below breaks down our activities by type of assistance and the number of people we helped.

FISH Assistance by Type of Service, Number of Families and Individuals Helped, and Level of Expenditures

Program/ Category	Families Assisted	Individuals Assisted	Total Assistance	Comments
Rent, Security Deposits, and Storage Assistance	278	732	\$413,045	Helped ensure housing stability via Traditional FISH Assistance and ERA Bridge 2 Federal Funding.
Utility Assistance	91	303	\$38,703	Helped families avoid utility disconnections.
Medical & Dental Assistance	7	14	\$2,547	Enhanced access to care.
Other Critical Needs	13	24	\$6,993	Addressed transportation, car repairs, and other unique challenges.
Holiday Food & Gifts Program	208	624	\$21,482	Provided grocery gift cards and gifts for children during the holiday season.
Food Assistance Program	111	252	\$16,537	Distributed grocery gift cards

Additional Programs

The Bargain Loft Thrift Store

The Bargain Loft was started 44 years ago, in 1981, as a volunteer-run thrift store selling household items, jewelry, furniture, collectibles, and more. Net profits generated by The Bargain Loft support the FISH assistance programs

to help residents with short-term emergency needs. About 45 volunteers support a few paid Bargain Loft staff members. During the fiscal year, The Bargain Loft generated almost \$78,000 in net revenue.

We depend upon generous members of the community to donate gently used items to sell. We are grateful for these donations. Please keep us in mind when you are disposing of no-longer-needed items.

Fling Gala

FISH raised over \$31,000 through its annual Fling and Silent Auction. The event, attended by about 120 residents and dignitaries, provides an opportunity for community members and supporters of FISH to celebrate together and contribute to fund raising for the organization.

Case Example

Gordon* is a married father of three in his 40s who recently immigrated from Afghanistan with his family and lost his job due to federal funding cuts. He was supporting fellow refugees through a non-profit but was laid off following government agency cutbacks. Gordon is currently enrolled in a coding bootcamp to improve his job prospects, while his wife cares for their four children. During this transitional period, the family required rental assistance to avoid eviction. FISH provided the necessary support, demonstrating its commitment to supporting community members facing hardship whatever the reason.

* Name changed to protect privacy.

Words of Appreciation

"Thank you very much for your generous support in assisting those in need. Thank you for your continued support and the valuable work you do for those in need."

---- Bargain Loft Customer

"Thank you so much for helping us. We thank God for HR-FISH and how you have taken the stress away concerning our car!"

----Community Member

"This client you chose to assist this week was extremely grateful and sent an email about how much it meant to her. Those are sometimes rare in our line of work, and it made my day, but it couldn't have been done without you! Thank you and all of HRFISH!!!"

----Case Manager, Northern Virginia Family Services

Donors and Sponsors

FISH extends gratitude to the institutional donors— foundations, corporations, religious institutions, and community organizations listed below—who contributed to the FISH mission. In addition, we want to thank the many generous individuals who donated to FISH, whose names are withheld to protect their privacy.

\$50,000 - PLUS

Fairfax County Consolidated Community Funding Pool
Anonymous Donors of Goods to the Bargain Loft

\$10,000 - \$30,000

The Closet of the Greater Herndon Area
Gupta Family Foundation
Community Foundation for Northern Virginia Inc
Nelson J & Katherine Friant Post Foundation

\$5,000 - \$9,999

Reston Community Center

\$2,000 - \$4,999

United Christian Parish
St. John Neumann Church
Philip L. Graham Fund
Heartland Dental
Northwest Federal Credit Union

\$500 - \$1,999

ExxonMobil Foundation
100 Women Who Care
The Benevity Community Impact Fund
German Friends of FISH, Inc.
United Way of National Capital Area
PayPal Giving Fund
Lockheed Martin Charity
Dominion Energy Charitable Foundation

\$100 - \$499

Herndon Friends Meeting
Bechtel Employees Club
Washington Plaza Baptist Church
Reston Lions Charities Inc.



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