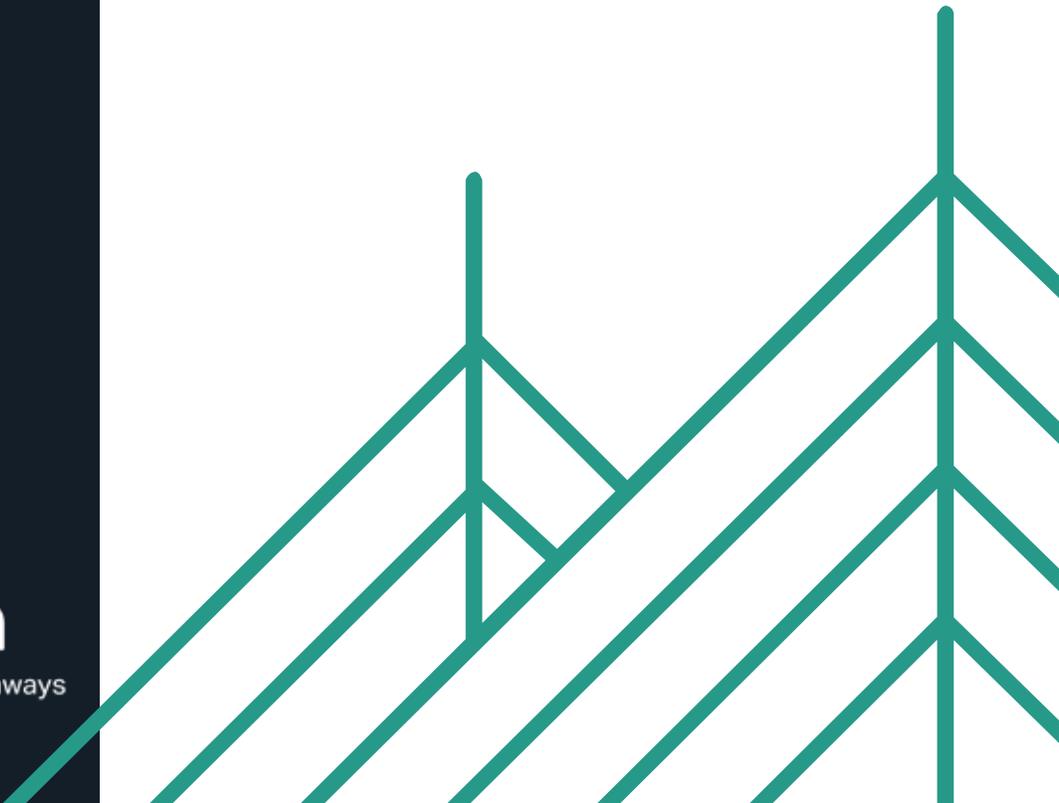


# Economic Mobility Exchange™

Annual Member Report FY25

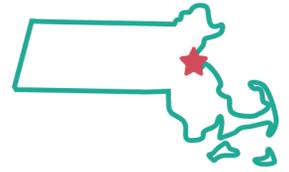


**EMPath**  
Economic Mobility Pathways





## We Work LOCALLY



Across Greater Boston, we serve hundreds of families annually. Some live in EMPATH's emergency congregate shelters or apartments. Others reside in our residential programs. For those who have moved into permanent housing, we deliver long-term programming dedicated to stabilization. At every step, participants work 1:1 with their EMPATH mentors; together they translate hopes and dreams into action.

## We Work NATIONALLY AND EVEN GLOBALLY



Through our learning network, the Economic Mobility Exchange™, we empower organizations - including academic institutions, direct-service providers, and government agencies - to adopt and adapt Mobility Mentoring. We deliver trainings, host conferences, and share research. Our 1,100+ member organizations make tools available to families experiencing poverty across the country and provide insights that strengthen our collective work.

## We Work SYSTEMICALLY



We conduct research to evolve our model, and we translate our findings into advocacy. We fight for bold policy changes at the state and federal levels to lower barriers to prosperity, and we empower EMPATH participants to use their voices and share their stories in that effort.

## About EMPATH

For more than 200 years, Economic Mobility Pathways (EMPATH) has been relentless in our pursuit of disrupting poverty, taking a holistic approach to help families experiencing poverty build durable pathways to financial stability. We share our tools and strategies with organizations around the nation, and we advance policy changes to eliminate structural barriers to economic success. With this powerful combination of service and advocacy, EMPATH lives its mission: to transform people's lives by helping them move out of poverty, and provide other institutions with the tools to systematically do the same.

Mobility Mentoring® is at the heart of our work. This coaching model recognizes that the complex, difficult journey to financial stability looks different for everyone. We support and celebrate participants as they set, work towards, and achieve goals related to education, employment, finances, and well-being. Built on a foundation of long-term partnership, this comprehensive and proven approach helps families climb the economic ladder and build assets for generations to come.

# What is the Exchange?

For over a decade, EMPATH's global learning network, now 1,100+ organizations strong, has supported practitioners across the globe to implement our Mobility Mentoring model in their own programs. The Exchange is working to re-envision the systems that support people experiencing poverty.

## The Exchange in FY25

# 450,000+

total number of individuals served since 2014

# 9,400+

number of individuals trained

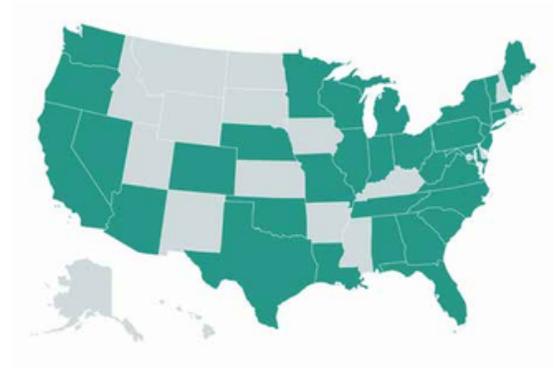
Number of Exchange Members in FY25

# 140+

members representing 980+ organizations

# 98%

of member organizations would recommend the Exchange



Exchange member organizations and their practitioners have access to monthly webinars, technical assistance, continuous learning opportunities, and community building.

### Exchange Members Include

- Government agencies
- Housing providers
- Head Start & early childhood programs
- Child welfare organizations
- Colleges
- Healthcare providers
- Philanthropic organizations
- Workforce development organizations

 Members can find resources & register for events on the Portal!



# Annual Member Recognition

We recognize the hard work of our members and celebrate members' efforts and/or their contributions to our learning network every year.

Thank you to everyone who submitted a nomination, and congratulations to the award recipients—you are doing amazing work to help families and individuals achieve greater economic mobility.



## KEY INNOVATOR AWARD

This award recognizes a member that has demonstrated a standout effort, gone above and beyond to evolve/innovate on the model, practice, and/or implementation process, and shared that learning with other Exchange members.

### OHIO DEPARTMENT OF JOBS & FAMILY SERVICES

Ohio J&FS expanded their Mobility Mentoring-informed programming of Benefit Bridge, SNAP E&T, and a TANF pilot to new counties. In doing so, they demonstrated attentiveness to factors influencing success or fit and tracking outcomes. They are gathering best practices as they implement in these programs.



## KEY COLLABORATOR AWARD

This award recognizes a member who has engaged collaboratively with EMPATH and/or other Exchange organizations to advance learning and/or the practice of Mobility Mentoring.

### FAMILY SERVICE ASSOCIATION OF SAN ANTONIO + EMPOWER HOUSE

Family Service of San Antonio and Empower House were selected by Methodist Healthcare Ministries to pilot a 2 year initiative G.O.A.L.S to test Mobility Mentoring and cash assistance - to determine, through a randomized control trial (RCT), what components make families go further faster toward economic mobility. This collaborative effort will help inform the field and shape future design elements of economic mobility programming and policy.



## PINNACLE AWARD

This award recognizes a member who has overcome a significant obstacle, challenge, and has pushed forward/persisted.

### FAMILIES FORWARD CHARLOTTE

Families Forward Charlotte pivoted from a volunteer-based modality to hiring a Mobility Mentor who will work directly with Family Partners. In addition, partnering with other Charlotte-based organizations, including Exchange member Freedom Communities, to better serve Family Partners with mental health needs.



# Collaboration with Members

As a member-based learning network, the Exchange greatly values and relies on feedback from member organizations to help EMPATH create new products and offerings within the network, and to further evolve the Mobility Mentoring model. We are truly stronger as a result of our work together.

## Member Advisory Council

Our 2024-2025 Member Advisory Council (MAC) represent a diverse cross section of our membership. MAC contributed to the Exchange in a variety of ways, including:

- Serving as the selection committee for the 2026 Member Convening workshop proposals
- Providing recommendations for fiscal year goals
- Brainstorming strategies for increased member networking

10 members with representation from 8+ sectors

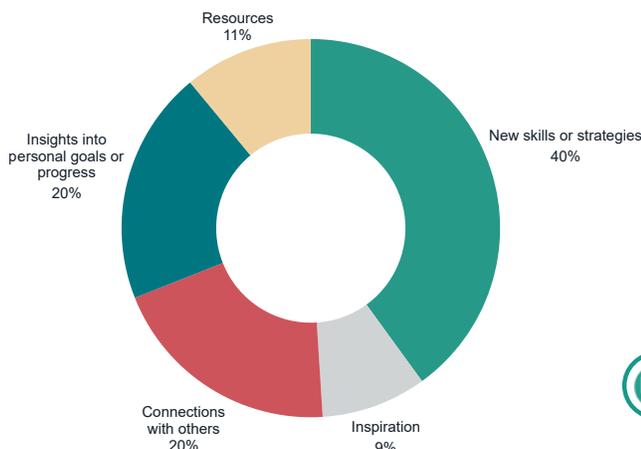


The next MAC launches in 2026. They will explore how the MAC can invest and contribute to the future of the Exchange network.

Interested in learning more about MAC or becoming a member? Check out the Portal!

## Subgroups

In response to member requests for additional networking opportunities, we have host subgroups as a nexus for collaboration, enabling practitioners to connect, share insights, and foster innovations. Here's what attendees have shared they most appreciated about these spaces:



### Subgroups meet quarterly:

- Coaches Corner
- Education & Workforce Development
- Home Visiting
- Permanent Housing
- Temporary Housing

Interested in joining a future subgroup call? Check out the Portal!

# EMPath's First DC Action Summit

For the first time, EMPATH brought the fight for economic mobility to the steps of our nation's capital. On May 7-8, we held our inaugural national advocacy event in Washington, D.C. The 2025 Disrupting Poverty DC Action Summit brought together more than 100 EMPATH staff, families in our programs, Exchange members, advocates, and the public to learn, share, and advocate for bold change. Together, they championed critical policies on housing, childcare, and wealth building with leaders, including Massachusetts Senator Edward Markey, Massachusetts Representative Ayanna Pressley, and members of the National Democratic Women's Caucus.



# Insights on the Economic Mobility Bridge®

Since the introduction of the updated Economic Mobility Bridge, practitioners across the Exchange have shared overwhelmingly positive feedback. Organizations report that the Bridge continues to fulfill its core purpose of initiating meaningful conversations with participants and guiding the goal-setting process. Members have also shared that the recent enhancements have made it significantly more accessible and relevant to the diverse populations we serve.

## What We've Heard

### 01 A More Accessible Tool

Coaches and participants appreciate the language and simpler wording throughout the tool, noting that first-person phrasing makes the Bridge feel more relatable and less intimidating. Organizations describe the messaging as "tighter and more uniform," creating a more cohesive experience.

### 02 Strengthened Focus on Housing and Job Quality

The updated housing pillar features clearer definitions, strength-based language, and helpful checkboxes, though some practitioners note it doesn't capture every situation like long-term renters or shared leases. The new job quality focus area marks an important shift by helping participants consider career advancement and employment quality beyond just wages, using checkboxes to envision what quality work means to them.

### 03 Implementation of the new Bridge

Organizations across the network are customizing the Bridge to fit their specific populations - some mixing old and new versions, others adapting pillars like expanding wellbeing to include spiritual practices. Implementation varies widely, with some fully adopting the new version for all enrollments, others transitioning gradually with existing clients, and some newer members unaware the update exists, revealing a need for better communication about network resources.

## What's Next?

The evolution of the Economic Mobility Bridge reflects our ongoing commitment to creating tools that honor participants' full humanity while supporting meaningful progress toward economic stability. The positive reception—from both practitioners and participants—affirms that accessible language, holistic assessment, and flexibility for local adaptation strengthen our collective work. As more organizations implement the updated Bridge and share their experiences, we will continue to learn how this tool can best serve the diverse communities in our network.



**Check out the Bridge & new resources on the Portal!**

WHAT'S  
NEXT

# Looking Ahead to FY26

At EMPATH, we are always working to provide our Exchange members with the very best support and striving to produce new usable knowledge for the field. Here is a taste of what's to come in the next year.

## SAVE THE DATE

March 23–26, 2026 | Boston, MA

## DISRUPTING POVERTY 2026 Conference

RISE TOGETHER

We are looking forward to returning to Boston University for our 2026 conference and we hope to see you there!

Join practitioners, policy makers, philanthropists, and academics from across the country to discuss new strategies in disrupting poverty.



[empathways.org/conference](https://empathways.org/conference)  
[conference@empathways.org](mailto:conference@empathways.org)



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Economic Mobility Pathways

## SAMPLE THEMES

- Economic Mobility in the Digital Age
- Intersectional Approaches to Poverty Disruption
- Housing as a Fundamental Human Right
- Community-Driven Economic Development
- Policy Innovation and Systems Change

We hope to see you in Boston in March 2026 for our Disrupting Poverty conference! Any Exchange member who registers for the conference (3/23-3/24) will be automatically registered for the Members-Only Convening on 3/25-3/26 at no additional charge.



## LEARNING & NETWORKING OPPORTUNITIES

Stay tuned for updates on the following:

- Case studies and briefs on best practices and lessons learned from members
- Continued updates to our subgroup learning spaces (sector-specific + Coaches Corner)
- Learnings from our 2025 Cycle Certified programs
- An update to our open enrollment workshop opportunities to further practice Mobility Mentoring\*

\*available for purchase



Mobility  
Mentoring®  
Certified

We are planning for the next Mobility Mentoring certification cycle as we wrap up the 2025 cycle. Check out the Portal page for details!



# EMPath

Economic Mobility Pathways

[www.empathways.org](http://www.empathways.org)

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