

THE POWER OF

US

Safer Foundation Annual Report 2017



THE POWER OF US

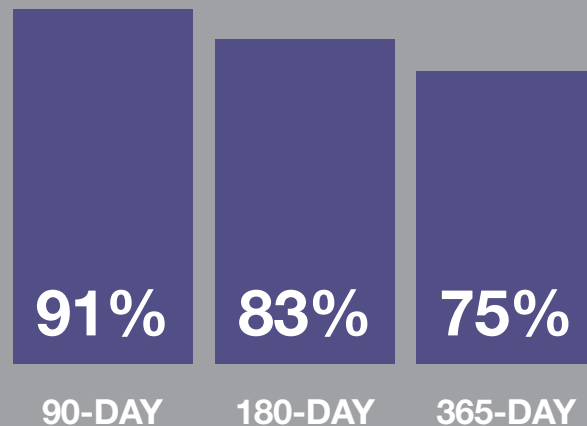
Safer at-a-glance

We are humbled by the hard work of our staff, support of our volunteers and generosity of our donors. All of it enables us to have greater impact on the people we serve. And we are fortunate to collaborate with many members of the broader nonprofit, legislative, and legal communities on a range of issues and opportunities that help us achieve our mission.

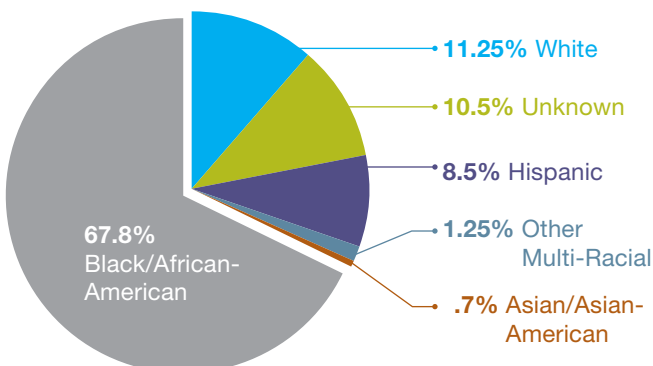
Safer Outcomes



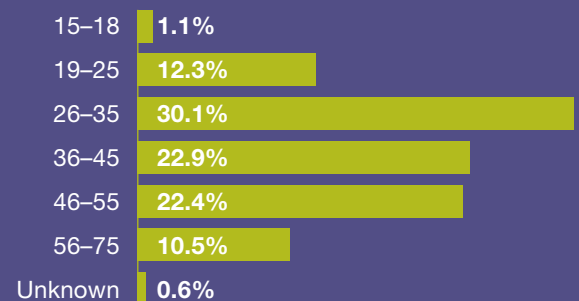
Job Retention Results



Client Race Demographics



Client Age Demographics



Dear Friends,

It gives us great pleasure to submit the Safer Foundation Annual Report for FY17.

Our theme for this year is **The Power of Us**. We chose this theme because our accomplishments always require a collective effort.

Our ability to achieve results and impact lives works best when we collaborate with a broad cross section of partners. New partners for FY17 include: community-based organizations, faith-based organizations, community activists, local law enforcement, community residents, employers, elected and appointed officials.

We're happy to partner with the Chicago Housing Authority on the Transitional Jobs (TJ) Program combining wage-paid work, skills training and supportive services to help individuals facing barriers to employment. We're working harder than ever to place clients in in-demand careers & high-growth industry sectors. Our employer engagement with the healthcare sector continues to grow as our relationships with hospitals and health care providers deepen.

We recently launched an initiative with ComEd, community-based organizations, faith-based organizations and manufacturers to help train and place clients in green jobs. By the end of the year we'll train our first cohort. They will become solar panel installers or enter a variety of trades through the skills they'll obtain through this partnership.

Safer's policy & advocacy team had a major legislative victory with the passage of occupational licensing reform expanding opportunities for people with records to over 100 occupations including real estate, insurance, accounting, barbering, cosmetology, braiding, funeral directing, roofing, healthcare and social work. Enacted in January 2018, this new law is enabling people with records to secure living wage employment, which will reduce the high rate of recidivism people with records experience in Illinois.

Safer continues to build our Social Enterprises with Reconstruction Technology Partners,

which is introducing people with records to the construction trades through a model home construction project. We've extended our reach and presence with the addition of the "Mobile Outreach Unit" to provide direct client services especially to high return areas. And we launched a radio show, "Safer Transitions," to share critical reentry information and opportunities with a local and national audience.

We launched a systematic approach to improving programs, client and data tracking through our Evidence-Based Practices initiatives. Launched in September 2017, a cross-functional team across Safer met with the goal to review, evaluate and make recommendations to improve operational processes, program delivery, information sharing and more.

Finally, economists around the nation agree that there is a significant labor shortage. This shortage is a direct threat to our ability to sustain our economic growth. If employers do not get the workers needed, it could lead to a slowdown in the economic recovery.

The demand for the work Safer Foundation does is more important than ever. We will continue to build upon our 46 years of experience to address the challenges ahead and serve more people in better ways. We are confident we can accomplish great things that benefit everyone involved, because together we are powerful!



Victor Dickson
President and CEO
Safer Foundation



Cecily Mistarz
Chair, Safer Foundation
Board of Directors
U.S. Chief Risk Officer |
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THE POWER OF US

Client Services

Safer offers clients a variety of program and service options giving them numerous pathways to success.

“Everything I had lost, I’ve slowly regained—my connections with family and friends, a life where I’m happy, I’m thankful.” Safer client, Gerald Bailey, recalled how he struggled to find his footing and a job due to his felony. He understood all too well how easy it would be to fall back into old habits and looked for a better way. “I wasn’t sure what to expect when I first got to Safer, but what I got was so much more, especially from working with Mrs. Emma Price in the Job Readiness Program. She encouraged me to just keep going. Mrs. Price stuck with me beyond the program and was always available to talk and do some truth telling when it was necessary. She instilled a confidence in me I’d never experienced before and helped me believe I could do anything,” he said.

With the Job Readiness Program completed, Gerald went on to find steady employment for several years. “In 2015, I’d heard about the CTA Apprenticeship Program and saw an opportunity for a better wage and new skills.” He recounted how the apprenticeship was supposed to run just a year with the CTA, but went on for just over two years, “they liked us and just kept us. I worked both bus and train maintenance with the CTA.”

Gerald described how the CTA Apprenticeship Program gave him an opportunity to remove barriers he once thought impossible. However, the long trek from his home on the far South Side to the North Side had taken its toll he admitted. Using his new skills and experiences, Gerald networked until he found a contact within the Chicago Public Schools. His contact put in him touch with a hiring manager at CPS, who asked for an immediate interview after learning Gerald was working with the CTA Apprenticeship program.

Five months later, he proudly rattles off the list of benefits he now has through CPS, but is most excited about his 401K, “now I get to save,” he said. The pitch in his voice changed when he exclaimed, “I’m very proud to be a full-time Chicago Public Schools employee at a high school near my home. I have full benefits with a much shorter commute, just 10 minutes instead of few hours by bus and train.” He paused and recounted a little more about his experience with the apprenticeship program and Safer, “I learned a lot, going through the programs and working with the staff instilled confidence, they inspired me. I owe them so much, I’m happy to give back to Safer in whatever way I can.”



“I owe them so much, I’m happy to give back to Safer in whatever way I can.”

THE POWER OF US

Advocacy & Partnership

Our Advocacy initiatives opened doors to new mutually beneficial partnerships. Safer helps by placing skilled, certified workers in in-demand occupations with our employer partners improving and diversifying their talent pipelines.

“As I tried to apply for jobs, I noticed how difficult it was to gain employment when you have a misdemeanor on your record.” Pervis Colbert tried to get it sealed but was told he had to wait until 2019.

Pervis applied for a position at Presence St. Joseph Hospital and after working there for four days, he received a call from his manager saying she’d have to take him off the schedule. “It was devastating,” recalls Pervis. Soon after, I was contacted by HR who informed me that I could come back if I got a healthcare waiver came from the Illinois Department of Public Health.”

“All I could think about was how am I going to support myself? How am I going to make it?” Pervis said a clerk must have seen the desperation in his eyes and referred him to a Safer Foundation workshop.

Pervis recalled his first encounter with Safer Foundation, “That is where I met people who helped me tremendously, who cared about me and understood the position I was in. They also had attorneys working pro-bono to help me get a healthcare waiver. “

“I remember coming home and I had a letter in the mail from Springfield. I cautiously opened

the letter—I was scared out of my mind. The letter said that they take several things into consideration when granting healthcare waivers and they take them very seriously. I continued reading and the letter said, Waiver Granted, I was so happy and relieved! I called Presence HR the same day, and was told to fax the letter. A few days later I was able to return to work!”

“It said, Waiver Granted, I was so happy and relieved! I called Presence HR the same day. A few days later, I was able to return to work!”

“In conclusion, we need more organizations like the Safer Foundation who understand the plight of many people who have made a wrong turn somewhere in life, and who are trying to turn their life around. Also, we need more understanding companies like Presence Health that are willing to work with employees like me who are good people and hard workers but face slightly challenging circumstances than most.”



**Healthcare Waivers
Approved**

14

**Secured
Employment**

53

**Overall
Retention Rate**

94%

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Workforce Development

Training to Work

Department of Labor, Reintegration of Ex-Offenders Program (RExO)

Safer continues to build successful programs that exceed the stated goals and expectations of the people we serve and our partners.

Through Training to Work, participants engage in case management, education, and training that lead to industry-recognized credentials for in-demand industries like forklift operation, food service and sanitation, welding, computer numerical control (CNC), CDL training and Microsoft technologies.

The purpose of the Training to Work (T2W) grant was to improve the long-term labor market prospects for residents residing in Crossroads and North Lawndale ATCs. The T2W contract began 7/1/2013 and ended 12/31/2017.

Trainings & Certifications

- OSHA Forklift Operator
- Welding MIG, TIG, PIPE
- CNC (Computer Numerical Control)
- Food Service Sanitation & Customer Service
- Food Service
- Microsoft Technology Association/ Microsoft
- Digital Literacy
- CDL
- Culinary Arts

Recidivism Rate

T2W2 2015–2017

9%

Entered Employment

156 Clients Served

78%

Certificate Attainment

Industry-recognized certificates

95%



Results: Training to Work 1 (2016)

Clients Served

Goal: 125

Actual: 151

Entered Employment

Goal: 60%

Actual: 69%

Certificate Attainment

Goal: 60%

Actual: 95%

Results: Training to Work 2 (2017)

Clients Served

Goal: 125

Actual: 156

Entered Employment

Goal: 60%

Actual: 78%

Certificate Attainment

Goal: 60%

Actual: 95%

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Adult Transition Centers – Community Corrections

From skills training to behavioral therapy to technology, Safer offers the wrap around services needed to help returning citizens reenter the workforce.

Safer Foundation administers two secured residential transition centers on behalf of the Illinois Department of Corrections. Safer's ATCs allow individuals to serve the remainder of their sentence in a community-based work-release setting. This gives residents the opportunity to transition to community and employment prior to release and improves the likelihood they will become productive members of society.

Client Story

Thomas Boulware, now a Safer alumni, entered North Lawndale ATC in November 2016, and paroled successfully December 2017. His performance during the year was exemplary. He did not receive any disciplinary reports. His life was changed drastically in his short time at Safer. Thomas secured his first job while at North Lawndale ATC at Anderson Die Casting where he remains employed. Now he is able to reach back and assist his peers as a supervisor at Anderson Die, where he trains new hires for his company that are Safer ATC residents. Today, Thomas lives with his wife and three children and is doing volunteer work with the Chicago Park District. His successful transition is well underway and with his case manager's recommendation, he is being considered for early release from parole supervision.

Strengthening Families

Safer understands the unique challenges the individuals we serve face with children. In 2017, a new parenting program was created in partnership with Reginald Hicks of Fathers, Families and Healthy Communities. This program is offered during ATC orientation and helps participants understand the responsibilities of child rearing and provide practical assistance with such issues as child support and custody.

Innovation Connection

In an increasingly technological world, Safer is exploring new partnerships that will allow our residents to utilize technology in education and employment opportunities.

Edovo Tablet Program: This innovative program allows 40 ATC residents to work towards their GED and access other educational opportunities, while earning points towards various kinds of entertainment that can be enjoyed on their tablet.

Safer Foundation ATCs Improve Illinois' Public Safety and Corrections Outcomes

Reduced Recidivism, Safer Communities, Lower Tax Burden

- For every 100 individuals released from the ATCs there are 40 fewer arrests compared to those released from IDOC.
- ATCs' annual per-bed cost is almost half of that at a traditional prison facility.
- ATCs provide a net-benefit to taxpayers. According to the Sentencing Policy Advisory Council (SPAC) every \$1 invested in ATCs returns a benefit of \$1.73.

High Employment Rates (FY17)

- 88% of eligible clients at Crossroads ATC were employed — 65% maintained 30-day retention
- 80% of eligible clients at North Lawndale ATC were employed — 70% maintained 30-day retention

Bigger Tax Base (FY17)

ATC residents earned more than \$7.5 million in gross wages and paid over \$1.5 million in taxes.

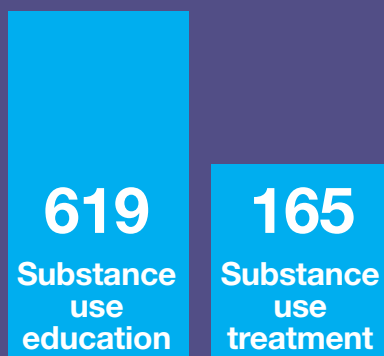
Better Educated Community

ATCs enabled 307 residents to gain industry-recognized credentials between 2013 and 2017. Participants had a re-arrest rate of about 10%, well below the national rate of 40%.

Strengthened Families (FY17)

ATC residents paid about \$780,000 in dependent support.

Supportive Services Used



On average...



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Mobile Unit Outreach Services

The mobile unit enables Safer to reach more individuals in need, especially in high-return communities.

Safer Foundation is utilizing a **Mobile Outreach Unit** to provide direct client services to community locations in partnership with other community-based organizations, faith-based organizations, community activists, local law enforcement, community residents, employers, elected and appointed officials. The **Mobile Outreach Unit** also provides onsite support for a variety of events each year including expungement summits, faith-based affairs, community block clubs, and health/job fairs.

The **Mobile Outreach Unit** has been received enthusiastically by pastors and aldermen in various communities. The Illinois Department of Corrections (IDOC) has requested to partner with Safer to provide job readiness/employment support to inmates at the Hill Correctional Center in Galesburg, Fox Valley Work Release Center in Aurora and their recently opened Specialized Transitional Center in Kewanee, Illinois. Safer's **Mobile Outreach Unit** enables flexible and strategic deployment of resources to these distant IDOC facilities. The addition of the **Mobile Outreach Unit** will continue to build on and strengthen the legacy of our reentry program. For 46 years, we have provided a range of direct client services through an integrated strategic model that promotes employment retention and career opportunities.



THE POWER OF US Volunteers

Our volunteers provided an invaluable service to the organization. They performed the following services in FY17:

- Conducted mock interviews with clients
- Hosted resume workshops
- Assisted clients in gathering contact information and job leads
- Data entry of client information
- Maintained updated job board & resources information
- Cold called employers to determine if they would hire someone with an arrest or conviction record
- Administered academic and career tests
- Chaired in-house AA meetings and transported residents to AA meetings in the community
- Recruited AA volunteers for Crossroads ATC and ensured they had complete applications for easier IDOC processing
- Ensured that the AA volunteers at Crossroads ATC had the information needed to perform their services with excellence

Individuals who volunteer an average of 8 hours per week save the organization approximately \$6,800.00 each year. Of the approximately 47 individuals who volunteered for FY17, three (Brandon Julian, A'ShontiTiesha McKinney and Kieshonna Ware) were hired as employees. We are looking forward to an exciting FY18!

Thank You to Our Volunteers

Courtney Ardell
Thomas Babuscio
Michelle Barichello
Kevin Burnett
Richard Crittenden
Glen Curry
Eddie Davis
Martin Durcan
Edward Fischer
Matthew Galloy
Rachel Getz
Eddie Gilliam

Abrill Hatch
LaToya Howard
Megan Irvine
Larry Jager
Thomas Johnson
Brandon Julian
William Kirkpatrick
Lauren Knight
Thomas Koll
Gary Lundquist
Dabney Lyles
Cierra McDonald

A'ShontiTiesha McKinney
Ronald Miller
Keona Morris
Lyle Mortensen
Wayne Oestreicher
Clarence Parham
Edwin Perry
Michael Pfeifer
Corrin Pitluck
James Rabey
Alisson Ramirez
Deidra Reese

Gail Rice
Ariel Rodriguez
Taygeanna Seals
Kenneth Smith
Herman Stallworth
Harold Steger
Howard Tatar
Preston Tolliver
Kieshonna Ware
Alexandr Weigel
LaToya Winton
Kember Wooten

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Program Information and Statistics

MREN

The Midwest Reentry Employment Network (MREN) was funded through the Department of Labor's Employment and Training Administration's Face Forward 2 grant, which focused on providing educational and training services to justice-involved youth. In total, 671 youth across the Midwest (Milwaukee, Chicago, and St. Louis) received services focused on high school retention and diploma attainment, occupational skills training, and employment.

Overall, MREN placed 280 youth in employment. 38 youth completed occupational skills training that led to an industry recognized credentials in welding, nursing, home-health, construction, information technology, and food service and sanitation.



Final MREN Outcomes

Performance Outcome	Contract Benchmark	Final Report
Enrollment	100% (625)	107% (671)
High School Retention	60% (202)	72% (242)
High School Diploma Attainment	50% (103)	39% (80)
Entered Employment	60% (97)	63% (101)
Diploma/Credential Attainment	60% (144)	33% (78)
Employment/Education Retention	50% (330)	59% (390)
Recidivism	< 20% (11)	17% (9)
Records Sealed/Expunged	60% (52)	91% (78)
Sentences Diverted	60% (28)	83% (38)
Mentoring	60% (403)	90% (412)

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Program Information and Statistics

Chicago Violence Reduction Strategy (VRS)



Sheldon Smith, Resource Room Coordinator for Safer Foundation has been a member of the VRS team since it launched in Chicago almost a decade ago. In July 2016, Mr. Smith received the Community Service Award from the National

Network Safe Neighborhoods/Chicago for his work with the Violence Reduction Strategy (VRS).

Educational Services

Safer Foundation provides a series of educational services helping clients become more competitive in the job market. Safer's innovative educational programs increase literacy skills, help clients obtain their High School Equivalency certificate, and teach basic life skills.

High School Equivalency Programming

Safer Foundation is accredited as an official High School Equivalency test site, allowing students and adult clients to take the exam at the same location they attend classes. These services are available to clients at the Adult Transition Centers, in Cook County Jail, and those participating in the community based Youth Empowerment Program.

PACE Institute

As a division of the Safer Foundation Educational Services Department, PACE Institute provides adult literacy and High School Equivalency test preparation to Cook County Department of Corrections (CCDOC) detainees who voluntarily request to improve their educational level. PACE delivers services to ten divisions within CCDOC, providing curriculum in math, writing, and reading.

Youth Empowerment Program

Safer Foundation provides court-involved youth ages 16 to 24 the academic tools and job-readiness training needed to succeed and become productive members of society. At the conclusion of an intensive 8-week session, students have the opportunity to take the High School Equivalency exam. All students have the benefit of a Safer Intensive Case Manager, who maintains contact with students for one to two years after their class session has ended. Safer Foundation's Youth Empowerment Program is located in Chicago's West Loop and in Davenport, Iowa.



THE POWER OF US

Quad Cities

Safer Foundation began serving the Quad Cities area in 1976 when it opened an employment services office in Rock Island. Two years later, Safer expanded into Iowa at the personal request of then-Gov. Robert Ray, who had discovered that many of the state's parolees and probationers were seeking Safer's services across the border in Illinois. In 1996, Safer began serving court-involved youth and opened a second office in Davenport, Iowa. A similar program serving Rock Island youth opened in 2000. In April 2014, Safer launched the IMPACT Program, serving Iowa's Scott County youth.

YEP

43 served/enrolled
17 HSEDs
26 Job Starts
92% Successful follow-up at the one year point

IMPACT

23 served/enrolled
94% Successful follow-up at the six month point

Employment Services

274 served
158 job starts
\$10.44 average wage
Average **78%** retention rate



Quad City Offices

Safer Rock Island Employment Services

2827 7th Ave.
Suite 9 (R.I. Township Office)
Rock Island, IL 61201
Tel: (309) 786-7711
Fax: (309) 786-5546

IMPACT

2363 W. 3rd St.
Davenport, IA
Tel: (563) 4240-1974
Fax: (563) 424-1977

Youth Empowerment Program

(serving Scott County Youth)
1702 N. Main St.
Davenport, IA 52803
Tel: (563) 322-7002
Fax: (563) 884-8263

ACE Program

605 N. Main St.
Davenport, IA 52803
Tel: (563) 726-0825
Fax: (563) 726-0831



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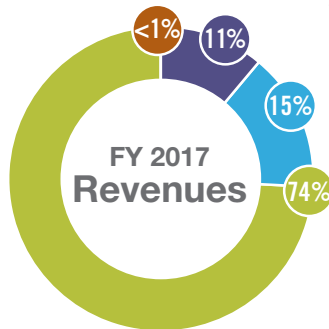
Amy Herrig
Eastern Iowa Community
College

Elesha Gayman
Habitat for Humanity

Financial Summary

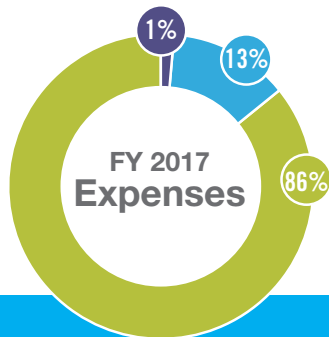
CONSOLIDATED STATEMENTS OF ACTIVITY (2017)

Year ending June 30



REVENUES AND OTHER SUPPORT

● Government Contracts	\$ 18,694,936
● Contributions and Grants	\$ 2,828,907
● Rent/Other Income	\$ 3,746,512
● Investment Income	\$ 15,259
Total Revenue	\$ 25,335,614



EXPENSES

● Program Services	\$ 21,895,839
● General and Administration	\$ 3,268,263
● Fundraising	\$ 359,954
Total Expenses	\$ 25,524,056

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION (2017)

Year ending June 30

ASSETS

Cash and Cash equivalents	\$ 5,857,791
Other Currents Assets	\$ 6,471,578
Building and land	\$ 1,044,166
Office furniture, fixtures and equipment	\$ 468,448
Deposits and other assets	\$ 145,435
Total Assets	\$ 13,987,418

LIABILITIES AND NET ASSETS

Current Liabilities	\$ 7,283,821
Long term debt	\$ 736,100
Total liabilities	\$ 8,019,921
Unrestricted net assets	\$ 5,874,457
Temporarily restricted net assets	\$ 81,865
Permanently restricted net assets	\$ 11,175
Total net Assets	\$ 5,967,497
Total Liabilities and Net Assets	\$ 13,987,418

SAFER FOUNDATION

Leadership

BOARD OF DIRECTORS

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BMO Financial Group

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Consulting Professionals
Inc.

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Chief Financial Officer

Arthur Bishop
Chief Program Officer

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Vice President
Community Corrections

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Development

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and Vice President
External Affairs

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Associate Vice President
Model Development

Yvonne Johnson
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Training and Skills
Development

Bobby Moore
Associate Vice President,
Center Supervisor, North
Lawndale ATC

Rochelle Perry
Associate Vice President
Core Programs

Ervin Robinson
Associate Vice President
Community Corrections

Emeritus

Diane Williams
President Emeritus

Bernie Curran
Co-Founder

Gus Wilhelmy
Co-Founder

*Executive Committee member

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Thank you to our amazing sponsors. We are humbled by their level of generosity.

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SAFER FOUNDATION

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Department of Labor—Employment and Training Administration (ETA)	Bechtel Trusts & Foundation	Rock Island County 708 Mental Health Board	St. Vincent's Home
7th Judicial District—Juvenile Court Services (State of Iowa)	United Way of the Quad Cities Area	Scott County Regional Authority (SCRA)	Rock Island County Court Services
	Regional Development Authority (RDA)	Friendly Thrift Center	Mary Iva Gittens Knouse Charitable Trust

SAFER FOUNDATION

Safer Foundation Legacy Society

We focus on helping our clients secure and maintain jobs because we know that employment offers the best chance at successful reentry. Your planned gift to Safer Foundation will leave a legacy of stronger women, men and families—the essence of stable communities.

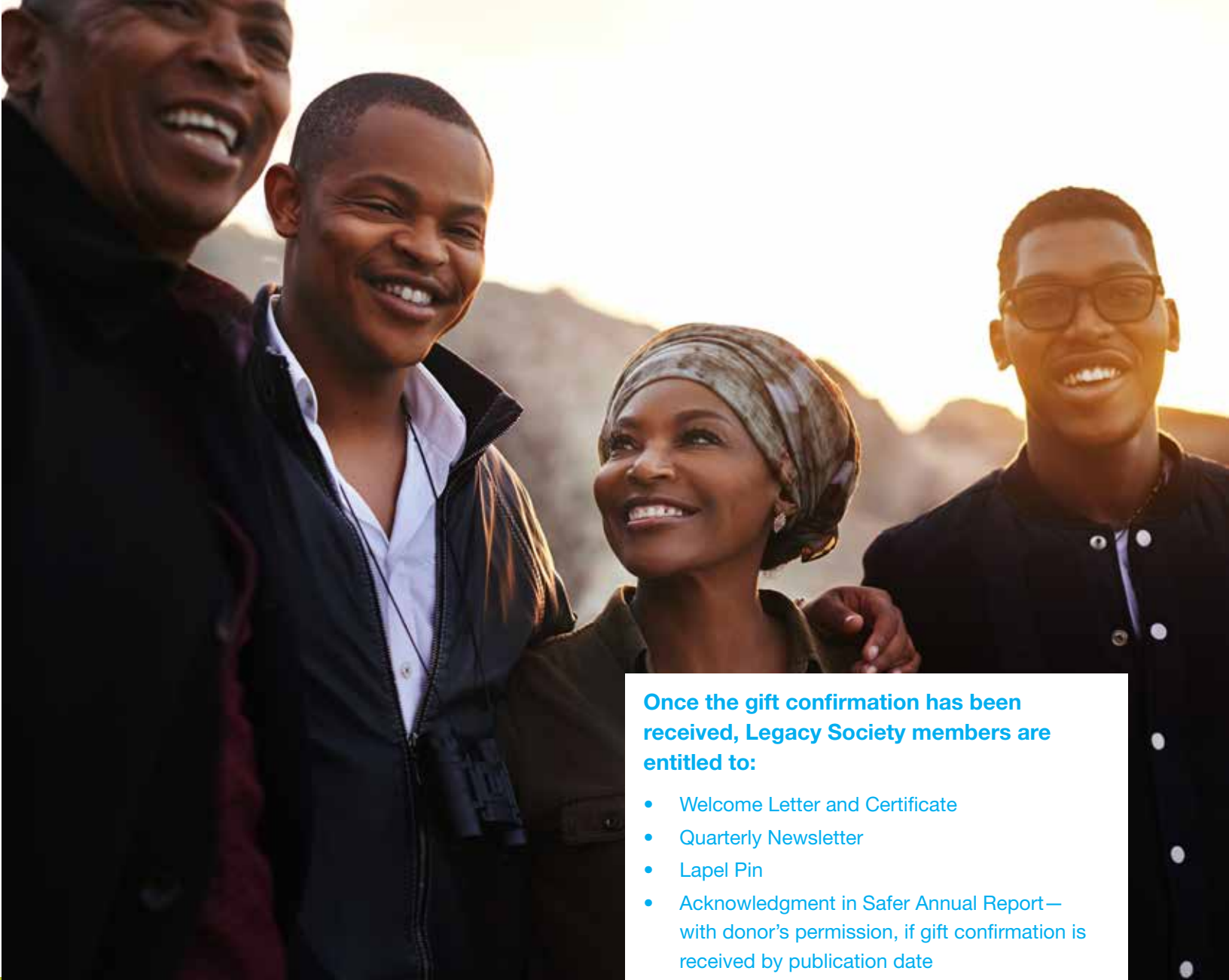
Donors who decide to make an irrevocable gift (one that will not be changed or modified at a later date) will be inducted as a member of the Safer Foundation Legacy Society. Legacy Society members are Safer supporters, dedicated individuals like you, who want to turn their commitment for social justice and advocacy into lasting action. Safer also accepts revocable gifts (usually bequests made through a will or trust). Looking ahead to the needs of future generations, your gift will support a wide range of opportunities designed to help women, men and youth with arrest and conviction records successfully return to their families and communities.

To receive more information about Safer's Planned Giving Program or to schedule a consultation, please call Safer's Special Events and Development Coordinator, at (312) 341-8747 or email plannedgiving@saferfoundation.org. You can also visit www.saferfoundation.org/plannedgiving.

Your Legacy: Stronger Families, Stable Communities



**Turn your
commitment for
social justice
and advocacy
into lasting
action.**



**Become a
member of our
Legacy Society
by making an
irrevocable
planned gift.**

Once the gift confirmation has been received, Legacy Society members are entitled to:

- Welcome Letter and Certificate
- Quarterly Newsletter
- Lapel Pin
- Acknowledgment in Safer Annual Report— with donor's permission, if gift confirmation is received by publication date
- Acknowledgment in Safer Spring Gala Program— with donor's permission, if gift confirmation is received by publication date
- Acknowledgement on Safer website— with donor's permission
- Lunch with Safer President and tour of Safer sites
- Upon the donor's transition (death), a condolence letter is sent from Safer's President; name plate with donor date of birth/date of death is added to Safer Legacy Plaque in the headquarters lobby



Safer Foundation
571 W. Jackson Blvd.
Chicago, IL 60661
Tel: (312) 922-2200
saferfoundation.org

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