Empowerment Through Connection FY19
Everyone deserves a second chance.

But for someone with an arrest or conviction record, second chances are hard to come by.

By removing the barriers and providing the support they need to get back to work, back to school and back on their feet, we open avenues of opportunity.

Providing tools that instill hope and confidence to unlock their full potential.

To achieve things thought to be out of reach.

To begin on a new path toward a productive and fulfilling life.

The Safer Foundation. Creating equal opportunities for people with arrest and conviction records — now and for generations to come.
We are delighted to share with you our annual report for FY19! This year, our theme was Empowerment Through Connection! This past year, we were involved with expanding the concept of reentry within Safer Foundation in partnership with other service providers and key influencers outside of Safer. This theme was selected to emphasize the need for us to partner with others to improve the effectiveness of reentry. Unfortunately, the people the Safer Foundation serves come to us with a wide range of needs. To ensure they are successful in securing and retaining employment requires us to assist them in addressing issues well beyond the scope of traditional workforce development services. Their needs include substance use education and treatment, linkages to physical & mental health service providers and access to housing. Recognizing that client needs are expansive is the reason we expanded our partnerships with service providers and key influencers. Addressing the reentry needs of our clients requires a comprehensive, holistic and collaborative approach.

Improving our collaboration within Safer Foundation has been a major initiative this year. We were excited to launch our Safer Counseling & Wellness Center this year, housed in our west side Safer Community Office. The Safer Counseling & Wellness Center provides a new behavioral health resource our workforce development team can utilize to meet client needs. While Safer Foundation has provided substance use education and treatment services in our two adult transition centers for over a decade, we never provided those services to our clients in the community. Behavioral health services, with linkages to physical and mental health providers, is a key pillar of Empowerment Through Connection, the creation of a comprehensive, holistic reentry model. This year we secured a new treatment license from the state of Illinois, recruited an extremely competent and dedicated counseling & wellness center staff, implemented new HIPAA compliant systems and opened our doors to provide individual and group treatment services.

FY19 was a challenging yet rewarding year for Safer Foundation. We continued to grow our revenues and expand our services. We were deeply engaged in important advocacy and legislative successes, including Occupational Licensing and the Just Housing Ordinance. We continue to enhance our program model with our Evidence Based Practices Initiative. We are empowering our clients to succeed with better connections inside of Safer and outside in the larger community.

We appreciate your ongoing support, with both contributions and volunteering, because our success is only possible as we partner with others! Thank you for your support and we look forward to connecting with you in the future to make Safer Foundation and the broader reentry services community more effective and impactful!

Victor Dickson
President and CEO
Safer Foundation

Cecily Mistarz
Chair, Safer Foundation
Board of Directors
U.S. Chief Risk Officer | BMO Financial Group
Delivering Holistic Supportive Services

**PERSONAL BARRIERS**
- Low Income
- Education
- Unemployment
- Trauma
- Behavioral Health
- Affordable Housing

**SYSTEMATIC BARRIERS**
- Hiring Bias
- Discriminatory Detention, Sentencing, Incarceration
- Excessive Fees & Fines
- Housing Bias
- Lack of Behavioral & Physical Health Resources

**SAFER INTERVENTIONS**

**Demand Driven Workforce Development Program**

**Behavioral Health Services**

**Violence Prevention Programs**

**Policy/Advocacy Legislation & Community Engagement**

**Adult & Youth Academic Education**

**Community Corrections**

**Housing Resources**

**Vocational Training & Apprenticeships**

**Direct Employment Through Social Enterprises**

**OUTCOMES**
- Living Wage Jobs & Career Pathways
- Mental & Emotional Support
- Fair Policies/Practices
- Safer Neighborhoods
- Economic Mobility
- Systems Change

Delivering Holistic Supportive Services

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**SAFER INTERVENTIONS**

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**OUTCOMES**
- Living Wage Jobs & Career Pathways
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Client Services

Client Age Demographics

- 4% 61+
- 3% No Age
- 2% 16-19
- 17% 51-60
- 28% 31-40
- 24% 20-30
- 22% 41-50

Client Race Demographics

- 54% Black/African-American
- 27% Unknown
- 8% Other
- 10% White
- 1% Hispanic
- 0% American Indian
- 0% Asian
- 0% No Answer

FY 2019

Safer Outcomes

- 4,704 Clients Served
- 2,398 Secured Employment

Job Retention Results

- 80% 90-DAY
- 79% 180-DAY
- 75% 365-DAY

Gender

- 2,860 Male
- 683 Female
- 1,161 Undisclosed
Tawana Brown, 54, knows the importance of getting a fair chance. Her life was difficult growing up. She had several traumatic experiences at age 13 that led her down a path of drugs, prostitution, and theft. As she explains, “I’ve been arrested 25 times. I’ve been to the penitentiary twice. And once I started changing my life, it was hard for me to get a job.” Tawana had work experience, but after release, she explains, “I had to work through warehouses or temp services and stuff like that. But that’s hard labor work. And one minute you work and one minute you’re not working.” She got tired of the inconsistent and hard labor jobs she was finding through temp agencies. Then, five years ago, her

“My background is sealed now, the story is, ain’t no stopping me. I’m going to the top now.”
final temp job at West Side Health Authority referred her to Safer Foundation. Tawana had never heard of Safer but decided to enroll in one of the Second Chance programs for the Healthcare Industry. Through Safer, she was connected to her Case Manager Rose, who helped her with her resume and job readiness training. Safer also paid for Tawana’s records relief through Cabrini Green Legal Aid. Tawana was able to expunge and seal all 25 arrests and 2 convictions. After she got her records sealed, she applied to work at West Suburban Hospital, and got the job. Her eyes fill with tears as she remembers, “God put me right in West Suburban and He put me in ER. That’s my neighborhood hospital. Everybody knows me. Everybody knows my past. And when they see me in West Suburban they ask, ‘how did you get this job?’ First thought, I’d have to say God first. Then I say Safer Foundation.” Tawana worked at West Suburban for three years, always keeping in touch with Safer Foundation, and realizing the world of opportunities before her. After three years of hard work with West Suburban, Tawana was ready for a change. In 2019, she was hired to work with Chicago Public Schools, as a custodian. She describes how the position was attractive because it paid more and was a union-pension job. But she beams with pride as she describes her other motives for working at CPS, “My five children see me today and they like, ‘look at mom, working at CPS!’ Cause half of my family work at CPS. But I had the felony, I couldn’t go. A lot of my uncles, my brothers and them were custodians and porters, and they still working, but I couldn’t go. My momma did 33 years as a teacher’s aide. Now I’m in there. They never knew I was gonna end up at CPS cause I had a felony.” Safer Foundation opened doors for Tawana and made her realize her potential. By keeping in touch with Safer all these years, she has found opportunities to grow and chase new dreams. She boasts, “My background is sealed now, the story is, ain’t no stopping me. I’m going to the top now.” When asked about her outlook for the future, Tawana does not hesitate, “I want to help people.” She sees her role at CPS as keeping a clean learning environment to protect the children, especially during times of COVID-19. “The kids are hurting,” she says. She talks about how she sees herself helping others that were in her situation: “You know you can’t do this overnight. I’m still growing. I’ve been clean like 20-something years. I haven’t been to jail since 1997. It wasn’t easy but I ain’t going to give up. And I’m not just fighting for me anymore. I’m fighting for the next man now. And I send people down here. I can help them cause I got a testimony. And that’s what I do now.”
Workforce Development

Safer Foundation’s workforce development programs are the core component of our multifaceted strategy to help people with arrest and conviction records successfully reenter society and thereby reduce recidivism. It includes market & employer driven workforce training services, education and assistance to help clients overcome barriers to employment.

We believe programs like apprenticeships and on the job training are a particularly effective way to create career pathways with upward mobility. Safer has increased its focus on both because they are great options for clients, who need to work right away, to support themselves and their families. Thank you to the more than 400 Employer Partners for helping us connect our clients to employment and training opportunities.
**Community Based Corrections**

Safer Foundation offers a broad range of services needed to help individuals reenter the workforce and the community prior to release from the Illinois Department of Corrections. Safer operates two (2) Adult Transition Centers (ATC) in Chicago. The ATCs allow individuals to serve the remainder of their sentences in a community-based work-release setting. We help individuals in our Adult Transition Centers gradually transition to community and employment prior to release through overcoming social/emotional barriers, finding and maintaining work, and gaining the education, credentials and certifications needed to build their careers and stabilize their lives. These combined efforts increase the likelihood of successful reentry.

**Work release programs are proof that connection and empowerment can change lives. Participants gain many benefits like realistic work environments, fair wages, and marketable skills that increase their potential for rehabilitation and meaningful employment on release. It enables them to contribute to society.**
Education

Safer Foundation provides a variety of education programs for our clients. Each year, we help hundreds of individuals set and achieve their education goals. We offer detainees training in adult literacy, and prepare them for their High School Equivalency Diploma (HSED). Safer also assist court-involved youth ages 16-21 in overcoming barriers to self-sufficiency by providing them with both academic tools and job-readiness training through our Youth Empowerment Program (YEP). Our educational team also supports contextualized learning for demand-skill programs.

<table>
<thead>
<tr>
<th>Total # clients receiving education services</th>
<th>Youth served</th>
<th>Adults served</th>
<th>Units of instruction</th>
<th>HSEDs earned</th>
<th># Clients received Financial Counseling</th>
</tr>
</thead>
<tbody>
<tr>
<td>774</td>
<td>110</td>
<td>664</td>
<td>11,976</td>
<td>48</td>
<td>183</td>
</tr>
</tbody>
</table>

Safer Counseling & Wellness Center

Safer Foundation has historically offered Behavioral Health Services including substance use disorder treatment to individuals pre-release in our Adult Transition Centers. In January 2019 Safer began providing counseling and wellness services to all of our clients to help address the social, emotional and behavioral needs many of them must overcome on their pathway to employment, economic stability and overall upward mobility.

<table>
<thead>
<tr>
<th>Total # Clients receiving treatment services</th>
<th>Counseling &amp; Treatment Sessions Conducted</th>
</tr>
</thead>
<tbody>
<tr>
<td>225</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Community Based Clients</th>
<th>ATC Based Clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>163</td>
<td>959</td>
</tr>
</tbody>
</table>
CHA Housing Program

Safer Foundation partnered with the Chicago Housing Authority (CHA) to deliver transitional and permanent jobs programming to CHA residents (or voucher holders). Services include: enrollment, stabilization, transitional jobs, credentials attainment, work readiness, unsubsidized employment and employment retention support.

<table>
<thead>
<tr>
<th>Safer Skills Training Completions</th>
<th>61</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subsidized Job Placements</td>
<td>40</td>
</tr>
<tr>
<td>Unsubsidized Job Placements</td>
<td>8</td>
</tr>
<tr>
<td>Average wage</td>
<td>$12.41</td>
</tr>
</tbody>
</table>

Bond Court

Safer Foundation is deeply involved in helping our partners in the justice system provide alternatives to incarceration and reduced sentencing by allowing individuals involved in the justice system access to our services.

Caseworkers contacts with Cook County Jail | 14,737 |

Social Enterprise

Safer Foundation launched Safer Social Enterprises™ to explore business opportunities and venture creation which will enable us to achieve two primary goals:
1) Create new employment opportunities for Safer clients and
2) Generate new revenues for Safer Foundation.

<table>
<thead>
<tr>
<th>RECONSTRUCTION TECHNOLOGY PARTNERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trained</td>
</tr>
<tr>
<td>62</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CLEAN CITY CREW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired</td>
</tr>
<tr>
<td>40</td>
</tr>
</tbody>
</table>
Quad Cities

After the founding of Safer Foundation in Chicago in 1972, services were introduced to the Quad Cities area in 1976 with the opening of an employment services office in Rock Island. In 1978, Safer expanded into Iowa at the request of then Governor 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, in addition to serving its adult population, Safer began providing services to court-involved young people in Scott County through its Youth Empowerment Program (YEP). The program teaches valuable life skills and affords the opportunity for youth that have struggled in the traditional school setting to work toward the attainment of a high school equivalency diploma. In the spring of 2014, Safer launched its IMPACT program, providing therapeutic services to youth facing out of home placement due to juvenile justice involvement and problematic behaviors in the community. On July 1, 2017, Safer Foundation Chicago received a three-year grant from the Department of Labor beginning a new initiative - Advancing Careers & Employment (ACE) Program including a location in Davenport, IA. The ACE Program began serving adults referred from the Iowa Department of Corrections in October 2017. The target population for ACE is individuals 25 or older, who are within 180 days of incarceration, or who are currently under court supervision through probation or parole. Individuals are supported in securing education and training to enter career pathways in high growth, high demand industries leading to stable employment. Staff members work in partnership with the Department of Correctional Services in coordinated efforts to meet the needs of this population. At the current time, the Quad Cities office provides the Youth Empowerment, ACE in Davenport, Iowa and the Employment Services Program in Rock Island, Illinois.

YEP

- 50 served/enrolled
- 22 HSEDs obtained
- 31 job starts
- 1020 hours of community service
- 83% successful follow-up at the one year point

ACE

Davenport Site Closeout

- 134 served/enrolled
- 134 assessments
- 59 clients enrolled in occupational training
- 36 clients attained an industry recognized credential
- 54 clients achieved a measurable skills gain
- 91 job starts

EMPLOYMENT SERVICES

- 190 served
- 177 job starts
- $12.03 average wage
- 75% average 30-day retention rate
- 69% average 90-day retention rate
- 80% average 180-day retention rate
- 79% average 365-day retention rate
- 63 employees hired
SAFER FOUNDATION

Financial Summary

CONSOLIDATED STATEMENTS OF ACTIVITY (2019)
Year ending June 30

REVENUES AND OTHER SUPPORT
- Government Contracts $20,379,000
- Contributions and Grants $3,931,238
- Rent/Other Income $4,726,933
- Investment Income $7,661
Total Revenue $29,044,832

EXPENSES
- Program Services $25,899,840
- General and Administration $4,137,001
- Fundraising $547,354
Total Expenses $30,584,195

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION (2019)
Year ending June 30

ASSETS
Cash and cash equivalents $2,402,428
Other Current assets $10,053,794
Building and land $2,203,310
Office furniture, fixtures and equipment $1,127,970
Deposits and other assets $183,572
Total Assets $15,971,074

LIABILITIES AND NET ASSETS
Current liabilities $10,595,901
Long term debt $1,108,061
Total liabilities $11,703,962
Without donor restrictions $4,224,034
With donor restrictions $43,078
Total Net Assets $15,971,074
SAFER FOUNDATION

Leadership

BOARD OF DIRECTORS

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Consulting Professionals Inc.

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Fifth Third Bank

SENIOR MANAGEMENT

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Chief Financial Officer

Arthur Bishop
Chief Program Officer

Harry Alston, Jr.
Vice President
Strategy and Development

Jerry Butler
Vice President
Community Corrections

Henrietta Mason
Vice President
Human Resources and Organizational Development

Sodiqa Williams
General Counsel and Vice President External Affairs

Mark Yates
Vice President
Social Enterprise

Marketer Ash
Associate Vice President Program Implementation

Melchor Domantay, Jr.
CPA
Associate Vice President Controller

David Gianfrancesco
Associate Vice President
Model Development

Yvonne Johnson
Associate Vice President
Training and Skills Development

Bobby Moore
 Associate Vice President
Center Supervisor, North Lawndale ATC

Rochelle Perry
Associate Vice President
Core Programs

Anthony Lowery
Associate Vice President
Community Housing Programs

Ervin Robinson
Associate Vice President
Community Corrections

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Co-Founder

Gus Wilhelmy
Co-Founder
SAFER FOUNDATION

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Friendly Thrift Center
St. Vincent’s Home
Rock Island County Court Services
United States Department of Labor—Employment and Training Administration (ETA)
United States Department of Justice - Second Chance Act