



A SAFER RETURN

FY20 ANNUAL REPORT



At the Safer Foundation,

we believe everyone deserves a second chance — especially people with arrest and conviction records. We provide a safe place to help courageous people discover and foster their untapped potential. Our holistic approach includes job training and placement, education assistance, behavioral health services, housing and community engagement, as well as policy and advocacy work. Whether it's getting an ID, an updated resume, a high school equivalency diploma, transitional job, permanent employment, or even obtaining industry recognized credentials — we are there every step of the way. Through our proven methods and individualized care, we help people thrive and build a future they never thought possible.

During FY20 Safer Foundation lost our co-founder and former President & CEO, Bernie Curran. Bernie and co-founder Gus Wilhelmy established our organization to create Safer communities by helping establish a more solid Foundation in the lives of our clients – Safer Foundation. During Bernie's tenure at the helm of Safer Foundation the organization grew impressively and became the leading social services organization assisting people returning from prison secure employment and break the cycle of recidivism. Hundreds of thousands of people served over the decades can thank Bernie for his vision and compassion which translated into action on their behalf. Personally, as I began my tenure at Safer Foundation, Bernie was always available for wise counsel and support. I will miss getting a call from Bernie occasionally, just to check on me and encourage me to keep running the race, carrying the baton passed on to me. We will miss you Bernie and continue to do our best to make your vision a reality!

Bernie Curran
1937-2020



We are extremely pleased to share with you our FY20 Safer Foundation Annual Report "A Safer Return". FY20 was a phenomenal year for Safer Foundation. During FY20 our revenues exceeded \$30M for the year. Our explosive growth the past 7 years would not have occurred without the ongoing success of our client-serving staff and the compelling model we have created for meeting the needs of our clients. Our supporters have responded favorably to our effort to take a more holistic, expansive approach to meeting client needs. But, as with most other things, this past year was defined by the Coronavirus pandemic. It seems as if the first 3 quarters of the year are now a distant memory. Everyone's focus has been on the pandemic and the tremendous effort required to keep everyone safe and adjust to a new normal; social distancing and virtual services.

Safer Foundation decided to close our community offices in mid-March, a week before the state of Illinois announced a stay at home order. Fortunately, over the past several years, we have implemented and are utilizing cloud-based technologies like Salesforce, Microsoft 365, Microsoft Teams and Zoom. We were able to quickly convert to virtual services and resume providing a robust set of services to our clients. About half of our staff, including our Adult Transition Centers (ATC), were considered essential workers. Our ATCs have remained operational throughout the pandemic. Of course, we implemented a wide range of measures to ensure our staff were safe; social distancing, face masks, extra cleaning and sanitizing procedures, temperature and symptom check prior to entering our facilities. Now our community offices are partially reopened with capacity limits for our spaces and in compliance with all health department occupancy requirements.

The big story for FY20 is how we worked with the Governor's Office, Lt. Governor's Office and the Illinois Department of Corrections to ensure A Safer Return for inmates released from prison early due to Covid19. To avoid a devastating outbreak of Covid19 in Illinois prisons, IDOC accelerated

the release from prison of non-violent inmates. Continuing our emphasis on collaboration, Safer Foundation created a Prison Emergency Early Release Response (PEERRSM) team, which included 8 partner agencies who provided clothing, housing, mental health & behavioral health services. From March through June we served over 400 people, providing care packages including food and clothing, cellphones, assistance with public benefit applications, employment services, substance use treatment services and referrals to physical and mental health care providers.

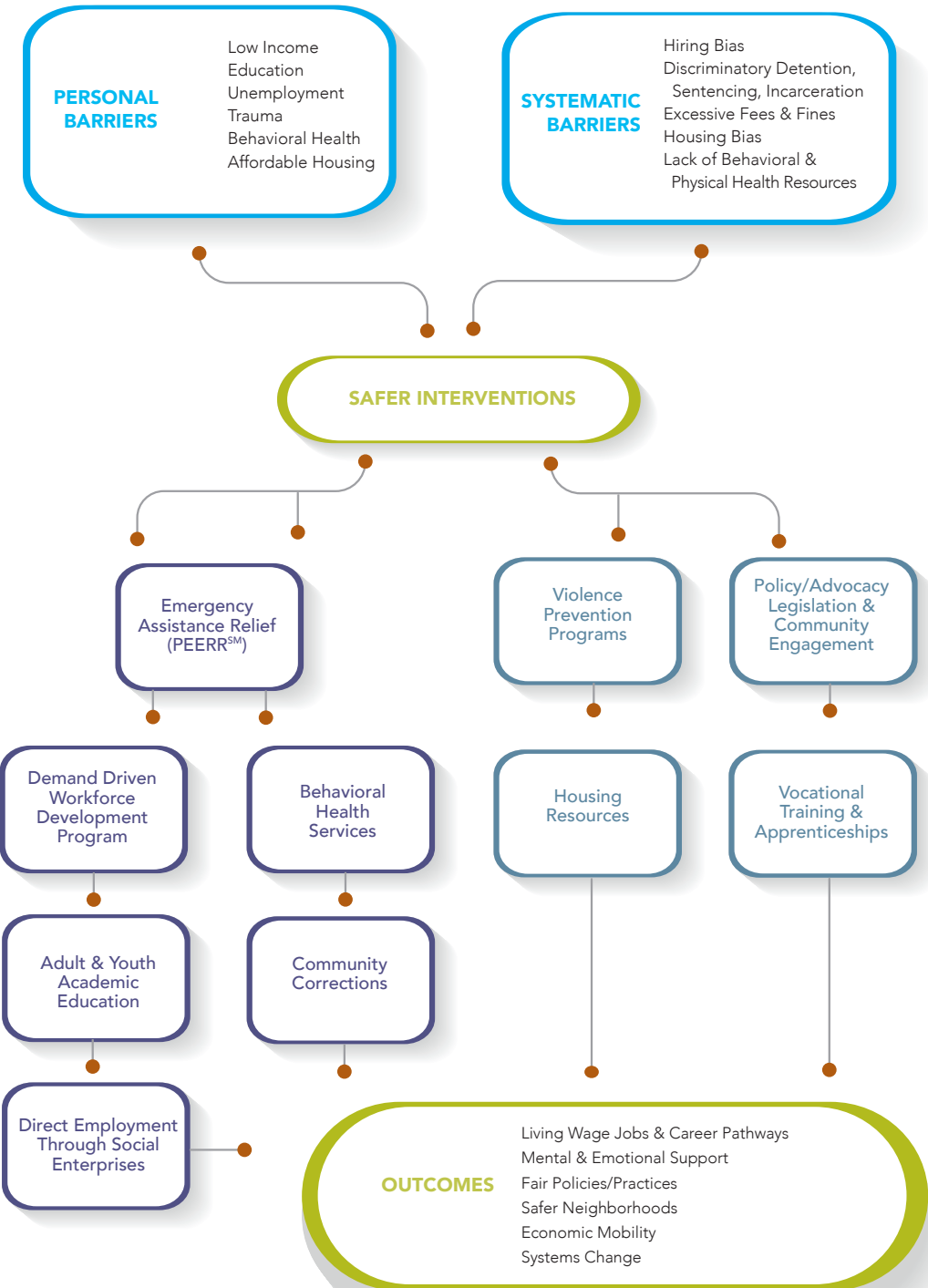
The PEERRSM model to address needs of women and men returning from prison is exactly what has been needed all along to ensure those released have A Safer Return. This effort stabilizes them upon release and immediately gets them on the pathway to employment and self-sufficiency. Our rapid intervention prevents desperation and frustration that occurs when you return home with a fragile or non-existent system of support. The PEERRSM model is quickly becoming the new standard for reentry. Our Safer Return model was made possible by funding received from individual donors, corporations and foundations. We are extremely grateful for the support we have received that enabled us to launch PEERRSM and implement the changes needed to function in response to the coronavirus. Thank you for your support and we look forward to serving more people in better ways in the upcoming year!



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





Delon Horne, 50, was released from IDOC custody as part of the medical furloughs ordered by the Governor. Delon had spent 10 years, out of a 30 year sentence, in prison. While he was there, he had time to reflect and make plans for himself to get on the right path. However, once he was released, he was met with more obstacles than he could ever imagine. He explains, "I was incarcerated for 10 years, and I had planned

to get myself together, get my life together, go back to truckdriver school. I pay my CDL. I had all my ducks in a row. I had everything figured out, so I thought. I get ready, get released, and I come to find out we have a pandemic out here. Now, all my plans was shot, going down the drain." Due to the pandemic, Delon found it difficult to do any of the things he had envisioned for himself. With everything closed because of COVID, it was hard for him to go out. Almost no employers were hiring due to the pandemic,



Safer Foundation's mobile unit in the East Garfield Park/ North Lawndale Community signing up clients for jobs. At least 20 clients started work the next week with transportation to and from work compliments of Safer's transportation services. This includes clients served as a part of our Prison Emergency Early Release Response (PEERRSM) effort. Thanks to our employer and PEERRSM network partners.

and it became difficult for him to find a job. He was really frustrated, "It looked to me like it just not meant for me to make it, it's not meant for me to succeed because I've been gone 10 years, and then I get out and all this happened." This led him to have dark thoughts. He explains, "It was real easy for me to have a thought to just call my drug dealer and go back around to the old neighborhood, the old playground, the old friends, and start by doing what I used to do... And here come

PEERRSM IMPACT STATS

660

Direct Referrals

1,029

Hotline Calls

323

Active Clients

112

Care Packages Distributed

42

Cell Phones Distributed

146

Medicaid Benefit Assistance

94

SNAP Application Assistance

56

Stimulus Check Application Assistance

288

Referrals to Primary Care, Medical, Mental Health, Substance Use and other services

160

Employment Assistance Provided (Includes help with obtaining State IDs and social security cards, resume writing, job referrals, clothing needs, and transportation support)

39

Job Starts



the lootings. The lootings and the riots, the chaos is going on in Chicago, and I almost fell right back down the same dark hole." However, Delon explains that his connection with Safer Foundation helped him get past those dark thoughts. "I have Sherie Arriazola who always been in my corner since the beginning. She made sure I had work clothes, she made sure I had work boots, she made sure I could get to work with transportation, a bunch of bus cards. She made sure I had everything I need so I don't have to do nothing stupid or nothing dumb to fall back into the system." Through the Behavioral Health Services that Safer provided and the assistance applying for jobs, Delon was able to persist, "I stuck it out and I stayed in contact with Ms. Sherie Arriazola. I stayed in contact with Safer, and I stayed home for a couple of days and I got refocused. [Then] Home Depot called and they hired me." Delon's contact with and support from Safer Foundation's PEERRSM teams gave him the hope he needed to stay sober and find a job, to a point where he no longer felt like he needed to return to his old habits. Without access to these services, Delon could have had a very different story. For him, the behavioral health and employment services that Safer Foundation offered were the difference between moving forward with his life and going back to his old habits. Delon beams, "I was so happy I didn't give up... So, now, everything is fine and looking up... I'm working for CORE and I'm working for Home Depot."

"I have two Class X felonies, aggravated robbery, and these folks gave me a second chance. They gave me a job. I would tell anybody all you have to do is stay focused. It's going to be hard. It's not going to be easy, trust me. You're going to have...you've got to get online. You have to learn the computers. I had never even turned on a computer and now I'm turning in my applications online. I'm doing DocuSign. I'm sending emails, I'm sending texts, I'm reaching out to employers, I'm reaching out to Safer. I'm networking within a community of people who are doing positive things and more positive things for me and so far, so good. I've been out now for almost a little over 90 days, and I have one full-time job and one part-time job. I have a bank account, a financial advisor. I have medical insurance, and I'm hanging in there. Every day is a struggle, but I stay focused, and I'm trying my best to do what I have to do to succeed. "

"Like I said, again, I can't thank Ms. Sherie Arriazola enough. I'm telling you, without her I wouldn't have made it this far because in my mind I'm thinking; just go pick up a gun and go rob something else, because that's what I'm used to doing when times get bad. But her strength, her support, her guidance, I didn't do that, and, by the grace of God, I didn't do that, and I'm so thankful for her. I owe her so much. She made sure I had everything I need to help me help myself. And I did that. I came through it, I made it through."

Client Services

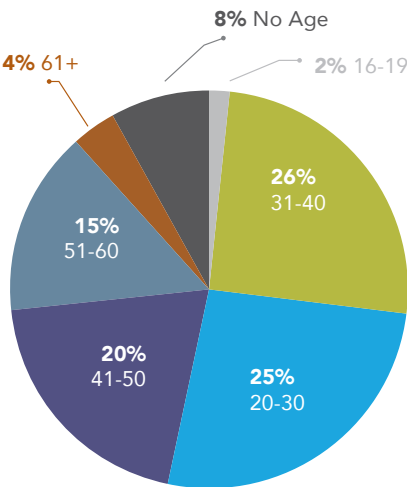
SAFER OUTCOMES

4,359 **2,702**
Clients Served Secured Employment

JOB RETENTION RESULTS

81% **70%** **64%**
90-DAY 180-DAY 365-DAY

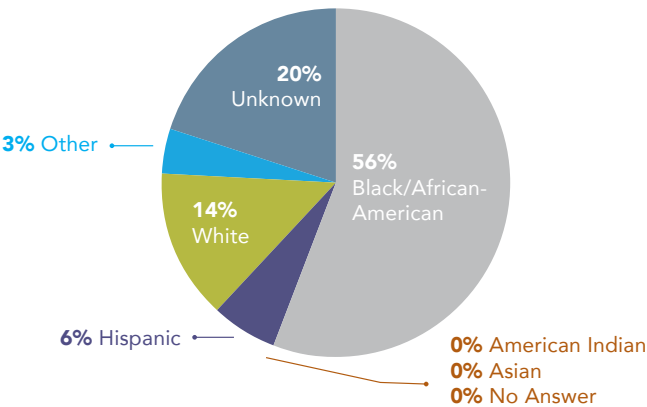
CLIENT AGE DEMOGRAPHICS



GENDER

♂ **♀** **♀**
3251 **524** **584**
Male Female Undisclosed

CLIENT RACE DEMOGRAPHICS



FY
2020

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.

TRAINING

448

Combined #
enrolled in
training

331 | 74%

Combined #
completed
training

225 | 50%

Total # Employed
in the industry of
their training

CREDENTIALS

97

Clients Attained
at least 1
Credential after
registration

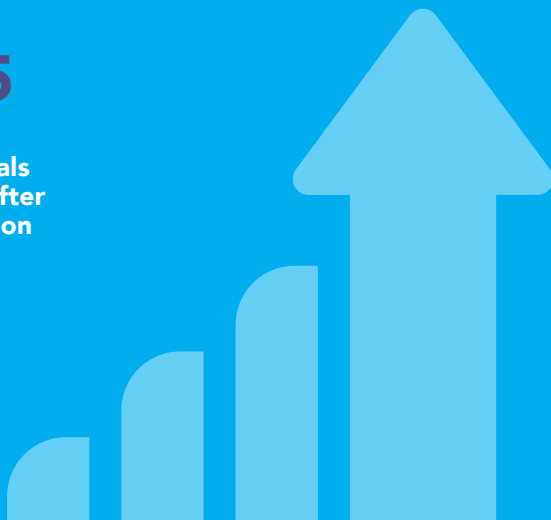
155

Total #
Credentials
attained after
registration



390

NUMBER
OF ACTIVE
EMPLOYER
PARTNERS



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. Prior to their release, individuals in our Adult Transition Centers gradually transition to employment and community by 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.

1126

Residents Served

82%

**% eligible for
employment**

86%

**Employment retention
beyond 90 days**

\$5,096,472

Wages

\$1,019,294

Taxes paid

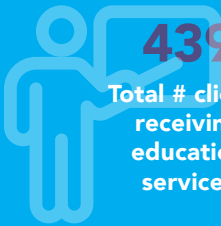
7027

**Community
Service Hours**



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 operate within our ATCs and the Cook County Department of Corrections to offer detainees training in adult literacy, and prepare them for their High School Equivalency Diploma (HSED). Safer also assists 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) offered at 609 W. Adams in Chicago and in the Quad Cities. Our educational team also supports contextualized learning for demand-skill programs.



439

Total # clients receiving education services

62

Youth served

377

Adults served

5,830

Units of instruction

27

HSEDs earned

299

Clients received Financial Counseling

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.

235

Total # Clients receiving treatment services

COUNSELING AND TREATMENT SESSIONS CONDUCTED

600

Community Based Clients

757

ATC Based Clients



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.

144
Safer Skills
Training Completions

144
Subsidized Job
Placements

82
Unsubsidized
Job Placements

\$13
Average Wage



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.

9,352
Caseworkers contacts
with Cook County
jail detainees



Social Enterprise

Safer Foundation launched Safer Social EnterprisesSM to explore business opportunities 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.

RECONSTRUCTION TECHNOLOGY PARTNERS

31	16	\$15.20
Trained	Hired	Average Wage

CLEAN CITY CREW

49	25
Hired	Wards Served



Policy, Advocacy and Community Engagement FY 20 Accomplishments

- 1 Organized and convened the **Alliance for Reentry**, a statewide reentry movement with over 60 active members from counties with the highest number of exits from IDOC.
- 2 Launched the Access to Justice Program. As of Wednesday, June 24, 2020, our YTD program outcomes are the following:
 - Provided Know Your Rights Trainings to 1,377 individuals
 - Delivered 94 Know Your Rights Trainings
 - Recruited and trained 5 Community Navigators
- 3 In December 2019 and January 2020 alone, registered 40 Safer Foundation clients to vote and trained 30 Safer Foundation to become certified Deputy Registrars.
- 4 Hosted the 19th Annual Policy Conference clients
- 5 Helped 34 clients receive records relief.
- 6 Passed administrative rules for the Cook County Just Housing Ordinance. Includes a 3-year lookback period for people in Cook County searching for housing.
- 7 Passed Public Act 101-176 which amends the Healthcare Worker Background Check Act by eliminating employment barriers in the healthcare industry to people with records.

SAFER FOUNDATION PROFESSIONAL SERVICES

HEALTHCARE PROFESSIONAL SERVICES

- Funded through the Chicago Community Trust, and in collaboration with the Chicagoland Workforce Funder Alliance and the Chicago Healthcare Workforce Collaborative, this project was designed to provide technical assistance to hospitals to assist them in preparing for and expanding hiring of people with arrest and conviction records and to help support the organization's ever-growing staffing needs.
- Safer provided a team of 8 practitioners with expertise in criminal justice and workforce development to examine and benchmark workforce development practices for individuals with arrest and conviction records, and align them with best practices in the healthcare industry.
- This technical assistance project focused on three main domains: (1) Policy, Process and Systems; (2) Workforce Development Practices; and (3) Human Resource Practices, each as they relate to people with arrest and conviction records. This strategy allowed Safer to review hospitals' hiring practices against best practices and identify potential opportunities to assist in expanding the hiring of people with records.



FINANCIAL PROFESSIONAL SERVICES

- JPMorgan Chase
 - o The Second Chance Hiring Pilot was initiated in October of 2019 through a grant from JPMorgan Chase funding Safer Foundation to conduct policy research and advocacy work around fair chance hiring practices for individuals with arrest and conviction records. Safer has used the knowledge gained through this collaboration and the partnership with JPMC to help match clients with jobs at Chase and other banks, and through this work learned the complexity of navigating this system. The lessons learned, best practices, and insights, will be used to develop a toolkit assisting financial industry employers committed to adopting and promoting fair chance hiring policies



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. On July 1, 2019, Safer Foundation Chicago began a three-site, two-year grant from the Department of Labor, the Employ to Empower (E2E) Program including a location in Moline, IL. The target population for E2E are individuals 25 or older, who are within two years of incarceration. Individuals are supported in securing education and training to enter career pathways in high growth, high demand industries leading to stable employment. On October 1, 2019, Safer Foundation Quad Cities received a Second Chance Act Comprehensive Community-Based Adult Reentry Program grant from the U.S. Department of Justice (DOJ) to implement the Achieving Change Together (ACT) program. In partnership with the Seventh Judicial District, Iowa Department of Correctional Services, the program is scheduled to begin enrolling participants no later than 10/1/20. ACT will

provide pre- and post-release services to 150 adults residing in the Department's Work Release Center and Residential Correctional Facility who are identified as moderate to high risk by a criminogenic risk and needs assessment, with veterans prioritized for participation. Participants will receive intensive case management and cognitive behavioral interventions using Moral Reconciliation Therapy (MRT) and Cognitive Behavioral Interventions for Offenders – A Comprehensive Curriculum (CBI-CC). Participants will also be provided job readiness training, rapid attachment to employment, linkage to supportive services, mentorship, and access to community mentors. Partner organizations will provide anger management, financial literacy, alcohol and drug treatment, mental health services, child abuse prevention, education support, and crisis services. At the current time, the Quad Cities office provides the Youth Empowerment, ACT serving Scott County, IA and Employ to Empower and the Employment Services Program serving Rock Island County, IL.





YEP

59 served/enrolled
19 HSEDs obtained
31 job starts
541 hours of community service
76% successful follow-up at the one year point

E2E Rock Island

17 enrolled
10 assessments
6 clients enrolled in credential training/apprenticeship programs
2 clients attained an industry recognized credential
0 clients recidivated

EMPLOYMENT SERVICES

184 served
145 job starts
\$12.26 average wage
66% average 30-day retention rate
79% average 90-day retention rate
88% average 180-day retention rate
85% average 365-day retention rate
38 employees hired

ACE Davenport Site Closeout

134 served/enrolled
134 assessments
63 clients enrolled in occupational training
25 clients attained an industry recognized credential
54 clients achieved a measurable skills gain
90 job starts
10 clients achieved a measurable skills gain

Financial Summary

CONSOLIDATED STATEMENTS OF ACTIVITY (2020)

Year ending June 30

REVENUES AND OTHER SUPPORT

● Government Contracts	\$ 20,824,642
● Contributions and Grants	\$ 3,417,780
● Rent/Other Income	\$ 7,887,870
● Investment Income	\$ 8,942
TOTAL REVENUE	\$32,139,234

EXPENSES

● Program Services	\$ 26,617,764
● General and Administration	\$ 4,116,712
● Fundraising	\$ 699,614
TOTAL EXPENSES	\$31,434,090

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION (2020)

Year ending June 30

ASSETS

Cash and cash equivalents	\$ 4,355,635
Other current assets	\$ 12,731,162
Building and land	\$ 2,907,755
Office furniture, fixtures and equipment	\$ 1,488,606
Deposits and other assets	\$ 187,595
Total Assets	\$ 21,670,753

LIABILITIES AND NET ASSETS

Current Liabilities	\$ 15,522,478
Long term debt	\$ 1,175,967
Total liabilities	\$ 16,698,445
Without donor restrictions	\$ 4,929,230
With donor restrictions	\$ 43,078
Total Net Assets	\$21,670,753

Leadership

BOARD OF DIRECTORS

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Community Corrections

Henrietta Mason
Vice President
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Melchor Domantay, Jr.
CPA
Associate Vice President
Controller

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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
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Community Corrections

Emeritus

Diane Williams
President Emeritus

Bernie Curran
1937-2020
Co-Founder

Gus Wilhelmy
Co-Founder

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