

2011-2012 ANNUAL REPORT

DEAR FRIENDS:

Helping people get work is one of the most important contributions we

can make for people who have been in trouble with the law. While the Great Recession that began in 2007 has been very challenging for people who lost their jobs, people with criminal records can live their entire adult lives in a “great recession.”

We are proud of CCA’s work in helping people enter the job market. Our Parent Success Initiative and Ready to Work programs provide job readiness training, work experience and job placement. The Parent Success Initiative, which began in fall 2011, has already placed 54% of participants in employment.

Our Reentry Clinic provides participants with legal assistance to understand their rights and responsibilities to report a past record to employers and helps correct errors on their criminal history records.

Our advocacy work has called for an end to the practice of screening college applicants based on criminal history records, or at least, more responsible use of this information. We have provided educational webinars and presentations to college admissions professionals to better inform them about the pitfalls of screening for criminal justice information.

Our work to eliminate or reduce school suspensions helps to ensure that young people graduate from high school and avoid the dismal employment prospects they face without a school

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“Every time I walk past here, I will say to myself ‘I helped out in this garden,’” said Keshawn Henry, a 16-year-old high school junior from East New York, Brooklyn.

Keshawn is one of the young people formerly in trouble with the law who has joined **Brooklyn Justice Community**, one of three employment-focused projects launched by CCA in 2012. Together with other youth from his neighborhood, he cut, lifted, and turned compost in a cooperatively maintained vegetable garden in a once-abandoned lot at 349 Schenck Avenue in East New York. “The constant biting and hovering of the mosquitoes was dwarfed by the enthusiasm of working with youth as they give back to the community,” said Rham, a CCA Success Advocate who helped guide the youth.

The Justice Community project began in March with support from the NYC Department of Probation and the Center for Economic Opportunity through Mayor Michael Bloomberg’s Young Men’s Initiative. Within 12 months, it will serve 48 youth, ages 16-24, from the troubled neighborhood of East New York and nearby communities, where unemployment is among the highest in the city.

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Focus on EMPLOYMENT



Marsha Weissman, Ph.D.
Executive Director



Bonnie Catone
President, Board of Directors

Continued from the first page

degree. Ninety-eight percent of youth in CCA's Youth Advocacy Program are not suspended from school during program participation. Moreover, youth become advocates for eliminating harsh school discipline policies through their participation in the Dignity in Schools Campaign.

CCA is proud to be represented on Governor Cuomo's Work for Success Executive Committee, supporting a statewide commitment to increase job readiness and improve employment outcomes for people returning home from incarceration. Employment is a proven way to increase public safety and, unlike costly incarceration, helps to grow the economy.

Your contributions to CCA's work are greatly appreciated. Your generosity helps us serve more people, and supports our ability to turn program success into smarter, safer criminal and juvenile justice policies.

Marsha Weissman

Marsha Weissman, Ph.D., Executive Director

Bonnie M. Catone

Bonnie Catone, President, Board of Directors

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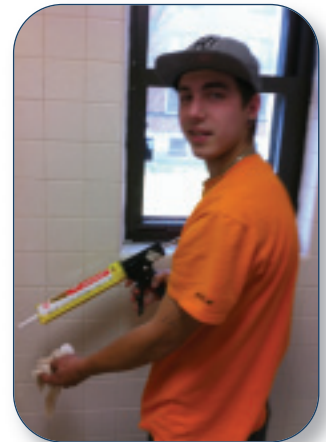
Katherine Leptokorapoulos, Director of CCA's Young Adult Division, said, "We expect Justice Community participants to come to see themselves as positive community role models, as well as reducing the barriers they face to future education and employment." Besides working on subsidized community projects like garden maintenance, youth receive case management, vocational and job readiness workshops, financial literacy workshops, unsubsidized job placement, and, through a partnership with Good Shepherd Services, comprehensive educational services.

The Parent Success Initiative (PSI), another new employment-focused project, engages adults in Onondaga County who are non-custodial parents with open child support orders. "PSI represents a very significant expansion of our employment program," said Christine Abaté, Deputy Director of CCA/Syracuse. Launched in July 2011 with funding from the U.S. Department of Labor, PSI will enroll 1,000 unemployed adults over a two-year period. Participants receive work readiness training, employment on transitional work crews and unsubsidized job placement. To improve the success of their job placements, they also receive case management services, family life skills workshops, and legal services to address child support and employment-related issues.

Abaté said, "PSI is different from past Department of Labor initiatives, which offered job training and placement but no wraparound services. Because it is a research project, of the 1,000 enrollees, 500 will receive training, placement and support services, while 500 will be assigned to a control group who will be followed for two years, but will not receive services."

The employment picture in Onondaga County has recently brightened a bit, as polluted Onondaga Lake has become the target of one of the largest environmental cleanup projects in the U.S. Twelve PSI participants were recently accepted into a training program to join the 500-strong crew working under the leadership of Honeywell International to dredge the lake bottom, install a new bottom cap, and haul away the dredged matter. (See article on Calyn Groover.)

Other PSI participants are working on crews to improve the appearance of downtown Syracuse. Still others are working on Syracuse Housing Authority projects, ranging from office assignments to building maintenance to prepare apartments for new tenants.



An 18-year-old transitional work crew member refurbishes an apartment at Pioneer Homes, Syracuse



Youth help tend a community garden in East New York, Brooklyn.

Abaté commented, “PSI has quickly become a very popular program in Syracuse. The YWCA gave the downtown work crew a free lunch as a thank you for cleaning up near their site.”

PSI is being evaluated by MDRC, a national research organization. Other partners include Greater Syracuse Works, Westcott Community Center, Catholic Charities of Onondaga County and Career Start.

The newest addition to CCA’s jobs programs is the **Brooklyn Justice Corps**. Like the Justice Community, it primarily serves the community of East New York, with some participants coming from nearby Bushwick and Brownsville. The Justice Corps focuses on young adults ages 18-24 who have not completed high school, are neither in school nor employed, and have a current or past involvement with the criminal justice system. Participants must commit to 35 hours a week for six months, followed by six months of aftercare and follow up services.

Mario Bodden, the Project Director, recently greeted a visitor in the freshly painted new office at 100 Pennsylvania Avenue in East New York. One group of a dozen fresh recruits, mostly males in their 20s, was studying math in a GED class. Another dozen were participating in a work readiness training session. Within a few days, they would have their first work assignment, painting the office of a community help center.

The Justice Corps is funded by the NYC Center for Economic Opportunity and Mayor Michael Bloomberg’s Young Men’s Initiative and is overseen by the Prisoner Reentry Institute of John Jay College of Criminal Justice.

Marsha Weissman said, “We are very proud of all the work we are doing to help people with criminal records get jobs. Employment is a proven way to increase public safety. Unlike costly incarceration, it also helps to grow the economy.”



Proud to Clean Up Onondaga Lake

Calyn Groover is a participant in CCA’s Parent Success Initiative who was recently hired to work on the massive U. S. EPA Superfund cleanup project at Onondaga Lake in Syracuse. A few days after starting the job, he made time to talk about his experience.

I was a prison releasee who had been looking for a job with no success for almost a year when I came to CCA. Their Parent Success Initiative interested me because I have a daughter and a child support order. I was advised to enroll in the LEADERS (Learning Expectations And Developing Employment Readiness Skills) program at CCA to get a work readiness credential. I also got legal help with my child support case and I took a parenting class. It made me a lot more optimistic when I learned that I could not be rejected for a job just because of my record. I had sent out so many job applications since 2011 without getting a single answer! I was hired by CCA for the transitional work crew placed at the Syracuse Housing Authority, doing basic plumbing, maintenance, and electrical work. I got skills and I earned money, so I could make my child support payments. Then I learned from my case manager that I might be eligible for a job with one of the companies working on the lake cleanup. I went to the meeting at the EOC (SUNY Educational Opportunity Center) with all my documents where more than 100 other people were applying for 12 spots. I’m very strong and fit so I was accepted for the training program. I had to learn to deal with hazardous materials, do intense labor, and work outside in extreme temperatures. I finished the training and was hired by O’Brien & Gere, an engineering firm working on the project through Honeywell. On October 29, I started my new job as an assistant technician for a geologist. I’m earning \$14/hour, with benefits, a company phone and a laptop. I’m keeping up with child support payments and earning my way back into the life of my six year old daughter.

Youth

Youth Art Show at Rush Gallery Supports “Raise the Age”

CCA youth-created art, including paintings, collages, and mixed media, was displayed at the Russell and Danny Simmons Rush Art Gallery in New York City on October 17. The event featured music performances by CCA youth and awards that honored community partners. Artwork by the youth expressed support for the movement to raise the age of criminal responsibility in New York State from 16 to 18 years old. Over 100 supporters packed the gallery and cheered remarks about the need to change the current New York law, which stands almost alone in the U.S. in treating adolescents aged 16 and 17 as adults in prosecution, sentencing, and corrections.



OnCare of Onondaga County Seeks to Transform Mental Health Services

The OnCare program of Onondaga County is designed to transform mental health services for children and youth. CCA is providing the youth involvement component of the program, with the goal of bringing youth into leadership positions in the service delivery system. CCA works with youth ages 13-21 who have behavioral, emotional and mental challenges across the mental health, social service, and juvenile justice systems. We train youth in leadership skills, as well as social awareness, decision making and cultural diversity, to help them grow into leadership positions and become effective advocates for change and better advocates for their own treatment. They fight to raise awareness of

mental health issues in their schools and within their social networks and to oppose stigma in the community. Through OnCare, we are able to work with youth who come to us through the juvenile justice system or school suspensions and who exhibit disruptive and risk-taking behavior that might be due to trauma or undiagnosed depression, anxiety, or other mental health disorders. We are able to build on the strengths of the youth and connect them and their families to appropriate assessment and treatment services. Our commitment to positive youth development helps youth become involved and productive citizens.



At the 2011 Families Together Conference in Albany, NY, youth created posters to answer the question, "How can our communities be made safer places to live?"

Kudos

MARSHA WEISSMAN HONORED BY NY STATE

Marsha Weissman, CCA Executive Director, was named the 2012 winner of the Sara Tullar Fasoldt Leadership and Humanitarian Award by the New York State Office of Probation and Correctional Alternatives (OPCA). Robert Maccarone, OPCA Deputy Commissioner, presented the award to Dr. Weissman at a meeting in the Governor's Office in New York City on January 12, noting her "outstanding leadership and significant contributions to the field of community corrections."

RUKIA LUMUMBA, DELORES MOODY NAMED JUVENILE JUSTICE FELLOWS

CCA is proud to have two senior staff members named as fellows of the Youth Justice Leadership Institute of the National Juvenile Justice Network. Rukia Lumumba, Director of Youth Advocacy Services, was named an inaugural fellow in 2011, and Delores Moody, Project Director for Youth Involvement, received the honor in 2012. The Youth Justice Leadership Institute is structured around a cohort of ten extraordinary fellows who participate in a year-long intensive curriculum. Rukia was also named by the Women of Color Policy Network as a 2011 Lead the Way Fellow at the NYU Wagner School of Public Policy.



Crossroads

Approximately 450 adults—300 men and 150 women—received services from CCA's Crossroads programs to help them overcome drug use in the 12 month period ending June 30, 2012. Crossroads is unusual among drug treatment programs for its provision of separate, gender-specific services for men and women. Crossroads for Men delivers such services as advocacy around child support issues and helping men become involved in their children's lives. Crossroads for Women is a groundbreaking program that long ago helped to establish the benefits of drug treatment for women in a gender-specific setting, supporting women to address the early trauma and family issues that often underlie their drug use. In the past year, Crossroads for Women created an aftercare program to work with clients who have met court requirements but want additional support to sustain their recovery. Nine out of 10 clients now return to the program for aftercare.



“Passport to the Future”—Documentary on Barriers to Higher Education Premieres at Schomburg Center

A groundbreaking film documenting the barriers to higher education faced by people with criminal records was shown to an enthusiastic audience of about 200 at the Schomburg Center for Research in Black Culture on October 25. “Passport to the Future: Accessing Higher Education in an Era of Mass Incarceration” was produced by Benay Rubenstein, who did much of the work on the film while serving as a Soros Fellow hosted by CCA, and filmmaker Jeremy Robins. The documentary makes

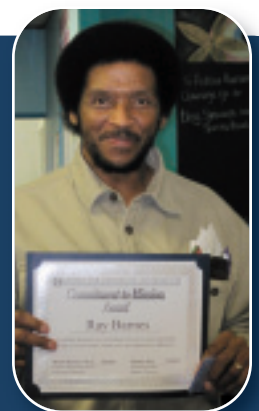
the case that discrimination in higher education against people with criminal records is effectively a proxy for racial discrimination, because of the hugely disproportionate number of males of color in the criminal justice population. It also shows the transformative impact of higher education through the narratives of formerly incarcerated people who were able to attend college and move on to successful, contributing lives. A follow-up panel discussion was moderated by CCA’s Patricia Warth, Co-Director of CCA’s Justice Strategies.

Serving on the panel were: Khalil Alvaro Cumberbatch, Academic Counselor and MSW student at Lehman College; Glenn Martin, Vice President of Development and Public Affairs, Fortune Society; Vivian Nixon, Executive Director, College and Community Fellowship; and Manual Oliveras, Outreach Worker at Common Ground and Public Theatre Playwriting Fellow.

Above: At opening night, from left: Marsha Weissman, Patricia Warth, K. Alvaro Cumberbatch, Vivian Nixon, Glenn Martin, Benay Rubenstein, Manual Oliveras, and Alan Rosenthal, Co-Director of Justice Strategies.

DEDICATED TO RAY BARNES 1956–2012

Ray Barnes was the embodiment of reintegrative justice. He broke down myths held to be “truths” about the people society chooses to lock away for long periods of time. He did this in the way he carried himself, his dignity, his ability to open his heart, the way he both forgave and asked for forgiveness, and the respect he had for himself and others. He brought joy to the CCA staff and hope to the people CCA served. With love and gratitude, this report is dedicated to him.



Financial Statements

STATEMENTS OF FINANCIAL POSITION

FOR THE YEARS ENDED DECEMBER 31, 2011 AND 2010

ASSETS

	2011	2010
CURRENT ASSETS:		
Cash and cash equivalents	\$ 97,031	\$ 142,577
Grants and contracts receivable	1,879,4836	1,796,674
Client specific planning receivables	79,8760	137,746
Prepaid expenses and other current assets	87,739	9,384
Total current assets	2,144,129	2,086,381
PROPERTY:		
Furniture and equipment	161,076	161,076
Less accumulated depreciation	159,120	158,140
Property—net	1,956	2,936
SECURITY DEPOSITS	111,121	112,121
TOTAL	\$ 2,257,206	\$2,201,438

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:		
Short-term bank borrowings	\$ 751,415	\$ 351,246
Accounts payable	121,455	84,350
Accrued payroll and payroll taxes	242,499	315,383
Deferred revenue	119,722	166,906
Total current liabilities	1,235,091	917,885
NET ASSETS—UNRESTRICTED	1,022,115	1,283,553
TOTAL	\$ 2,257,206	\$2,201,438

STATEMENTS OF ACTIVITIES FOR THE YEARS ENDED DECEMBER 31, 2011 AND 2010

SUPPORT AND REVENUE

	2011	2010
PUBLIC GRANTS AND CONTRACT SUPPORT:		
City of New York	\$ 1,828,197	\$ 2,479,201
U.S. Department of Health and Human Services, Substance Abuse & Mental Health Services Administration (SAMHSA)	1,072,755	1,803,807
U.S. Department of Labor	165,716	—
New York State Division of Criminal Justice Services	1,230,212	590,398
New York State Department of Health	218,142	302,830
New York State Department of Correctional Services	22,272	53,199
City of Syracuse	—	5,109
Syracuse City School District (SCSD)	53,547	186,649
New York State Office of Court Administration—CASA Programming	19,034	49,795
Public Health Solutions (PHS)/MHRA, Inc.	378,260	510,106
New York State Office of Alcoholism and Substance Abuse Services (OASAS)	640,256	482,779
Onondaga County Department of Health	—	7,361
Onondaga County Department of Social Services	123,009	31,816
Onondaga-Cortland-Madison BOCES	23,529	—
Total public grants and contract support	\$ 5,774,929	\$ 6,503,050
FOUNDATION:		
Annie E. Casey Foundation	—	5,993
HIV Mac Global	—	2,246
Pinkerton Foundation	13,338	42,385
Open Society Foundations	166,569	58,065
Public Interest Project—Fulfilling the Dream	51,781	—
Hazen Foundation	5,000	—
Central New York Community Foundation	22,160	—
The Tin Man Fund	10,000	—
Total foundation	\$ 268,848	\$ 108,689
TOTAL SUPPORT	\$ 6,043,777	\$ 6,611,739

	2011	2010
OTHER REVENUE AND CONTRACTS:		
Client specific planning	167,146	232,415
National Court Appointed Special Advocates	14,131	—
United Way of Central New York	181,495	101,056
Frank H. Hiscock Legal Aid Society	15,000	15,000
CNY Works Funding	255,593	104,645
Westcott Community Center	—	96,000
Cultural Resources Council	—	1,500
Greater Syracuse Works	—	11,680
Drug Policy Alliance	8,398	11,602
Syracuse Housing Authority	19,595	44,877
Miscellaneous revenue	52,690	20,753
Contributions	54,468	46,878
Interest income	213	308
Total other revenue and contracts	768,729	686,714
TOTAL SUPPORT AND REVENUE	\$ 6,812,506	\$7,298,453

EXPENDITURES

PROGRAM SERVICES:

New York State Demonstration/Client Specific Planning	175,946	147,218
Crossroads	470,503	385,939
SAMHSA Programs	885,598	1,591,229
Youth Advocacy Program—Syracuse	232,533	132,480
Syracuse City School District	42,580	164,006
Youth Advocacy Program—New York City	434,938	714,304
New York City—After School/ATD—Community Monitoring	799,963	781,772
Young Adult Services—New York City	236,730	—
Office of Children and Family Services	—	1,524
New York State Department of Health	205,138	268,112
Family Court Client Specific Planning	160,044	184,258
Court Appointed Special Advocates	104,701	113,569
Public Health Solutions—Co-Factors/EIP	89,896	111,919
Public Health Solution—Positive Choices	208,581	176,317
Parent Success Initiative	208,956	45,143
NYS OASAS/Medicaid	159,466	151,328
Re-entry Related Services	666,532	289,319
Rochester Recovery Community	255,537	184,565
Disproportionate Minority Contract	69,317	24,087
Soros Open Society Institute	148,811	48,558
Total program services	5,555,770	5,515,647
Management and general	1,518,174	1,757,300
Total expenses	7,073,944	7,272,947
CHANGE IN NET ASSETS	(261,438)	25,506
NET ASSETS—BEGINNING OF YEAR	1,283,553	1,258,047
NET ASSETS—END OF YEAR	\$ 1,022,115	\$ 1,283,553

2011 Donors & Funders

CCA is grateful to all its private and public supporters.
Your belief in the work we do is vital to the struggle for reintegrative justice.

Government

U.S.

DHHS/Substance Abuse and Mental Health Services Administration (SAMHSA)
Department of Labor

New York State

Department of Correctional Services and Community Supervision
Department of Health Division of Criminal Justice Services
Division of Probation and Correctional Alternatives (merged with Division of Criminal Justice Services)
Office of Alcoholism and Substance Abuse Services (OASAS)
Office of Court Administration

City/County

City of New York
City of Syracuse
Onondaga County Department of Health
Onondaga County Department of Social Services
Public Health Solutions (PHS)/MHRA, Inc.
Syracuse City School District

Foundations, Corporations and Organizations

Over \$100,000

CNY Works
Open Society Foundations
United Way of Central New York

\$25,000-\$99,999

Greater Syracuse Works
The Pinkerton Foundation
Public Interest Project—Fulfilling the Dream

\$10,000-\$24,999

Central New York Community Foundation#
Drug Policy Alliance
Frank H. Hiscock Legal Aid Society
National CASA Association*
The Tin Man Fund

\$1,000-\$9,999

Bank of America
Fust Charles Chambers, LLP*
Edward W. Hazen Foundation
Kappa Alpha Theta-Iota Chapter*
Charles and Margaret Levin Family Foundation
NYS CASA Associates, Inc.*

\$500-\$999

Alliance of Communities Transforming Syracuse
Green & Seifter
Meritain Health
Rosamond A. Gifford Foundation*
Sigma Chi Syracuse Chapter*

\$50-\$499

Aloha Foundation*
Cannon Recreation Corporation*
Delta Chi Fraternity*
Delta Tau Delta*
Greeley's Auto and Tire, Inc.*
John H. Dooling Campaign Fund
Kappa Alpha Theta-Chi Chapter*
Levey Family Fund
Northrup Fund*
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Syracuse Brick House Syracuse Chapter of Acacia Fraternity*
Testone, Marshall & Discenza, LLP*
The John L. and Corrinne Alpert Foundation
Theta Chi Fraternity Inc.*
Toshiba Business Solutions
Wegmans Food Markets*
Williams Restaurant*

Individuals

\$1,000-\$4,999

Anonymous CCA/CASA
Leonard Berman + April Stone*
Sara Stuart
Patrick Clement Fund

\$500-\$999

Charles and Christine Abaté#
Patricia Warth and Bill Quinlisk
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Wendy Lucas
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Lyle and Mary Rogers
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Juanita Baker
Andrea Balzano
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Karen Jones	Weinstein
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Melissa Knapp*	Douglas and Elaine Wolf
Julia Kondratowicz*	Francis and Mary Woolever*
Christine Kratz*	Alison Young*
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Steve and Kathy Kuehner	
Michael Landauer	*CASA Only
Vincent and Christine	#CASA and CCA
Larkin*	† Board Member

Light of Hope Breakfast Recognizes Karen Vedder and Catholic Charities

CCA's Court Appointed Special Advocates (CASA) program is a volunteer program of adults who speak up for children who have come to the attention of the courts. This year, CASA presented a Light of Hope award to Karen Vedder, an attorney and long-time CASA volunteer who considers herself the 'mother' of two grown foster children and 'grandma' to two toddlers. A Light of Hope award was also presented to Catholic Charities of Onondaga County, in recognition of its close work with CASA to provide parent aide and other services to vulnerable families. Mark Clary, Associate Director of the Child and Family Preservation Division, accepted the award from Betty Carroll, CASA Program Coordinator.



Betty Carroll [l] with Karen Vedder at the 2012 Light of Hope Breakfast

OUR MISSION

The Center for Community Alternatives (CCA) is a leader in the field of community-based alternatives to incarceration. Our mission is to promote reintegrative justice and a reduced reliance on incarceration through advocacy, services and public policy development in pursuit of civil and human rights.



Justice Strategies Division Reaches Out to Employers

Justice Strategies, the policy and advocacy arm of CCA, launched new efforts this year to promote the successful employment of individuals re-entering the workforce.

The Justice Strategies **Reentry Clinic** conducted **employer workshops** that attracted approximately 60 employers from the Central New York area who wanted to better understand New York State law. The law explicitly encourages hiring people with criminal records and requires consideration of eight factors in making a determination to reject or hire an applicant. Patricia Warth, Esq., Co-Director of Justice Strategies, and Lisa Bailey, Esq., Director of the Reentry Clinic, conducted the workshops, designed to give employers a better understanding of these legal requirements, as well as the workforce and community benefits of hiring people with past convictions. The workshops were supported by funding from CNY Works.

To broaden the impact on employers, Justice Strategies added a new page targeted to employers to CCA's website (www.communityalternatives.org/employers/tools.html). The page has information and resources designed to encourage employers to take a positive view of New York State's policy of promoting employment for re-entering people, seeing it as an opportunity to improve their workforce while contributing to healthier, safer communities.

The Reentry Clinic continued to **help individuals ready and willing to work**, preparing them to apply to and interview

for jobs—the first steps toward employment. Reentry Clinic staff members review clients' "rap sheets" to identify and correct errors and counsel clients on what they must disclose during the interview process. They also teach them strategies that can refocus a conversation with employers away from the past conviction and toward the question of lessons learned from experience, transformation, and rehabilitation.

With support from the Open Society Foundations, Justice Strategies also continued efforts to **reduce the number of people incarcerated for drug-related crimes under the old Rockefeller drug laws**. Senior staff attorneys are advancing full implementation of the 2009 Drug Law Reform Act by providing updates, technical assistance, and expertise to criminal defense attorneys across the state who seek their clients' participation in "diversion" programs that treat substance abuse issues rather than prison.

Finally, Justice Strategies is continuing efforts to **promote full use of New York's relatively new conditional sealing law**, so that people can apply for employment without having to disclose their drug-related arrest or conviction, leveling the playing field with other qualified applicants.



CENTER FOR COMMUNITY ALTERNATIVES

INNOVATIVE SOLUTIONS FOR JUSTICE

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Syracuse, NY 13202
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□ 39 West 19th Street, 10th Floor
New York, NY 10011
T: 212.691.1911 F: 212.675.0825

□ 25 Chapel Street, 7th Floor
Brooklyn, NY 11201
T: 718.858.9658 F: 718.858.9670

□ 100 Pennsylvania Avenue, 2nd Floor
Brooklyn, NY 11207
T: 929.234.3636 F: 929.234.3643

□ 228 South Plymouth Avenue, 2nd Floor
Rochester, NY 14608
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