

2020-2021 ANNUAL REPORT

Major Victories in the Fight to Decarcerate New York



CCA staff and organizing members gather in Rochester to celebrate this year's legislative victories



Dear Supporters and Friends:

Amidst continuing uncertainties in public health and the economy, CCA continues to provide essential supportive services and lead the way to a more just and equitable society.

Amid an ongoing economic recovery, CCA is tailoring its employment programs both to meet the needs of those sectors of the economy that face hiring challenges and to ensure that justice-involved people are getting a fair shot at sustainable, quality employment. In Syracuse, CCA has rebooted its Line Cook Training program in response to demand for additional restaurant staff, as well as developing pathways to jobs in the healthcare and construction sectors. In New York City, young people leaving detention are being connected to in-community opportunities through the newly launched Next Generation Neighborhood Network—a city-wide program launched by CCA in partnership with grassroots neighborhood organizations providing justice-involved youth with paid employment training and other supports.

CCA is also continuing its efforts to end mass incarceration and mass criminalization in New York. In March, CCA debuted the Justice Roadmap 2021, a slate of policy proposals promoting the dignity of incarcerated people, ending perpetual punishment, and building community power. This advocacy push—led by CCA’s Advocacy and Organizing team in coalition with over twenty justice reform organizations across the state—led to a number of legislative victories,

including the passage of the Marijuana Regulation and Taxation Act and the HALT Solitary Confinement Act. CCA staff and Board members led the NYS Bar Association Task Force on Parole Reform’s work to strengthen the Less is More Act.

CCA’s Mitigation Services program in Syracuse has also made great strides in the efforts to decarcerate New York State, successfully diverting 100% of its juvenile participants from incarceration this past year. In addition, the program is expanding its influence in upstate New York, and for the first time served the same number of people in the surrounding counties of Syracuse as in Syracuse itself.

At CCA, we strive to ensure that the mental health needs of both staff and participants are met, a particularly important task as we continue to grapple with the COVID pandemic and its social and political effects. To that end, CCA is expanding our in-house mental health services in New York City with the generous support of the van Ameringen Foundation. We also look forward to building up our therapeutic programs in Syracuse, Rochester and in other upstate communities.

The unique challenges of the past couple years have provided a chance to reflect on CCA’s founding ethos: that the solution to the problems we face as a society can be found in community. Since 1981, CCA has sought to demonstrate this truth both through advocacy and through the robust array of community-based services that we provide. As we celebrate our 40th year, we thank you for your continued support and your willingness to be part of our community.



**DAVID CONDLIFFE,
ESQ.**
Executive Director

A handwritten signature in black ink that reads "David C. Condliffe".



**DAN ARSHACK,
ESQ.**
Board President

A handwritten signature in black ink that reads "Dan Arshack".



In the Post-COVID Economy, CCA Provides Pathways to Career Success

As New Yorkers continue to navigate an uncertain economy, CCA is making sure that those returning home from incarceration have the resources they need to achieve career success.

In Syracuse, CCA's Reintegration Services department is working to connect participants returning to the community from incarceration to in-demand jobs with long-term career potential, including positions in construction, healthcare, and the culinary arts.

The lifting of public health measures limiting in-person dining earlier this year created the opportunity to reboot CCA's Line Cook Training Program first piloted in 2019. The program had successfully trained several cohorts of justice-involved people before it was halted in early 2020 due to the COVID pandemic. As vaccination rates increased and indoor dining resumed in Spring 2021, local restaurants approached CCA about the possibility of resuming training in order to address staff shortages which have caused some restaurants to operate at limited capacity or even shut down.

"The CCA Line Cook Training Program has prepared some of our top people in both hourly and managerial roles," said Ryan Benz, CCA Board Member and owner of Oh My Darling and Luna Loca restaurants in Downtown Syracuse. *"The program prepares individuals for the demanding nature of working in commercial kitchens, while helping individuals prepare for long-term success through paid training and employment opportunities. It's a win-win for all and helps fulfill a critical need in our community."*

The seven-week Line Cook Training Program prepares participants for long-term employment in the restaurant industry. Program participants spend two weeks engaging in work readiness training and acquire a ServSafe food handling certificate, then spend four weeks in hands-on training with a professional chef

in a test kitchen. They then have a chance to put their skills to use via an apprenticeship with Salt City Market.

The training program uses an "earn while you learn" model, allowing participants to be paid as they develop their skills and position themselves for a career in the food service industry.



A flyer promoting the Line Cook Training Program

"When you're coming from a place of scarcity, you're really just trying to pay your bills, moving from one opportunity to the next," said Ron Boxx, CCA Director of Reintegration Services. *"CCA gives people access to meaningful job opportunities while also providing the support necessary to develop a professional skillset, allowing them to earn a sustainable wage for their family while they build their career."*



CCA is also connecting participants to jobs in the healthcare industry. In partnership with Loretto—a major continuing healthcare organization based in Central New York that is committed to training, mentoring, and coaching their employees—CCA is recruiting candidates for in-demand positions while deconstructing stereotypes about the types of employment that are open to justice-involved individuals. With generous support from the Alliance for Economic Inclusion and the Volunteer Lawyers Project, CCA is able to support formerly incarcerated people as they navigate the Department of Health background check process and gain employment in this critically important industry.

A key component of the success of CCA's workforce-based reintegration programs is our in-house Civic Restoration Services which assists those returning home from incarceration to overcome barriers to employment, housing, education, and licensing as a result of their involvement with the criminal legal system.

As people seek to reintegrate into their communities to live productive and law-abiding lives, they run up against lifelong consequences, referred to as perpetual punishment or collateral consequences of a criminal conviction. CCA's Civic Restoration Services staff help participants obtain, review and correct their criminal history records, apply for any applicable sealing of a criminal conviction, obtain Certificates of Rehabilitation, advocate to administrative licensing agencies to help participants obtain clearance to work in that field, work through how to present their criminal history during the hiring process, and understand their legal rights and obligations in searching for employment with a criminal record.

CCA's Civic Restoration Services program is well-known throughout the state; this enhances our ability to reach those who need our assistance. Recently, CCA staff assisted a formerly justice-involved woman who was referred by the local court. She was attempting to

find work in the healthcare field but was being denied positions because she lacked two Certificates of Relief from Disabilities (CRDs). CCA assisted her with obtaining both CRDs, which led to her being hired at a local nursing home as a Temporary Nurses Assistant which will eventually lead to a Certified Nurse's Assistant position. She expressed her gratitude to CCA saying, *"I just want to say thank you so much for helping me and showing me I'm worth it."*

While public health orders related to the pandemic temporarily restricted the types of relief that justice-involved individuals could apply for—including having cases sealed or expunged—with these restrictions now lifted, CCA's Civic Restoration Services is in a position to help dozens of participants reenter the job market.

In New York City, CCA Youth Services staff continue to connect justice-involved youth to promising careers in their own communities through CCA's Pathways Internship Program. Developed in 2016, Pathways is designed to motivate and prepare justice-involved youth for career exploration and vocational training opportunities within their communities.

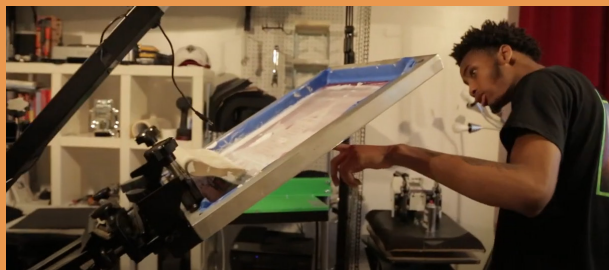


CCA Pathways participant Jeremiah reflects on the audio production skills he has developed while working at the Red Autumn Studios internship site



The Pathways program begins in the city's juvenile detention facilities, where career mentors representing diverse professions lead workshops in which youth engage in hands-on activities, allowing them to build new interests and skills and explore career opportunities. Once released, youth enroll in 12-week internships in a variety of disciplines including music production, international development, personal training, and journalism. These paid internships open the door for youth to promising career paths while also providing them with tangible opportunities to give back to their communities.

CCA continues to expand the program, most recently through a partnership with a local East New York-based screen-printing company that offers apprenticeships to youth who complete the initial 12-week internship. CCA funds the apprenticeship, and the business owner agrees to hire youth who successfully complete the program.



CCA Pathways participant Jeremiah demonstrates the screen printing process at the Red Autumn Studios internship site

The expansion of the Pathways program is a component of a new initiative spearheaded by Youth Services—the Next Generation Neighborhood Network (NextGen). NextGen is a city-wide program launched by CCA this spring in partnership with grassroots neighborhood organizations—founded by and for their communities—which will provide youth and young adults returning from NYC juvenile detention

and Rikers Island Jail Facility with mentoring, paid employment training, opportunities to re-engage in their education, as well as youth-friendly mental health support. The NextGen Network has already supported over 100 youth in its first four months of operation.

CCA's office in Brooklyn will serve as the administrative hub for NextGen, coordinating service delivery among the partner organizations which are located in neighborhoods disproportionately impacted by the criminal justice system and building a network of local "NextGen" businesses committed to hiring young people impacted by the criminal legal system.

These neighborhood-based organizations will provide an array of services intended to support youth in creating sustainable career paths, including mentoring, job readiness, paid internships, and on-the-job training. NextGen will not only increase the vocational engagement and career readiness of justice-involved youth, but also build the capacity of grassroots organizations, allowing them to hire additional staff, network with one another, and continue to build up NYC communities.

The NextGen Network builds on existing CCA youth programs offered in NYC juvenile detention and jail facilities, including CCA's College Collective—a partnership with the Administration for Children's Services (ACS) and the City University of New York (CUNY) which gives youth in detention access to credit-bearing college courses—and the Tutoring Initiative, an in-person tutoring program launched by CCA to support youth in detention facilities amid the pandemic.

At its core, the NextGen Network is a reflection of what CCA strives to do throughout the state: support communities that have been ravaged by mass incarceration so that all New Yorkers can grow, heal, and thrive.



Forty Years On, CCA Continues to Lead the Fight to Decarcerate New York State

The social, political, and economic upheaval of the past few years has brought into stark relief the daily struggles faced by millions of Americans. Among these are the harms caused by the criminal legal system, injustices which occur not only in jails and prisons but in the communities most affected by criminalization and incarceration. For the past 40 years, CCA has sought to combat mass incarceration in New York State, and this year was no different.

In December, CCA's Advocacy and Organizing team hit the ground running with the launch of the [Justice Roadmap 2021](#), a bold legislative agenda to decarcerate jails, prisons and detention centers endorsed by over 200 organizations. The proposed legislation covered a number of policy priorities, including parole justice and sentencing reform, ending the war on drugs and the criminalization of mental illness, protecting the dignity of incarcerated people, keeping families connected, and building community power.

Thus began months of rallies, demonstrations, strategy sessions, and meetings with legislators, as CCA advocates urged public officials to act decisively to support those most impacted by mass incarceration, particularly low-income communities and communities of color. Through statewide collaborations and the addition of new staff to the CCA Advocacy and Organizing team, including Syracuse-based Statewide

Organizer Nyatwa Bullock and Rochester-based Statewide Organizer Garrett Smith, we continued to expand the reach of our community organizing efforts and our impact on the New York legislative process.



CCA leader Legacie Wright addresses the crowd at a Clean Slate rally



CCA Statewide Organizer Marvin Mayfield leads a Clean Slate rally in New York City

Thanks in part to these efforts, the legislative session concluded with a number of resounding victories, including the passage of the Marijuana Regulation and Taxation Act, which ended marijuana prohibition in New York State and established funds to reinvest in communities most harmed by the war on drugs; the HALT Solitary Confinement Act, which ends the torture of long-term solitary confinement in New York jails and prisons; as well as legislation providing protections for justice-involved youth, including raising the age of juvenile delinquency from 7 to 12 years old, thus ending criminal punishment for elementary school-aged children.



In July, CCA launched the second annual Summer Organizing Institute, where participants are able to learn the ins-and-outs of grassroots organizing, legislative advocacy, and campaign strategy. Geared towards those most impacted by systems of criminalization—particularly formerly incarcerated people and their families—the Institute is an opportunity for CCA participants to meet leaders, advocates, and organizers across the state and work collectively to build the movement to end mass incarceration across New York State.



CCA organizing members celebrate during a barbeque at Freedom Commons in Syracuse

In addition to the Summer Organizing Institute, CCA's Advocacy and Organizing team conducted monthly Statewide Organizing Meetings throughout the year, where CCA staff and justice-impacted members worked together to develop each element of our advocacy initiatives, from the top-line policy objectives to the precise phrasing of proposed legislative language. By prioritizing training and working alongside those most affected by the criminal legal system, CCA strives to ensure that our advocacy campaigns elevate the policy priorities and lived experiences of our members. To that end, CCA has launched two priority advocacy campaigns with partners for the coming year: Clean Slate NY and No Price on Justice.

The goal of Clean Slate NY is the passage of the Clean Slate Act, which would create a system to seal and expunge records of those convicted of a crime automatically after a set number of years. This legislation would break down barriers to jobs, education, and housing for the 2.3 million New Yorkers with a criminal record. Unfortunately, despite tireless advocacy through the final days of the legislative session, the Clean Slate Act did not make it to the Governor's desk this year. However, the bill has a great deal of support among advocates, legislators, business owners, and unions eager to boost hiring amid the economic recovery. CCA is determined to see it pass in 2022.

The No Price on Justice campaign seeks the passage of the End Predatory Court Fees Act, which would address the criminalization of poverty by abolishing court, parole and probation fees, as well as mandatory minimum fines.

Other legislative priorities include Elder Parole, which would allow people in prison over the age of 55 who have served over 15 consecutive years to be considered for parole, and Fair and Timely Parole, which would re-orient parole board decisions toward rehabilitative considerations, including a person's accomplishments, growth, and development while incarcerated.



CCA Statewide Organizer Marvin Mayfield rallies alongside supporters of increased funding for healthcare and housing in New York communities



In many ways, the successful passage of these bills hinges on the ability of our staff to lift up the humanity of those caught in the criminal legal system, which has been a critical aspect of CCA's work since the organization's founding in 1981. *"One of the greatest problems with the justice system in the United States is the stripping of humanity from the defendant,"* explains CCA Project Director of Mitigation Dr. Robert W. Smith. *"Mitigation is the restoration of the human being."*



CCA staff and organizing members in Syracuse reflect on advocacy successes and plans for next year's legislative session

CCA Mitigation Services has been advocating on behalf of people caught in the criminal legal system for 40 years, making it the longest running mitigation program in New York State. The core of this work is humanizing the people facing criminal charges by developing sentencing mitigation reports—an assessment of each person's particular circumstances, strengths, and vulnerabilities based on a thorough investigation of their personal history. Along with this report, CCA prepares a proposed community-based alternative tailored to each individual's history.

Defense counsel then use these reports to argue for an alternative/reduced sentence with the goal of reducing the impact of incarceration on justice-involved

individuals and their communities. The goal is for the court to see the total individual, not just the single act being judged.

In one instance, CCA prepared a report for an 18-year-old who was being charged with multiple robberies and facing significant time in prison. CCA Mitigation Services staff in New York City performed an investigation into his family background, his childhood, and the circumstances leading to his arrest. They found that he was a good student, but as the only child of hardworking parents struggling to make ends meet, he was lonely and sought social support. In seeking that support, he gravitated toward the wrong social group, eventually culminating in the actions leading to his arrest.

Once the full context of his behavior was presented in court, the judge was empathetic and mandated him to complete an Alternative to Incarceration program. The young man successfully completed the program, which led to the charges against him being reduced and the prison sentence being avoided. This changed the entire trajectory of his life. This is just one illustration of the critical importance of mitigation in preserving families and communities as well as ending mass incarceration in New York State.

CCA's Mitigation Services have become highly regarded over the years, and for good reason. While the average mitigation program in the United States has a 25% success rate, **CCA's Mitigation Services produce a real, tangible reduction in incarceration 95% of the time, making ours one of the most successful mitigation programs in the country.** In addition, CCA's Mitigation Services staff in Syracuse were successful in keeping 100% of its juvenile participants out of jail/prison this past year, showing that mitigation is among the most effective tools to end the school-to-prison pipeline.

These successes can also lead to reductions in government spending on jails and prisons, creating the opportunity for the state and localities to re-direct



funds used to incarcerate New Yorkers to be invested instead in public goods and services in the communities that need them most. Adjusting for inflation, New York State spends roughly \$72,000 per person per year in New York State prisons, according to data from the Vera Institute for Justice. Based upon the average reduction of a prison sentence due to CCA's efforts, CCA Mitigation Services saves New York State upwards of \$7.5 million every year. Yet, the public investment in mitigation is currently very small; with a greater investment, the public could save hundreds of millions of dollars per year.

While the success of CCA's Mitigation Services is well-recognized in Syracuse and New York City, there are many counties—especially rural counties—where such approaches to justice are unknown. At the same time, upstate and rural areas of the state—struggling with economic dislocation, the opioid crisis, and the ongoing COVID pandemic—now experience greater rates of incarceration than New York City.

CCA has been working to address this disparity by expanding the reach of our mitigation services. For the first time, CCA completed the same number of cases in the surrounding counties of Syracuse as in Syracuse itself, seeing particularly strong growth in Rochester and Monroe County. *"It is our goal for every defendant to have access to mitigation services, no matter if they live in a large city or a small, rural county,"* says Smith.

We are excited about our accomplishments in the fight to decarcerate New York State, from successfully advocating for groundbreaking justice reforms to our highly effective mitigation work which keeps justice-involved New Yorkers in their communities. There is still a great deal of work to be done, and CCA continues to lead the way.



CCA Statewide Organizer Marvin Mayfield leads a rally demanding the Governor sign HALT Solitary into law

Celebrating 40 Years

In 1981, the Center for Community Alternatives opened its doors, becoming one of the first community-based alternative-to-incarceration programs in the State of New York. Recognizing the devastating impact of incarceration on low-income communities and communities of color, Marsha Weissman founded CCA in the belief that the solution to crime rests in communities, not imprisonment. Over the past 40 years, CCA has grown into a statewide organization widely recognized for its principled stance on criminal justice reform, and for its high-impact programs for justice-involved youth and adults.

CCA has expanded its service offerings over the years to provide a wholistic array of alternatives to incarceration and reentry services. These include gender-based substance treatment and recovery communities, sentence mitigation, court advocacy, workforce readiness, civic restoration services, emergency/transitional housing, student advocacy, violence prevention, and youth mentoring as well as afterschool programming and career exploration for justice-involved youth.

3,500+

The number of youth and adults that CCA serves each year

This wide array of services is coupled with a highly effective advocacy and organizing program which engages participants in efforts to reform the criminal legal system and end mass incarceration across New York State. CCA achieved a number of groundbreaking policy successes during Marsha Weissman's tenure including persuading the New York State Legislature to adopt "reintegration" as a goal of sentencing, reforming drug laws in New York State, as well as reorienting the juvenile justice system away from detention or incarceration so that more youth are placed in programs in their own communities.

7,500,000+

The amount of taxpayer money saved each year from CCA's Mitigation services alone

More recently, CCA has built upon these successes with policy victories including reducing the number of incarcerated youths in New York through "Raise the Age" legislation, reducing barriers to college admission for people with criminal records by "Banning the Box" on SUNY admission applications, as well as playing a key role in the passage of bail, discovery, and speedy trial reform in 2019. CCA continues to expand its services as well, most recently with the 2019 opening of Freedom Commons—a joint venture with the Syracuse Housing Authority to provide affordable, supportive, and emergency/transitional housing to people returning home from incarceration.

It has been a long journey and there is much still to be done, but at 40 years in the field, we pause to celebrate what we have accomplished over the years. We sincerely thank all of our supporters for helping us keep up the fight for a just and equitable New York.



CCA Provides Critical Mental Health Support, Helping Participants Heal and Thrive

On a Tuesday afternoon in May, CCA's Behavioral Health Services department celebrated the latest group of graduates of Interactive Journaling, a therapeutic writing program that helps individuals struggling with substance use to make lasting, positive changes in their life. During the recognition ceremony, CCA Medical Director Dr. Karen Lazarus guided the group of graduates, program alumni, and staff through a mindfulness meditation practice. It was an opportunity to pause and appreciate the graduating class's successes and the progress they had made.

The ceremony and mindfulness exercise are just a small example of the efforts that CCA is making to address the mental health struggles of participants grappling with trauma, whether from abuse, violence in the community, or involvement with the criminal legal system. CCA staff are trained in supporting individuals who have been traumatized—including understanding the effects of trauma on the brain and body—as well as best practices for supporting the healing process. *“Through cognitive behavioral interventions like Interactive Journaling and weekly mindfulness practices, participants are better able to understand their thoughts and emotions,”* explains CCA Program Coordinator Marianna Chrysiliou. *“With this self-awareness, they can begin identifying their social values and goals and make the decisions necessary to achieve those goals.”*

In order to facilitate that healing process for a wider array of participants, CCA's Alternatives to Incarceration department has undergone a transformation over the past year, launching a new ATI program called Community Solutions which incorporates enhanced on-site support, including mental health services. As part of the intake process, all Community Solutions participants meet with CCA Mental Health Specialist Assata Terry who assesses their mental health needs and provides culturally competent support throughout their time in the program.

When “Grace”—a young mother who was struggling to find work and a permanent place to live—joined the Community Solutions program, she initially avoided

discussing the difficulties she was facing. But in time, she opened up to both Ms. Terry and her case manager, Lucy Chrysiliou, allowing them to provide the support she needed to work through the obstacles she faced. With the support of CCA staff, Grace has since found stable employment and is on the cusp of moving into a permanent residence.

Thanks to the generous support of the van Ameringen Foundation, CCA continues to expand our in-house mental health services, ensuring that participants—like Grace—are receiving the mental health support they need.

In Syracuse, CCA staff are also working to provide support to those who need it most, particularly youth dealing with challenges posed by pandemic isolation and a spike in community violence. CCA Violence Prevention Specialist Simran Jain facilitates dialogue circles—supportive safe spaces for youth to share, vent, decompress, and express themselves—as part of CCA's After School and Violence Prevention program.

These dialogue circles give Ms. Jain the opportunity to engage in serious conversations with young people about their mental health needs. She emphasizes the need to cultivate a trusting relationship with young people grappling with traumatic experiences, and notes that bottling up these experiences can lead to tragedy. Sadly, youth in Syracuse are heavily affected by violence, with the majority of victims and assailants being young people under the age of 25.



To counter this trend, CCA's Violence Prevention program provides young people with the tools to prevent and deescalate violent situations and to stay safe if they occur. Those who complete the program have the opportunity to become Senior Peer Leaders, serving as role models to other young people in the community and promoting positive change in attitudes and behaviors in their community.

The tangible effects of this program are illustrated in the story of Marcus, a fifteen-year-old Syracuse high school student. Marcus had been actively engaged in CCA's After School programming in 2020, but suddenly stopped showing up to CCA programs as well as school. CCA reached out, and Marcus' grandmother informed staff that Marcus' brother had been shot and was in critical condition. Marcus had not been eating, sleeping, or attending school since, and his grandmother feared an escalation of the violence.

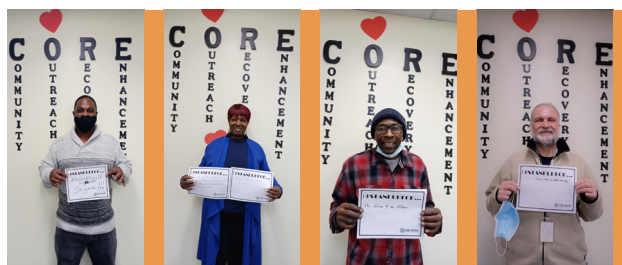
CCA staff encouraged Marcus to enroll in the Violence Prevention program. He did so, and after learning that his brother's condition had been upgraded, he began sharing his experience with his peers who could relate to his feelings of anger, sadness, and hopelessness. Through the support of CCA and his peers, Marcus was able to process his emotions, learn constructive ways of emerging from trauma, and get back on track with his schoolwork. Through these early prevention strategies, CCA seeks to help avoid violence, heartache, and loss, and instead focus on building resilience within New York communities.

Also helping to build resilience in New York communities are the CUSE and CORE Centers, CCA's peer-led recovery centers in Syracuse and Rochester which have been bulwarks amid the pandemic. The Centers emphasize building a sense of community and offering a nonjudgmental, safe place for those recovering from substance use disorder.

"Everyone has to define recovery for themselves," says CCA Director of Recovery Services Jackson Davis. *"I personally took an abstinence-based path, but I*

realize that that doesn't necessarily work for everyone." Implementing a harm reduction approach and embracing multiple paths to recovery, the CUSE and CORE Centers provide the infrastructure for peer-led support networks of people with substance use disorder to connect, grow, and help one another navigate the path of recovery.

"I'm not sure if recovery can exist without community," says CCA CORE Project Director Matthew Petite. *"My experience has shown me that the two are inextricably intertwined."* With that thought in mind, CCA continues to expand the impact of the CUSE and CORE Centers in central New York communities as well as spreading the program model to other parts of the state by providing technical assistance to counties without recovery centers.



CORE Center community members participate in Stand Up for Recovery Day

CCA has also partnered with Monroe County's first recovery high school at Westside Academy, where we will be providing peer recovery support services to young people. We look forward to supporting youth as they begin their recovery journey, helping them stay engaged with their education.

The events of the past few years have had a dramatic impact on all New Yorkers, but CCA staff and participants have remained resilient, supporting one another along the way. As Yvette, a graduate of CCA's Crossroads Treatment Program, put it, *"No matter what chaos or challenges may occur around us, we can persevere. The best is yet to come."*



Freedom Commons Celebrates Two Years of Service in the Syracuse Community

When Mr. Douglas Blackshear moved into the Freedom Commons housing complex two years ago, it was in some sense a homecoming. “I grew up about a block away,” Mr. Blackshear, now 65 years old, explained. “Over on McBride Street.”

In 2018, after serving 21 years in prison, Mr. Blackshear returned to the Syracuse community. He spent those first few months doing his best to find employment and a permanent place of residence, but the destabilizing effects of homelessness made it difficult.

After a few months, however, Mr. Blackshear was put in touch with CCA Case Manager Isaac Rivers, who helped him apply for an apartment at Freedom Commons—a mixed-income development providing emergency, transitional, affordable, and supportive housing to the Syracuse community—which CCA was on the verge of opening in partnership with the Syracuse Housing Authority. His application for one of the eleven permanent supportive units at Freedom Commons—designated for those who have previously experienced homelessness and criminal justice involvement—was accepted.

Mr. Blackshear moved into his apartment in 2019, becoming one of the first residents of Freedom Commons, and living just around the corner from where he was raised. With the security of a furnished apartment and the support of CCA staff, Mr. Blackshear was able to continue looking for work and progress in his reentry journey. Speaking of his CCA Case Manager Nicole Odom, Mr. Blackshear said, “*She really put me on my feet, to the point where I am now.*”

Without resources, a great many people in reentry wind up in the shelter system, which, lamentably, is just about the worst place for a person in reentry. A primary purpose of Freedom Commons, especially its emergency/transitional housing program, is to provide a real alternative to the prison-to-shelter

pipeline. This program, The Academy, is one of only two such programs statewide.

A key component of the success of Freedom Commons is the sense of community which has been built up by both staff and residents over the past two years. It’s a place where people greet each other in the halls, get together for community meals, and do their part to keep Freedom Commons a safe and comfortable place to live. “*We get along great,*” says Mr. Blackshear of his neighbors. “*Everybody I know in the building I speak to every day.*”

Resident Advisor Coordinator Christopher White echoes this sentiment saying, “*The interactions are too many to list; however, the common theme is love and compassion. That is the critical perspective. I’m appreciative of my time here and, most of all, thankful for the opportunity.*”



CCA staff and Syracuse residents gather for a barbecue at Freedom Commons



Mr. Blackshear also offers his support and advice to those residing in the Academy—the emergency/transitional housing component of Freedom Commons offering both housing and reintegration services to individuals returning to the community following incarceration. “Take advantage of this situation,” he tells them, “CCA will go that extra mile for you to get you to where you want to go.”

Mr. Blackshear is currently working on establishing his own tailoring business, and he continues to meet with Ms. Odom on a regular basis. “It really feels like they want you to succeed,” he says, reflecting on the support he has received from CCA staff over the past couple years. “I’m really thankful for what they’ve done for me so far, and I know they still have a lot to offer me.”



This summer, CCA hosted community barbeques in New York City, Rochester, and Syracuse



CCA Welcomes Ten New Members to the Board of Directors

CCA is pleased to announce the election of ten new members to its Board of Directors, each of whom offers a wealth of knowledge from a variety of professional backgrounds, including education, acting, healthcare, and law.

Their expertise and personal passion for reforming the criminal legal system will be a great asset to CCA as we continue to develop and expand our programming across New York State. The new Board members are:

HORACE E. ANDERSON, JR., ESQ.

(White Plains, NY) – Dean, Elisabeth Haub School of Law at Pace University

DAVID GOMEZ Ed.D

(New York, NY) – Former President, Hostos Community College

ALEX BLAU

(New York, NY) – Vice President, ideas42

JULIA IYASERE MD MBA

(New York, NY) – Executive Director, Dalio Center for Health Justice

TIM DONAHER, ESQ.

(Rochester, NY) – Monroe County Public Defender

TELEMAQUE LAVIDAS

(New York, NY) – President, Lavipharm Group

KATHRYN ERBE

(New York, NY) – Actor and President of Fearless Frieda Prods. Ltd.

WADE NORWOOD

(Rochester, NY) – Chief Executive Officer, Common Ground Health

SOLMAZ FIROZ

(New York, NY) – Attorney

DANIELLE PONDER, ESQ.

(Rochester, NY) – Singer/Songwriter and Special Assistant Public Defender, Diversity, Equity and Inclusion Officer, Monroe County Public Defender's Office

“As CCA celebrates 40 years of promoting reintegrative justice and advocating for community alternatives to incarceration, we are delighted to welcome new Board members who are deeply invested in supporting our mission,” said Dan Arshack, Esq., Board President. “CCA continues to expand its impact across New York State, and our colleagues’ expertise and diverse perspectives will be key as we continue to move the agency forward.”



Donors and 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

FEDERAL

Department of Education
Department of Health and Human Services/Substance Abuse
and Mental Health Services Administration
Department of Labor

NEW YORK STATE

Department of Education
Department of Health
Division of Criminal Justice Services
Empire State Supportive Housing Initiative
Office of Addiction Services and Supports
Office of Children and Family Service

CITY/COUNTY

New York City Administration for Children's Services
New York City Council
New York City Mayor's Office of Criminal Justice
Monroe County
New York City Department of Corrections
New York City Department of Probation
New York City Department of Youth & Community Development
Onondaga County Department of Social Services
Syracuse City School District

Foundations/Corporations/Organizations

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Plymouth Church Justice Fund
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Reisman Foundation
Robin Hood Foundation
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Tow Foundation
Trinity Church Wall Street
United Way of Central New York
United Way of Rochester
van Ameringen Foundation
WHMB, P.C.
Willow Rock Brewing Company



Individuals

OVER \$1,000

Daniel Arshack
Benjamin & Susan Baxt
Ryan Benz
Len Campolietta
Steve Case
Robert Catell

David and Jane Condliffe
Susan K. Foster
David Gomez
Stephanie Holmes
Liz Jarit
Jonathan Kerlin

Telemaque Lavidas
Elizabeth O'Connor
Horwitz Redlich
William Russell
Jonathan Schnapp
David Miller

David and Nancy Schraver
David Schwartz
Shaun Smith
Kimberly Townsend
Jasmin Tsou
Susan van Dolsen

\$500—\$999

Alex Ashby
Lawrence Brown
Steven Corsello
Anne Cywilko
David DeV Vaughn
June Dewhirst

Bryan Erdheim
Matt Funicello
Betsy Gotbaum
Gail Gray
David Greenberg

Seymour James
Edward Klein
Martin Mack
Nina Matis
J. Scott Porter

Richard Raysman
Jennifer Richardson
Hugh Thacher
Charlie Wittenberg

\$250—\$499

Christine Abate
Leonard Berman
Stuart Breslow
Libby Byrne
Carolina Cordero Dyer
Maureen Fischer
John and Deborah Gardner

David Gomez
Nancy Hollander
Mark Jackson
Michael & Lynette Jozefczk
Elizabeth Kelley
Julia Kirschenbaum
Rachel Krueger

Andrea Latchem
Thomas Reiley
Anna Rempe
Stefanie Roth
Mark Rubinstein
Sheila Rule
Ben Scheetz

Bill Simmons
Truc Vu
Earl Ward
Marsha Weissman
Rita Zimmer

\$100—\$249

Susan Arshack
Poopoh Banky-Paksima
Patrick Berry
Julie Berube
Lee Botnick
Chris Burdick
Jim and Kathy Byrne
Fu Chen
Abigail Coburn
Penny Coleman
Barbara Condliffe
Kalle Condliffe
Kate Condliffe
Joan Durant

Carole Eady-Porcher
Kathryn Erbe
Camille Francis
Paula Freedman
John Funicello
Nancy Ginsberg
Erika Hegland
Evelyn Jones Rich
Margaret Khavari Lahneman
Sara Lampert Hoover
Jay Lesenger
Bettina Lipphardt
Vincent Love
Elizabeth L. Machmer

Jilian Maxwell
John McGrail
Bruce McIver
Dale and Carol Miller
Beverly Morgan-Welch
Alexandra Morgan-Welch
Aaron Mysliwicz
Robert Newman
Michael Pasquale
Colleen Pedersen
Christy Pennoyer
Lawrence Perl
Mr. Lou Prieto and Ms. Sara
Baughan

Thomas Rafalsky
Rebbie Ratner
Speedy Rice
Cheryl Roberts
Thomas Rogers
Paul Samuels
Wendy & John Scopchack
Ethel Shabazz
Paul Shneyer
Bonnie Shoultz
Maggie and Zack Southwick
Frederick Stimson
Alan Vickery
Loretta Zolkowski



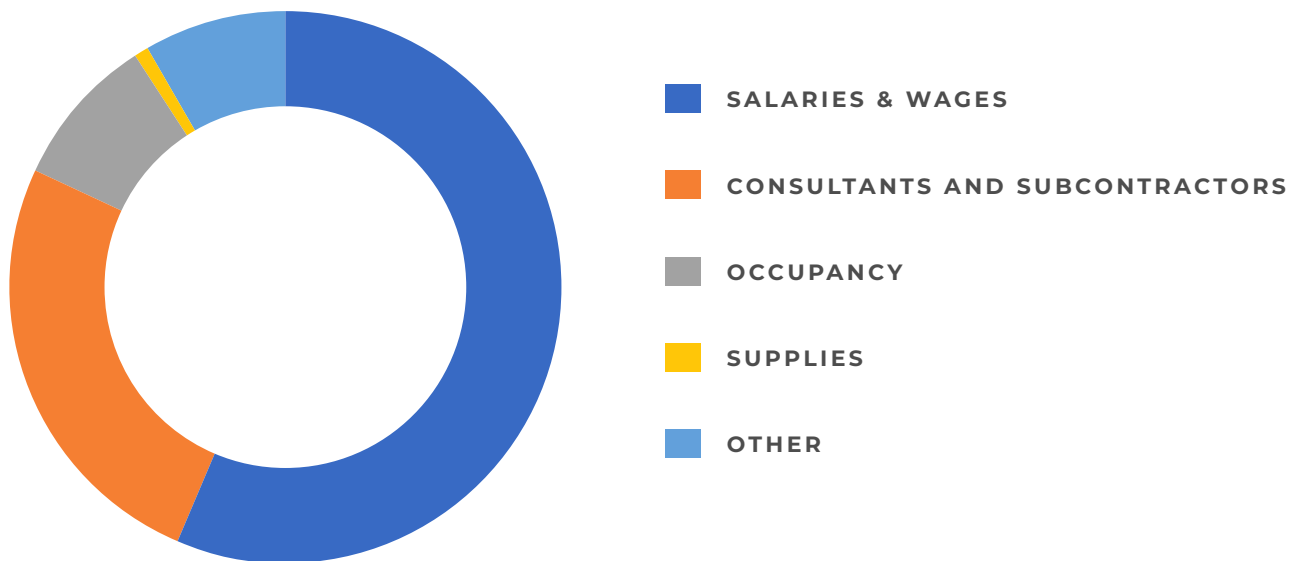
Operating Revenues and Expenses

SUPPORT AND REVENUE

	2020	2019
Government Grants and Contracts	\$10,547,149	\$8,488,792
Contributions and Other Revenue	\$1,487,220	\$898,744
TOTAL SUPPORT AND REVENUE	\$12,034,369	\$9,387,536

EXPENSES

	2020	2019
Salaries and Wages	\$6,842,891	\$5,792,987
Consultants and Subcontractors	\$3,088,523	\$1,053,787
Occupancy	\$1,072,067	\$1,122,047
Supplies	\$103,012	\$125,779
Other	\$979,482	\$1,056,112
TOTAL EXPENSES	\$12,085,975	\$9,150,712

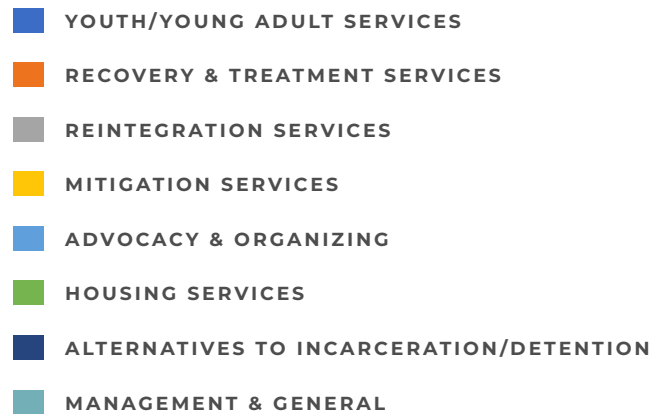
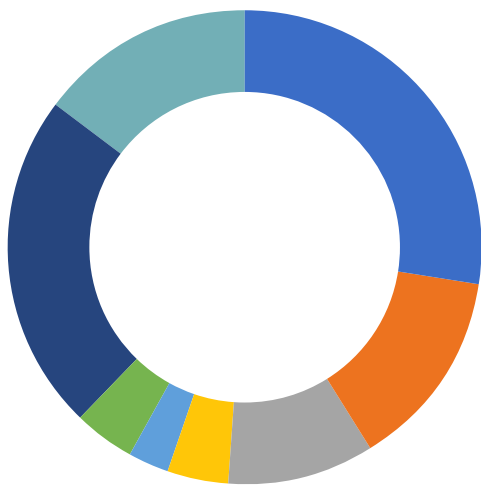


FUNCTIONAL EXPENSES

2020

2019

Youth/Young Adult Services	\$3,324,174	\$3,737,122
Recovery and Treatment Services	\$1,668,125	\$1,724,151
Reintegration Services	\$1,211,804	\$1,094,106
Mitigation Services	\$495,590	\$482,824
Advocacy and Organizing	\$323,512	\$112,595
Housing Services	\$515,408	\$345,213
Alternatives to Incarceration/Detention	\$2,772,411	—
Management and General	\$1,774,951	\$1,654,701
TOTAL EXPENSES	\$12,085,975	\$9,150,712



Board of Directors

David C. Condilffe, Esq.
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DEPUTY DIRECTOR

Kelly Gonzalez, Esq.
DEPUTY DIRECTOR

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Kim Townsend, Esq., CPA
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