

A photograph of four diverse individuals standing outdoors in front of lush green trees. From left to right: a man wearing a dark blue and white striped polo shirt and a black baseball cap with the 'NY' logo; a woman wearing a purple and white plaid button-down shirt; a woman with blonde hair wearing glasses and a white floral dress; and a woman with red dreadlocks wearing sunglasses, a red t-shirt, and a gold cross necklace. The background is filled with green foliage.

Center for
**COMMUNITY
ALTERNATIVES**

**ANNUAL
REPORT
2022**

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Dear Supporters and Friends,

As we prepare these greetings, leaves are falling from trees, and falsehoods are falling from the mouths of politicians. By the time you read this the election will have passed, but half-truths and lies about crime will still be floating out there.

Bail reform was the biggest target this election season, with candidates claiming that the rise in urban crime must be related to bail reform. But the truth is that urban crime has increased in places with bail reform and in places without bail reform—indiscriminately.

So identifying bail reform as the culprit does not land on any truth, except for the sorry fact that some portion of the public just wants to lock up more people, especially people of color. Considering the United States has the highest rate of incarceration in the world, surpassing Russia, Iran and China, one wonders how much higher people would want our incarceration rate to be?

Instead of fearmongering, let us empathize with people's fear of crime by focusing on what works. For over 41 years, CCA has been showing the way with community-based alternatives to incarceration and pioneering reentry initiatives—programs that actually improve lives, strengthen communities, and reduce crime—something that caging more people will not do.

In these pages, you will find reports on the programs we provide, new initiatives we are starting and, most important, the stories of individual lives that have been fundamentally changed because of the work we do.

Take a close look, for example, at the story of Johnny, a 16-year-old child who was facing seven years of hard time in prison as an adult. Through our intervention and alternative-to-incarceration programming, Johnny was able to set a path of education, employment, and productivity. In addition, as a result of CCA's mitigation report, the judge not only offered Johnny probation/alternative to incarceration, but also recognized his youthful offender status.

Seven years of incarceration can destroy anyone and is particularly devastating for children and young people. We know that most youth and adults in prison are the victims of trauma. They are then further traumatized every day they spend in prison. Johnny's life could easily have gone down that path and been destroyed. Is this what we want for children, youth and adults? Of course not.

What we want are opportunities for children, youth and adults to learn from their past mistakes and poor decision-making, to be supported in their communities, and to emerge as productive citizens and contributing members of their communities. So please take a close look at the stories/mission moments in the report, which exemplify how CCA provides real alternatives to the futility and destructiveness of over-incarceration and perpetual punishment.

We also want to say a few words about the exciting ways in which CCA is growing—both in capacity and in reach. For many years, our CORE Recovery Center was our sole program in Rochester—an important program, to be sure, but only one. Over the past year, we have been doing community development work in Rochester to start new programs in collaboration with other nonprofit organizations and

government entities. Our soon-to-be launched Justice Peer Project will be a youth-designed program in which young people who have been involved in the criminal legal system will support youth currently entangled in the system, whether under arrest, serving time or in reentry. We will also be replicating our successful and unique Syracuse youth programming that stems the school-to-prison pipeline by advocating for youth at suspension hearings as well as supporting youth as they transition from disciplinary settings back to mainstream school.

Beyond the growth of our services in Rochester—taking place in our new office there—what's notable is that all these efforts have been collaborative with other local providers. Funders and government officials often ask, why don't nonprofit organizations work with one another, rather than competing with one another? CCA is answering that question – all of our new emerging services are modeled on information sharing, partnerships, and synergy focused on meeting the needs of the Rochester community.

CCA's Mitigation Services program, which supports low-income people—often youth—facing significant prison time, is also growing. We work collaboratively with the individual, their attorney, and family and friends to develop a comprehensive report describing both the context that brought the individual to this point as well as their strengths and accomplishments. In many cases, we develop more appropriate community-based plans that both supports the individual's goals, while at the same time enhancing public safety.

For many years, the program has operated primarily in New York City and Syracuse. Because our Mitigation Services have been so beneficial for individuals and communities, as well as taxpayers, we have been forging relationships to expand the program into new counties and communities. We have expanded into Rochester and are now working to expand into Broome County (Binghamton), Westchester County and the Capital Region. Our goal is to ensure that every individual facing serious time, especially for the first time, can benefit from these services. Please help us support this expansion.

Importantly, in addition to providing CCA safety-enhancing services, CCA also organizes participants, their families, and their communities to change the system. During the past year, we led the Clean Slate NY coalition for passage of the Clean Slate Act, which would seal New Yorkers' old conviction records. It will greatly help individuals formerly involved in the criminal legal system overcome the barriers they face in obtaining housing, education, and employment, thus allowing them to succeed in reentry. In the coming year, we will continue to seek passage of Clean Slate as well as advancing new campaigns focused on sentencing reform, parole reform, and ending predatory court fines and fees.

We would be remiss if we didn't acknowledge and thank our resourceful and faithful Board of Directors, which has been with us on every step of this journey. Dynamic program development and transformative advocacy are factors that led eight new individuals to join our Board this year—individuals with diverse backgrounds, with an abundance of creativity and wisdom, and with passion for this work. We are so grateful for having them along with us.

Finally, to all readers of this report, we want to thank you so much for all the ways in which you have supported this work. Please continue to help us strike blows against the carceral system in pursuit of civil and human rights.

Sincerely,
Dan Arshack, Esq. + David Condliffe, Esq.

Board President

Executive Director

CCA'S MITIGATION SERVICES POISED TO EXPAND TO ADDITIONAL COUNTIES ACROSS NEW YORK

Since 1981, CCA's Mitigation Services program has been providing critical support to New Yorkers facing criminal charges through the preparation of sentencing mitigation reports. These reports provide an assessment of each person's particular circumstances, strengths, and vulnerabilities, allowing defense counsel to contextualize each case and argue for an alternative/reduced sentence tailored to each individual's history. By helping the court to "see" the totality of each person, rather than focusing on the single act, CCA's Mitigation Services team is able to reduce the impact of incarceration on justice-involved New Yorkers and their communities.

CCA's Mitigation Services program has an exceptional success rate, producing some level of sentence reduction in 90% of cases. In addition, based upon the average reduction of a prison sentence due to our efforts, CCA's Mitigation Services saves New York State upwards of \$7.5 million every year. This strong track record has not gone unnoticed, with several Public Defenders across the state having reached out to establish relationships with CCA. Our staff conducted a training with Albany County Public Defender staff, explaining the benefits of mitigation services, leading a case workshop, and speaking with attorneys about how best to utilize mitigation in defense of clients.

In the coming year, CCA's Mitigation Services team is poised to expand service offerings in Albany, Broome, and Monroe Counties, in addition to our ongoing work in Onondaga County and New York City. As CCA's Project Director of Mitigation Dr. Robert W. Smith notes:

“We are gathering our energies, laying the groundwork for a much bigger expansion of mitigation throughout New York.”



Robert Smith, Upstate Director of Mitigation
Photo by Gioncarlo Valentine



JOHNNY'S STORY

When “Johnny” was first referred to CCA for mitigation services, he was 16 years old facing a potential seven years of incarceration as well as opposition from the District Attorney’s Office to his being recognized as a Youthful Offender by the Court.

CCA’s Mitigation Services Team prepared a report on behalf of Johnny, documenting his exposure to traumatic events throughout his life as well as his strengths—his evident potential and his value to his family and community.

As a result of the mitigation report as well as Johnny’s efforts to pursue a positive path forward while in detention, the judge in his case was open to an Alternative to Incarceration (ATI) plea as well to Youthful Offender status.

Upon enrollment in CCA’s Community Solutions ATI program, Johnny worked alongside his Case Manager to identify his goals and steps to achieve them. Therapy, work readiness and academic planning were the top three goals Johnny identified.

Johnny began engaging in therapy services through the ATI program as well as work readiness services provided by CCA’s Education and Employment Department.

Johnny completed work readiness services and successfully transitioned into internship opportunities available through CCA. He also enrolled in Pathways to Graduation and earned his High School Equivalency. His commitment to change and his personal growth did not go unnoticed. During his final court appearance, the judge sentenced Johnny to probation with a Youthful Offender adjudication. Following the completion of his court mandates, both Johnny and his mother remained in contact with CCA, and Johnny subsequently enrolled in higher level workforce readiness opportunities through CCA.

Johnny’s experience is a testament to his willingness to grow and to the importance of the holistic services that CCA offers. His story also demonstrates the effectiveness of mitigation and alternative-to-incarceration services – without these services, Johnny, a sixteen-year-old boy with his whole life ahead, may have unnecessarily spent years in prison.

REENTRY ADVOCACY EXPANDS TO ROCHESTER



People returning to their communities from incarceration face multiple barriers to employment, housing, education, licensing and other rights as a result of involvement with the criminal legal system. These obstacles cause serious harm to those seeking to reintegrate into their families and their communities and act as a form of perpetual punishment for those who are attempting to live productive, law-abiding lives.

CCA's Reentry Advocacy staff provide civic restoration and other legal services to individuals who have criminal records to overcome these obstacles. Staff help them to obtain, review and correct criminal history records; apply for sealing of a criminal conviction; obtain Certificates of Relief or Good Conduct; and learn how to discuss criminal history during the hiring process. Staff also advocate with administrative licensing agencies to help participants obtain clearance to work; and they prepare and file sealing motions in local and county courts.

Over the past year, CCA has successfully expanded its Reentry Advocacy program in Monroe County through a collaboration with other local providers, including the Judicial Process Commission and the Legal Aid Society of Western New York. The collaboration is highlighting the need for reentry advocacy services in the community and creating a best practices Reentry Advocacy Manual. The manual includes procedural guidance, updated relevant laws and regulations, common intake forms, and practice tips for Monroe County local courts and the City of Rochester.

Esther Rivkin, CCA Member. Photo by Seed Lynn



MARLENE'S STORY

"Marlene" was referred to CCA for assistance applying for a sealing of a sole conviction from 33 years ago, which prevented her from being promoted at work. This should have been a straightforward case—a single conviction from more than 30 years ago is clearly eligible for 10-year sealing (CPL 160.59).

Unfortunately, it was not straightforward. Upon receiving Marlene's criminal record, CCA staff discovered an erroneous report. A second arrest from 1987 was reported and it lacked a disposition. It was therefore reported in the public record as an open case, barring Marlene from having her record sealed. We determined that this arrest record was a duplicate of her earlier arrest, but it took five months for CCA staff to get Marlene's record corrected.

After the correction was confirmed, CCA staff submitted the sealing motion to the court and two weeks later her sealing was granted. As a result, Marlene no longer has a criminal conviction to report and can check 'no' on job, housing, college admission and other applications. She was ecstatic when CCA staff called to inform her of the good news. She felt she could now move on with her life without the dark cloud of a criminal record hanging over her.

Marlene's story is not unique. Thousands of individuals like Marlene face perpetual punishment every day as a result of involvement with the criminal legal system, even a conviction from more than 30 years ago. Reentry Advocacy seeks to remove or reduce this punishment, so people can attain their goals and advance in their professional and personal lives.

ROCHESTER SET TO LAUNCH JUSTICE PEER PROJECT

In addition to expanding our Reentry Advocacy to Monroe County, CCA is developing a Justice Peer Program to serve court-involved youth in Rochester. The program will pair court-involved youth with an adult Justice Peer Mentor who has lived experience in the juvenile legal system. Justice Peer Mentors will help youth navigate the court process as well as any period of detention, incarceration, or placement. Upon an individual's release, the program will serve as a community hub of social support services available at CCA's new Water Street location and in the broader Rochester community.

To ensure the Justice Peer Program can effectively meet the needs of justice-involved youth, CCA is recruiting a ten-member Youth Advisory Board which will be responsible for co-designing the program. Formerly justice-involved youth and young adults will offer perspectives on the needs of system-involved youth, and their insights will help determine what type of services are provided by the Justice Peer Mentors. Justice Peers will also help youth navigate existing systems of support in Monroe County, such as substance use treatment, medical appointments, educational programming, and job training.

Peer support services have proven highly successful in the realms of mental health and substance use, and CCA has run peer-led, peer-driven recovery centers in Rochester and Syracuse for more than a decade.

“It is our experience that building community, providing space for prosocial activities, and creating peer support to people returning from incarceration is highly effective and is especially welcomed, as peers are credible mentors,” explains Heather Crimmins, Director of Rochester Program Development. We eagerly anticipate launching this program in the coming year.



Youth engaged in Youth Services Programs in Syracuse
Photos by Hany Osman

CROSSROADS PROGRAM NOW OFFERING MEDICATION-ASSISTED TREATMENT

CCA's Crossroads to Recovery treatment program in New York City has added a new component to the holistic services offered to justice-involved individuals coping with substance use disorder: medication-assisted treatment, or MAT. CCA clinical staff can prescribe and provide medications including methadone that help treat opioid use disorder. CCA staff also provide Narcan kits and training to prevent opioid overdose in the communities we serve.

What makes CCA's Crossroads program unique among treatment programs is that, in addition to MAT, CCA provides a variety of holistic services including individual and group counseling, mental health counseling, cognitive behavioral interventions, employment services, drug testing, health education as well as HIV and Hep C testing. It is a truly person-centered approach that is based upon what each participant wants and needs.

“Focusing on the elements an individual would like to improve, rather than on limitations or barriers to achievement, can lead to better decision-making and strides towards self-change.”



Marianna Chrysiliou, Assistant Director of Behavioral Health Services
Photo by Hany Osman



BRYANT'S STORY

When Bryant came to CCA, he set goals for himself: abstaining from illicit substances, addressing his mental health, and adhering to legal requirements for closing his open court case. He set to work achieving those goals by fully engaging in Crossroads programming, participating in health education courses and mindfulness sessions as well as the Interactive Journaling group, an evidence-based writing course that encourages positive life changes.

In addition to engaging in Crossroads programming, Bryant developed positive personal hobbies, including sports and learning to cook healthy meals, which he used to enhance his motivation for maintaining a substance-free lifestyle. Bryant also met with CCA's in-house Employment Specialist on a weekly basis to explore employment opportunities and career interests, which included the prospect of opening his own business in the culinary field.

Bryant's commitment to the process of positive change has led to a number of personal successes. He successfully completed the Interactive Journaling group, where he earned the title of "Valedictorian" due to his exceptional attendance and participation. He also successfully obtained a job as a deli manager, allowing him to exercise his newfound interest in the culinary arts. At his court appearance, the judge dismissed Bryant's misdemeanor offense and reduced his sentence to a violation due to his consistent engagement and progress with CCA. Bryant continues to keep in touch with CCA, and says he is enjoying his job and continues to maintain his healthy lifestyle.

CCA SUCCESSFULLY PROVIDES NEIGHBORHOOD-BASED SUPPORT TO NYC YOUTH

CCA's NYC Youth Services department continues to develop and expand its community-based program offerings, particularly through the Next Generation Neighborhood Network (NextGen), a city-wide program launched by CCA in 2021 in partnership with grassroots neighborhood organizations. NextGen partners provide an extensive array of neighborhood-based services—mentoring, job readiness, paid internships, therapeutic services, and family engagement—for youth and young adults returning from NYC juvenile detention, Rikers Island Jail Facility, and upstate prison.

The NextGen program builds strong relationships with local employers committed to supporting justice-involved youth, providing youth the support and training needed to reintegrate into their families and communities. The program connects them with youth peers in the community who are eager to support them in overcoming obstacles caused by a criminal record, developing professional skills, and building a career. In doing so, CCA is eliminating barriers to employment for one of New York City's most vulnerable populations by providing individualized support that demonstrates community investment in their future.

Serving as the administrative and technical support hub of NextGen, CCA provides funding and capacity building to organizations within the network, which are truly grassroots neighborhood groups, founded by and for their communities. Recently, CCA collaborated alongside NextGen partners to hold its first Career Expo. CCA participants and neighborhood youth were invited to hear from professionals who grew up

in the same neighborhoods and faced similar life circumstances. From them, youth learned about how to build careers in a variety of industries including retail, media, arts and human services. Program partners also conducted resume workshops and presented opportunities to connect to workforce readiness programs. There was strong engagement from attendees; and youth participants left the event with a greater sense of a potential career path for themselves.

CCA is also helping strengthen NYC neighborhoods through our Community Carpenters program, a paid, health-equity-themed workforce training opportunity for



Terrance Talley, Director of Juvenile Facilities
Photo by Hany Osman

justice-involved youth. The program provides meaningful opportunities for young people to engage with community stakeholders and engage in restorative justice activities by giving back to their communities while receiving mentoring and support from CCA staff.

The program has also addressed COVID vaccine hesitancy, provided period products for community members, and delivered Welcome Home Bags to youth returning to the community from detention/incarceration. CCA staff and participants are currently focusing on a Food Justice Initiative to promote healthy dietary practices. They are growing food in CCA's new community garden in East New York and in hydroponic systems in Brownsville and then distributing healthy food in the community.

Community Carpenters enables youth to build on their strengths and achieve their goals by introducing them to neighborhood resources, developing youth-led civic activities and community benefit projects, and connecting youth with paid training programs, internships, and employment opportunities. In addition to supporting justice-involved youth in achieving personal and professional success, Community Carpenters provides an opportunity to address the root causes of inequity and strengthen the communities we serve.

CCA looks forward to further developing the NextGen Neighborhood Network and Community Carpenters in the coming year and continuing our commitment to providing services based on the needs, strengths and input of youth and community members.



Rhamgurav Robinson, Director of Youth and Community Engagement
Photo by Hany Osman



Line Cook Program Participants Cheyne and William
Photos by Hany Osman

LINE COOK TRAINING A SUCCESS; CCA SET TO OFFER IN-FACILITY WORKFORCE READINESS SERVICES

CCA's Reintegration Services program continues to successfully train people impacted by the criminal legal system to prepare for, find, keep, and advance in gainful employment to fully integrate into the Syracuse community—a particularly critical service during an uncertain economy.

One of CCA's most successful initiatives on this front is the Line Cook Training program. First piloted in 2019, the program prepares participants for long-term employment in the restaurant industry and uses an "earn while you learn" model, allowing participants to be paid as they develop their skills and position themselves for a culinary career.

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 CCA's Chef Joseph Bilecki in a test kitchen where they learn knife skills, kitchen math, food prep, recipe execution, ordering supplies, receiving orders, keeping inventory, and proper food storage. They then have a chance to put their skills to use via an apprenticeship with Salt City Market, a Syracuse market and food hall providing diverse culinary options. Finally, students are matched for interviews with restaurants hiring line cooks.

The Line Cook Training program has been phenomenally successful, thanks in part to the dedicated support of our partners at the Salt City Market. We currently have a full calendar of classes and plan to continue developing this innovative program in the coming year.

In addition to providing in-community workforce training opportunities, CCA's Reintegration Services has been partnering with the Onondaga County Correctional Facility (OCCF) in Jamesville, NY for over two decades, offering an array of transitional pre-release services. People incarcerated in the facility may enroll in the program and receive services including substance use assessment, cognitive behavioral training groups, and transitional planning. Over the course of the pandemic, CCA was the only in-facility program that continued to offer services, staying in touch with participants by phone and mail so that they could continue making plans for a successful transition back to the community upon release.

In another exciting development, CCA will soon be adding workforce training services to our in-facility programs. In collaboration with OCCF, CCA will provide 220 individuals incarcerated in the Onondaga County jail with job readiness assessments, individualized case plans and employment-related services. As a result, participants will be released with the life skills, work readiness preparation and an identified career pathway to successfully transition to the community. They will be ready for apprenticeships, vocational/occupational training, higher education and/or employment in a variety of industries, including construction, healthcare, and the restaurant industry.

In addition, these workforce training services will prepare marginalized people for jobs working on the I-81 redevelopment project in Syracuse. As the city seeks to undo historical wrongs and racism and develop new economic opportunities, CCA will be working to ensure that those returning to the community from incarceration are able to fully participate in this new chapter of Syracuse's history.



Top: Josefina Bastidas, NYC Deputy Director
Bottom: Marvin Mayfield, Director of Organizing
Photos by Gioncarlo Valentine





Phyllis Riles, Project Director of Freedom Commons
Photo by Gioncarlo Valentine

CCA WORKS TO ADDRESS VIOLENCE IN SYRACUSE

In Syracuse, an increase in community violence particularly affecting youth has underscored the importance of CCA's Youth Violence Prevention and Peer Leadership Program, which works to disrupt the school-to-prison pipeline and to provide young people the tools they need to be ambassadors of nonviolence in the community.

Currently, violence is increasing citywide, and the age of victims and perpetrators of violence is decreasing, with most being under the age of 25. According to the New York State Division of Criminal Justice Services, there were 148 firearm-related violent incidents in Syracuse in 2021, resulting in 25 deaths by firearm, up 72% from the previous year. The 5-year average increased 34.8%.

CCA Violence Prevention staff are working diligently to disrupt this trend, increasing the number of trainings and workshops not only for youth, but also for adults involved in the lives of youth—parents, guardians, teachers, and community members. CCA's Violence Prevention Workshops cover topics including recognizing triggers, developing coping skills, managing emotions, conflict resolution, anti-bullying, decision-making, intervention, and self-monitoring as well as the sobering statistics of youth violence.

Youth interested in becoming Peer Leaders receive additional training focused on learning specific violence prevention techniques through team-building, role-playing and facilitating groups. CCA staff lead discussions of 'iceberg issues' like racism, trauma, and poverty. They explain how underlying inequities can contribute to feelings of powerlessness that coalesce into

violent behaviors. They then speak about how to overcome such responses and build a culture of nonviolence. Youth build skills in alternatives to violence and ways to change attitudes and behaviors both in themselves and in their communities.

First implemented during the height of the COVID pandemic, Violence Prevention staff continue to facilitate ongoing Dialogue Circles—virtual supportive safe spaces for youth to share, vent, decompress, and express themselves. "So many young people are in survival mode, affected by violence and dealing with trauma," notes Jacqueline Gonzalez, Project Director of Afterschool Alternatives and Violence Prevention. "In inviting youth from across the community to participate in these programs, we are able to build trusting relationships with them; they also develop friendships with one another."

A critical aspect of this program is that it's an early prevention program. It recruits youth at an age when most have not yet gotten into serious trouble and at a critical point in time, when the benefits of the program can affect the entire trajectory of their lives, with long-term benefits for their families and communities.

CCA continues to expand the program and will soon be offering Parent/Adult Workshops at locations throughout the Syracuse community, including CCA's Freedom Commons housing project, PEACE Inc., and the Boys and Girls Club.



KEVIN + MARVIN'S STORY

Kevin and Marvin are students in the Syracuse City School District who attend Public School Leadership Academy (PSLA). At PSLA, they were involved in a fight with each other, leading to one student receiving a suspension hearing and the other being placed on long-term suspension. Fortunately for Marvin and Kevin, CCA Transition Advocacy Program staff based at PSLA viewed this as an opportunity for the young men to participate in CCA's Violence Prevention and Peer Leadership Program.

After their first day of training, Kevin and Marvin had an open discussion with other students about the incident. Kevin and Marvin agreed the situation should not have happened, and they

sincerely apologized to each other. They were not only able to resolve their differences with one another but also to walk away with new life skills, positive decision-making practices, and the opportunity to have positive interactions and relationships with peers from different schools.

Kevin and Marvin's willingness to engage in CCA's Violence Prevention and Peer Leadership Program led to a positive outcome for all youth involved. Their actions of acknowledging mistakes and being able to openly forgive and empathize with one another set a great example for the other participants and demonstrate the positive impact of CCA's Violence Prevention Program.



FREEDOM COMMONS PROVIDES SUPPORT AND COMMUNITY TO NEW YORKERS RETURNING HOME

"It's a good community. I'm glad they built this place. It's helping a lot of people, not just me."

Thus Joel Anderson reflects on his experience at Freedom Commons—CCA's joint venture with the Syracuse Housing Authority which provides affordable, permanent supportive, and emergency/transitional housing to low-income people and families in Syracuse including people returning home from incarceration. In 2022, Freedom Commons celebrated its third anniversary of providing housing and supportive services to the Syracuse community.

Since it opened in 2019, Freedom Commons has played an instrumental role in helping people and families impacted by incarceration secure safe and affordable housing—individuals such as Mr. Anderson, who has been a resident of Freedom Commons since it opened and is living in one of CCA's eleven permanent supportive apartments designated for individuals who have previously experienced homelessness and criminal legal system involvement.

Freedom Commons provides resident-centered, comprehensive reentry services—education, recovery, employment, reentry advocacy, housing support, and case management—for residents of permanent supportive housing as well as Freedom Commons Academy, the 15-bed emergency/transitional housing unit for adults returning home from incarceration.

Mr. Anderson has struggled with addiction throughout his life, but Freedom Commons provided the stabilizing and supportive structure he needed to make a positive change. "I always

have the support close by, which I'm grateful for. I used my support network, I did the work and now I have a year clean," he says.

The success of Freedom Commons is largely a result of the strong culture of community that has been developed. People who have lived experience, whether with homelessness, addiction, and/or criminal legal system involvement, support one another as they all heal, grow, and change.

"I wish a whole lot of other people would be afforded the opportunity that I've had. It's important for your self-esteem, it's important for your drive," explains Mr. Anderson. "We have a good community out here. Everybody is trying to better themselves."

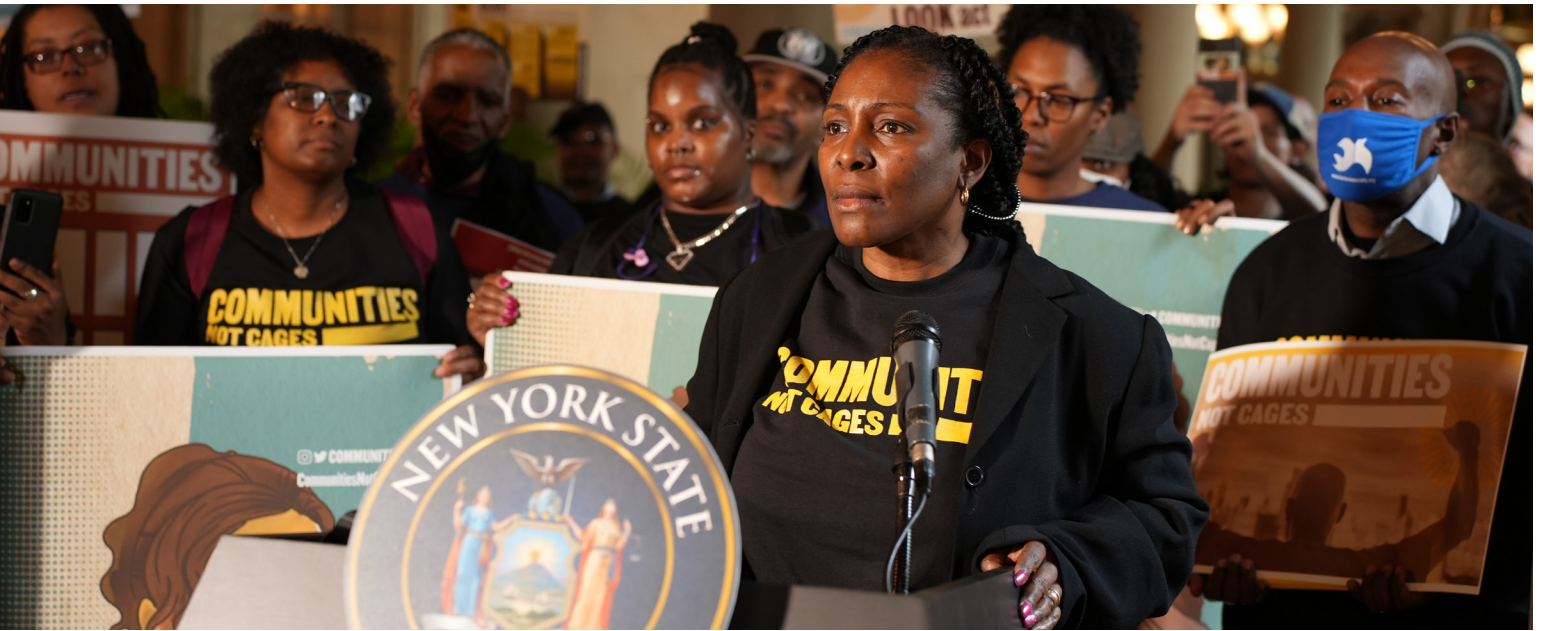
Mr. Anderson continues to work toward and achieve his goals. He was recently hired by CCA as a Freedom Commons Resident Advisor. He looks forward to sharing his experience with those who are going through similar experiences, providing the support and motivation necessary to make positive change.

"Life could have veered off in a different direction for me if it weren't for my work, my determination, and the help that I was afforded by the people that are in my circle. Hopefully I can give back like this, hopefully touch somebody and let them know that it can happen for you too."



Top: Joel Anderson, Freedom Commons Resident
Bottom: Troy White, Freedom Commons Resident
Photos by Hany Osman

ADVOCACY AND ORGANIZING



CCA's Advocacy and Organizing Department, under the visionary leadership of Katie Schaffer and Marvin Mayfield, continues to establish itself among the most impactful teams in New York State fighting for legislative change to end mass incarceration and criminalization. The team currently works on an array of leading-edge campaigns, clearing old conviction records, overhauling racist and unjust sentencing laws, ending predatory court fees, working to free our elders, and defending bail reform.

Our advocacy during the 2022 legislative session was powerful. We led the fight to pass the Clean Slate Act, which would seal old conviction records to end perpetual punishment and allow all New Yorkers to access jobs and housing. The civil damage a conviction record can inflict is often wide-ranging and enduring—permanently barring millions of people from basic opportunities like stable jobs and safe, secure housing. Through our efforts, we won passage of the Clean Slate bill in the State Senate.

As we gear up for the upcoming 2023 legislative session this January, our broad coalition includes major businesses, unions and faith organizations.

We are prepared to fight to bring Clean Slate across the finish line and to provide long overdue rights and protections to community members with conviction histories. Garrett Smith, CCA's lead organizer on Clean Slate, says, "New York State must not delay justice any longer for the 2.3 million New Yorkers shackled by their convictions and perpetually excluded from our state's economy and civil life."

During its first full year, our Communities Not Cages campaign to end racist and unjust sentencing laws has activated a broad base of support. It has also received strong media attention for our creative and invigorating rallies, such as our funeral for the '94 Crime Bill. In record time, we have secured substantial co-sponsorship for our three bills: 1) Eliminate Mandatory Minimums Act, 2) Second Look Act and 3) Earned Time Act, which we drafted with impacted members and leaders.

As Marvin Mayfield, CCA's Director of Organizing, notes, "Over 30,000 people are currently incarcerated in state prisons. Nearly 75% are black or brown. From the 1970s' Rockefeller Drug Laws to the 1990s' 'tough on crime' era, New York built

CCA WELCOMES EIGHT NEW MEMBERS TO THE BOARD OF DIRECTORS

CCA is pleased to announce the election of eight new members to its Board of Directors, each of whom offers a wealth of knowledge from a variety of disciplines, including education, healthcare, law, labor relations, corporate social responsibility, non-profit management, business and entrepreneurship.

As we continue to develop innovative programming across New York State, their expertise and commitment to reforming the criminal legal system will be a great asset. The new Board members are:

Janel Callon
Co-Founder and CEO, Ichigo Foundation
Brooklyn, NY

Hon. Richard A. Dollinger (Ret.)
Former Acting Supreme Court Justice in the
Seventh Judicial District
Rochester, NY

Ruben Lindo
Founder and CEO, Blak Mar Farms
New York, NY

Stanley Litow
Professor and Innovator in Residence, Duke
University
New York, NY

Bruce McIver (Ret.)
Former President of the League of Voluntary
Hospitals and Homes of New York
New York, NY

Rachel Negron
Vice President, Human Resources, New York-
Presbyterian of Queens
Paramus, NJ

David L. Pieterse, Esq.
Partner, Bond, Schoeneck & King, PLLC
Rochester, NY

Dr. Merryl H. Tisch
Chair, State University of New York
Albany, NY



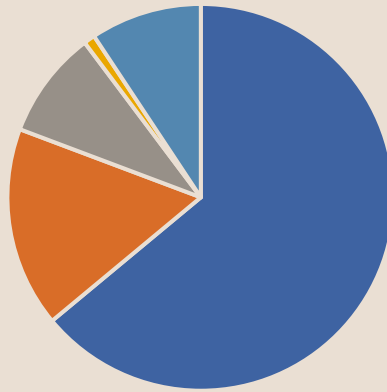
Operating Revenues and Expenses

SUPPORT AND REVENUE	2021	2020
Government Grants and Contracts	\$10,403,288	\$10,547,149
Contributions and Other Revenue	\$2,729,144	\$1,487,220
TOTAL SUPPORT AND REVENUE	\$13,132,432	\$12,034,369

EXPENSES	2021	2020
Salaries and Wages	\$7,821,590	\$6,842,891
Consultants and Subcontractors	\$2,049,149	\$3,088,523
Occupancy	\$1,103,150	\$1,072,067
Supplies	\$114,814	\$103,012
Other	\$1,138,318	\$979,482
TOTAL	\$12,227,021	\$12,085,975

EXPENSES	2021	2020
Youth/Young Adult Services	\$4,478,136	\$3,324,174
Recovery and Treatment services	\$1,820,405	\$1,668,125
Reintegration Services	\$990,183	\$1,211,804
Mitigation Services	\$491,514	\$495,590
Advocacy & Organizing	\$505,472	\$323,512
Housing Services	\$521,408	\$515,408
ATI/ATD	\$1,083,614	\$2,772,411
Management and General	\$2,336,289	\$1,774,951
TOTAL	\$12,227,021	\$12,085,975

Expenses



■ Salaries and wages ■ Consultants and subcontractors ■ Occupancy ■ Supplies ■ Other

Functional Expenses



■ Youth/Young adult Services ■ Recovery and treatment services
■ Reintegration services ■ Mitigation services
■ Advocacy & organizing ■ Housing services
■ ATI/ATD ■ Management and General

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

- AmeriCorps VISTA
- Department of Education
- Department of Health and Human Services/ Substance Abuse and Mental Health Services Administration
- Department of Justice
- Department of Labor

New York State

- Cares for Communities
- Department of Education
- Department of Health
- Department of Labor
- 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
- New York City Office of Neighborhood Safety
- Onondaga County Department of Social Services
- Syracuse City School District

Foundations/Corporations/Organizations

- Acropolis Realty Group, LLC
- Allyn Family Foundation
- Armory Massage Therapy
- Ayr Wellness
- Anne Miller & Stuart Breslow Fund
- Brooklyn Communities Collaborative
- Brooklyn Community Foundation
- Central New York Community Foundation
- Patrick Clement Fund
- Coleman Family Foundation
- Cresco Labs
- ESL Foundation
- Francis Greenberger Foundation
- Galaxy Gives
- Gifford Foundation

- Greater Rochester Health Foundation
- Havens Relief Fund Society
- Ichigo Foundation
- Wm. Collins Kohler Foundation
- Mallah Family Foundation
- The Medical Link
- Mother Cabrini Health Foundation
- New Venture Fund
- New York Bar Foundation
- Oh My Darling/The Fitz
- Open Society Foundations
- Plymouth Church Justice Fund
- Reagan Companies
- Reisman Foundation
- SAH Charitable Giving
- Schusterman Family Foundation
- John Ben Snow Foundation
- Tow Foundation
- Trinity Church Wall Street
- United Way of Central New York
- van Ameringen Foundation
- Varnum De-Rose Trust
- Volunteer Lawyers Project of CNY, Inc.
- Willow Rock Brewing Company

Individual Donors

\$500 - \$999

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Ellen Condliffe Lagemann
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\$1,000 - \$4,999

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Frederick Stimson
Paige Tessler
Kimberly Townsend

\$5,000 - \$9,999

Benjamin Baxt
Janel Callon
Telemaque Lavidas
Catherine Redlich
William Russell
Shaun Smith

\$10,000 & Over

Daniel Arshack
Robert Horowitz
David Schwartz
Dr. Merryl H. Tisch



Center for Community Alternatives (CCA) supports and builds power with people across New York State who have been affected by mass incarceration, criminalization and community disinvestment.

Through a statewide network of direct services, advocacy and organizing, and by supporting the leadership of directly-impacted people, we advance civil and human rights for all New Yorkers.

CCA works to build a world where everyone has what they need to thrive.

communityalternatives.org