

Making a Difference for Youth, Families, Organizations and Communities



 *Center for*  
***Self-Sufficiency***

2009-10 COMMUNITY REPORT



# Our Mission

The Center for Self-Sufficiency makes a positive difference by providing services to promote healthier youth, families, organizations and communities.



Former advisor to President Bill Clinton, William Galston, sums up the matter this way: you need only do three things in this country to avoid poverty – finish high school, marry before having a child, and marry after the age of 20. Only 8% of the families who do this are poor; 79% of those who fail to do this are poor.

To encourage families to promote and follow this sequence, CFSS provides youth character development programs, youth teen pregnancy prevention programs, youth and adult healthy relationship programs and parent support programs

designed to assist individuals in developing healthy life skills and embracing risk-avoidance behaviors. In the area of nonprofit capacity building, we offer planning, research and evaluation services to organizations that provide family-strengthening programs.



In 2009, the Center for Self-Sufficiency (CFSS) expanded its reach in the Milwaukee community and beyond by adding services in the areas of nonprofit capacity building and offender reentry to complement our healthy relationship and teen pregnancy prevention programs.

Through this Community Report, I'd like to share with you our accomplishments in support of projects that began in 2009 which have continued throughout 2010. In 2009, we were awarded two major projects in the area of nonprofit capacity building.

In October 2009, CFSS launched a Compassion Capital Fund (CCF) program supported by the U.S. Department of Health and Human Services (DHHS) to serve grassroots nonprofit organizations in Milwaukee by providing capacity-building training, technical assistance and financial sub-awards. Through this project, we have worked with 10 small nonprofits with annual budgets at or below \$500,000 along with organizations with budgets between \$500,000 and \$1 million to provide resources to strengthen their organizations.

CFSS also was selected to become the lead coordinator on behalf of the State of Wisconsin Department of Corrections (DOC) to assist DOC in identifying and coordinating workforce-related reentry services in Milwaukee. We worked closely with DOC to map reentry services in the Milwaukee area; to organize a workforce pipeline summit for more than 200 representatives of DOC, Wisconsin Department of Workforce Development and Wisconsin Workforce Development Boards; and to facilitate post-summit meetings of 90 leaders in those organizations to discuss employment strategies for offenders reentering society. Through this project which is sponsored by the Annie E. Casey Foundation, CFSS has reached out to more than 50 local organizations and recommended ways to increase communication and efficiency among all groups that have the common goal of finding jobs for offenders upon release.

We continued to deliver teen pregnancy prevention and healthy relationship education, and we received new support from the City of Milwaukee through the Community Development Block Grant (CDBG) to provide healthy relationship classes for more high school youth in Milwaukee. In 2009, we began planning for federal and local funding for teen pregnancy prevention programs that will shape the work we do in 2010-2011, and we recently learned that we will receive a \$50,000 one-year grant from the United Way of Greater Milwaukee as part of the Healthy Girls Initiative. We also began discussions in 2009, and entered into a partnership in 2010 with the Milwaukee Fatherhood Collaborative to strengthen the future of healthy relationship programs and increase their sustainability. In addition, our nonprofit services division is supporting program evaluation in the areas of green jobs and substance abuse prevention.

The Center for Self-Sufficiency is in a strong financial position, and we continue to seek private support in order to sustain the programs we have started through federal grants. (We have included the 2009 audited financial statements in this Community Report, which can be found on page 10.) We are grateful for the financial support that has been provided by our funders, including the U.S. Department of Health and Human Services, the Annie E. Casey Foundation and the City of Milwaukee. Their support allows us to achieve our goal of strengthening youth, families and organizations which ultimately has a positive impact on our community.

A handwritten signature in black ink that reads "Angela M. Turner". The signature is fluid and cursive.

Angela M. Turner, President and CEO

# A Partnership of Success

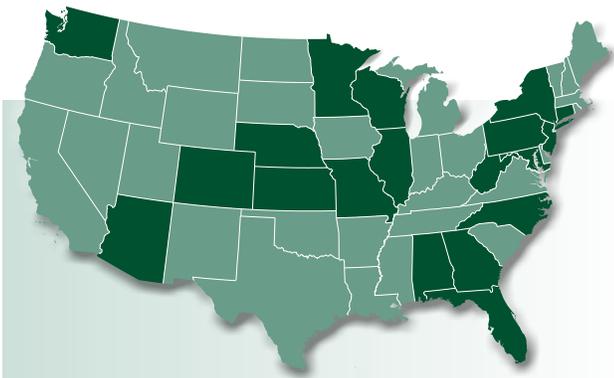
Founded in Milwaukee, WI, in 1997, CFSS is a nonprofit organization

that specializes in partnering with schools, community organizations and faith-based organizations to develop effective family-strengthening programs.

As president and CEO, Angela M. Turner has 24 years of experience in government-related reform management, planning and program administration, and outcomes evaluation. Ms. Turner's experience working with federal agencies, states and local governments also has enabled CFSS to provide effective service delivery models, evaluation services and technical assistance to other nonprofit organizations nationwide. CFSS first secured federal funding in 1998, and through 2005 provided planning, technical assistance and evaluation services throughout the U.S. Its experience in technical assistance and training led CFSS to incorporate as a nonprofit in 2005. CFSS applied for and received federal teen pregnancy prevention grants in 2005 and then again in 2008; these programs have served more than 10,000 youth ages 12-18 in Pennsylvania, New York, New Jersey, and Maryland.

In 2009, CFSS launched two new projects in the area of nonprofit services. Through an initiative sponsored by the Annie E. Casey Foundation on behalf of the State of Wisconsin Department of Corrections (DOC), CFSS assisted DOC to identify and coordinate workforce-related reentry services in Milwaukee, during which CFSS developed relationships with more than 50 government and community-based organizations. CFSS also began work on a one-year grant from the U.S. DHHS Compassion Capital Fund to serve as a nonprofit intermediary to 10 small organizations that received financial sub-awards, one-on-one capacity building technical assistance and training in the areas of leadership development, organizational development, program development and community engagement.

CFSS has been a leader in Milwaukee in bringing organizations together to collaborate and build capacity. In 2002 we convened to discuss family structures and healthy relationships which eventually led CFSS to partner with 12 organizations and become the lead applicant for a five-year community healthy relationship and marriage enrichment grant from the U.S. DHHS in 2006. Now in its fourth year, the project is known as the "Vow to Succeed" program. Through this program we deliver healthy relationship education and domestic and sexual violence prevention education to youth and adults in Milwaukee's poorest zip codes. In 2010, we will partner with the Milwaukee Fatherhood Collaborative to serve as its fiscal agent and provide program support so that we can both work more effectively to strengthen the future of healthy relationship and fatherhood programs and increase their sustainability.



*During her career, CFSS President and CEO Angela M. Turner has partnered with 19 organizations that serve individuals in 59 communities to leverage resources to secure, implement and evaluate more 38 grants totalling more than \$95 million in federal, state and local grants in the areas of teen pregnancy prevention, healthy relationship, fatherhood, nonprofit capacity building, offender reentry and workforce development.*

## The CFSS Leadership Team

Today, CFSS is a Milwaukee-based nonprofit agency with a \$2.2 million annual budget that works with government and local nonprofit agencies to deliver teen pregnancy prevention, youth character development and healthy relationship education throughout Southeastern Wisconsin and the East Coast. We also provide services to nonprofit organizations that support programs in the areas of capacity building, offender reentry, substance abuse prevention, workforce development and green jobs.

As of September 2010, CFSS has seven organizational partners, 12 full-time and two part-time employees, six consultants and five organizational contractors who carry out the programmatic, evaluative and administrative work of the organization (a complete list appears on pages 12 and 13). Our team has a strong commitment to serving inner-city families and we are experienced in working to change generations of relationship patterns. Reflective of the communities we serve. CFSS employees are positive role models who have achieved high levels of education.

A seven-member Board of Directors, which meets four times a year, governs the organization.

CFSS staff and independent consultants possess professional experience across multiple disciplines including organizational leadership, program implementation and evaluation, research and planning, marketing and PR, and administrative support. Team members who lead the programs and services offered by CFSS include:



**Jeanette Stevens**  
Vice President,  
Educational  
Programs



**Melanie  
Porterfield-Riddix**  
Director, Nonprofit  
Client Services



**Sara Polifka**  
Director,  
Research and  
Planning



**Robert Randolph**  
Project Coordinator,  
CCF Nonprofit  
Capacity Building



**Dr. Cindy Walker**  
Independent Evaluator,  
University of Wisconsin,  
Milwaukee

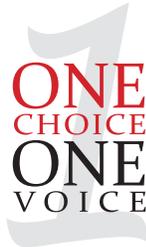
According to 2009 U.S. Census Bureau data, over 24 million children live apart from their biological fathers. That is 1 out of every 3 (33%) children in America. Nearly 2 in 3 (64%) African American children live in father-absent homes. One in three (34%) Hispanic children, and 1 in 4 (25%) white children live in father-absent homes. In 1960, only 11% of children lived in father-absent homes. *Source: www.fatherhood.org – The National Fatherhood Initiative*

## One Choice, One Voice

### Through the “One Choice, One Voice” teen pregnancy prevention program

operated by our faith-based partners on the East Coast, CFSS provides character development programs, healthy relationship programs and parent support programs designed to assist individuals in developing healthy life skills, attitudes and behaviors.

These programs, which are supported by a U.S. DHHS Community Based Abstinence Education (CBAE) grant, also assist youth in viewing their parent(s) as their primary mentor/role model(s) and teaching parents the skills needed to assume this role. In 2009, we served nearly 2,200 youth ages 11-19 through these programs.



Because of new directions the U.S. DHHS is taking with its funding priorities, 2009-10 is the last year of this project. Our faith-based partners have worked hard to develop sustainable models to carry on the work in their communities.

Within all of our teen pregnancy prevention programs, our goals are to reduce the number of adolescents who engage in pre-marital sexual activity, reduce the incidence of out-of-wedlock pregnancies among adolescents, reduce the

incidence of sexually transmitted diseases and infections, and educate thousands of adolescents while informing their parents about the benefits of delaying sexual initiation in order to improve their quality of life and health. CFSS and its partners deliver programs on topics including:

- Character and life skills education
- Refusal skills and self-efficacy education
- Teen pregnancy prevention via abstinence education
- HIV and STD awareness
- Healthy relationship education
- Financial literacy/money management
- Mentoring
- Community service learning
- Prevention of teen dating violence

In 2007, we implemented a **Youth Leadership Academy** where 60 youth from the project sites were nominated to attend the leadership academy to build upon their assertive and resistance skills, character development and skills to help maintain their abstinent life-style. The youth had to have at least 90 percent or more attendance and be nominated by their educator to attend. Between the first and second year the academy was held, there was a 35 percent increase in the number of students who were eligible, with 138 youth who were eligible to attend in 2008, up from 102 in 2007. In 2009 a total of 187 youth were eligible to attend the Leadership Academy. This year CFSS took the opportunity to get feedback via roundtable discussions with the youth who attended the Academy regarding their take on teenage pregnancy prevention. Feedback from youth has prepared CFSS in knowing where the youth in our program stand on comprehensive sex-ed curricula.



*Left: Sixty youth from Baltimore, Maryland; Jamaica Queens, New York; Newark/Essex County, New Jersey; and Philadelphia, Pennsylvania who showed true leadership in the abstinence education movement were nominated to attend the CFSS Youth Leadership Academy. Several of the participants are pictured on location at South Mountain YMCA in Wernersville, Pennsylvania.*

*Right: CFSS Lead Educator and Trainer LeHavre Buck gives straight talk during classes he teaches to adult couples as well as to youth who attended the One Choice, One Voice Youth Leadership Academy.*

## Vow to Succeed

So many problems have led to the unraveling of families and increased the need for government-funded services: declining marriages, skyrocketing divorce rates, single-parent families living in poverty, teen pregnancies, the spread of STDs, domestic violence, and other unhealthy relationships. Through healthy relationship education, CFSS provides skills training to help youth and adults avoid these problems.

The CFSS “Vow to Succeed” program, supported by a U.S. DHHS Healthy Marriage Initiative, is designed to strengthen the institution of marriage and decrease out-of-wedlock births and divorces in Southeastern Wisconsin.



The programs are targeted to specific ZIP codes in low-income areas, however, we welcome anyone who would like to participate. New funding from the City of Milwaukee through the Community Development Block Grant enabled CFSS to increase the number of high school youth who receive healthy relationship education in 2009-10 by more than 250 boys and girls.

In addition to youth classes, we offered a variety of opportunities that included one-day retreats, special events, eight-hour workshops and weekly relationship classes for singles, expectant parents, engaged couples and married couples. Topics include:

- Self esteem & self concept
- Personal development & awareness
- Identifying & understanding personal values
- Understanding & dealing with peer pressure
- Communication skills & conflict resolution
- Decision-making skills
- Domestic violence
- Money management
- Family dynamics & parenting
- Mentoring skills for couples

These and other life skills are at the core of CFSS programs, which are all curriculum based. *Relationship Smarts* is the primary curricula used in youth programs and *Within My Reach* and *Within Our Reach* are used with single and married adults. CFSS contracts with independent evaluation consultants to evaluate processes and outcomes while

educators use a web-based data reporting system to track program attendance, demographics, monitor program delivery and report outcomes to the community and funders.

In 2009 more than 3,300 individuals participated in Vow to Succeed programs. More than one-third of these participants were youth age 13-18. Classes were held through CFSS and its partners, which included the Boys & Girls Clubs of Greater Milwaukee, New Concept Self Development Center, St. Charles Youth & Family Services, and UMOS, Inc.

The current U.S. DHHS Healthy Marriage Initiative, which runs through 2011, is coupled with funding for Responsible Fatherhood. We anticipate a changing focus on the federal level from a predominant focus on marriage to an increased emphasis on families and fatherhood. In order to ensure sustainability of our efforts to serve youth and families locally, CFSS has formed a partnership with the Milwaukee Fatherhood Collaborative to be their fiscal agent and work together to develop programs to strengthen the relationships fathers have with their children.



On Sunday, March 22, 2009, CFSS held its 5th annual celebration of Black Marriage Day in Milwaukee, WI. The event was designed to enlighten and

engage community leaders on the importance of healthy marriages in Milwaukee's African-American communities. The keynote speaker, the Honorable Reverend Walter E. Fauntroy, is pictured here (from left) with civil rights pioneer Vel Phillips, U.S. DHHS federal project officer Elizabeth Hailey-Smith, CFSS Lead Educator LeHavre Buck, Milwaukee Alderman Willie Wade, storyteller and educational consultant Mama Nomousa, and CFSS President and CEO Angela M. Turner.

# Nonprofit Capacity Building

In October 2009, CFSS was selected to serve as an intermediary by

the U.S. DHHS through its Compassion Capital Fund (CCF) to provide capacity building training, technical assistance and sub-awards to organizations in Milwaukee that specialize in providing programming related to workforce development and that document a need for organizational capacity building.

In addition to providing training in the areas of leadership development, organizational development, program development, and community engagement, this grant allows for financial sub-awards to assist organizations with implementing capacity building action plans.

The emphasis of this program is to serve grassroots nonprofit organizations with annual budgets less than \$1 million. Organizations selected must serve low-income individuals residing in economically distressed neighborhoods and provide vital social services that impact poverty reduction through workforce development and economic recovery services (employability and access to employment, better employment and tax credits; employment supports/job retention; financial education and credit repair; asset building; and family supporting wages). In the fall of 2009, CFSS kicked off the program which included the following activities:

- Conduct a preliminary self-assessment on 20 grassroots Milwaukee secular and faith-based nonprofit organizations for CCF capacity building services; 15 organizations then submitted applications for this award.
- Select 10 nonprofit organizations to receive one-on-one technical assistance, group seminar training, financial assistance sub-awards and one-year follow-up services.
- From the 12 organizations not selected for the one-on-one technical assistance, seminar training and financial assistance sub-awards, were provided a technical assistance manual with sample capacity building work products to be replicated free of charge.

The organizations receiving the award included:

- Center for Teaching Entrepreneurship
- House of Vision
- Make a Difference Wisconsin
- National Association for Black Veterans (NABVETS)
- Project R.E.T.U.R.N.
- Riverworks Development Corporation
- Triangle of Hope
- Urban Underground
- Walnut Way Conservation Corp.
- Wisconsin Nazarene Compassionate Center

The long-term program objectives are to increase the number of Milwaukee nonprofits providing workforce development services that reach sustainability and to improve the standard of living for low-income individuals and families by increasing the number of gainful full-time employment opportunities and by building the capacity of organizations that help these individuals to access their Earned Income Tax Credit.

## Milwaukee Offender Reentry and Workforce Pipeline Coordination

In August 2009, on behalf of the State of Wisconsin Department of Corrections (DOC), CFSS launched an initiative to map the services provided to offenders who are reentering the community in Milwaukee County. CFSS began a four-month process of gathering input and accurate information from reentry service providers with the goal of establishing a clear picture of current services. DOC's long-term goals are to build the capacity and collaboration of public/private providers and to reduce duplication of services and gaps in services.

Funded by the Annie E. Casey Foundation and overseen by the Wisconsin Department of Corrections Reentry Director, this project is part of a comprehensive, multi-disciplinary effort to integrate reentry efforts in Milwaukee County. The goal of the technical assistance project is to develop a system in Milwaukee that provides seamless, evidence-based and promising models that effectively integrate services for offenders in the areas of residence, employment, support and treatment. Project responsibilities include:

- Facilitating complex, inter-agency reentry mapping with key personnel in a variety of settings including criminal justice, treatment agencies, advocacy groups, workforce development, and human services organizations.
- Convening planning meetings and coordinating logistics for a Workforce Pipeline Summit for DOC, Department of Workforce Development (DWD) and Workforce Development Board (WDB) representatives.
- Assisting to convene leaders to discuss Milwaukee regionalized implementation strategies to employ the targeted offender population through creating a workforce pipeline.
- Engaging the employer community in practical discussions on reentry and encouraging businesses to reassess their role in promoting public safety.

During 2009-10, CFSS worked with DOC and the Annie E. Casey Foundation to identify local organizations and corrections facilities to participate in the offender reentry services mapping project. Led by President and CEO Angela M. Turner and Vice President Jeanette Stevens, CFSS staff interviewed 47 organizations regarding 49 programs. These included community-based nonprofits, faith-based organizations, for-profit organizations, and correctional facilities. The organizations provided services in the areas of workforce development, behavioral health, housing, pretrial services, restorative justice services and legal services. They included:

- |   |   |   |  |
|---|---|---|--|
| <ul style="list-style-type: none"> <li>• Alma Center</li> <li>• ARO Counseling</li> <li>• Attic Correctional Services</li> <li>• Benedict Center</li> <li>• Center for Driver's License Recovery &amp; Employability</li> <li>• Center for Veterans Issues Ltd.</li> <li>• Community Corrections Employment Program</li> <li>• Convergence Resource Center (Lassid Ministries)</li> <li>• Department of Workforce Development</li> <li>• Dr. Howard Fuller Center (Three Quarter Way Transitional Living House)</li> <li>• Felmers O. Chaney Correctional Center</li> </ul> | <ul style="list-style-type: none"> <li>• Genesis Behavioral Services</li> <li>• Hope House</li> <li>• Hope Street Ministries</li> <li>• Horizon House and Milwaukee Women's Center/Community Advocates</li> <li>• House of Vision, Inc.</li> <li>• Justice 2000/Community Advocates</li> <li>• Legal Action of Wisconsin</li> <li>• Marquette University (Safe Streets Project)</li> <li>• Marshall E. Sherrer Correctional Center</li> <li>• Matt Talbot Recovery Center</li> <li>• Milwaukee Area Workforce Investment Board (MAWIB)</li> </ul> | <ul style="list-style-type: none"> <li>• Milwaukee Christian Center</li> <li>• Milwaukee Community Services Corps</li> <li>• Milwaukee County, Health and Human Services, Behavioral Health Division</li> <li>• Milwaukee God Squad</li> <li>• Milwaukee Police Department</li> <li>• Milwaukee Secure Detention Facility</li> <li>• Milwaukee Women's Correctional Center</li> <li>• The Nehemiah Project</li> <li>• New Hope Project</li> <li>• New Horizon Inc.</li> <li>• Northcott Neighborhood House</li> <li>• Project R.E.T.U.R.N.</li> <li>• Region 3 Division of Community Corrections</li> </ul> | <ul style="list-style-type: none"> <li>• Repairers of the Breach</li> <li>• Riverworks Development Corporation</li> <li>• Running Rebels</li> <li>• Social Development Commission (SDC)</li> <li>• Spotted Eagle</li> <li>• St. Rose Youth &amp; Family Services</li> <li>• UMOs</li> <li>• United Way of Greater Milwaukee</li> <li>• Wisconsin Community Services</li> <li>• Word of Hope</li> <li>• WRTP/BIG STEP (WI Regional Training Partnership)</li> <li>• YWCA</li> </ul> |
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# Planning, Research and Evaluation Services

## The CFSS evaluation team provides a comprehensive package

of evaluation services, and we work with university-affiliated independent evaluators at the University of Wisconsin, Milwaukee to meet the needs of diverse programs and partners.

Measuring each program's success at changing the attitudes and behaviors of participants is as important to us as delivering education programs. We have designed a rigorous evaluation system and use the results to continually adjust and improve our programs. We also assist other nonprofit organizations to do the same.

Ms. Turner's years of experience and connections within the field have enabled her to assemble a top-flight team that includes independent evaluators with Ph.D. credentials; a team of university doctoral students to analyze data and work for the client during peak reporting times; university affiliation, which meets Institutional Review Board (IRB) requirements; and a Harvard graduate who developed and maintains an online data tracking system to generate surveys with unique identifiers and link program participation directly to outcomes.

What sets CFSS apart from other nonprofit community organizations is that we are a strong proponent of theory-driven program evaluation. Good theory provides guidelines for designing a program, as well as its evaluation, and a frame of reference for understanding the significance of evaluation results. CFSS has provided evaluation services in partnership with the University of Wisconsin, Milwaukee since 2001 and follows a four-phase multidimensional and comprehensive approach to program evaluation. The approach has been established so that the program can be confidently evaluated without poor implementation or faulty data management negatively affecting the results. The diagram below identifies and summarizes the four phases to the CFSS approach. The four-stage evaluation process is custom designed to fit the needs of each client's evaluation.

## Four-Phase Evaluation Strategy

### Phase I. Formative Evaluation / Research and Program Design

- Literature Review/Identification of Theory
- Community Needs Assessment
- Evaluation Plan-Narrative and Logic Model
- Psychometrically Strong Instruments

### Phase II. Program Implementation, Data Management and Process Evaluation

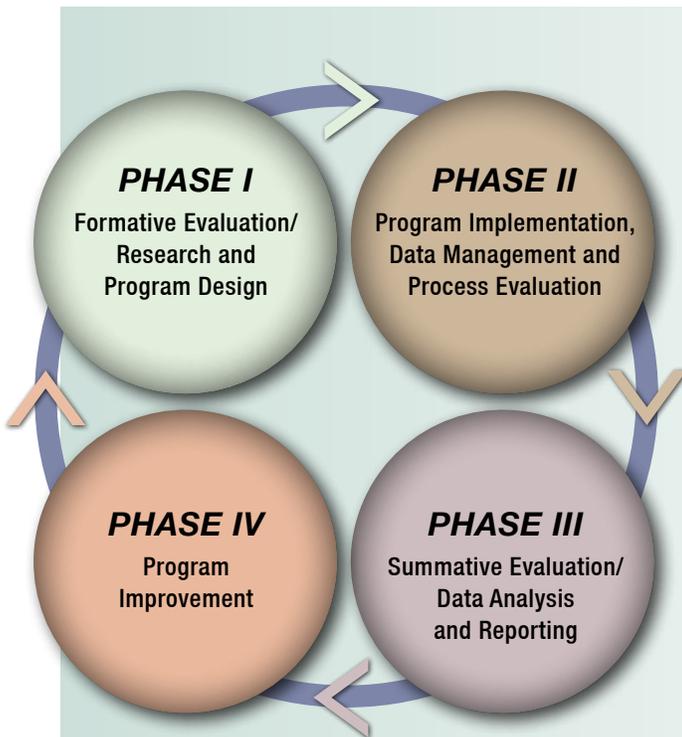
- Web-Based Data System Design
- Implementation Plan/Ongoing Analysis
- Project Liaison

### Phase III. Summative Evaluation / Data Analysis and Reporting

- Data Aggregation of Outputs and Outcomes
- Descriptive and Sophisticated Inferential Analyses
- Funder/Agency Reports

### Phase IV. Program Improvement (formative and summative)

- Meaningful Conclusions about Outputs and Outcomes
- Program Adjustments
- Recommended Changes for Program Design



As a consequence of this approach to evaluation, one of the unique features of CFSS program evaluation is our emphasis on formative evaluation as a way to improve program management and delivery to reduce the probability of implementation failure. Good program management and delivery then allow us to produce a more meaningful outcome evaluation.

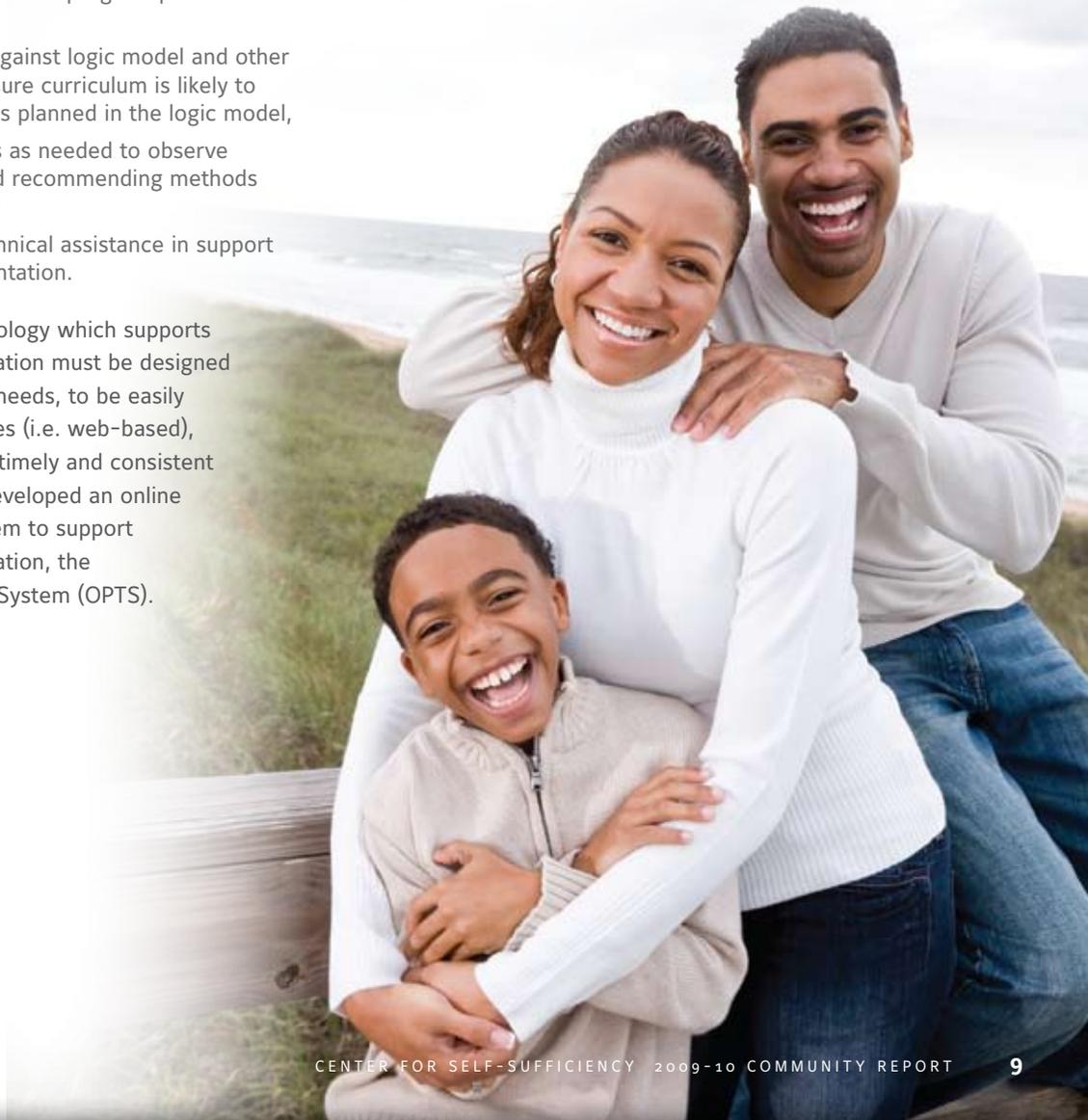
In sum, the CFSS approach to program evaluation is comprehensive and holistic. We believe our approach provides the best and surest route to continuous program improvement. As a result of our approach to evaluation, we were one of three organizations selected from a pool of 33 organizations to participate with St. Louis and Dallas in a national evaluation of the U.S. DHHS Healthy Marriage Initiative grant.

In addition to core evaluation services outlined above, the CFSS team coordinates all aspects of program and curriculum training by:

- developing comprehensive program policies and procedures,
- reviewing curricula against logic model and other proven theory to ensure curriculum is likely to provide the outcomes planned in the logic model,
- conducting site visits as needed to observe program delivery and recommending methods of improvement, and
- offering ongoing technical assistance in support of program implementation.

CFSS recognizes that technology which supports program delivery and evaluation must be designed to meet changing program needs, to be easily accessible by all partner sites (i.e. web-based), and user friendly to ensure timely and consistent data entry. In 2007, CFSS developed an online tracking and reporting system to support program delivery and evaluation, the Online Participant Tracking System (OPTS).

OPTS is currently used in 14 federally funded projects and was showcased in January 2009 at a U.S. DHHS sponsored conference in Arlington, Virginia. OPTS also has been highlighted as a national best practice at federal grantee conferences in the Washington, DC area in 2006 and 2008. OPTS enables users to quickly and accurately enter program participation data and allows program management staff to monitor compliance for attendance entry and curriculum delivery. OPTS also automatically generates forms required by the federal funder, and provides a central repository of program data to enable evaluation staff to analyze outcomes. In 2009, OPTS was enhanced further to assist partners in managing survey requests by providing an automatic way to request surveys and track outbound and return shipping dates.



# Financial Report For fiscal year ending December 31, 2009

The Center for Self-Sufficiency's annual revenue budget for 2009 was more than \$2.2 million (\$2,251,780). This included \$641,718 from a U.S. DHHS Community-Based Abstinence Education grant; \$1,117,245 from a U.S. DHHS Healthy Marriage Initiative grant; \$59,493 from a U.S. DHHS Compassion Capital Fund grant; \$8,367 from the City of Milwaukee Community Development Block Grant; and \$424,957 from other sources including matching funds and income from services provided to other organizations.

The federal U.S. DHHS Healthy Marriage and Compassion Capital Fund grants require CFSS to have matching funds in support of the projects, and we are actively seeking additional sources of private funding to support the expansion of our programs.

Financial statements are prepared in accordance with CFSS by-laws. According to its by-laws, interim financial statements on the condition of finances are provided at regular board meetings and a full financial report, including the audit report, is rendered at the annual meeting of the Board of Directors. In addition, the Board of Directors may request financial reports to be prepared for them at any time. The CFSS by-laws state further that special financial items, like loans, sale of securities, execution of instruments, etc., must have approval of the Board of Directors. The by-laws also require that books, statements, reports and all other documents and records required by

law are properly kept and filed. All financial statements presented to the Board of Directors are also recorded in the minutes of each Board meeting. The Statement of Financial Position and Statement of Revenue and Expenses from the 2009 audited financial report are included below and on the next page; a complete audit report is available upon request.

The Center for Self-Sufficiency has also been able to provide services for the various programs they offer through both public and private sector funding. However, as available federal funding becomes limited, we are continually looking for additional private funds to expand our current family-strengthening programs.

## Statement of Financial Position 2009 2008

### Assets

Checking/Savings	\$45,770	\$74,952
Accounts Receivable	59,259	46,611
Federal Grants Receivable	67,548	103,760
Prepaid Expenses	3,635	1,566
<b>Total Assets</b>	<b>\$176,212</b>	<b>\$226,889</b>

### Liabilities & Net Assets

Accounts Payable	\$94,291	\$143,244
Deferred Revenue	54,750	63,850
<b>Total Liabilities</b>	<b>149,041</b>	<b>207,094</b>
Net Assets - Unrestricted	27,171	19,795
<b>Total Liabilities &amp; Net Assets</b>	<b>\$176,212</b>	<b>\$226,889</b>

## Revenue and Expense

2009

2008

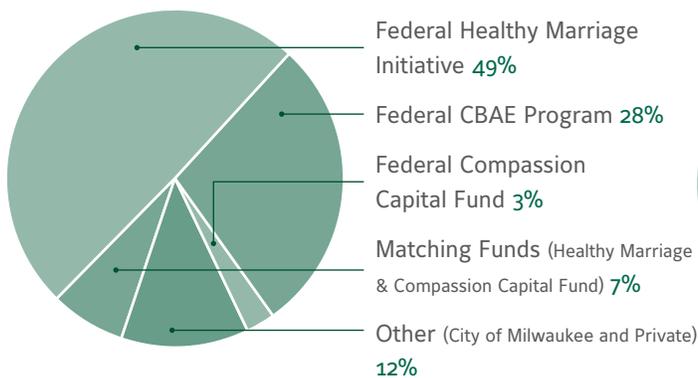
### Income

Federal Healthy Marriage Program	\$1,117,245	\$1,034,464
Federal CBAE Program	641,718	798,289
Federal Compassion Capital Fund	59,493	0
Private Support	265,850	265,200
City of Milwaukee	8,367	0
Matching Funds - Healthy Marriage	143,957	162,328
Matching Funds - Compassion Capital Fund	15,150	0
<b>Total Income</b>	<b>\$2,251,780</b>	<b>\$2,260,281</b>

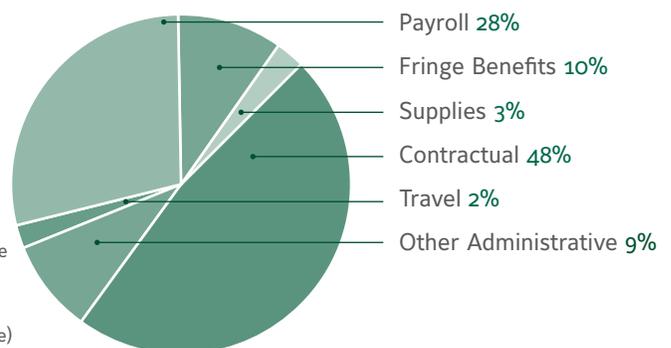
### Expenses

Payroll	624,932	447,164
Fringe Benefits	229,768	145,860
Program Supplies	58,797	40,396
Contractual	1,083,577	1,424,895
Travel	40,044	47,434
Other Administrative	207,286	155,645
<b>Total Expenses</b>	<b>\$2,244,404</b>	<b>\$2,261,394</b>
Change in Net Assets	\$7,376	(1,113)
Net Assets, beginning of year	19,795	20,908
Net Assets, end of year	\$27,171	\$19,795

### Income



### Expenses



# Partnering to Change Tomorrow

## Funders

*The Center for Self-Sufficiency is grateful for the support it receives in the form of grants provided by:*

- The Annie E. Casey Foundation
- The City of Milwaukee Community Development Block Grant
- U.S. Department of Health and Human Services, Administration for Children and Families
- Private Support
- United Way of Greater Milwaukee

## Partners

*Community-Based Abstinence Education:*

- Greater Allen Cathedral of New York in Jamaica, New York
- Mount Zion Baptist Church in Baltimore, Maryland
- New Hope Memorial Baptist Church in Elizabeth, New Jersey

*Healthy Marriage Initiative:*

- Boys and Girls Clubs of Greater Milwaukee, Milwaukee, Wisconsin
- New Concept Self-Development Center, Milwaukee, Wisconsin
- St. Charles Youth and Family Services, Kenosha and Racine, Wisconsin
- UMOS, Inc., Milwaukee, Wisconsin

## Board of Directors

- **Janet A. Wimmer MSW, CAPSW (Chair)**  
*Behavioral Health Services Administrator  
Wisconsin Community Services, Inc.*
- **Lisa Featherstone**  
*Educator and Community Volunteer*
- **Paulina de Haan**  
*Community Coordinator, Safe Streets Initiative  
Marquette University Law School*
- **Michelle Hays (Secretary)**  
*Child Care Provider and Community Volunteer*
- **Mark Lawrence**  
*Educator, Milwaukee Public Schools*
- **Gary Nosacek**  
*Journalist and Community Volunteer*
- **Dashal Young**  
*Director, Community Outreach and Recruitment  
Office of the Milwaukee County Executive*
- **Angela M. Turner**  
*Ex-Officio, President and CEO,  
Center for Self-Sufficiency, Inc.*



# The Center for Self-Sufficiency Team

## Staff

- **Ryan Adomavich**  
*Research and Planning Analyst II*
- **Lauren Bridgeman**  
*Administrative Coordinator, Communications*
- **Dawn Czarnecki**  
*Lead Office Systems Coordinator*
- **Bishop LeHavre Buck**  
*Lead Educator*
- **Junior Gentry**  
*Educator*
- **Meg Houlihan-Block**  
*Research and Planning Analyst II*
- **Emily Locke**  
*Research and Planning Analyst I*
- **Crystal Morgan**  
*Administrative Coordinator, Programs*
- **Patty Peck**  
*Administrative Assistant*
- **Sara Polifka**  
*Director, Research and Planning*
- **Melanie Porterfield-Riddix**  
*Director, Nonprofit Client Services*
- **Robert Randolph**  
*CCF Project Coordinator*
- **Alan Schnebly**  
*Research and Planning Analyst III*
- **Angelique Sharpe**  
*Educator and Outreach Coordinator*
- **Jeanette Stevens**  
*Vice President, Educational Programs*
- **Angela Turner**  
*President and CEO*

## Consultants

- **Mark Adashun**  
*Accounting Services*
- **William Clay**  
*Nonprofit Capacity Building Consultant*
- **Julie Landes**  
*Communications and Marketing Consultant*
- **Ann Miller**  
*Curriculum and Process Evaluation Consultant*
- **Selena Webb-Ebo**  
*Educator*
- **Barbara White**  
*Educator*

## Contractors

### EVALUATION SERVICES

Consulting Office for Research and Evaluation (CORE),  
University of Wisconsin, Milwaukee

- Dr. Cindy Walker

### ONLINE PARTICIPANT TRACKING SYSTEM (OPTS), DATABASE MANAGEMENT

#### Two Island Solutions

- Mike O'Malley
- Ben Bernard

### NONPROFIT CAPACITY BUILDING

#### The Center for Public Skills Training

- Frank Martinelli

### SMS Associates

- Shelly Schnupp

### COMMUNICATIONS AND MARKETING

- Staples Marketing, LLC  
*Graphic/Web Design*

*Current as of September 2010*



Making a Difference for Youth, Families and Communities

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