



INCREASING SELF-SUFFICIENCY THROUGH
high-impact programs

2011-2012 COMMUNITY REPORT

Our Impact

is felt across the entire community

5,416

Total Number of Participants

in Center for Self-Sufficiency Programs and Services, 2011 and 2012:

Total number of adults consisting of **2,747** and **45** Project 180 Mentors.
Includes 1,723 singles, 171 couples, and 964 offenders

Total number of youth consisting of **1,925** Healthy Relationship/Marriage Education, **270** PREP, and **429** United Way participants.

2,792 + 2,624

See page 17 for more information.



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Mission

We promote and facilitate the design, delivery, and growth of high-impact programs and partnerships that increase self-sufficiency of individuals, families, organizations and communities.

Vision

Our innovative leadership and commitment to accountability moves people and organizations toward improved systems, resources and outcomes that increase economic independence.





Letter from the President & CEO and CFSS Board Chair

Greetings,

Perhaps Winston Churchill best captured our philosophy at the Center for Self-Sufficiency (CFSS) when he said, "To improve is to change; to be perfect is to change often." While we are certainly not purporting to be perfect, at CFSS we are constantly looking for ways to improve our programs and services. And, thanks to the comprehensive strategic planning process that we underwent in 2011 and 2012, we stand poised for changes that will expand our direct services and enhance our community partnerships. We are also delighted to see the change that is occurring through the growth of our Board of Directors as we welcome seven incoming visionary and diverse board members. We look forward to working with this dedicated board in the coming years.

For more than 7 years, CFSS has worked diligently and successfully to not only deliver critical services and programs to the community, but to holistically address the myriad of concerns and issues that hinder families' abilities to become self-sufficient. Whether we are presenting programs on teen pregnancy and healthy relationships, preparing former offenders to reenter the community or evaluating outcomes for one of our community partners, we pride ourselves in our ability to be thoughtful, strategic and prudent.

Moreover, our strategic planning has resulted in CFSS clarifying and succinctly stating who we are, what we do and how we do it. The diagram that you see on page 5 depicts our strategic approach. It also provides our clients and the community with invaluable insight into CFSS, while providing our partners, employees and directors with a roadmap to ensure we are on course. And, while the diagram is easy to read and simplistic, the process was arduous and time consuming – but worth every minute of it!

We are grateful that our successes have not gone unnoticed, as is evidenced by our recent partnerships with organizations that provide offender reentry services. Because of these collaborations, for the first time CFSS will provide direct employment services through our Healthy Relationship and Marriage Education Initiatives. We have recently hired a Business Services Representative to spearhead our efforts to develop closer, mutually beneficial relationships with area employers. While CFSS has long been involved with providing relationship education, case management and program evaluation services, we are excited about our ability to offer more comprehensive employment services to former offenders, singles and couples.

Whether we are presenting programs on teen pregnancy and healthy relationships, preparing former offenders to reenter the community or evaluating outcomes for one of our community partners, we pride ourselves in our ability to be thoughtful, strategic and prudent.

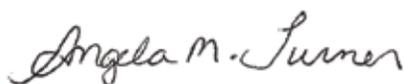
These partnerships will enable us to not only talk about the merits of economic stability as a key component in building and sustaining healthy relationships, but now we are able to connect individuals to job readiness and placement services—a move that will allow us to more proactively address the economic health of families.

CFSS is also elated that we were selected by Milwaukee County as their evaluation partner, as we expand our services to include a three-year partnership to provide evaluation services for their Milwaukee County Pathways to Responsible Fatherhood Project (MPRF). We were also selected by Community Advocates to be their partner in the Brighter Future Initiative to provide evaluation services and we are grateful to our many community partners who work with us on this initiative.

In our effort to identify solutions to challenges our clients face, CFSS also sponsored two new, well-received initiatives in 2012. Through our partnership with the Milwaukee Reentry Network, we co-sponsored the first-ever Employer Summit that offered community business owners and Human Resource professionals useful, current and relevant resources regarding incentives available to them for hiring former offenders, best practices that result in improved hiring practices and ultimately engaging in key discussions pertaining to business growth and success in Milwaukee County. We also held our first Resource Seminar, providing some 100 Milwaukee direct service professionals access to more than 40 community advocacy organizations and advocates throughout Milwaukee County. The organizations and advocates supplied the professionals with information and referral processes required for admittance to the programming. Most notably, this one-stop shop connected these professionals to those community resources their clients need most—from child support services, to employment and education opportunities.

Yes, change is on the horizon and CFSS is embracing that change. We are ready to meet whatever challenges it brings and celebrate whatever triumphs we experience. As long as there are teen pregnancies, divorces and former offenders who need mentors, hope and jobs, CFSS is prepared to identify and offer creative, results-oriented solutions.

To that end, we thank the community for supporting us. We thank our Board of Directors for guiding us. We thank our donors for their generosity. And, above all, we thank the dedicated and talented employees at CFSS who are in the trenches every day working to build a better community by decreasing poverty and out-of-wedlock births and increasing strong, healthy marriages and relationships.

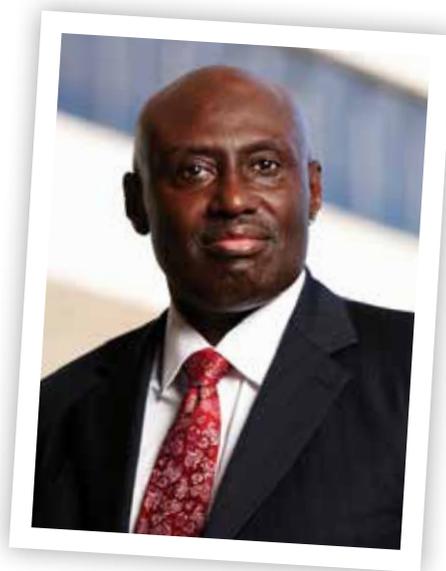


Angela Turner
President & CEO



George Hinton
CFSS Board Chair

Yes, change is on the horizon and CFSS is embracing that change. We are ready to meet whatever challenges it brings and celebrate whatever triumphs we experience.



According to 2011 U.S. Census data, **24%** of all children in America live in single-parent households headed by the mother. This is true for **51%** of black children compared to **19%** for white children.

71% of white children live with both parents who are married to each other while only **34%** of black children do.

Source: U.S. Census Bureau, Washington, D.C. 2011

We are grateful to the following donors who have contributed to CFSS:

- Mary Ann Buettner
- Capacity Development Associates
- Greg DeLozier
- Lisa and Jeff Featherstone
- Terri Full
- Steven W. Girard
- Sheryl Gotts
- Howard Jones
- Dave Knutson
- Frank Martinelli
- Toni McBride
- Mobile Car Care
- Halbert Sullivan
- Staples Marketing
- Dan Wilkens

About CFSS

The Center for Self-Sufficiency is a Milwaukee-based nonprofit agency with a \$3 million annual budget that works with government and local nonprofit agencies to deliver marriage/relationship education, teen pregnancy prevention, youth character development and offender reentry services throughout Southeastern Wisconsin. We also provide services to nonprofit organizations across the country that support programs in the areas of responsible fatherhood, marriage/relationships, teen pregnancy prevention, offender reentry, substance abuse prevention, workforce development and green jobs and capacity building.

As of December 2012, CFSS has 13 organizational partners, 24 full-time and four part-time employees, 14 consultants and four organizational contractors who carry out the programmatic, evaluative and administrative work of the organization. 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.

CFSS staff and independent consultants possess professional experience across multiple disciplines including organizational leadership, program implementation, curriculum delivery, research and evaluation systems, marketing and PR, planning and administrative support. An 11-member Board of Directors, which meets six times a year, governs the organization.

Funders

The Center for Self-Sufficiency appreciates the financial support it receives from our community, state and federal partners. Without these financial partners, CFSS would not be able to provide services to the many families and nonprofit organizations annually.

- The City of Milwaukee Community Development Block Grant
- Medical College of Wisconsin
- Milwaukee County
- Potawatomi Bingo Casino
- U.S. Department of Health and Human Services, Administration for Children and Families
- U.S. Department of Justice
- United Way of Greater Milwaukee
- YWCA of Greater Milwaukee

THE CENTER FOR SELF-SUFFICIENCY'S Strategic Approach

— Statement of Problem —

Changes in family structures lead to high rates of poverty, especially among children.

— Our Mission —

We promote and facilitate the design, delivery and growth of high-impact programs and partnerships that increase self-sufficiency of individuals, families, organizations and communities.

— Our Vision —

Empowering individuals to take responsibility for their lives, families and communities.

— Statement of Approach —

What Do We Mean by Self-Sufficiency?

Researchers who study the causes of poverty and the most promising poverty reduction strategies suggest that there are three interwoven themes at play¹:

- (1) economic self-sufficiency,
- (2) family structure and changes that have taken place in the past several decades,
- (3) intergenerational transmission of poverty.

Through its Vow to Succeed program, CFSS promotes positive and effective family structures as long-term solutions to improve household economic outcomes.

— Our Values —

- We believe healthy and safe marriages result in good outcomes for children.
- We also support and promote all safe and healthy family structures.
- We believe in the importance of graduating from high school and further education/training before having children.
- We believe father involvement is crucial to the well-being of the family.
- We believe that every individual can make a positive contribution to his/her family and community.
- We value partnerships that help us reach more individuals in the community.

— Our Programs & Services —

We provide educational programs and services that strengthen families, including teen pregnancy prevention, healthy relationship and marriage education.

We provide reentry services to offenders returning to the community.

We assist nonprofits to build and expand family strengthening programs in their communities.

— Ultimate Outcomes —

A decrease in poverty is attributable to a decrease in out-of-wedlock births, an increase in marriage and a decrease in divorce.

¹ "American poverty and inequality: Key trends and future research directions," Fast Focus, No. 12-2011, October 2011, Institute for Research on Poverty, University of Wisconsin-Madison, www.irp.wisc.edu



Lois & Devern Suggs – MARRIED 32 YEARS

We attended sessions because we want to be a resource for couples in our church. We have noticed that views on marriage have changed. People see their mate as a husband or wife, but not as a life partner. They don't understand that you can turn your marriage into whatever you want it to be. Strong marriages are the fiber that hold our communities together. We have no real structure without strong marriages.

Vow to Succeed

Healthy Relationship and
Marriage Education Programs



VOW to Succeed programming encourages couples, singles and youth to evaluate and invest in their relationships. These programs cover, but are not limited to, topics such as mutually beneficial partner relationship behaviors, unfaithfulness, determining a healthy versus unhealthy relationship, self-esteem and more.

Since 1980, the number of Wisconsin marriages has steadily declined, while the divorce rate has skyrocketed. In 2011 alone, a total of **16,635** Wisconsin divorces occurred, with **54%** of these families involving children under the age of 18. (Source: State Vital Records Office, Division of Public Health, Department of Health Services.) These marriage breakups left thousands of families to face negative repercussions such as depression, poverty, violence and unhealthy relationships.

The Vow to Succeed adult-focused programs provide participants with marriage and relationship skills building and decision-making curriculum designed to improve the odds that participants will choose, remain in or develop healthy relationships.

The underlying goal of this program is to develop those relationships into sustainable and healthy marriages that benefit couples and their children.

Each year, the Center for Self-Sufficiency hosts a marriage retreat, providing married couples the opportunity to interact with other married couples, while learning tools to keep their marriage on track. Feedback from the sessions is always positive and each year CFSS incorporates the couples' comments to strengthen its curricula.

The Curricula

Within Our Reach for married couples, and *Within My Reach* for singles, was designed to help individuals who are economically disadvantaged to achieve their goals in relationships, family and marriage. Youth receive the *Love Notes* curriculum which aims to help them make wise relationship and sexual choices.



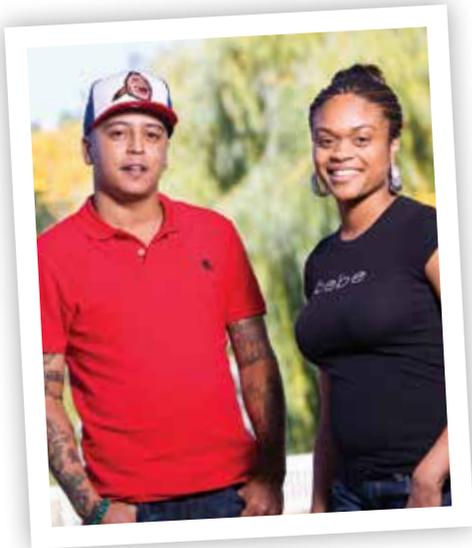
John & Alma Walton –
MARRIED 35 YEARS

It was important for us to attend the retreat and get the information as we work to establish a marriage ministry in our church. We want to be a resource for couples in our congregation and those who may be considering marriage to support them to either get their relationships started off on the right path or to keep their current marriage on track.



Yashimah & Shiloh Gardens –
MARRIED 10 YEARS

We came to the retreat to get clear about our relationship, understand how to better communicate, define what each other's needs are and how to best meet those needs. We didn't want to be one of those couples who back into our relationship but rather to be proactive in keeping our marriage strong.



**Corey & Adia Lockhart –
NEWLYWEDS (Married June 2012)**

Attending the retreat as a newlywed couple was important for us because we now know that marriage can be successful. Seeing couples and being around people who have been married for 15+ years is inspiring to us. We know marriage will not be simple, but it was important for us to be married and not choose to just live together.

Corey: *I wanted Adia to be my wife first, not just my child's mother.*

Adia: *My parents have been married for 25 years. I had a good example of a strong marriage and wouldn't accept anything less for myself.*

Community Partnerships

CFSS understands that the deeply rooted social issues of our communities cannot be resolved by any single agency. Impactful and sustaining progress requires broad community commitments to resolve the underlying issues through a collaborative effort that includes elected officials and community leaders, local organizations and the community itself. With this in mind, CFSS has worked with many dedicated organizations in Milwaukee and the surrounding counties that have similar goals.

Vow to Succeed Program Host Sites

CFSS and its program partners provide educational programs in a variety of sites in Southeastern Wisconsin. In 2011 and 2012, more than 320 Vow to Succeed classes were delivered at 94 different sites, which included 33 schools, 43 community centers, 11 churches and faith-based organizations, and 7 correctional facilities.

If your organization would like to host a healthy marriage or relationship class, or if it provides family-strengthening programs and services that would benefit Vow to Succeed participants, we are interested in hearing from you. Call CFSS at **(414) 332-0050** to explore the possibilities.

CFSS partners with these organizations through the Vow to Succeed program:

- The **Boys & Girls Clubs of Greater Milwaukee** provides youth education in Milwaukee
- **St. Charles Youth & Family Services** provides adult education in Racine and Kenosha
- **United Migrant Opportunity Service (UMOS)** provides youth and adult education for Milwaukee residents
- **YWCA** provides youth and adult education at their central Milwaukee location
- **Wisconsin Regional Training Program (WRTP)** provides job training and CFSS provides relationship education for Milwaukee residents
- **Northcott Neighborhood House** provides its Fresh Start job training program and CFSS provides relationship education for Milwaukee residents
- **Community Advocates** provides domestic violence awareness and education



Teen Pregnancy Prevention

In addition to youth healthy relationship education, CFSS also provides teen pregnancy prevention education that is designed to reduce the incidence of teen pregnancy and sexually transmitted infections, including HIV/AIDS. CFSS is successfully providing thought-provoking and relevant information to teens at a level that they can understand. Comments from teens who attend the sessions have been thoughtful and positive, with teens openly sharing their feelings about pre-marital sex and pregnancy.

Through the United Way Healthy Girls Initiative and Personal Responsibility Education Program (PREP) funded by the Medical College of Wisconsin, CFSS holds educational sessions for youth ages 12-19 in a confidential setting with Educators who have established great rapport with the teens. During these interactive discussions, many teens have freely shared that no one has ever taken the time to talk with them about sex. Armed with information about diseases like AIDS and STDs, United Way and PREP sessions are also helping sexually active teens understand the merits of taking safe precautions.

Educators use the *Making Proud Choices* and *Love Notes* curricula to help young people make wise relationship and sexual choices. The premise is that helping young people make better choices will also help them achieve education, employment and stable relationships and family goals. These sessions are designed to provide young people with interactive and engaging ways to learn more about themselves, to cultivate a vision of what they want for the future, to establish goals and take steps to achieve those goals.

Teens who complete the sessions have high accolades for the Educators as well as the manner in which the information is presented. Here are some of their specific comments:

Nick: *I like the way Malaika tells young people like us that we have plenty of time to have sex. We don't have to have sex right now. It's okay to wait.*

Zahne: *I like (the class) because it teaches me to be safe, how to prevent pregnancy and be careful about diseases like AIDS.*

Kassonni: *Malaika is down to earth, that's why I pay attention to her. She cares about us. I learned things about sex that I didn't know. I didn't know I could get certain diseases from sex.*

Avonté: *Malaika is a great teacher. She made me rethink having sex right now. I know my body is not ready for sex. Using condoms and all that. Not right now.*

Essence: *I learned things about sex I didn't know or have ever talked about. The class was very helpful.*



Ms. Becky Redmond-Walker
EMPLOYMENT STRATEGY TEAM
CO-CHAIR (CFSS) (Left)

Ms. Ronnette Hayes Gardens
PROJECT 180 MENTEE
(Right)

A study of former offenders who stop committing crimes (referred to as “desistance”) found that family (specifically marriage, particularly for men) and employment were two prime factors associated with desistance.

Source: National Research Council 2008

Project 180

Adult Mentoring Program

The Project 180 Adult Mentoring Program was created to reduce offender recidivism and assist offenders with successful reintegration into society. Launched in October 2011, Project 180 uses mentoring to build family and peer relationships, provide positive social activities, substance abuse treatment and maximize education and employment opportunities. Case management services further connect offenders to a myriad of community resources that are geared to increase the likelihood of their successful reintegration.



Group mentoring is implemented pre-release and used to address factors that may cause individuals to return to prison, such as their limited thought process, challenges securing gainful employment and anger management issues.

One-to-One Mentoring begins after release and is used to address the factors of anti-social companions, leisure and recreation, family, substance abuse, employment and education.

Mentors play an integral role in helping their mentees with a successful transition back into society, while encouraging them to become good and productive citizens. Since Project 180's inception, CFSS has matched a total of 42 mentors with mentees, and we are always looking for more mentors to help our clients get their lives back on track. If you are interested in becoming a Project 180 mentor, please contact the Center for Self-Sufficiency at **(414) 332-0050**.

Lawrence Lewis III - PROJECT 180 MENTEE (Left) and **LeHavre Buck** - LEAD EDUCATOR (Right)



Project 180 Success Story

Becky Redmond-Walker and Ronnette Hayes pictured on page 10

Ronnette Hayes was released from prison in June 2012. Immediately following her release, Becky Redmond-Walker was matched with Ronnette and serves as her mentor. (Becky works at CFSS as its Community Resource Coordinator, and is one of 42 mentors from the community who have volunteered as a Project 180 mentor.)

Upon her release, Ronnette's most immediate needs were for simple, basic items for day-to-day living. Becky gave her a gift card to Wal-Mart so that she could purchase those items.

She also provided Ronnette with bus tickets and even helped Ronnette search for employment. As a result of Becky's dedication and support, Ronnette is now working toward becoming an entrepreneur: she has connected with local government agencies and was selected as a preferred cleaning service provider for several of their buildings. Ronnette plans to call her business "It Takes a Village."

This mentoring match is evidence of the effectiveness, power, need and impact of this type of program. It is crucial for individuals reintegrating into society to have mentors who care about their well-being, someone who is truly willing to invest time, attention and perhaps personal resources in order to give offenders a second chance at life.



Andre McMurtry - WISCONSIN COMMUNITY SERVICES

Milwaukee Reentry Network

The Milwaukee Reentry Network is a partnership comprised of government and local nonprofit agencies that plan and coordinate workforce related reentry services for offenders in Milwaukee County.



Since 2009, CFSS and the Wisconsin Department of Corrections (DOC) have made it a priority to implement strategies to strengthen the Milwaukee Reentry Network by working with the Wisconsin Department of Workforce Development (DWD), the Wisconsin Department of Children and Families (DCF), the U.S. Probation Office-Eastern District of Wisconsin, Milwaukee County Child Support Services (CSS), Milwaukee County District Attorney's Office, the City of Milwaukee Police Department and the Milwaukee Area Workforce Investment Board (MAWIB). The Network includes representatives from these governmental and law enforcement agencies as well as other community-based organizations whose missions include increasing community safety, improving individual's and community economic stability and supporting, through employment services, people with criminal records to become employed, law-abiding Milwaukee citizens. This broad and diverse participation and support has helped ensure the Network's success and sustainability.

In 2012 the Milwaukee Reentry Network organized two major events: a Resource Seminar, which was designed to educate Center for Self-Sufficiency partners, social workers, employment specialists and work release coordinators about community resources that are available to former offenders; and an Employer Summit to educate local business representatives about the importance and potential benefits of hiring former offenders.

Resource Seminar

CFSS hosted a 2012 Resource Seminar that convened more than 40 community organizations and advocates, who set up exhibits to engage more than 100 Milwaukee professionals to learn more about community resources available to them and the offenders they work with.

The one-stop shop set-up of the seminar introduced participants to referral procedures and requirements of the multitude of programs offered by the community advocacy organizations, including child support services, employment and education opportunities, as well as other resources to strengthen families and improve overall economic stability for individuals. In addition to introducing



Coretta Herring - RIVERWORKS DEVELOPMENT CORP. (Left)

Laneice McGee - EMPLOYMENT STRATEGY TEAM CO-CHAIR (DEPT OF WORKFORCE DEVELOPMENT) (Right)



CENTER FOR SELF-SUFFICIENCY RESOURCE SEMINAR

attendees to a variety of social service and employment resources, participants were able to take advantage of three educational sessions on employment and apprenticeships, job readiness and reentry/fatherhood.

The Employer Summit

As part of the Milwaukee Reentry Network, the Center for Self-Sufficiency presented its 1st annual Employer Summit in November 2012. The three-prong purpose of this Summit was to:

- enhance partnerships with employers to help them better understand win-win merits of hiring offenders;
- increase employers' understanding of hiring, or not hiring, persons with criminal background; and
- encourage more employers to recognize, and hire from, the talented offender population pool.

Among the topics addressed during the Employer Summit were Employer Incentives, Legal Implications of Criminal Background Checks, How to Interpret Criminal Background Checks, and Preparing the Incarcerated for the Workforce. Employers from 26 different organizations attended the event and their feedback indicated the Summit was valuable and employers were more likely to hire former offenders after attending the event.

A testimonial by Debra Henry, a former offender, spoke to the importance of the work of the Milwaukee Reentry Network.

"Upon my release I really wanted to work for my former employer because I loved what I did so much. I was not expecting to be rehired because of my incarceration, but I was. They took me back because of the efforts of partner agencies of the Milwaukee Reentry Network! I worked so hard when I got my job back that I received a promotion. Now that I am self-employed, I do what I can to assist other former felons so they can experience the same successes that I have."

Debra's message to the employers who attended the Employer Summit helped showcase the importance and impact of how giving someone a chance can reap rewards not only for the employee, but for the employer in terms of dedication and commitment. The overall goal of the Milwaukee Reentry Network is to provide former offenders with the skills, attitude and support they need to enable them to become tax-paying citizens by attaining gainful employment.



Eloise Anderson

– SUMMIT KEYNOTE SPEAKER
AND SECRETARY, WISCONSIN
DEPARTMENT OF CHILDREN
AND FAMILIES



Debra Henry

– SUMMIT PANELIST AND
FORMER OFFENDER



Children in father-absent homes are almost four times more likely to be poor. In 2011, **12%** of children in married-couple families were living in poverty, compared to **44%** of children in a father-absent family.

Source: U.S. Census Bureau, Washington D.C. 2011

Measuring Impact

Nonprofit Services

An important component of the CFSS mission to promote and facilitate the design, delivery and growth of high-impact programs is *measuring the impact* those programs have on the people who participate. Each program has written goals, objectives and outcomes, and we design rigorous evaluation systems to assess whether we are meeting expectations. We use the results to continually adjust and improve our programs. We also assist other nonprofit organizations to do the same.

CFSS has more than 15 years of experience in developing, operating and evaluating programs to strengthen families.

The Nonprofit Services Division specializes in process and outcome evaluation including data management systems in the areas of workforce development, including green jobs; offender reentry; substance abuse treatment programs; teen pregnancy prevention; healthy relationship, marriage and fatherhood education; and nonprofit capacity building. Staff and consultants, including a Ph.D.-level university-affiliated independent evaluator, have worked with two dozen organizations locally and nationally to evaluate program outcomes.

Through surveys that participants complete at the beginning and end of each program, we measure how successful each program is at changing the attitudes and behaviors. Our state-of-the-art, web-based database, the Online Participant Tracking System (OPTS), enables CFSS to track the people who enroll in our programs, their demographic characteristics (gender, age, ethnicity, marital status, etc.) and who completes the program. OPTS also monitors responses to the pre-program and post-program surveys through a hidden ID number that does not identify an individual so program participants can be assured that their answers will remain anonymous and confidential.

In 2011 CFSS was selected by Milwaukee County Child Support Services to engage in a three-year partnership to provide evaluation services for the Pathways to Responsible Fatherhood Project (MPRF). In addition to implementing a performance measurement and program fidelity system, CFSS also provides healthy relationship / marriage education for MPRF and works closely with the partner organizations to provide training and technical assistance.

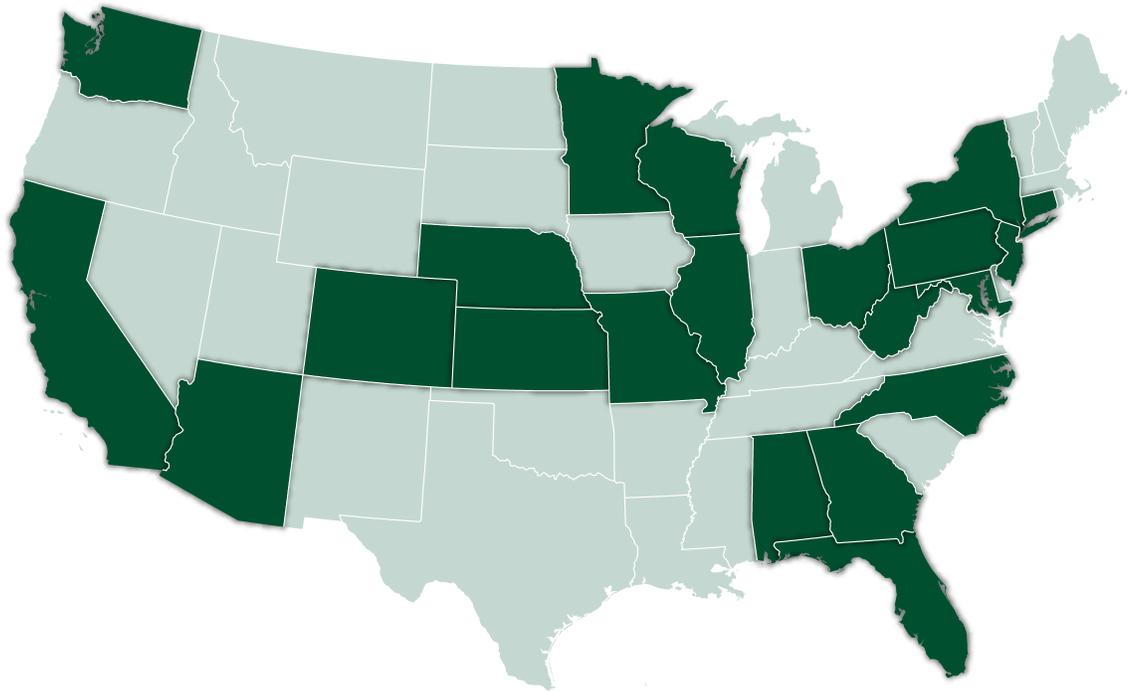
Local Partners

- Boys & Girls Clubs of Greater Milwaukee
- Center for Veterans Issues
- Community Advocates
- Milwaukee County Dept. of Child Support Services
- My Father's House
- Northcott Neighborhood House
- St. Charles Youth & Family Services
- UMOs
- WRTP
- YWCA of Greater Milwaukee
- WI Dept. of Children & Families
- WI Dept. of Corrections
- WI Dept. of Workforce Development

Milwaukee County Child Support Services Director Jim Sullivan said, "CFSS has developed and facilitated relationships among an interconnected array of community organizations and state agencies that collaborate with each other for the benefit of a given family and the Milwaukee community as a whole."

We were also selected by Community Advocates to be their partner in the Brighter Future Initiative to provide evaluation services and are grateful to our many community partners who work with us on this initiative.

"CFSS has provided both skilled experts and systems to help us carry out the objectives of the Brighter Futures initiative and streamline the evaluation process to effectively evaluate impact," said Joe Volk, President/CEO of Community Advocates. "Its best practices on measuring performance, and ensuring program fidelity make CFSS a key element in our ability to achieve benchmarks."



During her career, CFSS President and CEO Angela M. Turner has partnered with **24 organizations** that serve individuals in **94 communities** in **23 states**.

This has leveraged resources to secure, implement and evaluate more than **70 grants**, totaling more than **\$170 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.

Total Number of Participants

in CFSS Programs and Services, 2011 and 2012:

Total number of adults consisting of **2,747** and **45** Project 180 Mentors. Includes *1,723 singles, 171 couples, and 964 offenders*

Total number of youth consisting of **1,925** Healthy Relationship/Marriage Education, **270** PREP, and **429** United Way participants.

$$2,792 + 2,624 = 5,416$$

What results have we seen for healthy relationship/marriage education?

CFSS proposed the following outcomes as noted in the Logic Model included in our proposal, and achieved the outcomes noted in bold through actual post-survey results.

82% of Youth and **71%** of Adults reported a decrease in faulty relationship beliefs.

78% of Youth and **82%** of Adults have reported an increase in Communication skills and **85%** of Youth and **86%** of Adults reported an increase in Conflict Resolution.

80% of Youth and **89%** of Adults reported an improvement in their relationship quality.

80% of Youth and **89%** of Adults reported a reduction in Relationship or Marital Conflict.

85% of Youth and **86%** of Adults reported a decrease in Relationship Aggression.

Ethnicity & Gender Breakdown of Participants

Serving a diverse audience across all programs and services

African-American Participants:

57%

Caucasian Participants:

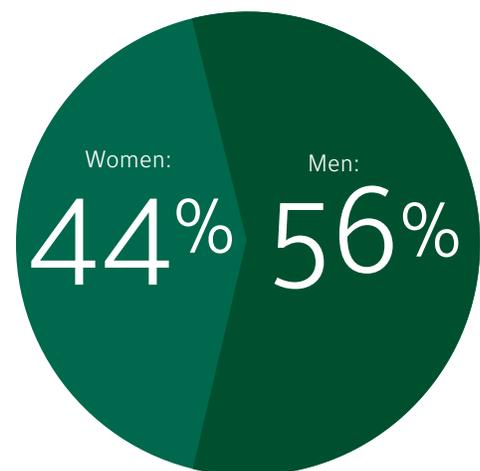
16%

Hispanic Participants:

21%

Other (Asian, European):

6%



Financial Report

For fiscal year ending December 31, 2011

The Center for Self-Sufficiency's annual revenue budget for 2011 was more than \$1.8 million (\$1,833,945). This included \$1,073,548 from U.S. DHHS Healthy Marriage Initiative & Relationship grants; \$32,764 from a U.S. Department of Justice grant; \$8,640 from the City of Milwaukee Community Development Block Grant; \$14,305 from Milwaukee County Fatherhood funding; \$17,896 from Medical College/PREP funding; \$68,723 of funding from United Way; and \$618,069 from other sources including matching funds and income from services provided to other organizations. The federal U.S.DHHS Healthy Marriage Initiative grant requires 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 2011 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 been able to provide services for the various programs we 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

Assets

| | 2011 | 2010 |
|---------------------|------------------|------------------|
| Cash | \$158,815 | \$105,989 |
| Accounts Receivable | 145,882 | 252,872 |
| Grants Receivable | 151,952 | 44,494 |
| Prepaid Expenses | 16,710 | 11,881 |
| Total Assets | \$473,359 | \$415,236 |

Liabilities & Net Assets

| | | |
|---|------------------|------------------|
| Accounts Payable and Accrued Expenses | \$150,201 | \$61,103 |
| Deferred Revenue | 249,829 | 179,765 |
| Total Liabilities | 400,030 | 240,868 |
| Net Assets - Unrestricted | 73,329 | 174,368 |
| Total Liabilities & Net Assets | \$473,359 | \$415,236 |

Support and Revenues

2011

2010

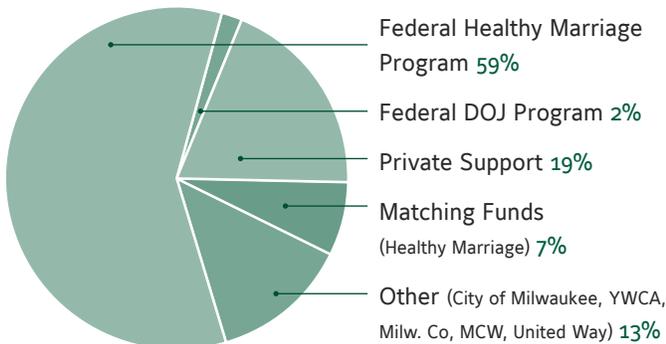
Income

| | | |
|--|--------------------|--------------------|
| Federal Healthy Marriage Program | \$1,073,548 | \$1,050,983 |
| Federal CBAE Program | 0 | 434,312 |
| Federal Compassion Capital Fund | 0 | 429,055 |
| Federal Department of Justice | 32,764 | 0 |
| Private Support | 347,643 | 436,350 |
| City of Milwaukee CDBG | 8,640 | 29,211 |
| YWCA/DOC Agreement | 130,646 | 118,755 |
| YWCA Energy Training | 6,599 | 0 |
| Milwaukee County Fatherhood | 14,305 | 0 |
| Medical College/PREP | 17,896 | 0 |
| United Way - Healthy Girls | 68,723 | 8,192 |
| Matching Funds - Healthy Marriage | 133,181 | 159,505 |
| Matching Funds - Compassion Capital Fund | 0 | 113,127 |
| Total Income | \$1,833,945 | \$2,779,490 |

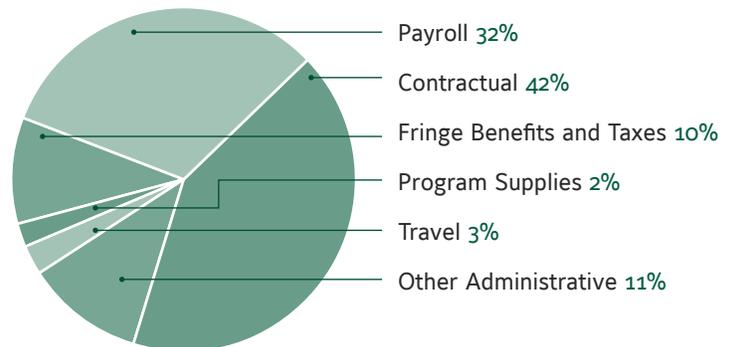
Expenses

| | | |
|-------------------------------|--------------------|--------------------|
| Payroll | 616,511 | 679,131 |
| Fringe Benefits & Taxes | 185,380 | 228,822 |
| Contractual | 814,823 | 1,396,376 |
| Program Supplies | 41,026 | 49,554 |
| Travel | 54,724 | 52,078 |
| Other Administrative | 222,520 | 226,332 |
| Total Expenses | \$1,934,984 | \$2,632,293 |
| Change in Net Assets | (101,039) | 147,197 |
| Net Assets, beginning of year | 174,368 | 27,171 |
| Net Assets, end of year | 73,329 | 174,368 |

Income



Expenses



The Center for Self-Sufficiency Team

The Center for Self-Sufficiency Team (as of January 15, 2013)

Executive/Administrative

Angela M. Turner, President and CEO

Mark Adashun, Fiscal Officer*

Denise Buchanan, Vice President,
Human Resources

Adult Programs

Robert Brown, Jr., Lead Educator

LeHavre Buck, Lead Educator

Tarvus Hawthorne, Business
Services Representative*

Junior Gentry, Educator

Becky Redmond-Walker, Community
Resource Coordinator

Selena Webb-Ebo, Educator*

Barbara White, Educator and
Case Manager*

Youth Programs

Jeanette Stevens, Vice President,
Youth Programs

Yvette Dotson, Educator II & Case
Manager (Youth)

Malaika Flenory, TPP/Healthy
Relationship Educator II

Nonprofit Services – Capacity Building

Melanie Porterfield, Director,
Nonprofit Client Services (East Coast)

Marc Boutet, Project Manager,
Workforce Development

William Clay, Consultant, Workforce
and Family Programs*

Ann Wolter, Consultant, Research
and Family Programs*

Evaluation Systems

Sara Woods, Director,
Evaluation Systems

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

Deb Heffner, Associate Director,
Evaluation Systems

Meg Houlihan-Block, Evaluation
Systems Analyst III

Kevin Cappaert, Evaluation Systems
Analyst III

Ryan Adomavich, Evaluation Systems
Analyst II

Anthony Gaines, Evaluation Systems
Analyst II

Lindsey Kapper, Evaluation Systems
Analyst II

Monique Driver, Data Compliance
Specialist

Planning and Administrative Services

Julie Landes, Director, Planning and
Administrative Services*

Lauren Bridgeman, Associate Director,
Communications and Planning

Jennifer Patrick, HR Manager

Jaclyn Schiessl, Administrative
Coordinator, Planning and Programs

Sarah Schaefer, Public Ally
Communications & Marketing Assistant

Patty Peck, Administrative Coordinator,
Office Systems

Jacque Williams, Executive
Administrative Assistant

* *Contractor/Consultant*

Contractors

ONLINE PARTICIPANT TRACKING
SYSTEM (OPTS), DATABASE
MANAGEMENT

- **Two Island Solutions**

BOARD DEVELOPMENT

The Center for Public Skills Training

- **Frank Martinelli**

COMMUNICATIONS AND MARKETING

- **Mosaic Communications**

- **Staples Marketing**

PHOTOGRAPHY

- **Hengen Photography**

- **Lila Aryan Photography**



The Center for Self-Sufficiency Team

Everyone Leads

The Center for Self-Sufficiency is a proud partner of Public Allies – an AmeriCorps program whose mission is to advance new leadership to strengthen communities, nonprofits and civic participation. Public Allies is changing the face and practice of leadership in communities across the country by demonstrating the conviction that everyone can lead, and that lasting social change results when citizens of all backgrounds step up, take responsibility and work together. Public Allies identifies talented young adults who have a passion to make a difference and helps them turn that passion into a career. These individuals work four days a week at a local nonprofit organization while receiving professional development trainings through the UWM School of Continuing Education.

The Center for Self-Sufficiency has hosted two Public Allies—Carlos Rivera-Jimenez from October 2011 through June 2012, and Sarah Schaefer who began in September 2012. Our Allies serve as Communications and Marketing Assistants. Current Public Ally, Sarah Schaefer describes her experience: “Being a Public Ally has allowed me to explore a career in the nonprofit sector while building my confidence and skills as a professional. Working with the Center for Self-Sufficiency has shown me all that goes into running a successful nonprofit – working with many community partners to leverage resources in order to best serve our clients and the community. It has been a challenging and rewarding experience that has taught me not only about the nonprofit sector, but about my own skills and interests as well.”

The Center for Self-Sufficiency is happy to support these young leaders of tomorrow.

As a Public Ally within the Center for Self-Sufficiency, I was able to help strengthen families and communities through the development and support of programs such as the Adult Mentoring Program, Project 180 and Healthy Relationship Education offered to individuals and couples which would translate into positive outcomes. As part of the CFSS staff, I was able to grow as a professional, gain self-confidence in my skills, and build in my capacities that have made me a better leader. I was also able to help broaden the scope and impact of CFSS's mission by facilitating marketing materials for programs and services to the Latino community.

Carlos Rivera-Jimenez

– CFSS PUBLIC ALLY 2011-2012

2012-13 Board of Directors

Tammy Belton-Davis
Principal, Athena Communications

Shaleta Dunn
Senior Supplier Diversity Professional,
Manpower Group

Lisa Featherstone
Educator and Community Volunteer

Noah Fenceroy, Board Vice Chair
Sr. Managing Attorney, Manpower

Andre Gordon, Board Treasurer
Financial Representative,
Northwestern Mutual

Sheryl Gotts
Director, Family Leadership Academy
(FLA)

Michelle Hays, Board Secretary
Practical Government Solutions

George Hinton, Board Chair
President, The Hinton Group

Dave Knutson
Vice President, Government Affairs
Boys and Girls Club of Greater
Milwaukee

Tony Smith
Fox Sports Analyst, Milwaukee Bucks

William Sulton
Attorney, Peterson, Johnson
& Murray, S.C.

Angela M. Turner
Ex-Officio
President & CEO, Center for
Self-Sufficiency, Inc.



Making a Difference for Youth, Families and Communities

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