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Senior Director of Strategy

Bessie Alcantara
Executive Director

Sonya Cook
Finance & Administration Director

Monica George
Development Director

Shaharazad Johnson
Program Director

Thank you for your continuous support of Alternatives, and our commitment to young people in Chicago. Keep up with us at www.alternativesyouth.org

241 E. 57th Street
Chicago, IL 60637
Dear Friends and Partners,

As Alternatives undergoes significant growth in pursuit of our mission to inspire young people to create a just future through practices that **heal individuals, restore communities, and transform systems** - we are also experiencing this same healing, restoration, and transformation internally; as an organization and as individuals.

We value equity and proactively work to practice anti-racism. We provide our majority BIPOC staff with professional development opportunities and competitive wages. We make decisions as an organization utilizing a racial equity lens.

Because we are living out our core values, we are seeing unprecedented growth in our programs. We are so proud of our growth in our Restorative Justice and Behavioral Health services which have expanded to allow us to serve schools in all 77 neighborhoods in Chicago.

We are looking forward to another year of not doing business as usual and embracing innovation to create a world where young people are **FREE**!

Thank you for your support in this work.

Sincerely,

Bessie Alcantara
Executive Director

Payal Keshvani
Board President
Our vision for the future is

YOUNG PEOPLE, FREE

We inspire young people to create a just future through practices that heal individuals, restore communities and transforms systems.

In FY22, schools were back in person for the first time since March 2020. Young people have been through so much over the last two years, and we have been hard at work to provide them with the support they need to thrive in their schools and their community. This year, we continued to weather logistical challenges, staffing and turnover issues.

This is our third year integrating racial equity priorities into every layer of our work. We are proud to have former youth program participants on both our staff and our Board of Directors. It is a priority for us that our majority BIPOC staff feel valued and cared for and can meet their financial needs wherever they may be in life.

Board Demographics

- White: 31%
- LatinX: 31%
- Black: 25%
- Asian: 13%
- Bi/Multi Racial: 5%

Staff Demographics

- LatinX: 21.8%
- White: 13.9%
- Asian: 3%
Program Overview

Our mission is to inspire young people to create a just future through practices that heal individuals, restore communities, and transform systems, and directly correlates to the three tiers of our services and their ever-expanding reach of impact.

Direct Services

We have therapists that work with both individuals and groups, using culturally responsive and evidence-based methods for addressing complex trauma. Our Youth Advocate Support Services (YASS) provide crisis response, case management and mentorship for young people at risk of involvement with the juvenile justice or child welfare systems. Our Youth Leadership Development Groups work with young people as young as 12, up to young adults to build the skills to deal with conflict, strengthen their support systems, and feel safe being themselves.

Capacity Building

Through our work, we recognized the need for capacity building services in addition to our direct services. Our Behavioral Health team created our Trauma-Informed Capacity building in schools, where we have specialists supporting school staff and administrators in assessing all students in order to identify students with behavioral health needs beyond the issues presented during class or that are currently being unaddressed.

In 2022 we created our Systems and Training Department, providing services throughout the state to other organizations and nonprofits, with programming around racial equity, restorative justice, and trauma-informed care.

Policy & Advocacy

Our Policy & Advocacy platform was developed in the past three years to integrate our racial equity strategy with our efforts at systems change in order to counteract the systemic racism that has negatively impacted POC for generations.

Program Highlights

In FY22, we established our Policy & Advocacy department. Our values-based policy platform addresses the systemic issues preventing young people from thriving and being free from oppression. We believe that this transformation must begin from within the nonprofit sector, and we have begun the process by providing livable wages for our employees, ensuring our staff has access to mental health care, and supporting our staff and employees on growing professionally.

In 2022 we established our Systems and Training department. Our Systems and Training team provides training and capacity building technical assistance throughout the state of Illinois. We provide services to other organizations and nonprofits that work with young people, providing programming around topics including: racial equity, restorative justice, trauma informed care, and more. This provides space for adults, and community-based organizations across Illinois to gain knowledge and skills in order to better serve their populations.

In FY22, We:

- Served over 2,000 kids and 1,000 adults
- Reached nearly 300 schools, with over 100 schools in services
- Expanded into several new neighborhoods across Chicago, focusing on the West Side
- Expanded our case management services to include Justice involved young people
- Trained 30 nonprofits across the state of Illinois in Restorative practices
- Doubled the number of young people served through mental health services
Our Reach

Young people served in FY22:

- North Side: 600
- South Side: 400
- West Side: 200

72% of our program participants report an increase in their problem solving skills.

[Graph showing the number of young people served in FY20, FY21, and FY22]

Healing Individuals

Seventy two percent of our program participants report an increase in their problem solving skills.

Alternatives' Staff and Board of Directors are now majority BIPOC. Our staff reflect the young people we serve.

Restoring Communities

Alternatives is committed to serving primarily BIPOC low-income youth who are in most need of services. We have nearly doubled our services on the South and West sides of Chicago in FY22 as the Northside and Uptown continue to gentrify.

[Graph showing the number of young people served in FY20, FY21, and FY22]

Financials

July 1, 2021 - June 30, 2022

Revenue:

- Total Revenue: $4,721,614
- Individual Contributions: $265,433
- Corporate & Foundation Grants: $786,310
- Government Grants: $3,551,289
- Program & Service Revenue: $36,698
- Other Income: $81,884

Expenses:

- Total Expenses: $4,404,375
- Staff Salaries & Benefits: $3,064,894
- Clinical Services Program Costs: $556,477
- Youth Development Program Costs: $349,466
- Fundraising: $64,314
- Administrative: $369,224

[Pie chart showing the distribution of expenses]
Your support allows us to create spaces for young people to thrive.

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Anonymous  
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Seabury Foundation  
Stanley McNeil Foundation  
Susan Crown Exchange  
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**FY22 Government Funding**

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Chicago Department of Public Health (CDPH)  
Department of Family & Support Services (DFSS)  
Illinois Department of Human Services (IDHS)  
Illinois Criminal Justice Information Authority (ICJIA)

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