

# Leadership

## Board of Directors

Payal Keshvani  
*Board President*

Katie Eng  
*Board Vice President*

Tim Harris  
*Board Treasurer*

Erin Killingsworth-  
Walker  
*Board Secretary*

Samantha Thaver  
*Program Committee  
Chair*

Randall Doubet-King

Jennifer Farina

Inder Kaur

Ron Nguyen

Baron Rush

Johara Veal

Tom Ziegenfuss

## Executive Team

Jessica Newsome  
*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](http://www.alternativesyouth.org)



241 E. 57th Street  
Chicago, IL 60637



## Alternatives

Annual Report  
2022



ALTERNATIVES

Heal • Restore • Transform

# Table of Contents

Letter from the Executive Director	2
Introduction	3-4
Programmatic Overview & Highlights	5-6
FY22 Reported Outcomes	7
FY22 Financials	8
FY22 Funders & Individual Donors	9-10

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

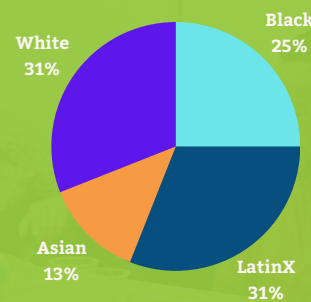
# YOUNG PEOPLE, FREE

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

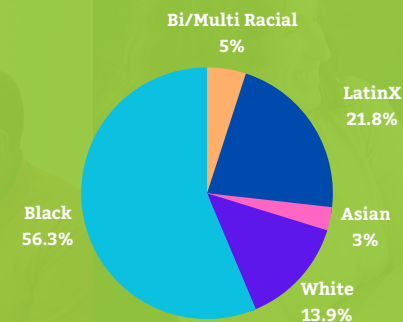
In FY22, schools were back in person for the first time since March 2020. Young people have been through so much over the last two years, and we have been hard at work to provide them with the support they need to thrive in their schools and their community. This year, we continued to weather logistical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



Staff Demographics



# 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.



Catherine Best & Bria Brumfield smile with a BH participant.

## 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.



Miguel Rodriguez, staff trainer, participates in Circle.

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.

## Policy & Advocacy



## Systems & Training

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**

**2,472**

Young people served in FY22

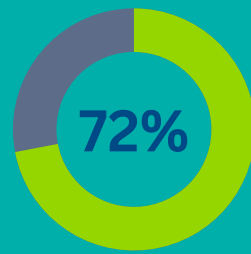


Your support helped us serve young people in 138 Chicago Public Schools and community locations.

**RESTORING COMMUNITIES**

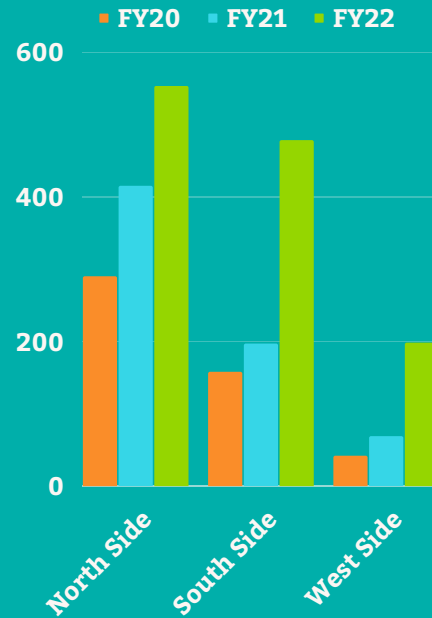
Alternatives is committed to serving primarily BIPOC low-income youth who are in most need of services. We have nearly doubled our services on the South and West sides of Chicago in FY22 as the Northside and Uptown continue to gentrify.

**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 the young people we serve.

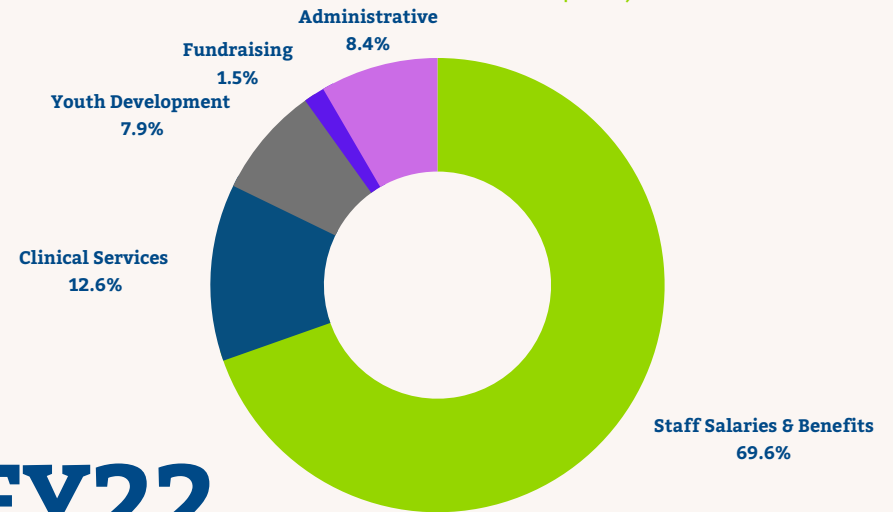


**REVENUE**

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



**FY22 Financials**

# Your support allows us to create spaces for young people to thrive.

## FY22 Foundation Donors

A Better Chicago  
Andrew and Carol Eunice & Joshua Stone Foundation  
Anonymous  
Barker Welfare Foundation  
Bright Star Community Outreach  
Conant Family Foundation  
George M. Eisenberg Foundation  
Latin School of Chicago  
MacArthur Foundation  
McCormick - One Summer Chicago  
Michael Reese Health Trust  
Nickless Foundation  
Origami Works  
Partners for Dignity and Rights  
Polk Bros. Foundation  
Prince Charitable Trusts  
Robert U. and Roberta Goldman Family Foundation  
Seabury Foundation  
Stanley McNeil Foundation  
Susan Crown Exchange  
Taft Stettinius & Hollister LLP  
The Reynolds Family Fund

## FY22 Government Funding

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

## Individual Donors

Aarti Monteiro  
Bessie Alcantara  
Catherine Weidner  
Cervini Manuel  
Courtney Gardner  
Dan Levis  
David Levine  
David Sutherland  
Edward Wentworth  
Ellen Sadur  
Erinn Lawber  
Gifford Zimmerman  
Gerald Corrigan  
Gracia Sadtler-Taylor  
Jacob Messikomer  
Jared Pavelske  
Jasmine Torres  
Jeffery and Marianne Johnson  
Jessica Lynk  
Jorene & Richard Weiblen  
Johara Veal  
John Golanty  
John McDonnell  
Lawrence Griffin  
Leela Krishna Raavi  
Linda C Susman  
MacArthur Foundation  
Marshall Blankenship  
Matthew and Barbara O'Hara  
Megan & Brian Olson  
Meredith George  
Michael Rohrbeck  
Ms. Kathleen McLaughlin  
Ms. Susan Peters  
Omer Bozok  
Randall Doubet-King  
Richard Bykowski  
Rita Simo  
Roger Kiley  
Sabrina & Scott Edelhauser  
Saralyn Peritz and Howard Shidlowsky  
Shytan Solis  
Simon Perutz  
Sophia Hall  
Sonya Cook  
Steve and Phyllis Fletcher  
Timothy Harris  
Tom and Amy Ziegenfuss  
Trisha Payton  
Tyronna Johnson Capers