



2021 Annual Report

WHATEVER THE CHALLENGE. WE ARE HERE.

Association House is here. Right here, with community.



This has been true since 1899. And 122 years on, it remains true.



And so here we will be. Building trust with communities throughout Chicago.
Listening to their needs. Respecting their lives and stories. Offering health,
education and economic solutions so that those entering our doors are prepared.
With resilience. With pride. And a foundation to succeed.

Whatever the challenge. We are here.

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Message From The CEO



Dear friends,

As I reflect on my first year at Association House, I smile thinking of the accomplishments, the camaraderie and the resilience of our community, now in its 122nd year. The ongoing pandemic has forced us all to re-imagine a life of service, and has re-awakened us to the critical importance of the programs, the lending hand and the peace of mind that Association House offers every day.

The stories at Association House are myriad, and its participants are diverse. In workforce development, our two most recent graduating cohorts of the BankWork\$ program celebrated the bright futures of participants who came to us from as far as Mexico, Somalia, and Algeria, to right here in the south and west sides of Chicago. In child welfare, we jumped for joy at every child placed in a permanent, loving home, whether here in Chicago, or even in neighboring states!

I have sat with our high school students over lunches, listening to each of their unique stories. One student recently arrived to the U.S. from South America, seeking stability and a quality education. Another student needed advice on the best way to get from his west side neighborhood to his potential new job on the north side, where he would finally be able to help his family with much needed earnings. And yet another student looks forward to graduating this winter where he will go on to learn the trades and become a carpenter and HVAC specialist.

This past year, I have been transformed. With Association House's 2021 annual report, we proudly illustrate our accomplishments and share the inspiring stories of our participant community. I know that with your support, you are transforming the lives of our participants as well.

We thank you for your continued support of those most in need, and we look onward to a thriving 2022.

Sincerely,

A handwritten signature in black ink, appearing to read 'Juan Carlos Linares'.

Juan Carlos Linares
President & CEO

Our Impact: By The Numbers

2,664 participants directly served by more than 30 programs offered.

Association House High School



38 students graduated



287 hours of parent and child together time to improve their bond through literacy activities integrated into daily activities (Family Literacy)

Behavioral Health

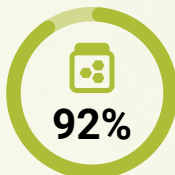


70,177 direct mental health service hours delivered



76%

reported abstinence
or reduction in drug
use



92%

more knowledgeable
and competent in
medicine management



92.7%

maintained and/or
improve skills



84%

increased their
independence

Child Welfare



Staff served 98 traditional and relative foster home families (Foster Care)



19 children found permanent homes through adoption or guardianship (Foster Care)

Community Health & Workforce Development



\$99,270 brought to 88 individuals needing government assistance (Income Support)



134 individuals completed mental health crisis training (Mental Health First Aid)



\$31,000 average starting annual salary for financial careers training graduates (Financial Careers)

A Year, Revisited



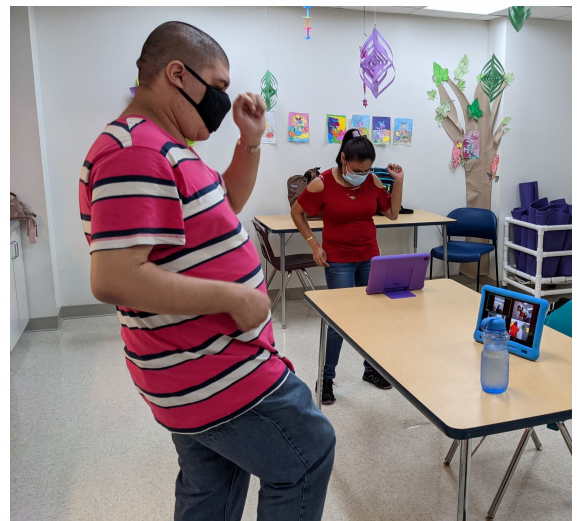
Juan Carlos Linares, MBA, JD joined Association House on January 1 as the 21st CEO in our 122-year history. Juan Carlos previously served as Executive Director at Latin United Community Housing Association (LUCHA) and continues to teach at the University of Chicago Law School.



Demonstrating implementation of best practice standards in the field of human services, Association House was recognized with a four-year renewal of accreditation by the Council on Accreditation in 2021.



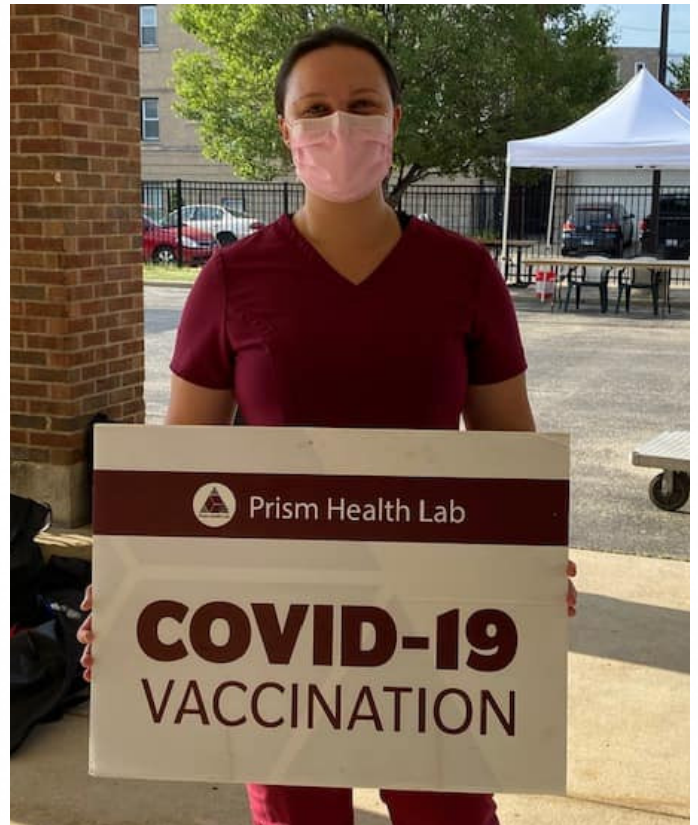
We continued to deepen our commitment to diversity, equity, and inclusion (DEI) through our Strategic Planning process, which began in July and will continue in 2022, and in the formation of an agency-wide DEI committee.



Following mass-vaccination efforts, on-site programs began to return in person in March, first with Life Skills Education, closely followed by the High School. Other programs, like Child Welfare continued throughout the pandemic, ensuring participant safety at all times.



Our Child Welfare team garnered state-wide recognition in annual awards given by the DCFS Latino Advisory Council. Foster parents Jack and Andy were named Foster Parents of the Year. These incredible parents give their all to the children in their care - including moving to a bigger home mid-pandemic! Child Welfare Director, Damaris Acevedo, proudly accepted the Celeste Peña Community Service Award, the highest honor given. And, Foster Care Placement Manager Antonio Borges was named Employee of the Year for his exceptional work.



More than 500 children received backpacks and other resources, including COVID-19 vaccines at the annual back to school fair in August.



Healthy Lifestyles continued weekly distribution of much-needed food thanks to generous donors like Whole Foods.



Individual donors and corporate sponsors joined together in making June's Virtual Faces of Hope a success, with more than \$130,000 raised. Spirit of Hope awards were given to retired CEO, Harriet Sadauskas, and Dr. Marina del Rios, the first Chicagovan vaccinated against COVID-19.

Stories of Transformation: Mental Health

Joseph is a true creative who happens to live his life with a serious mental illness. Until just three years ago he lived in a very restrictive home. Formally known as institutions for mental diseases (“IMDs”), these “homes” are overcrowded and underinvested, with hundreds of people at any one facility struggling to be heard. Joseph knew that he wanted a place of his own to explore interests, and to just be himself.

Fortunately for Joseph, his IMD needed to link him to a community setting – one where he could learn skills to prepare to live independently, if he so chose. Luckily, he did, teaming with Association House’s Behavioral Health team in 2018 and moving into our Dulcinea group residence. Through our programs, he enriched his social skills and learned how to navigate the world to address his unique mental health needs.



Maggie and PSR participant, Joseph at the carnival he threw for his fellow PSR participants.

“He’s a role model too. And I wouldn’t be surprised if Joseph joined our staff one day.” - Maggie Hettman, Quality Administrator

Joseph also began to find his creative stride. “I like watching game shows like ‘The Price is Right’ and realized I could create games for us to play,” Joseph gleefully recalled, imagining how he could bring joy to his fellow participants. During the pandemic, where social gathering has been limited, Joseph has felt that kindness and creativity can help inspire others to stay focused on their own mental health journeys. Just this fall, he conceived of and put on a carnival for adults with mental health needs. Joseph selected games to match their skill levels, made them from scratch, and bought real prizes to give away.

“Because they are respected, they’re treated with dignity and respect.”

- Maggie Hettman

Joseph built himself up over time and with the help of the Association House staff, moved into his own apartment this October. As he explained, “I don’t have a curfew now. And don’t have anybody telling me what to do and when to do it.” With pride, Joseph can now live freely - on his own terms.

Stories of Transformation: Education

The act of scholarship is to learn with eagerness and drive, and to exceptionally pursue knowledge as on to one's own purpose. It is in this original meaning of scholarship that the Association House High School team works with our students. Yet there is another meaning to the term "scholarship," and that is the awarding, honoring and acknowledging of a scholar for their hard work and academic achievement.

We at Association House promote scholarship and knowledge as part of our mission. This is why our Board of Directors decided this year to create the Harriet Sadauskas Educational Scholarship. Each year, our Board of Directors will award at least one of our deserving high school students with up to \$10,000 in scholarships. It is gifted with humility, and in hopes that it can further support our students as they pursue education beyond their high school experience.



Alejandra and Ashley being honored as the inaugural recipients for the Harriet Sadauskas Educational Scholarship.

"I want to give Liam the best, and I have to be an example for him. I want to work in a field that I love. I want to love my job." - Alejandra Ramirez

In its first year, two exceptional students were selected for the inaugural award. Alejandra Ramirez is a proud mother of 2-year-old Liam, as well as an English language learner. Her goal is to graduate with a degree in Psychology, and as a recent graduate, she is well on her way toward reaching that goal. Ashley Roman is very close with her family and plans for her future with community justice in mind. As both Alejandra and Ashley have continued with their studies, taking general education courses at the City Colleges of Chicago to reach their future interests, they accepted their \$5,000 awards this September, from Harriet Sadauskas, for whom the educational scholarship is named. Both were tearful with gratitude because of the support they received at Association House High School.

"Association House prepared me to... keep going no matter what, because at the end of the day it's gonna be worth it." - Ashley Roman

Harriet herself once noted the specific impact of our high school on student success. "Association House High School helps our students become the best version of themselves. Our mentors and staff ignite a student's spirit to succeed, and our graduates continue to pursue and achieve their personal and educational goals after their time at Association House ends." Now, and in the future, the scholarship will certainly propel students to reach their dreams.

Stories of Transformation: Workforce

"The other day I taught an 18-year-old to tie a tie. I said 'let me walk through it with you, and then let you do it yourself.' No one ever taught this kid to tie a tie. Something simple that will help him land a job or interview better. Now he gets it. This is what I'm here for."

- Michael Barnes



Meet Michael, the career navigator for Workforce Development.

Michael joined the staff of Association House's expanding Financial Careers Training program as Career Navigator in October. This January, the program will welcome students back in person for the first time since the start of the pandemic, and it will add a nationally recognized certification to enhance its training and education. As our programming evolves to meet the needs of our community, Michael shares **five reasons** why it is vital to personally connect with each participant.



Meet students where they are. Not where you want them to be. Banking is unfamiliar to many of our learners. And even those personal benefits, like learning to save, are things that people just don't know.

Build trust and then follow through. As Michael puts it, 'within underserved communities, things happen every day. Whether money for a tire, or not finding a babysitter, we will help you with those things.'



Have honest conversations about hardships and obstacles. Michael graduated from the program too, and now has five years of banking work experience under his belt. He knows where our students come from and can uniquely connect to their concerns.

Education is valuable, like any other resource. Just like with the young man and the tie, students learn best when skills to be acquired are married with a true need.



And lastly, **inspire people to invest in themselves as lifelong learners.** That is precisely why Michael came back to Association House. "To pass it on! To let them know, 'you're going to be a professional'." It is not just training for our participants. It's a culture change.

Financial Highlights

Where Our Funding Comes From



funding comes from the government



funding comes from private donations

- Government: \$12,914,305
- Private Donations: \$916,354
- PPP Refundable Advance: \$733,164
- Program Fees: \$188,642
- Rental Income: \$92,929
- Miscellaneous: \$84,871

How We Use Our Resources

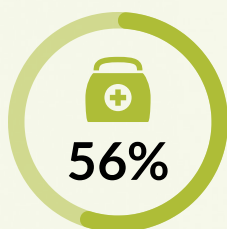
Expenses for Fiscal Year July 1, 2020 to June 30, 2021



funding goes toward our programs

- Program: \$13,337,897
- Administrative Support: \$1,578,171
- Fundraising: \$255,222

Breakdown of Program Expenses



Behavioral Health
\$7,425,931



Child Welfare
\$2,982,287



High School
\$1,677,239



Community Health & Workforce
\$1,133,462

How We Ensure Sustainability

Board Designated Endowment

Ending Balance June 30, 2020: \$13,379,473
Ending Balance June 30, 2021: \$17,531,765

Message from the Chair: Board of Directors

Dear Friends,

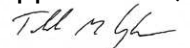
As a longtime board member of Association House of Chicago, I take pride in the legacy of good will and hard work - of compassion and fellowship – that this organization has engendered among children, families, and adults for 122 continuous years. And every single day since June 8, 1899, Association House has been here to help our community navigate any challenge to achieve better lives.

It goes without saying that the global pandemic has made things uncertain for us all. But it has devastated the poorest and most vulnerable among us. With so many people losing their jobs, their homes, and, most heartbreaking, the lives of their loved ones, we made the difficult choice to remain open and to keep serving and providing the stability that our communities have come expect of The House. **We Are Here, the theme of this year's annual report, is a statement of solidarity and a promise to uplift anyone who comes through our open doors.**

As the House's governing body, our board mobilized its efforts to ensure that Association House remained stable. We planned for the successful transition of our outgoing President, Harriet Sadauskas, and brought in its 16th President & CEO, Juan Carlos Linares. We identified someone who would continue to lead Association House with the quality of care necessary to successfully advance health, education, and economic opportunity for the thousands of participants we serve each year. And we restructured our board working committees, adding External Affairs and reintroducing Program Assessment. In this way, our members can develop a deeper connection to the real-world issues – of justice, poverty, lack of infrastructure, among so many others – truly affecting our community.

I sincerely thank you, our supporters. You are donors, volunteers, institutional funders, and community members who consistently affirm the value of Association House's mission. And you are our precious staff, who work tirelessly to make the achievements we have read possible and to uphold our mission. Thank you for committing to our success, whatever the challenge.

With Appreciation,



Tadd Ingles
Board Chair

Board of Directors

Tadd Ingles
Ernst & Young

Becky Brueckel
Foley & Lardner LLP

Paul T. Metzger
Retired Tax Attorney

Helena C. Stangle
Acero Schools Chicago

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Lone Mountain Advisors

Kathleen Smith
BMO Harris Bank

Audra Wilson
Shriver Center on Poverty Law

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\$50,000 and Above

Crown Family Philanthropies
United Way of Metro Chicago

\$25,000 to \$49,999

Paul M. Angell Family Foundation
Bank of America
The Sheri and Les Biller
Family Foundation
BMO Harris Bank
Comcast NBCUniversal Foundation
IMC
Lloyd A. Fry Foundation
Polk Bros Foundation
TCF Foundation
U.S. Bank
UnidosUS

\$10,000 to \$24,999

American Family Insurance
Dreams Foundation
Associated Bank
Baxter International Foundation
Camelot Illinois
Chapman and Cutler, LLP
Conagra Brands Foundation
Dollar General Literacy Foundation
The Donley Foundation
Fifth Third Bank
John R. Houlsby Foundation
Kenilworth Union Church
PNC Foundation
Skyline Design
The Edward S. Sprague Foundation
W.P. & H.B. White Foundation

\$5,000 to \$9,999

Adtalem Global Education
Foundation
Anonymous
Byline Bank
Chicago Community Trust
Patrick and Anna M. Cudahy Fund
Deloitte Services LLP
Ernst & Young LLP
Franklin Monroe Administrative
Services, LLC
Huntington Bank
King Family Foundation
Walter S. Mander Foundation
The Owens Foundation
Charles & M.R. Shapiro
Foundation, Inc.
Winnetka Congregational Church
Women's Society
Wintrust Financial Corporation

\$2,500 to \$4,999

Francis Beidler Foundation
CNA Financial
Community Presbyterian Church of
Clarendon Hills
George M. Eisenberg Foundation
for Charities
First Midwest Bank
Northminster Presbyterian Church
RBC Foundation

\$1,000 to \$2,499

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CliftonLarsonAllen, LLP
Fifth Generation Inc.
Marquette Bank
Pan American Bank

Government Grants

Center for Disease Control and
Prevention
Cook County Justice Advisory Council
Department of Family and Support
Services
Department of Health and Human
Services
Federal Crisis Counseling and
Training Program
Substance Abuse and Mental Health
Services Administration

Corporate Matching Gifts

ADP
BMO Harris Bank
Comcast
IMC Trading
Kirkland & Ellis
Motorola Solutions Foundation
Transunion
U.S. Bank
Wabtec Foundation

In-Kind Support

Bang! Salon Chicago
Building Blocks Toy Store
Chapman & Cutler, LLP
Club Lucky
CNA Financial
Comcast NBCUniversal Foundation
Ethan Allen
Fifth Generation Inc.
Illinois Sports Facilities Authority
Komoda
PrimeCare Health
Union Pacific Railroad

Please note: All donor rolls reflect our 2021 fiscal year
(period July 1, 2020 - June 30, 2021).

Our Supportive Network: Individual Donors

\$2,500 and Above

Larry Andretich
Noam and Itai Avidov
Patricia Brown and Donald Doyle
Becky Brueckel
Dustin and Rebecca Burke
Elaine Cue
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Vachon Haper-Young
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Ron and Nancy Kurz
Thomas C. Liebman
Paul Metzger and Sarah Bradley
Matthew and Kai Nugen
Charles Rizzo
Michael Sennett
Braden and Kathleen Smith
Cynthia and John Ullrich

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\$500 to \$999

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\$100 to \$499

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Stanton and Elinor Berlin
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Amy and Eliseo Castaneda
Brett and Simonne Geiger
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Vachon Haper-Young
Natsuko Imamura
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Afiya McDowell
Charles Rizzo
Bhavini Shah
Chris St. Martin
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Mary Catherine Traczek
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Nancy Zarazua

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