

OUR *Chicago* OUR Future

CELEBRATING 43 YEARS OF HELPING
YOUTH REACH BRIGHTER FUTURES

2011 ANNUAL REPORT



BUILD's Mission

BUILD's mission is to engage at-risk youth in the schools and on the streets, so they can realize their educational and career potential and contribute to the stability, safety and well being of our communities.

BUILD's Vision

By 2020, BUILD will be recognized and sought out nationally as a premier provider of proven-effective Youth Development services targeted for at-risk youth and communities. BUILD's youth will serve as ambassadors, living examples of how the BUILD Model transforms youth from "at-risk" to "at-hope" and, ultimately, to respected, contributing members of society.

If it takes a village to raise a child, it takes a rainbow of individuals and communities coming together to make our skyline a lifeline for our youth.





Dear Friends of BUILD,

We are pleased to share with you our 2011 Annual Report, celebrating the achievements and impact of our agency within the City of Chicago (and beyond!) as well as the triumphs of our youth who are, indeed, our hope for the future.

When founded 43 years ago, BUILD was a small beacon of hope for about 200 of Chicago's troubled inner-city youth in one neighborhood. Since then, we have grown significantly, serving in excess of 90,000 youth — 4,127 last year alone — and providing our services in 11 Chicago communities with outreach countywide. And, with the designation of "promising practice" by the Office of Juvenile Justice and Delinquency Prevention, BUILD has gained national recognition as a model worthy of replication to address the issues of youth violence that threaten the lives of our young people and the quality of life in our communities.

Throughout the years, a key BUILD strength has been developing innovative strategies to impact the ever-changing challenges that place youth at risk. At the same time, BUILD has remained true to our founding purpose of reaching out to "at-risk" youth to provide opportunities for them to become "at-hope" and poised to realize their potential to be productive citizens and positive leaders in our communities!

Over time, ever-larger numbers of young people have asked our assistance to help them escape poverty, avoid violence, earn an education, and give back to their communities. As BUILD has grown both programs

and staff to meet this escalating demand, we have outgrown our tiny offices on the Near West Side. This past year, we explored our options and completed our search for a new headquarters.

We are thrilled to share that BUILD has recently purchased a beautiful 10,000-square-foot facility, nestled on 2.3 acres of green space in Chicago's Austin Community. This facility will provide a larger location for cross-community gatherings, efficient work space for staff, and enhanced ability to meet the needs of our youth. Through our traditional approach of providing programming in schools and other community partners' facilities, we will continue to serve the communities in which we currently have programming.

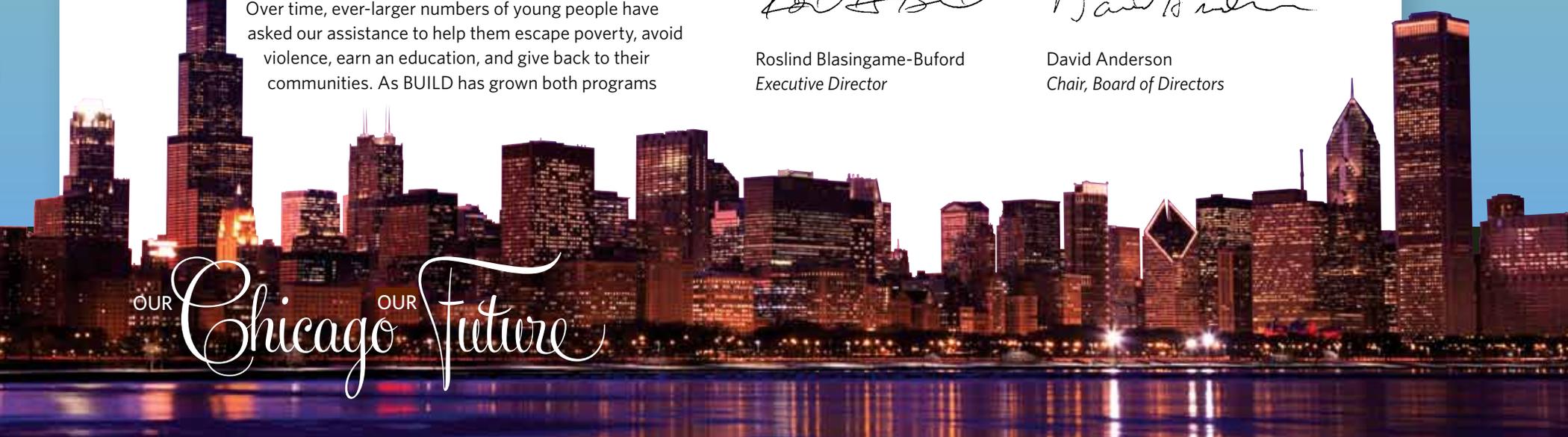
Inspired by BUILD's past successes, we are extremely energized about our future achievements. We want to thank our staff, volunteers, friends and supporters for the important role each of you plays as together we continue to make Chicago a great place for "at-hope" youth to become the leaders of tomorrow. This a very exciting time for BUILD. We hope you will join us as we grow and serve!



Roslind Blasingame-Buford
Executive Director

David Anderson
Chair, Board of Directors

OUR *Chicago* OUR *Future*



Building leaders one youth at a time



PROGRAMS

- Prevention
- Intervention
- BUILDing Futures

PROGRAM OUTCOMES

- Social mobility
- Post-secondary success
- Civic activism
- Youth empowerment
- Increased pro-social behaviors
- Deterred/decreased negative behaviors

THE BUILD MODEL (Prevention, Intervention, and BUILDing Futures/ College & Career Prep) provides best-practice services that enable youth to reduce risk-taking behaviors, develop personal competencies, and strengthen their commitment to education and community service.

BUILD offers positive alternatives to the gangs, violence and drugs that surround youth, assisting them to transition from being “at risk” to “at hope.” Our activities are mainly held in community partners’ facilities (schools, park districts, churches, human service agencies, etc.), teaching youth to access and value community facilities while expanding the network of relationships and assistance available to them.

Our services range from one-time violence interventions to intensive, ongoing work with youth. All interactions are geared to empower youth to take charge of their own lives, their own futures!

In FY’11, BUILD served 4,127 youth with effective, high-impact programs that created outstanding results.



Growing into our future

BUILD ON THE MOVE!

In 2011, BUILD's leadership — consisting of the executive team, board members, and key volunteers — determined that the agency's staff and youth deserved a better space. Miraculously, the perfect site became available and we have purchased it!

By summer 2012, BUILD will occupy a 10,000 square-foot, ADA-accessible building, sitting on 2.3 acres of open land in the heart of Chicago's Austin Community at 5100 West Harrison Street.

We are excited about our move and the expansion and enhancement of our services that it will entail — and are deeply appreciative of all who are helping us to achieve this wonderful dream!

TRACKING YOUTH OUTCOMES

BUILD has implemented a new participant tracking system, ETO, which measures Efforts To Outcomes. It is a well-respected database used by the Annie E. Casey Foundation, Catholic Charities, the Harlem Children's Zone and many others. It enhances our ability to:

- Complete youth assessments
- Construct individual action plans
- Track services and referrals
- Collect data needed to better document youth outcomes

EVALUATING OUR PROGRAMS

In preparation for an external evaluation in FY'13, BUILD partnered with Loyola University in FY'11 to conduct an internal evaluation and with the Adler School of Psychology to conduct a needs assessment of our target communities.

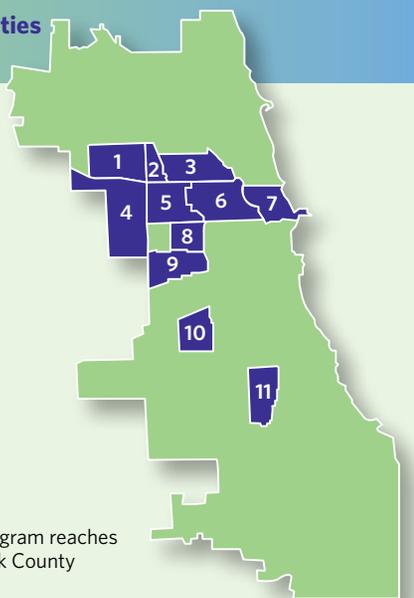
Moving forward, we are working with the University of Illinois at Chicago and Polk Bros Foundation in a process evaluation to ensure our systems and practices are set up for the best possible outcomes.

SHARING THE BUILD MODEL

Locally, The Chicago Community Trust has listed BUILD as an example of an "exemplary program" for prevention and intervention. Nationally, Project BUILD has been designated as a "promising practice" by the Office of Juvenile Justice and Delinquency Prevention (OJJDP), which lists us as one of five program models worthy of replication. Through an OJJDP award, the Department of Health in Minneapolis is in its first year of replicating our model, with BUILD's technical assistance. The BUILD Prevention Curriculum is now being used in Tucson by Luz Social Services, and also by the Prevention and Addictions Council in Corpus Christi.

Chicago Communities BUILD Serves

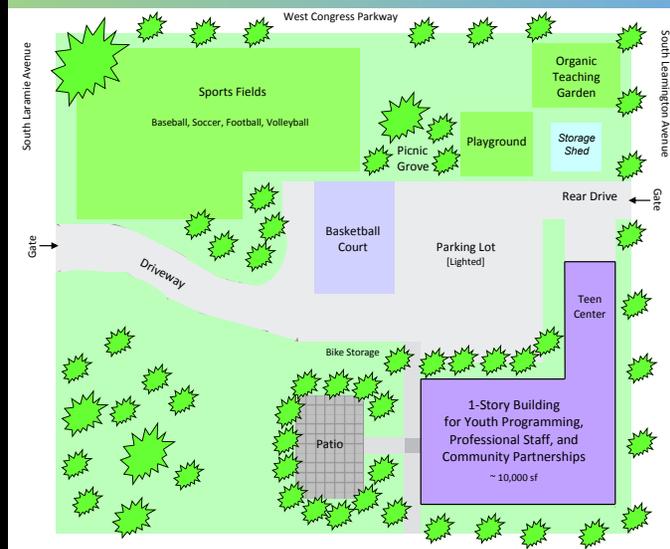
1. Belmont Cragin
2. Hermosa
3. Logan Square
4. Austin
5. Humboldt Park
6. West Town
7. Near North Side/ Cabrini Green
8. East Garfield Park
9. North Lawndale
10. Brighton Park
11. Englewood



Our Project BUILD program reaches youth throughout Cook County



BUILD's New Headquarters: Prospective Site Plan



Prevention

According to *Fight Crime: Invest in Students*, 3-6 PM are the peak hours for teens to commit crimes, be in or cause car crashes, be victims of crime, and smoke, drink and use drugs.

BUILD serves youth during after-and out-of-school time, weekends, and school vacations — the times when they are most at-risk — through individualized assistance and opportunities for positive group and peer interactions.

IN-SCHOOL ACTIVITIES

Prevention Specialists implement a Violence/Gang Prevention Curriculum in classrooms and/or with small groups of youth with identified behavioral issues, equipping them to resist violence, drugs and gangs, and develop life skills (e.g., decision-making, goal setting, and conflict resolution).

AFTER- AND OUT-OF-SCHOOL ACTIVITIES

Staff engages highly at-risk youth in a variety of safe, community-based settings to provide academic assistance, mentoring, recreational activities, and opportunities to develop leadership skills.

PROGRAM IMPACT

- **Enhanced Academic Performance** — 2,065 youth from 14 schools benefited from our In-School Prevention Curriculum. Random teacher surveys showed that 92% either showed improvement in their academic performance or maintained overall positive behaviors. 93% of 91 Core Group youth passed to the next grade.
- **Equipped to Resist Violence** — 210 youth or 95% of 220 youth underwent intensive curriculum sessions to increase their knowledge of gangs and positive choices. 40% displayed a decrease in aggressive behaviors.





Erin's story

Erin is 18 years old and a freshman at Wright College where she feels safe moving around campus. However, a baseline of personal safety was not always part of her life.

"I grew up in a neighborhood that had gangs, but I felt pretty safe if I didn't walk around by myself. I've seen gang life up close and came to realize that I didn't need to be around people who weren't going anywhere good. I decided I wanted more from life. Part of that inspiration came from my mother who told me stories about places she had been, which helped me dream of life beyond my seeing eyes. My sister also went to college and was a role model of doing more.

"I got involved in BUILD through my elementary school where Coco (BUILD Prevention Specialist) would come teach us about life's struggles, how to stay positive, and how to keep fighting for your goals. From there I joined many BUILD after-school activities, like BUILD Voices (poetry group), basketball, softball, and volleyball. The best moment at BUILD was when our team won the championship volleyball game because our whole team put in so much effort as we practiced and played. Another favorite moment was when my poems were published in a BUILD poetry book!"

BUILD provided fun activities for Erin, but much more. "Once I'd decided that gangs were a dead end, my greatest challenge became understanding where I fit in, with myself and with society. I struggled with making friends and meeting people who had good intentions.

"BUILD helped me realize that I am important in life and I can make a change if I put my mind to it. BUILD is a place where you can find your second family who will help you get through problems, help you meet wonderful people, all while having a great time and making memories that will last a lifetime. Coco is like a father, always there for me when I need him, no matter if it was an argument I got into, family problems or I just needing someone to talk to."

Equipped well by two caring families, the road ahead for Erin holds many dreams to be realized. **"So far, my greatest success has been school. I graduated high school on the honor roll and in the National Honor Society. I've always loved school and know that school comes before anything. Education is the key to a good future. Now I attend Wright College and am still working on my greatest success. I'm not sure yet exactly what I'll do or be, but I know I want to be known. I want people to say 'Yes, Ms. Erin Escher made a difference!'"**

Intervention

Chicago has averaged 420 gun homicides annually over the past decade, with a total social cost of \$2.5 billion dollars *per year* (Chicago Crime Lab). This number takes into account the economic costs of violence that include the loss of business development and sales/job creation, especially for young, low-skilled workers who need legitimate jobs.

BUILD's investing in youth violence intervention/prevention saves lives and serves as a de-facto economic revitalization strategy.

VIOLENCE REMEDIATION

BUILD's Intervention Specialists provide at-risk youth with activities that are alternatives to gang life and reduce participation in violence and crime. Recreational and athletic activities allow staff to develop rapport with youth in order to guide them to other resources (e.g., tutoring, counseling, substance abuse treatment, and job training).

RESTORATIVE JUSTICE INITIATIVE

Project BUILD intervenes in the lives of youth who come in contact with the justice system in order to prevent and/or provide alternatives to detention, reduce recidivism and minimize the prospects that these youth will become adult offenders. Project BUILD presents a community-based Prevention Curriculum that: helps develop better coping skills; provides positive role models for detainees preparing to return to the community; works with various parties to provide alternatives to detention; and uses case managers for individual follow-up services with released youth in order to ensure their active enrollment in school and other constructive activities.

PROGRAM IMPACT

- **Reduced In-School Violence** — 350 BUILD youth from five schools received Intervention services. 25% displayed a decrease in aggressive behaviors; 39% increased the number of classes they were passing; 53% decreased the number of detentions received in school; and 62% increased their positive activities during out- of-school time.
- **Lowered Recidivism** — 239 youth were involved in Project BUILD, our restorative justice initiative; the rate of return to detention among youth released from the Cook County Juvenile Temporary Detention Center was 12% in our case managers' general caseload, while those receiving more intensive support from BUILD had a rate of only 3%. [The recidivism rate in the Detention Center's general population ranges from 70% to 80%.]





Anthony's story

Anthony, age 17, is a junior at Manley Career Academy and grew up in a gentrifying neighborhood in which he was in danger of being left behind.

"I was born into a family involved in gang life, so that became my own path, a way to find some protection within the violence that surrounded me. The community I lived in was actually getting richer and new homes were beginning to be built because of businesses coming into the area. But the jobs were difficult to get and the violence continued. I spent my time shooting dice and being violent. I felt safe inside school, but not outside. But, even in school I got into a lot of trouble and was referred to BUILD's afterschool program."

Being referred is a beginning, but there are many steps and choices to be made in moving forward. "BUILD really taught me how to go from being a gangbanger to a school boy as I got involved in a lot of activities. Basketball was my favorite activity because I didn't know how to play it and they taught me how. I got to know Chris Hervey (BUILD Intervention Specialist) and he became a positive role model for me and made me want to become a better person.

"BUILD is a great program to be in because it provides guidance, a positive family atmosphere and a lot of great opportunities. BUILD got me really involved in art and sports and also helped me think more about college, including going on a college tour.

"My greatest challenge has been avoiding gangs and violence while trying to become positive. Once I made a clear choice to leave the gang, my own family respected and supported my choice. In addition to BUILD, I joined R.O.T.C., which helped me become more disciplined, and got involved in culinary classes.

"My greatest successes have been turning my life around to become a better person and being looked at as a positive role model in my community. I'm an outgoing person, so that has helped. And, having sold all of my paintings at BUILD's Annual Dinner gave me a sense of pride and possibilities."

Often it helps to keep your eyes on the prize. **"I want to attend a HBCU (Historically Black College or University) and double major in business and art. I need to stay focused on that goal and not get distracted. I'd say I'm 75% of the way there. If I stay on course, in the end, I want to start a business and bring respect and jobs to my community."**

Building Futures

Over 96% of BUILD's youth come from low-income households and live within neighborhoods where only 53% of community-area adults over the age of 25 have a high school diploma. Target area high schools have a 44% dropout rate that far exceeds the 13% State of Illinois dropout rate.

BUILD challenges youth to look beyond their current situations to explore new horizons and supports their efforts to maximize the level of their academic achievements.

COLLEGE & CAREER PREP

Education Outreach Specialists work with middle and high school students on personal motivation, academic attainment, college admissions, financial aid, vocational training, and career exploration to keep them in the educational pipeline and enhance access to postsecondary opportunities.

YOUTH LEADERSHIP DEVELOPMENT

Youth Development Specialists engage Youth Council and Core Group members in tracking life plan goals, providing community service, enhancing leadership skills, and learning to become peer mentors and counselors.

PROGRAM IMPACT

- **Increased Matriculation Rates** — 83% of participating high school non-seniors were promoted to the next grade.
- **Lowered Dropout Rates** — 92% of our participating seniors either received high school diplomas or equivalency, whereas only 55.8% of students in The Chicago Public Schools graduated.
- **Increased Post-Secondary Preparation** — 91% of our graduates enrolled in college.
- **Enhanced Employment Readiness** — 146 of the 226 participants were employed through a combination of BUILD programs and community partnerships.





Suarez brothers' stories

Have you heard the phrase “The best things in life come in threes?” It may be true judging by the three Suarez brothers: Jonathan (*right*), age 20, a freshman at the University of Illinois at Chicago; Christopher (*left*), 17, a senior at Pritzker College Prep; and Edwin (*center*), 15, a freshman at Pritzker.

Jonathan explains how change began for the Suarez brothers. “The neighborhood I grew up in was dangerous. My greatest challenge was peer pressure; it was cool to fight. I didn’t work hard in school and failed 6th grade. As a freshman at Pritzker, my grades were low, but I ended up as an honor student. Now, in college, I have a 3.75 GPA in my first semester!

“When I met Fernando Moreno (BUILD Leadership Development Coordinator) my life began to change. BUILD had fun activities but also helped me identify community issues, understand the power system, and grasp how to organize for positive change — especially through YMAD (Youth Making A Difference).

“Through BUILD, I got into Exelon’s Stay in School Initiative, learned about the corporate world, expanded my comfort zone, and gained networking skills. I never dreamed a kid like me could be in a corporation! Now, I’m interested in business and have a summer internship at ComEd. I want to grow and achieve my leadership potential. **BUILD has helped me to stand up, stand out and break out of my shell.**”

Jonathan was gaining ground for himself and also opening doors for his brothers. According to Christopher, “I was attracted to the streets, but managed to stay out of a gang. I didn’t study much in school, but was expected to go to Pritzker, like Jonathan. It was harder there and I had to choose to study. **Through BUILD, I got into the Exelon program and realized I wanted more out of life than my parents were able to achieve** — and knew I had their support and BUILD’s to make that happen. I still have choices to make — like which of the five universities that accepted me I want to attend!”

Last, but not least, there’s Edwin. “As a kid, I just wanted to have fun. I got into some trouble, but nothing serious. When I got to Pritzker, I had to get serious! At BUILD, Fernando gave me a lot to think about. He encouraged me to speak up at YMAD meetings. I did and gained confidence. **Now, with BUILD’s help, I’m sure high school won’t be the end of my education.**”

Jonathan may, indeed, be the first in the Suarez family to graduate from college, but clearly he won’t be the last!



Thank you for reaching out to brighten my future!

\$5,000 to \$9,999

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While every gift to BUILD matters, no matter what the size, we are able to list only those donors who have made gifts of \$100 or more.

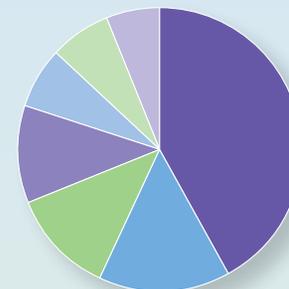
INKIND GIFTS

Please check our website www.buildchicago.org to see a complete list.

BUILD FINANCIAL SUMMARY | FY 2011

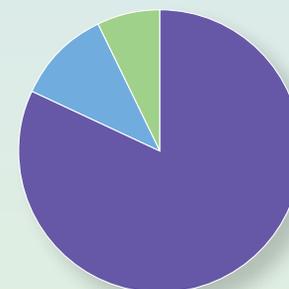
REVENUES \$ 2,548,002

■ Government	42%
■ Special Events	15%
■ Individuals & Family Foundations	12%
■ Corporations	11%
■ Other Foundations	7%
■ In-kind Revenue	7%
■ United Way	6%



EXPENDITURES* \$ 2,695,866

■ Programs	82%
■ Management & General Administration	11%
■ Fundraising	7%



* A deficit is an exceptional occurrence in our 43-year history. Reserves were utilized to cover the expense shortfall.

The individuals, foundations, corporations and organizations listed here supported BUILD's efforts during FY 2011 (7/1/10 to 6/30/11). We have made every effort to be accurate. We apologize for any errors or omissions and ask that they be brought to our attention. Copies of BUILD's audited financial statements and Form 990 for FY'11 are available upon request.

BUILD GRATEFULLY ACKNOWLEDGES OUR GENEROUS PUBLIC FUNDERS:

- Chicago Department of Family and Support Services
- The Chicago Public Schools
- Cook County Board of Commissioners
- Illinois Department of Human Services—Teen REACH, GEAR UP
- Illinois State Board of Education—21st Century
- Illinois Violence Prevention Authority—Neighborhood Recovery initiative and Safety Net Works
- U.S. Department of Education—Talent Search

And, a special expression of appreciation to the United Way of Metropolitan Chicago



CITY OF CHICAGO DEPARTMENT OF
Family and Support Services



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Volunteer leadership

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IN MEMORIAM We mark the passing and celebrate the lives of two cherished BUILDers who contributed much to the life of the agency and the futures of the youth we serve:

Lorraine Kavanaugh

BUILD staff member 1974-2006, serving the first four of BUILD's five executive directors.

During her 32 years of dedicated service, Lorraine was the "go to" person for staff and Board members. Her wisdom, sensitivity, compassion, and commitment were deeply respected and made a difference in BUILD's daily life that will not be forgotten or replicated. She was our institutional memory and held dear in everyone's heart.



David Wax

BUILD Board member 1992-2009, serving as Board President from 1999-2004.

During a pivotal period of strategic visioning and planning, David's leadership was key in solidifying our base and setting BUILD's future course. His insights always were rock solid, his integrity unquestioned, his energy unflagging, and his kindness legendary. He set the bar high for all of us and is missed as we move forward.

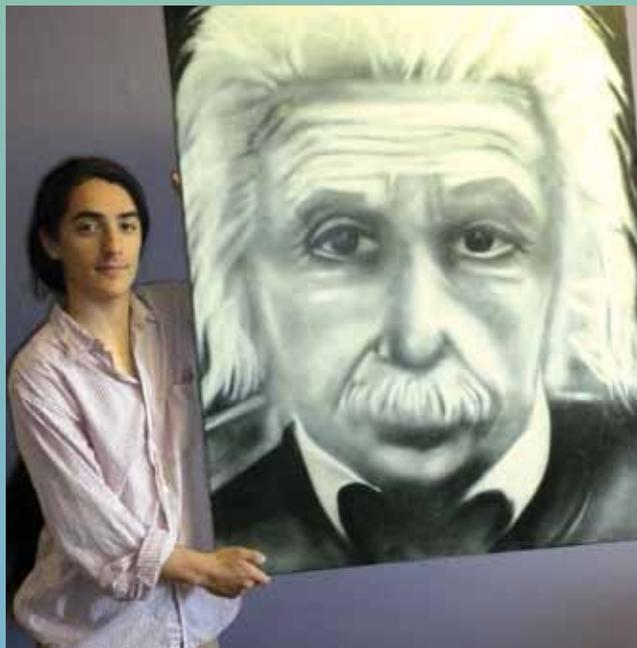




US Messenger, a new corporate partner, organized a public speaking workshop series that culminated in a public presentation of participants' speeches about their life challenges and successes. A panel of judges determined the competition's "winner" who received a \$1,000 scholarship and the honor of being a speaker at BUILD's 2012 Annual Dinner "Our Chicago. Our Future." However, everyone present agreed that *all* of the participants were "winners" in finding their voices, sharing their life stories, including Justice (at podium) and Adolfo (to her right), who received a congratulatory hug from US Messenger President Ronald Libman.



The creative arts are an important focus for BUILD's youth, including painting, photography, poetry, music, and jewelry making. Abstract expressionist artist and treasured BUILD volunteer Patricia Qualls (above, left) makes an annual pilgrimage from California to Chicago to provide painting workshops during spring break. She volunteers her creative skills and loving spirit to help our youth explore their artistic capabilities and express their own unique experiences and perspectives. (Above right are two student paintings.)



Miguel Rodriquez (above), one of BUILD's standout youth artists, shares his portrait of Albert Einstein, which would

undoubtedly make that gentleman genius appreciate the aspiring artist's creativity and talent!

Judges for US Messenger's public speaking competition included (left to right): Marcie Stein, BUILD 2012 Annual Dinner Co-Chair and longtime volunteer; Susan Noyes, Founder of *Make It Better Media*; Roslind Blasingame-Buford, BUILD Executive Director; and Laura Ricketts, Chairwoman of the Board of Directors, Chicago Cubs Charities.



Judges not pictured were Avy Stein, Mischa Wanek-Liebman, and John Kaphusman.

All US Messenger competition youth and adults are pictured on the front inside cover of this annual report.

OUR *Chicago* OUR *Future*



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