



2024  
ANNUAL REPORT





# TABLE OF CONTENTS

<b><u>INTRO</u></b>	<b>4</b>
<b><u>WHO WE ARE</u></b>	<b>5</b>
<u><a href="#">Our Mission</a></u>	5
<u><a href="#">Our Vision</a></u>	5
<u><a href="#">Our Core Values</a></u>	5
<u><a href="#">Who We Serve</a></u>	6
<b><u>FY23-FY25 STRATEGIC PLAN</u></b>	<b>8</b>
<u><a href="#">Our Strategic Priorities</a></u>	8
<b><u>PROGRAM OUTCOMES</u></b>	<b>12</b>
<u><a href="#">Employment Services</a></u>	13
<u><a href="#">Supportive Services</a></u>	14
<u><a href="#">Pre-Cohort &amp; Cara Accelerated Program</a></u>	15
<u><a href="#">SPRING Forward</a></u>	16
<u><a href="#">Volunteering</a></u>	17
<b><u>SOCIAL ENTERPRISE OUTCOMES</u></b>	<b>18</b>
<u><a href="#">Cleanslate</a></u>	18
<u><a href="#">Cara Connects</a></u>	21
<b><u>EXPANSION OUTCOMES</u></b>	<b>22</b>
<u><a href="#">Inclusive Employment</a></u>	22
<u><a href="#">Workforce Development</a></u>	23
<u><a href="#">Affiliation</a></u>	24
<u><a href="#">Thought Leadership</a></u>	25
<b><u>FINANCIALS / FUNDRAISING</u></b>	<b>26</b>
<b><u>AFTERWARD</u></b>	<b>33</b>



Hello Friends of Cara Collective,

Once a month at Cara, we hold a special version of our signature morning Motivations. It's called the Great Wall ceremony, where we honor our graduates who recently made one year on the job (the metric we use to measure real and lasting success). It is one of the best mornings as our new grads return to Cara with their family, friends, and coworkers to celebrate all they've accomplished. The topic for the day is: **“What have you accomplished in the past year, and how did you achieve this?”**

That was the question we kept asking ourselves when putting together our FY24 Annual Report. This past year was all about innovation and partnership at Cara Collective. As we entered the second year of our Strategic Plan (which you can find outlined starting on page 8), we asked ourselves how we could innovate our programming to be more responsive to the needs of our job seekers. We found new ways to deepen our engagement with the hundreds of partners who support this work. And it was a year of historic firsts as we lived out our mission to build an inclusive economy.

This year, we leaned even more into how we can best serve our job seekers. We were proud to stand up two new innovations in our programming model – Pre-Cohort and the Cara Accelerated Program. Through these, we are taking our programming directly into the communities we serve, meeting our job seekers where they need us most, and better preparing them for meaningful employment. You can read more about the outcomes of these programs on page 15.

We also saw innovation in our partnerships – which we often say are what drive our work. This year, we were proud to partner with the City of Chicago and Lawndale Christian Legal Center on the SPRING Forward program, which targets the housing and workforce needs of our re-entering population to help reduce recidivism (read more about this on page 16). We brought in a record number of institutional partners to experience our mission through volunteer service days. And Cara Plus continued working with our partners across the country through our Workforce Development Solutions Lab, which addresses their workforce development needs and how we can share our best practices to build a more inclusive economy for all.

And we reached a new milestone through the largest single private gift in our 33-year history from noted philanthropist MacKenzie Scott. This one-time \$8M investment was an acknowledgment of our work to support thousands of job seekers in finding gainful employment opportunities and a testament to the dedication of our community who helped us reach this incredible moment. It's also a powerful reminder that there is still so much work to be done to achieve our vision to eradicate relational and financial poverty – this will help fuel that.

A lot can be accomplished in a year. And every innovation, every partnership, every milestone, and every life touched – a few of which you can read throughout this report – is only possible thanks to the power of collective action and shared vision. **We are filled with gratitude for the incredible support of our community of volunteers, staff, stakeholders, employers, and more who have joined us in our mission to eradicate poverty.**

It is an honor to share this Annual Report with you. As you turn the pages, we hope you are motivated by our stories of transformation and the impact of our work. Thank you for being an integral part of our community, for being our “cara” (the Old Irish word for “friend”), and for motivating us to show up and show out for our job seekers as best we can.

In friendship,



*Kathleen St. Louis Caliento*

**KATHLEEN ST. LOUIS CALIENTO**  
PRESIDENT & CEO, CARA COLLECTIVE



*J. Todd*

**J. TODD PHILLIPS**  
CHAIR, BOARD OF DIRECTORS



# Who We Are

---

We are people who believe in opportunity. We are a community that builds success. We are made up of motivated job seekers, passionate donors, active volunteers, corporations with a conscience, and organizations united in our work. Together, we are fueling a courageous national movement to eradicate relational and financial poverty. **We are Cara Collective.**

## OUR MISSION

Build an inclusive economy by developing employment pathways to advance transformative individual and community success.

## OUR VISION

Fuel a courageous national movement to eradicate relational and financial poverty.

## OUR BELIEF IN RACIAL EQUITY

Cara Collective commits to taking an antiracist approach in all we do: in our program design, representation in our staff, partnerships we choose to enter, and our external and internal communications and policies. We leverage our individuality and differences as a way of deepening community and expanding opportunity in and around our organization.

## OUR CORE VALUES



### Motivation

**Motivation propels.** We identify, instill, and hold onto it. Where there is a desire to succeed, there is an opportunity to transform thought into action.



### Intentionality

**Intentionality aims.** We focus on the endgame during planning and design. In doing so, we build roadmaps to real, lasting success and avoid deriving validation from a quick win.



### Affirmation

**Affirmation reinforces.** We celebrate instances of progress, understanding that the journey in the right direction is just as, if not more, important than the final destination.



### Equity

**Equity informs.** We commit to taking an antiracist approach in all we do. We leverage our individuality and differences as a way of deepening community and expanding opportunity.

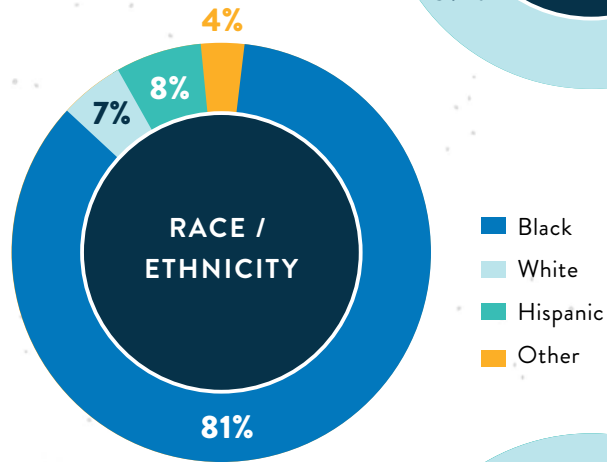
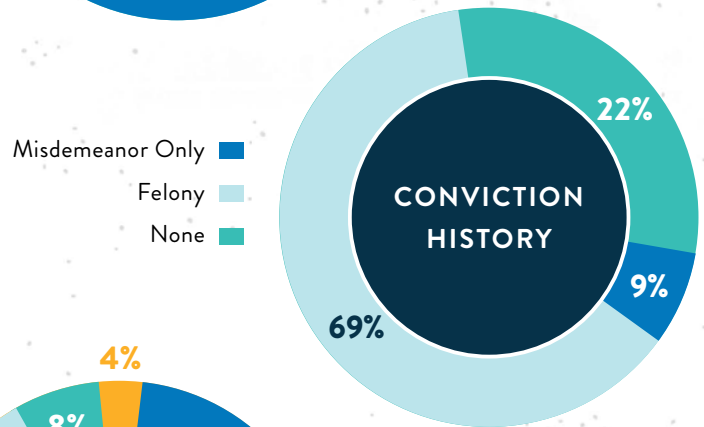
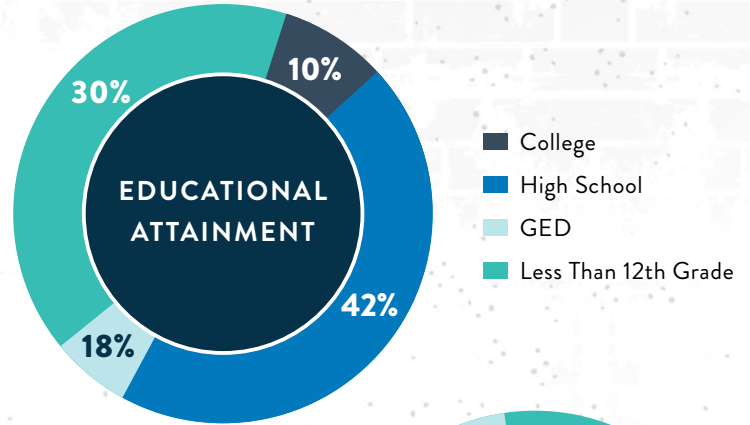


### Community

**Community connects.** We actively build networks that strengthen us all. If we can get each other, we can serve each other best.

## WHO WE SERVE

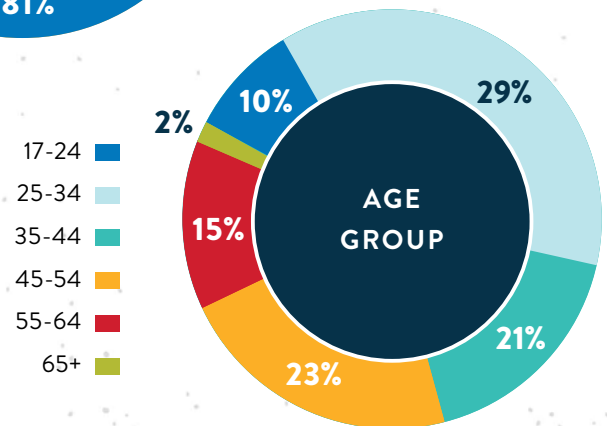
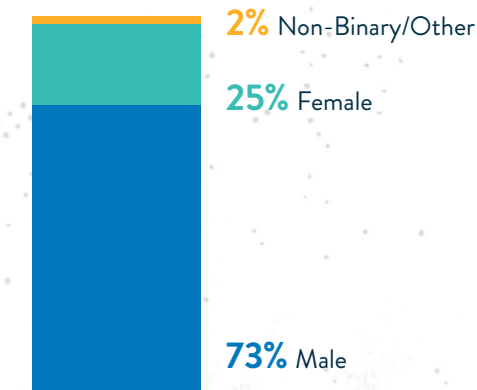
Our participants are motivated individuals ready to break the cycle of poverty and homelessness by finding more than “just a job.” They are ready for gainful employment – a situation where the net pay, at the very minimum, meets basic living needs. It is employment through which an individual derives a sense of purpose, pride, and growth. It is employment that fuels momentum towards a career – the kind of success that, once people have a taste of, pushes them to better themselves, their families, and their communities.



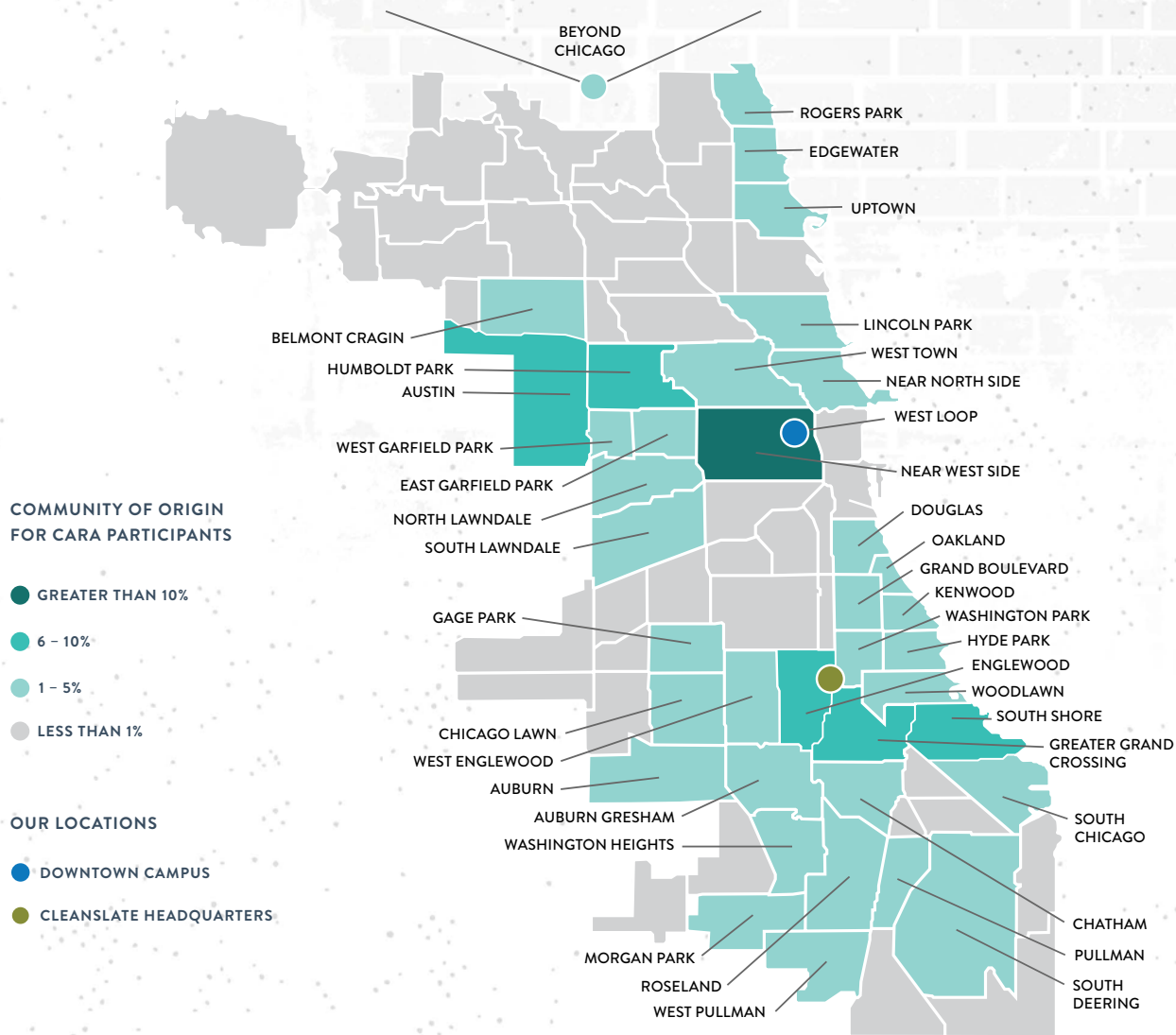
# 40.8

AVERAGE AGE OF CARA PARTICIPANTS

## GENDER BREAKDOWN







## “I finally have a clear understanding of who I am.”

“I wasn’t living up to my true potential. I was drinking heavily and chose a life on the streets. I wasn’t the son my mother and father raised me to be. I was making bad decisions.

“This eventually led to me getting arrested. At that point I knew I had to change because my kids loved me, but couldn’t depend on me anymore.

“In August 2023, I was referred to Cara through the SPRING Forward program (see page 16). It was exactly what I needed. Cara helped me realize I was letting stigmas affect how I saw myself and taught me to keep working towards what I wanted to achieve in life.

“Cara also helped me make connections. My coach, Kimberly, helped me apply for housing. It was the best feeling to get the keys to my apartment. I had never signed my name on a lease before. I had saved some money from working on a Cleanslate crew, so I bought some pots and pans, an air mattress, and a TV.

“Then Cara introduced me to the Freedman Seating Company. In the job interview, they didn’t ask about my past or my involvement with the justice system. I was able to tell them what I would bring to the table: I would show up and work hard. They offered me a job.

“One year later, I am still employed and finally have a clear understanding of who I am. Most importantly, I’m proud that my family doesn’t need to worry about me anymore. My kids know they can depend on me, and my brothers and sisters are proud of me.”



**BRYANT L.**  
CARA GRADUATE

# FY23-FY25 Strategic Plan

**We are motivated by access, equity, and opportunity.**

In FY23, we were proud to share the blueprint for the next chapter of Cara Collective, our three-year Strategic Plan, *Access. Equity. Opportunity.* The goals of our Strategic Plan are anchored in four key pillars designed to guide and enhance our work over the next three years and beyond: **Deepening Participant Experience, Strengthen Team Purpose & Value, Champion Racial Equity, and Catalyze Systemic Impact.** On the following pages, we have provided an update on the progress made toward these goals, along with just a few of the key accomplishments that helped get us to this point.



## PRIORITY 1

### Deepen Participant Experience

At the center of everything we do is our participants. Over the years, we have augmented our service delivery to best reach job seekers where they were at, but ultimately, our participants are what guide us in our work and in our decision making.

In this priority, we seek to elevate the voice of our participants to drive job seeker-informed programming that fosters enthusiastic interest, sustained engagement, and long-term success through three primary goals:

- 1 **Involve participants and alumni in program design, strategy, and governance**
- 2 **Re-energize and innovate programs and culture to reach and retain more participants**
- 3 **Cultivate self-determination and financial stability**

#### OUTCOME

**By FY25, 70% of participants in Cara Collective's services will meet Send Out Eligibility status (the point at which they've demonstrated our program's workplace competencies) within one month from our measured point of traction.**

#### FY24 RESULTS

58% of participants achieved Send Out Eligibility (SOE) status within one month from our measured point of traction. This year saw the most significant innovations to our programming since our founding – Cara Accelerated Program (CAP) and Pre-Cohort. CAP provides an expedited pathway to employment in our transitional job opportunities, while Pre-Cohort gives job seekers the chance to access resources like digital literacy and workforce prep while waiting for their cohort start date. These programs have led to our job seekers achieving SOE faster and contributed to overall retention in enrollment. Learn more about the impact of CAP and Pre-Cohort on page 15.





## PRIORITY 2

### Strengthen Team Purpose & Value

None of this work is possible without our staff, who we often refer to as the best and brightest in social purpose. As we continue to evolve as an organization, we want to do so while providing an employee experience that excites, invigorates, and prepares everyone for the career they hope for over the long-term.

In this priority, we will invest in the holistic wellness and economic mobility of our staff, to uplift the essential role our team plays in our mission and community through three primary goals:

- 1 Ensure our leadership, culture, and policies promote and support staff health, wellness, and belonging
- 2 Facilitate workplace practices that enrich pay mobility, job satisfaction, and foster retention
- 3 Encourage team learning and development opportunities



#### OUTCOME

By FY25, 80% of staff will rate Cara Collective a great place to work and grow in unbiased, independent surveys.

#### FY24 RESULTS

74% of staff rated Cara Collective a great place to work and grow in our quarterly surveys. New initiatives included the launch of Cara University, a centralized hub for staff to easily access trainings and other learning opportunities; a new performance review process which allows staff and managers to better connect their day-to-day to the overall goals of the organization, while having a greater focus on personal and professional growth; and introducing an annual professional development stipend for all staff members.



### PRIORITY 3

## Champion Racial Equity

For more than 30 years, the work of Cara Collective has been steeped in racial equity. The majority of the community we serve is black and brown. We recognize the societal challenges they face, and how those challenges contribute to barriers to employment. We know we cannot do this work without talking about our commitment to racial equity explicitly and we want to hold ourselves and our partners accountable.

In this priority, we seek to identify and dismantle racial inequities in all aspects of our work through three primary goals:

- 1 **Build upon Cara Collective's equity platform and define organizational practices that unite us**
- 2 **Increase intentionality in internal hiring and advancement for/related to staff in key identity areas**
- 3 **Root racial equity in our external partnerships**



#### OUTCOME

**By FY25, 90% of staff and participants rate Cara Collective as an organization that advances racial equity, and Cara Collective's racial equity platform will be applied to 100% of our partnerships.**

#### FY24 RESULTS

95% of participants and 73% of staff rated Cara Collective as an organization advancing racial equity in anonymous surveys. Going into year three of our Strategic Plan, we are using that data to invest in racial equity efforts focused on individual and organizational change to behavior, structures, and identifying measures of progress towards success in this critical area.





## PRIORITY 4

### Catalyze Systemic Impact

Through the work of our social enterprises and expansion arm, we have demonstrated how spreading our reach and influence can increase opportunities for gainful employment. However, as this need is still great, we must ask ourselves how can we better leverage our partners new and old to close the wealth gap, in Chicago and beyond.

In this priority, we will develop employment pathways that help close the wealth gap for untapped talent through transformative partnerships that upend the workforce ecosystem through three primary goals:

- 1 Create more career pathways by developing new and deepening existing strategic partnerships with corporate partners
- 2 Expand national workforce development strategy to impact more job seekers' ability to obtain, retain, and advance in quality jobs
- 3 Explore investments in new enterprises and communities that provide sustainable earnings for participants



#### OUTCOME

By FY25, Cara Collective will see a 25% increase in the number of jobs for our participants, inclusive employers practicing our methodology, and revenue generated to fuel this work.

#### FY24 RESULTS

Cara Collective's revenue grew by 80% year-over-year as a result of the largest public grant and the largest single private gift in our 33-year history. Additionally, we provided a record-setting 1,018 total jobs for our participants and through our affiliates, and we supported 24 inclusive employment partners in deepening their ability to attract, hire, and cultivate overlooked talent.

# Program Outcomes

---



## We are motivated by real and lasting success!

While Cara Collective's goal is placing people into gainful employment, our work goes much deeper than that. We recognize that to be successful on the job, you have to be well-equipped in your personal and professional life. That is why our programming takes a holistic approach, focusing on both workforce readiness and socio-emotional skills, building the competencies we believe are needed for real and lasting success. Once a job seeker has demonstrated these – both in our trainings and in the short-term job opportunities created by our social enterprises – they begin working directly with our Employment Services team and our network of dozens of employment partners on finding their perfect job opportunity. During all this, they work with a coach who walks alongside them from day one through their first year of employment to navigate any bumps and celebrate every achievement along the way.

**1,042**

PARTICIPANTS SERVED

**1,018**

TOTAL JOBS PLACED  
(SEE BREAKDOWN ON NEXT PAGE)

**\$5.97**

SOCIAL RETURN BACK TO SOCIETY  
FOR EVERY \$1 INVESTED



## EMPLOYMENT SERVICES

We believe no one should ever have to settle for less than their dreams, that every job seeker should have the dignity of choice in their career. To help them achieve this, we have spent more than three decades building deep, trusted partnerships with dozens of Chicago's leading companies in industries ranging from healthcare to manufacturing to hospitality and beyond. This opens the door for our job seekers to find their best-fit career opportunity they may have otherwise been unable to secure on their own.

**1,018** TOTAL JOBS

**277** JOB PLACEMENTS

**511** CLEANSLATE JOBS

**111** CARA CONNECTS JOBS

**119** CARA PLUS AFFILIATE JOBS

**\$10.8M**

ANNUAL EARNINGS OF EMPLOYED PARTICIPANTS

**62%**

ONE-YEAR, SAME-FIRM RETENTION RATE FOR PERMANENT AND LONG-TERM PLACEMENTS

**94%**

PARTICIPANTS SATISFIED WITH THE OUTCOMES OF OUR PROGRAMS



## TOP EMPLOYERS





## SUPPORTIVE SERVICES

**We are motivated to meet our job seekers where they need us most.**

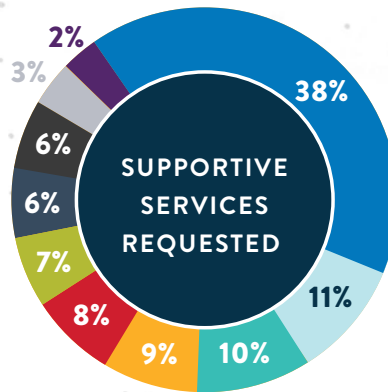
We understand that this work cannot be done alone. Our job seekers often face numerous challenges on their journey out of poverty. For more than three decades, we have cultivated a network of partnerships with organizations dedicated to uplifting individuals and empowering them to achieve real and lasting success. We collaborate with dozens of supportive service partners who provide resources such as housing assistance, furniture, childcare, legal support, and more. We are deeply grateful to all our partners for helping our job seekers achieve real and lasting success.

**35**

SUPPORTIVE SERVICES PARTNERS

**704**

SUPPORTIVE SERVICES REQUESTS



- Housing
- Furniture
- ID/Document Recovery
- Dental / Vision
- Legal
- Finance / Budgeting
- Clothing
- Public Benefits
- Family / Child Support
- Other

## INVESTING IN MENTAL HEALTH

Recognizing the complex connection between mental health and poverty, we are committed to taking a trauma-informed approach in how we serve our job seekers. Over the past year, we deepened this commitment by building out a mental health team within our Supportive Services department. This included hiring a licensed Clinical Counselor and expanding our partnerships with DePaul University and Chicago State University to bring on more counseling interns. Additionally, we have implemented routine wellness checks and open-door and closed-door therapy sessions for both participants and staff. Last, we increased our partnerships with community organizations like Chicago Center for Family Health, CTS Health, and Southside Healthy Community Organization, among others.

**464**

ACTIVE PARTICIPANTS WHO ENGAGED WITH MENTAL HEALTH SUPPORTS

## PRE-COHORT & CARA ACCELERATED PROGRAM

**We are motivated to build new opportunities for job seekers.**

As part of our goal to deepen the experience and improve the outcomes for our job seekers, we launched two program innovations in 2024. **Pre-Cohort Services** offers two weeks of services to job seekers enrolled in Cara waiting to start their cohort journey. Pre-Cohort participants gain access to computer literacy courses, resume creation, interview prep, and immediate access to Cara’s suite of wraparound supports. **The Cara Accelerated Program (CAP)** is a four-week program piloted this year, designed to offer paid training and immediate access to short-term work. Additionally, by running CAP out of our Cleanslate center in Englewood, we are able to bring workshops, training, and wraparound supports directly into the community.

Since launching Pre-Cohort and CAP, we have seen an increased rate of persistence in job seekers reaching programming milestones and a higher number remaining engaged in our services.

### PRE-COHORT DATA

**104**

PEOPLE ENROLLED IN PRE-COHORT

**59%**

PRE-COHORT PARTICIPANTS WHO STAYED IN OUR PROGRAMS

### CAP DATA

**152**

PEOPLE ENROLLED IN CAP

**5,435**

PAID CLASSROOM TRAINING HOURS COMPLETED BY CAP PARTICIPANTS

*“CAP is a great fit for me because it is hands on and made me feel like I am part of a team.”*

**MARCUS G.**  
EMPLOYED CARA PARTICIPANT



## SPRING FORWARD

### We are motivated to create new beginnings.

In FY24, Cara Collective embarked on a partnership with the City of Chicago's Department of Family & Support Services (DFSS) and Lawndale Christian Legal Center (LCLC) on an exciting reentry initiative designed to support the needs of individuals exiting incarceration. The SPRING Forward (Selected Pre-Release for Intensive Navigation support Going Forward) program focuses on a two-part approach to reentry success: employment and housing. Through this two-year program, we will provide access to our services to 400 residents within 18 months of their release from Cook County Department of Corrections and the Illinois Department of Corrections.

"By offering a comprehensive support system, we are giving individuals the tools they need to successfully reintegrate into their communities and lead meaningful, productive lives," said Brandie Knazze, Commissioner of the Department of Family & Support Services. "This program reflects our belief in second chances and our commitment to breaking the cycle of incarceration."

**346**

PEOPLE ENROLLED  
IN SPRING FORWARD

**73**

PEOPLE PLACED IN  
UNSUBSIDIZED JOBS

**233**

HOUSING REFERRALS  
MADE

**21**

CERTIFICATIONS  
RECEIVED

*"I applied for housing on a Monday, and by Thursday I got a call about getting the paperwork started. It was the best feeling to get the keys to my apartment!"*

**BRYANT L.**

CARA ALUM, SPRING FORWARD PARTICIPANT



LAWNDALE  
CHRISTIAN  
LEGAL  
CENTER

Through SPRING Forward, Cara Collective is fortunate to partner with Lawndale Christian Legal Center (LCLC), who focuses on providing minors and emerging adults with community-based holistic legal services and housing support.

#### **How does SPRING Forward help you better serve your clients?**

It addresses two of the most fundamental needs this population faces by giving someone who is justice involved a guaranteed safe roof over their head while they take advantage of trainings and longer-term career planning. It's not a surprise this has led to great success.

#### **What was your experience partnering with Cara Collective?**

We learned we were cut from the same fabric. We had different practices, but we brought the strengths out of both organizations. That's what a good collaboration does - and we couldn't have accomplished this without coming to the table with trust and a willingness to work toward shared solutions.

#### **Do you have a client story that stands out to you?**

We have a client who came to us from Cara. He took advantage of every opportunity presented to him. He made every appointment. He did everything asked of him. He was employed through Cara. He was housed through us. He never had any infractions. Now, he is excelling on the job and he is ready to take over his lease from us. He still keeps in constant contact with us and with Cara. He's the quintessential example of what we wanted to accomplish with this program.

#### **What is your hope for the future of our partnership?**

We've developed a great relationship and I think there are plenty of opportunities beyond SPRING Forward to continue this work. I know we will refer people who need workforce support to Cara, and we hope Cara refers people who need holistic legal defense to LCLC.

*As told by Cliff Nellis, President & CEO*



## VOLUNTEERING

**We are motivated by the commitment of our community.**

Volunteers are a critical part of how we support job seekers every day at Cara Collective. Their dedication and passion provide essential support in various capacities, from participating in mock interviews and resume reviews to hosting clothing drives and sorting our clothing room. By sharing their time and expertise, volunteers help create a nurturing environment where job seekers can build confidence, develop skills, and secure meaningful employment. This collaborative effort not only enhances the effectiveness of our programs, but also fosters a sense of community and belonging, driving the success of our participants and the broader mission of Cara Collective.

**664**

INDIVIDUAL  
VOLUNTEERS

**1,325+**

VOLUNTEER HOURS  
WITH OUR JOB SEEKERS

**10,000+**

DONATED ITEMS FOR  
OUR CLOTHING ROOM

**38**

CORPORATE  
SERVICE DAYS

### CORPORATE SERVICE PARTNERS INCLUDE

*Allstate*

*LinkedIn*

*Aon*

*McDonald's*

*Berkley Select*

*McKinsey & Co.*

*Blackbaud*

*Molson Coors*

*Blue Owl Capital*

*Northern Trust*

*CD One Price Cleaners*

*West Monroe*

*Clarity Partners*

*ZS*

*ComEd / Exelon*

*Deloitte*

*DePaul University*

*Goldman Sachs*

*Google*

*Jackson*

*JPMorgan Chase*

*KellyMitchell Group*

*Kimley-Horn*

*Lineage Logistics*



# Social Enterprise Outcomes

## We are motivated by investing in our job seekers!

For nearly 20 years, our social enterprises have played a crucial role in advancing Cara Collective's work. Cleanslate, our flagship social enterprise, transforms the landscape of our communities by providing crew positions in exterior maintenance; and Cara Connects, a mission-driven staffing firm, connects top talent with jobs at leading Chicago companies. These businesses provide transitional job opportunities for our job seekers – which play a critical step in someone's employment journey, particularly for those with the greatest barriers to employment. Through these positions, our job seekers get to put our workforce training into practice, build their workplace competencies and resume, and earn income while working towards permanent employment. All the while, we are able to generate a reliable revenue stream that helps fund Cara Collective's overall work.



## CLEANSLATE BY cara

**511**

SHORT-TERM JOBS

**82**

CUSTOMER CONTRACT RENEWALS

**\$3,855,633**

ANNUAL REVENUE EARNED BY CLEANSLATE

**2,167**

TONS OF TRASH COLLECTED

**587**

TONS OF RECYCLABLES COLLECTED

**\$1,882,234**

ANNUAL EARNINGS OF CREW MEMBERS

## WHERE WE SERVE

- CLEANSLATE HEADQUARTERS
- CLEANSLATE OPERATIONAL AREA

94

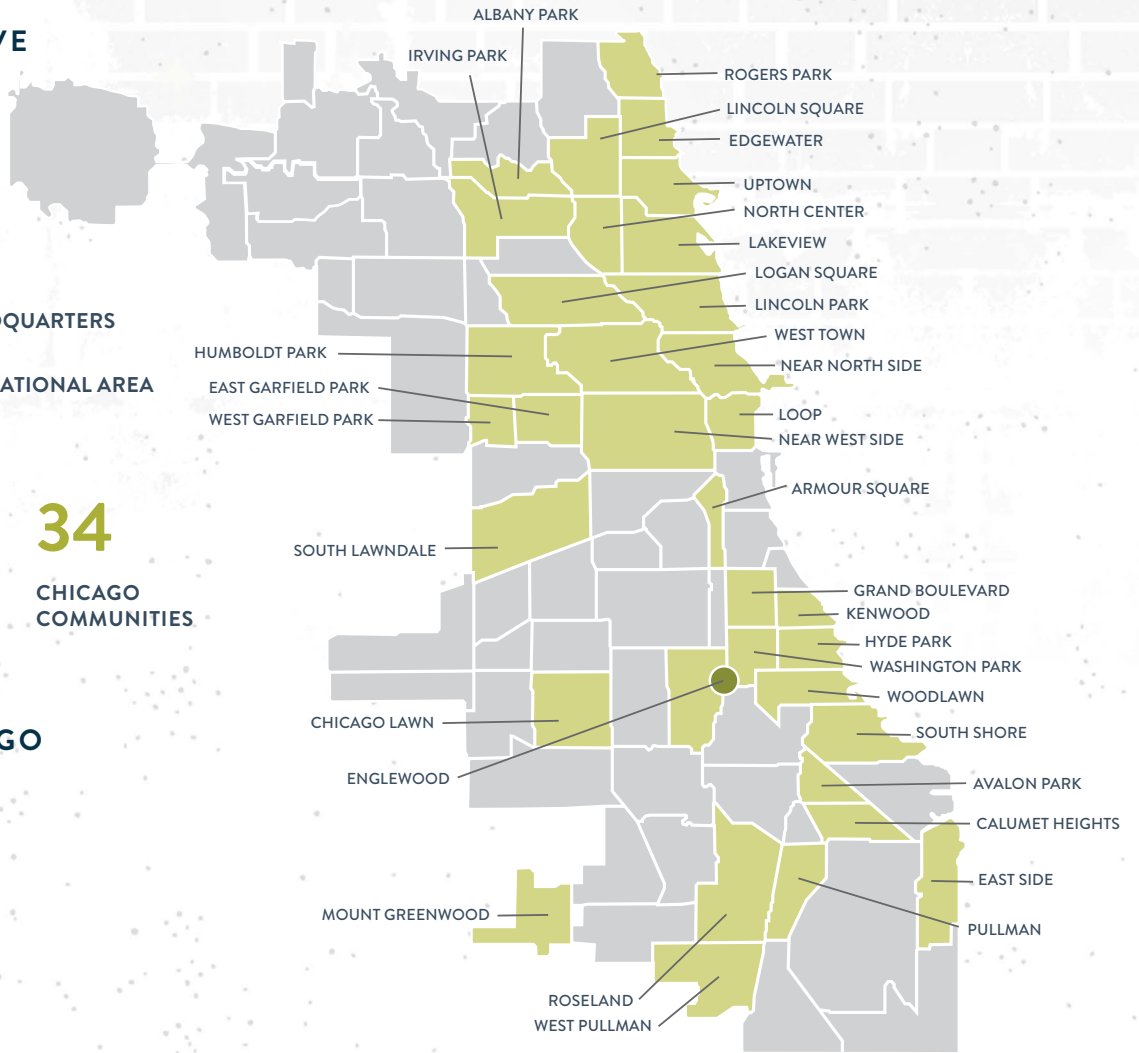
UNIQUE CLEANSLATE CUSTOMERS

34

CHICAGO COMMUNITIES

## BEYOND CHICAGO

- BENSENVILLE
- EVERGREEN PARK
- GARY, IN
- MUNSTER, IN
- OAK PARK



## “For the first time, I have people behind me.”

“Before Cara, I was trying to make it on the streets. I was going out every day doing whatever it took to get money. But that led to a life of being in and out of jail. I was arrested 27 times over the course of 30 years. I knew I had to do something different, but I never knew how to take those first steps.

“Right before I was released, my cousin told me about Cara. He was going through the program and shared everything that they did for him.

“I enrolled in February 2024 through the Cara Accelerated Program, which means I got to work right away on a Cleanslate crew. Every day the trainers and the Cleanslate crew members would come in with a smile. Everyone is so excited to be there and they’re ready to teach us. Cara helped me expand and grow. I wasn’t used to anything like that.

“Best of all, I felt like I was part of a team at Cara. For the first time, I have people behind me that see my vision of what I want to do and are helping me achieve it. I’m 53 years old and I’ve never had people willing to do things for me and have my back. Their support makes me feel like I can do anything!

“Today, I have a job. I have my own apartment. I am working on getting my license back. I get to be part of my grandkids’ lives. I am excited that I am building a future – and that I don’t have to miss a single moment.”



**MARCUS G.**  
CARA GRADUATE



## NEW CUSTOMERS

*1353 Partners, LLC*

*4659 Cottage Grove, LLC*

*Andrew Hart, LLC*

*Bryn Mawr Community Foundation*

*Colliers*

*Edgewater Chamber of Commerce - SSA 26*

*Friends of Lakeview*

*Frontline Real Estate Partners*

*Goose Island Beer Company*

*Green City Market*

*Logan Square Chamber of Commerce*

*Muse Coffee Studio*

*Nobody's Darling Bar*

*Onni Group*

*Rogers Park Business Alliance - Clark / Morse / Glenwood SSA 24*

*Shapack Land Fund I, LLC*

*Shapack Partners*

*Village of Bensenville*



For more than ten years Cleanslate has partnered with Cook County Land Bank Authority (CCLBA) in their work redeveloping vacant, abandoned, foreclosed, or tax-delinquent properties to stabilize neighborhoods and stimulate residential, commercial, and industrial development.

### **How does CCLBA and Cleanslate improve our communities?**

CCLBA and Cleanslate joined forces to uplift our community, reduce recidivism, and create positive change for individuals and entire city blocks. Cleanslate works with property managers to provide maintenance that keep our properties safe, clean, and well-maintained. Their services, including litter abatement, landscaping, and snow removal, ensure that developers can hit the ground running to create incredible houses, and commercial and industrial properties.

### **How has the partnership evolved over the past ten years?**

Our partnership started with just four properties. Now, Cleanslate helps manage more than 400 Land Bank properties, which creates over 250 transitional job opportunities. Over the years, we've increased the number of properties serviced and jobs created and further solidified our partnership and passion for community-driven change. Together, we are creating jobs, developing beautiful properties, and revitalizing commercial spaces; we are giving people, spaces, and communities a second chance.

### **What has this partnership meant to CCLBA?**

It's been an honor to collaborate with Cleanslate to help fulfill a need the Land Bank has while helping Cara Collective fulfill its own mission. When people think about the Land Bank, they think about the developers who transform abandoned properties and the community who then benefits from those redevelopments. Cleanslate represents another element of CCLBA's impact, helping residents return to the workforce. Plus, knowing that the maintenance and upkeep of our properties are in good hands allows us to keep our focus on revitalizing abandoned and vacant lots across Cook County.

*As told by Jessica Caffrey, Executive Director*



# caraCONNECTS

111

ASSIGNMENTS PLACED

\$477,769

ANNUAL EARNINGS OF  
WORKERS ON ASSIGNMENTS

\$629,636

ANNUAL REVENUE EARNED  
BY CARA CONNECTS

## TOP CUSTOMERS

*Catholic Charities*

*DirectTech*

*Habitat*

*Leasing & Management Co.*

*Northwest Center*

## 10 YEARS OF CONNECTING TOP TALENT TO TOP JOBS

In FY24, we were honored to mark ten years of Cara Connects and all the lives that have been transformed through our mission-driven staffing firm. As part of the celebration, we held a Connects-themed Tribute to the Stars event, where we honored one of our partners, Northwest Center, and supporters Marta Delgado and Sam Nandi. We also heard from two alumni, Freddie and Debra, who shared how they have transformed their lives. Thank you to every partner and supporter who walked alongside Connects in its first decade of impact!

2,168

TOTAL ASSIGNMENTS PLACED

1,285

TOTAL PEOPLE PLACED  
IN ASSIGNMENTS

74

TOTAL NUMBER OF COMPANIES  
WHO HIRED FROM CONNECTS



## cara PLUS

**We are motivated by fueling a courageous national movement.**

Cara Plus, our national expansion arm, builds upon our 30+ years of experience working with job seekers and employers by sharing our findings and methodology with organizations at the regional and national level. We do this through a combination of strategies focused on driving real practice change including our inclusive employment work, workforce development offerings, affiliate model, and thought leadership opportunities. With these efforts, we are opening more pathways to quality employment for historically untapped talent.

### INCLUSIVE EMPLOYMENT

Inclusive employment is not just who an employer recruits, but how they source and support untapped talent to achieve their full potential. Through Cara Plus' inclusive employment work, we partner with companies to support their ability to grow their talent pipelines and create more inclusive workplaces.

**41**

COMPANIES TRAINED IN INCLUSIVE EMPLOYMENT

**82%**

COMPANIES REPORTED CHANGING THEIR TALENT PRACTICES / APPROACH

### KEY COMPANIES TRAINED IN INCLUSIVE EMPLOYMENT

*Allstate*

*Altair Advisers*

*Boka Restaurant Group*

*Hyatt*

*ITW*

*Loyola University Health System*

*Lurie Children's Hospital*

*Medix*

*NORC at the University of Chicago*

*Northwestern Medicine*

*Rush University Medical Center*

For more than three years, Corporate Coalition of Chicago has been an integral partner to Cara Plus' inclusive employment work – including co-leading six cohorts that have trained nearly three dozen companies to re-think how they hire and support untapped talent.

#### How does Cara Plus help advance your work?

The issues we are seeking to solve – structural racism, multi-generational poverty, etc. – will not be solved by one organization. It's a truism that if organizations can work together with their respective expertise towards common goals, we will always get more done. We work deeply with employers, but not directly with the impacted population. Cara has deep expertise from decades of work directly with both the impacted population and with employers. From a structural standpoint, a partnership made all the sense in the world.

#### How are Generation Work and the Fair Chance Cohorts building a more inclusive economy?

The cohorts work with companies that have said, "We need to change the system. We need to change our own processes to hire people who have been impacted by the system." We help companies analyze their own job needs. We help them look at what barriers exist. And then we help them work on those challenges one by one, or hopefully two by two and three by three.

#### What is the one thing you hope companies do after participating in these cohorts?

Realize this is work and that it takes a commitment at all levels. We need executive commitment. We need the people doing the hard work in these cohorts to be given the time, the space, and the capacity to do the work. Otherwise, we end up with a lot of frustration.

#### How does Cara Collective inspire you?

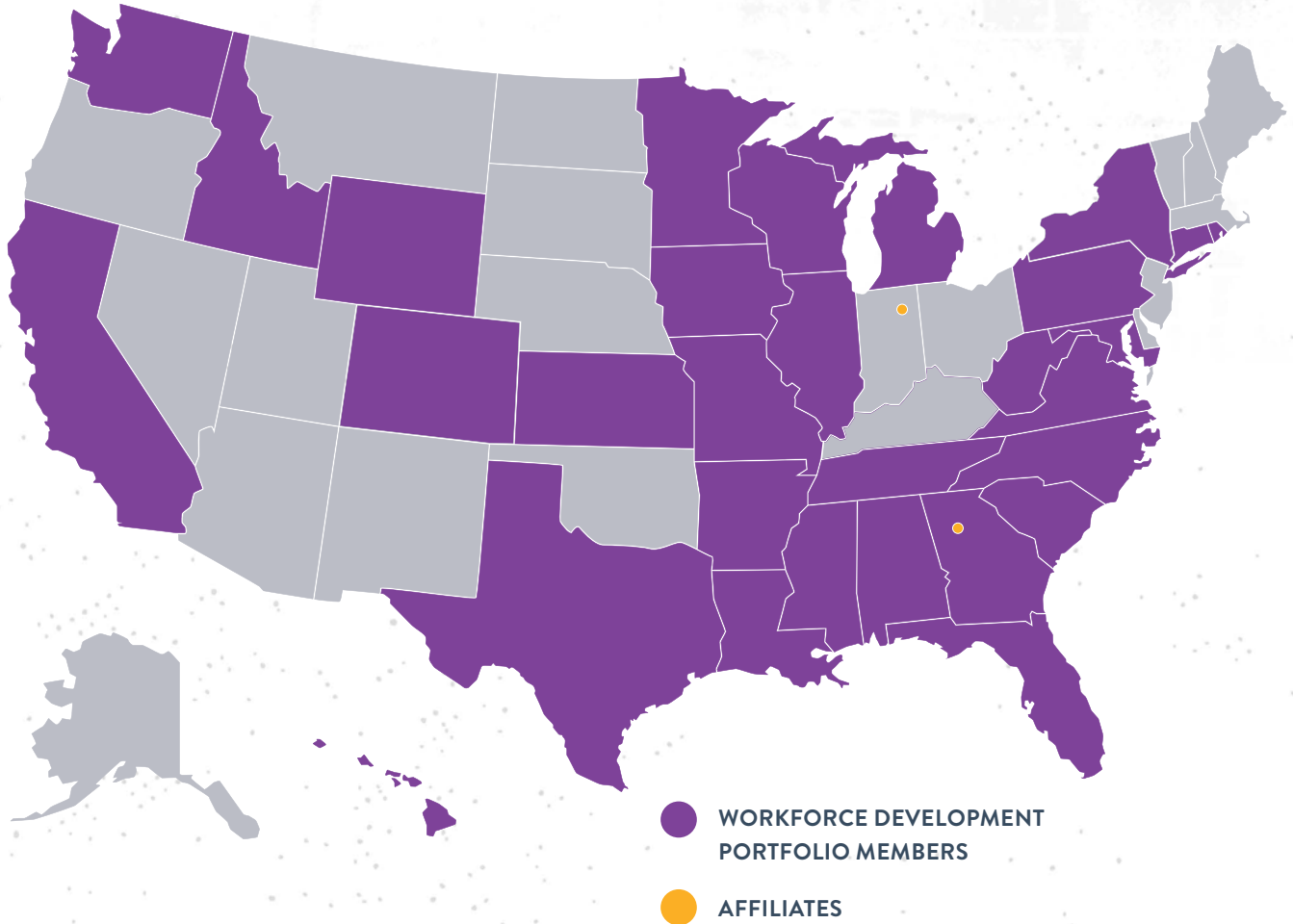
Cara has been doing the hard work, and I trust they're going to keep doing the hard work. It takes people recognizing there's no three-year plan for ending deep poverty, for ending racism, for ending classism. It takes organizations committed to doing the work over the long-term, and that is what Cara continues to do.

*As told by Brian Fabes, Managing Director*



## WORKFORCE DEVELOPMENT

Through Cara Plus' Workforce Development Solutions Lab, we work with organizations around the country to create and grow sustainable workforce solutions. By sharing our methodology and our learnings, we seek to help more individuals experiencing poverty get back to work.



## ORGANIZATIONS TRAINED IN OUR WORKFORCE DEVELOPMENT SOLUTIONS LAB

- |  |   |
|--|---|
| <i>Conservation Corps North Bay</i>    | <i>Re-Use Hawaii</i>                    |
| <i>Hope Faith</i>                      | <i>San Gabriel Conservation Corps</i>   |
| <i>Kitchens for Good</i>               | <i>T.E.A. (Teach. Empower. Achieve)</i> |
| <i>Mile High Workshop</i>              | <i>United Against Poverty</i>           |
| <i>Northern Valley Industries, Inc</i> | <i>Uplift Northwest</i>                 |
| <i>Nourishing Hope</i>                 | <i>Valeo Vocation</i>                   |
| <i>Osborne Association</i>             | <i>Youth Crossroads</i>                 |
| <i>Project Return</i>                  |   |

**15**

ORGANIZATIONS TRAINED THROUGH WORKFORCE DEVELOPMENT SOLUTIONS LAB IN FY24

**14**

ORGANIZATIONS COMMITTED TO PRACTICE CHANGE AFTER WORKING WITH US

## AFFILIATION

Through our affiliation model, Cara Plus provides hands-on assistance, tools, and support to help organizations develop a workforce development program steeped in our methodology but customized for their context and population needs. Currently, we have two affiliate partnerships with Lutheran Social Services of Indiana in Ft. Wayne, IN, and Atlanta Mission in Atlanta, GA, who are helping spread our influence across the country.



119

TOTAL AFFILIATE JOBS

76%

ONE-YEAR SAME-FIRM  
RETENTION FOR  
AFFILIATE JOBS



*“The Next Steps program gave me purpose. Everything they told me and pushed me to do was so I could be successful. They wanted me to see that all the things I wanted for myself were attainable.”*

**JAMES S.**

EMPLOYED ATLANTA MISSION NEXT STEPS PARTICIPANT

## THOUGHT LEADERSHIP

Our expansion work elevates Cara Collective’s thought leadership and influence on a national scale through participation on conference panels, co-authoring papers and studies, and partnerships with other influencers and changemakers.

25+

THOUGHT LEADERSHIP OPPORTUNITIES

## THOUGHT LEADERSHIP PARTNERS INCLUDE

*ASU + GSV*

*Crain’s Chicago*

*KPMG*

*Talent Rewire*

*Boston Consulting Group*

*Forbes*

*MIT Sloan*

*University of Chicago Booth School of Business*

*Chicagoland Workforce Funder Alliance*

*Freethink*

*Northern Trust*

*World Business Chicago*

*Corporate Coalition of Chicago*

*Insurance Industry Charitable Foundation*

*Opportunity@Work*

*Second Chance Business Coalition*

## MAKE *the* CASE

We are currently at a critical inflection point: 70+ million Americans are excluded from the workforce because they don’t have a four-year degree or have been impacted by the criminal justice system. Meanwhile, employers across the country are struggling to find and keep talent — especially in frontline roles.

In FY24, Cara Plus launched our Make the Case campaign. Through a combination of case studies and discussions, we shared how leading employers leveraged untapped talent to solve critical business needs while transforming lives and communities in the process.

Read our series of case studies at [www.caracollective.org/case](http://www.caracollective.org/case).

Special thanks to BCG for their partnership on this series.



*Read our case studies*

6

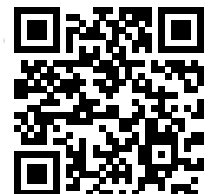
CASE STUDIES PUBLISHED

5,000+

CASE STUDY VIEWS / DOWNLOADS

281

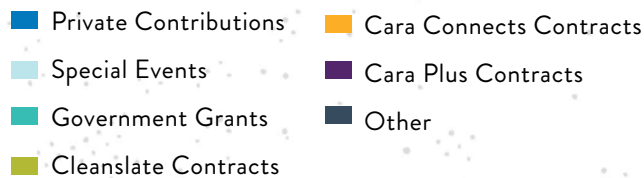
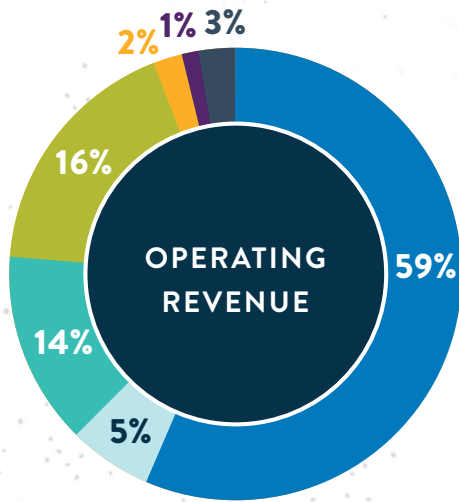
ATTENDEES FOR OUR BEYOND THE CASE DISCUSSION SERIES



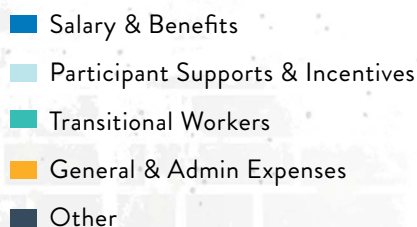
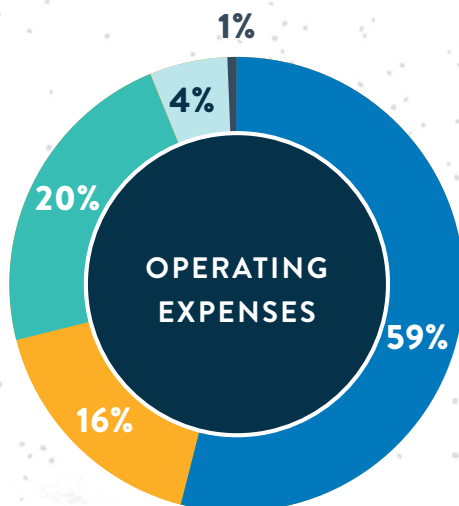


# Financials / Fundraising

## OPERATING REVENUE



## OPERATING EXPENSES



## STATEMENT OF FINANCIAL ACTIVITIES

### OPERATING REVENUE

Private Contributions	\$13,538,265
Special Events	\$1,246,587
Less Special Event Direct Costs	(\$375,650)
Government Grants	\$3,238,293
Cleanslate Contracts	\$3,855,633
Cara Connects Contracts	\$630,004
Cara Plus Contracts	\$126,058
Non-Cash Contributions	\$175,100
Interest Income	\$491,398
Other	\$24,382
<b>Total Operating Revenue</b>	<b>\$22,950,068</b>

### OPERATING EXPENSES

Salaries & Benefits	\$8,966,091
Participant Supports & Incentives	\$643,436
Transitional Workers	\$2,954,959
General & Admin Expenses	\$2,307,462
Other	\$175,100
<b>Total Operating Expenses</b>	<b>\$15,047,048</b>

### OPERATING SURPLUS

Depreciation	\$547,551
Unrealized Investment Income	\$98,590
<b>Total Change in Net Assets</b>	<b>\$7,454,059</b>

## REVENUE BREAKDOWN

### ASSETS

Cash & Cash Equivalents	\$8,819,644
Investments	\$4,039,475
Accounts Receivable, net	\$1,035,657
Government Receivable, net	\$790,686
Inventory	\$4,088
Prepaid Expense	\$296,806
<b>Current Assets</b>	<b>\$14,986,356</b>
Buildings & Improvements	\$8,520,577
Other Property & Equipment	\$2,427,929
<b>Total Property &amp; Equipment</b>	<b>\$10,948,506</b>
Accumulated Depreciation	(\$4,536,172)
Other Assets	\$191,702
<b>Total Assets</b>	<b>\$22,687,332</b>

### LIABILITIES

Current Portion of Long-Term Debt	\$349,708
Accounts Payable	\$287,943
Accrued Payroll & Related Costs	\$857,728
Refundable Grant Advances	\$821,972
Other Current Liabilities	\$17,848
<b>Total Current Liabilities</b>	<b>\$2,335,199</b>
Long-Term Debt (net)	\$2,539,130
Other Long-Term Liabilities	\$0.00
<b>Total Liabilities</b>	<b>\$4,874,329</b>

### NET ASSETS

General Unrestricted	\$8,387,184
Net Investment in P&E	\$3,523,496
Operating Reserve	\$3,964,000
<b>Total Unrestricted</b>	<b>\$15,874,680</b>
Purpose Restricted	\$1,037,202
Perpetual Restricted	\$901,121
<b>Total Unrestricted</b>	<b>\$1,938,323</b>
<b>Total Net Assets</b>	<b>\$17,813,003</b>
<b>Total Liabilities + Net Assets</b>	<b>\$22,687,332</b>



Read our full  
FY24 Audited Financials



## DONOR ROLL CALL

### INSTITUTIONAL DONORS

#### \$1,000,000+

The Allstate Foundation  
New Profit

#### \$999,999 - \$500,000

The Harry and Jeanette  
Weinberg Foundation  
Stand Together  
Walmart

#### \$499,999 - \$100,000

The Chicago Community Trust  
Shure Charitable Trust  
JPMorgan Chase Foundation  
LISC  
Lloyd A. Fry Foundation  
The Owens Foundation  
Polk Bros. Foundation  
Tullman Family Office  
United Way of Metro Chicago

#### \$99,999 - \$50,000

Alvin H. Baum Family Fund  
Bank of America Charitable Foundation,  
Inc.  
BMO  
Chicagoland Workforce Funder Alliance  
The Christopher Family Foundation  
The Judy Family Foundation  
Paul M. Angell Family Foundation  
The Roche Family Foundation  
Anonymous

#### \$49,999 - \$25,000

Family Alliance Foundation  
Jackson  
James P. and Brenda S. Grusecki Family  
Foundation  
KPMG LLP  
Loop Capital  
Molson Coors  
Northwestern Memorial Hospital  
The Siragusa Family Foundation  
U.S. Bank Foundation

#### \$24,999 - \$10,000

Allstate Insurance  
American Endowment Foundation  
American Realty Advisors Charitable  
Foundation  
Ameriprise Financial Services, Inc.

Aon Corporation  
Aon Foundation  
Blue Owl  
BorgWarner  
Bruce and Deborah Duncan Foundation  
Carl R. Hendrickson Family Foundation  
Chicago Bulls Charities  
Chicago Foundation for Women  
Creation Investments  
The Crown Family  
Cuore e Mani Foundation  
Deloitte  
Dr. Scholl Foundation  
Egarter Family Foundation  
Elizabeth Morse Genius Charitable  
Trust  
Ernst & Young  
Exelon Corporation  
Goldman Sachs & Co.  
The Habitat Company  
Helen Brach Foundation  
ITW Foundation  
Kenilworth Union Church  
Lamar Johnson Collaborative  
Northern Trust  
The Options Clearing Corporation  
Parson Partners  
Peoples Gas  
Saul Ewing  
Tim and Maureen Hunter Charitable  
Foundation  
United Airlines  
University of Chicago Medicine  
Visibly  
W.P. & H.B. White Foundation  
William Blair  
Wintrust  
Anonymous (2)

#### \$9,999 - \$5,000

AIDS Foundation of Chicago  
Bally's Chicago  
BNL Broadstone Net Lease  
Bridge Development Partners, LLC  
Chicago Bulls Charities  
Chicago Reach  
Citi Private Bank  
Coupon Cabin  
CTC Trading Group  
Cuore E Mani Foundation  
Egarter Family Foundation  
Gray Matters Group  
The Joseph & Bessie Feinberg  
Foundation  
Old National Bank  
Origami Risk  
Paycom  
Pritzker Traubert Foundation

Rush University Medical Center  
Slalom  
Turner Construction Company  
Twin Lake Total Return  
Visibly

#### \$4,999 - \$1,000

AbbVie  
Accenture  
Baird Foundation, Inc.  
Bank of America  
Bard Associates, Inc.  
Chicago Reach  
CNA  
ConAgra Foods  
Dell Technologies  
First Hospitality  
The Harper Family Foundation  
Hearst Corporate Office  
Henry Crown and Company  
The Horner Foundation  
JLL  
Kimley-Horn Foundation  
Legat Architects  
McKinsey & Company  
Microsoft Giving Campaign  
North Park Elementary School  
Old St. Patrick's Church  
Origami Risk  
Raymond James Charitable  
Slalom  
SullivanCotter  
University of Chicago  
W.R. Berkley Corporation  
Zentro Internet  
Anonymous

### INDIVIDUAL DONORS

#### \$25,000+

Laura and Michael Beebe  
Richard and Ann Carr  
William and Laurie Conroy  
Marta Delgado and Saumya Nandi  
Janet and Patrick Dell  
Eugene and Sallyann Fama  
Scott and Mallory Gidwitz  
Arthur and Elaine Margulis  
Jill Meinzer  
Steven and Mary Jo Quirk  
Patrick and Shirley Ryan  
MacKenzie Scott  
Doyoung Yong and Jason Strahan

#### \$24,999 - \$10,000

Rod Adams  
Daniel and Vicki Brennan

Mark and Elizabeth Carroll  
Michael Carson  
Torie Crown and Matt McKinney  
Catriona Duncan  
Stanley Jezman  
Claire Jadin  
Bernard and Linda Kastory  
Kate Kutay  
KFKJ Family Charitable Fund  
Tom and Sue Neville  
Kenneth Okin  
Julie Owens Burns and Chris Burns  
J. Todd Phillips  
Rufus Smith and Yolanda Lippert  
Fred Tomczyk  
Cayley Tullman  
Glenn Tullman  
Megan Zarnoch  
Anonymous (2)

#### \$9,999 - \$5,000

Kelechi and Ashli Adibe  
John Bailey  
Lina Bankert  
Brenda Battle  
Jason and Kate Caliento  
Kathleen St. Louis Caliento and Evan  
Caliento  
Bob Casey  
Regina Cross  
Terry and Marilyn Diamond  
Genevieve and Sam Gaby  
Maryellen and Richard Hyland  
Kevin Jackson and David Purpura  
John Kett  
The Jordan Fund  
Kapil Khanna  
Joe Lawler  
Walter Lefmann  
David and Amanda Mabie  
Kim and Michael Moran  
Katie and Timothy Mulcahy  
Andrea and Michael O'Leary  
Tom and Sue Owens  
Jake Panter  
Carol Passaneau  
Brent and Jill Rasmussen  
Mario Rizzo  
Priya Sadarangani  
Stephen and Kali Sheldon  
William and Gail Steinmetz  
Siyi Tu  
Thomas and Pamela Tully  
Devin Vrelab  
Pamela Waud  
Dan Weissbluth  
Eddie and Pamela Williams

\* Donor Roll Call reflects gifts made  
between July 1, 2023 - June 30, 2024



## DONOR ROLL CALL - CONTINUED

### \$4,999 - \$1,000

Billie Akau'ola  
Becky Altman  
Bennett and Sheila Applegate  
Nancy Aversa  
Juan Carlos Avila  
Kaitlyn Baerenstecher  
Luke Bakies  
Patricia Banks  
Nisha Begwani  
Jay Beidler and Deborah Witzburg  
John and Magda Bennecke  
Thomas and Melanie Berg  
DeRondal Bevly  
Catherine Blaesing  
Paige Bolek  
Daniel Bresnahan  
Richard Brodecki  
Kelvin Buncum  
Natalie Burkart  
Patrick and Margaret Burke  
Mike and Adrienne Burns  
Stephen and Melissa Burns  
Cory and Joseph Cancila  
Rachel Cantor  
Pat Carney  
Matt Combs  
Kyle Cooper  
Pat Corrigan  
Shawn Cruz  
Sarah Cuthill  
Andrew and Allison Davis  
Tina DeGustino  
Alexander Demos  
Adam Devlin-Brown  
Mary and Jim Donahue  
Jeff and Julie Dorner  
Adriana Duenas - Flerlage  
Paul and Suzanne Dulle  
Jennifer Dunmore  
Thomas and Amy Dwyer  
Lauren and Jonathan Feldman  
Sally Csontos and John Filan  
Sheila Finnegan and Kenneth Spychala  
Michael Flaherty  
Janet and Kenton Foutty  
Kurt Gabouer  
Noreen Gallagher  
Jeffrey and Elizabeth Galowich  
Julie Garfield and Kevin Longstreth  
Robert Garfield  
Lisa Garling  
Joan Giardina  
Maximilian Gibbons and Andria Cantu  
William Gibbons  
Richard and Bonny Goldin  
Joan and Jeff Goldwater  
Sara Hall

Therese and Daniel Hanigan  
Ellen Hanson  
Teresa Harmon  
Tara Harper  
Cotton Harrold  
Richard Hemingway  
Linda Henley  
Anna Hense  
Thomas Herbstritt  
Bregan Herrold and John Herrold  
Kimberly Hobson  
William and Sharon Holohan  
Charlie and Katie Hoover  
Christy Horn  
Anny Huang and Eric Kessler  
Kate Hurley  
Angelyn Irvin  
Shikha Jain and Carlos Cruz  
Daniel and Stephanie Janiszewski  
Cheryl Jekiel  
Kevin Johnson  
Peter and Amy Kadens  
David and Shannon Kaiman  
Michael Kelly  
Uday and JoAnne Khedkar  
Maria Kim  
Joseph and Karen Kinahan  
Brady King  
Mark Kubow  
Michael and Diane La Forte  
John and Mercedes Land  
Steve and Dodi Larrick  
Lila Leff and John Risko  
Craig and Monette Leva  
James and Barbara Levie  
Amy Lewis  
Bob Lewis  
Robert Lewis  
Maria and William Lin  
Patrick Little  
William and Karen Loftus  
Brian Madine  
John and Carol McKinnon  
Michelle McShane  
Thomas McShery  
Stephen and Rebecca Merchant  
Adam Meyerson  
Chris Michalski  
Rebecca and Eric Michel  
Brent Moskiewicz  
Patrick Murray and Susan Barry Murray  
Andrew Nicholson  
Kenneth and Carolyn Nopar  
Keith Nowicki  
Kim Nugent  
Kara and Michael O'Connell  
Walt Oestmann  
Courtney Oliver

Joe and Sue O'Neil  
Betty O'Toole  
Dwan Paniagua  
Justin and Catherine Philpott  
Jessica Pickens  
Denis and Martha Pierce  
Jason Pierce  
Richard and Karen Pigott  
Daniel and Marjorie Pollard  
Patrick and Rose Pollard  
Joel and Trisha Pomerenk  
Kurt Preston  
Christine Quinn  
Jason Rahoy  
Wendy and Eric Raymer  
Janet Reali and Mitchell Cobey  
Daniel E. and Elizabeth G. Reidy  
Megan and James Roddy  
Elizabeth Rompf Bruen  
Suzy Rose  
Dalila Rouri  
David and Diane Ryan  
Nick Scalibrino  
John and Julie Scanlon  
Katherine and Tom Scherer  
Michael Schoenhals  
Marian Schwartz  
Terry Schwartz  
John Scott and Maria Crawford Scott  
Michael and Deirdre Sebastian  
Benjamin Shobert  
Terrilynn Short  
Robert Simpson  
Michael and Jennifer Skalitzky  
Reid Snyder  
Rick and Perrin Stearns  
Shawn and Jeff Strack  
Kenneth Sutherland  
Brennan Todd  
Melody Todd  
Mark Toriski and Eleanor Perrone  
Toriski  
Jaclyn Trovato  
Tamara Turk  
Maria Vastardis and Mike O'Toole  
David Wallin  
Candace Washington  
Emma Waterman  
Winthrop and Gretchen Waterman  
Emily West  
Stephen and Janelle Whitney  
Eli Williamson  
Adriane Willig  
Alicia Winckler  
Brandon and Brittney Wright  
Anonymous (2)

### \$999 - \$500

Brayton Alley  
Lauri Alpern  
Arlene Alpert Mehlman and David Mehlman  
Kate Altenburg  
Bari Ardell  
Nicholas Baker  
Susan Bell  
Michael Bennett  
Paul Betlinski  
James and Margaret Bickett  
James and Lindsey Blessum  
Elizabeth Brady  
Brianna Brooks  
Alderman Walter Burnett  
Cordelia Calderon  
Erica Canzona  
Theodore Chien  
Bobby Claudio  
Melissa Cleveland  
Anthony Coldagelli  
Cassandra Collins  
Linus Concepcion  
Helen Cook  
Mary Coryell  
Kevin and Bridget Cremins  
Raymond Crossman  
Pat Cullen  
Colleen Desmond  
Mia Diaz  
Susan Foster  
Ervine Fox  
Christopher and Catherine Gaddis  
Beth Gallagher  
Toya Garcia-Bradow  
Cheryl Gavin  
Bob Glaves  
Kevin Goldsmith  
Harry Goldstein  
Maureen Golinvaux  
Thomas Gorey  
Ryan Granholm  
John and Susan Grier  
Sara Guderyahn  
Barbara Hall  
Jessica Harris  
Chris Hastings  
Matthew Henderson  
Leah Hobson  
Anna Hsu  
Dan and Liz Huber  
Jeanette and Graeme Hunter  
Polly Ip  
Andrew Jacobson  
Sarah Jaffe  
Jay Jarvie  
Julie and Deji Jimoh

## DONOR ROLL CALL - CONTINUED

Sujatha Kannan  
Mark Kendall  
Jacqueline Kett  
Gregory and Colleen Koerner  
Shruti Kumar  
Michael Letizia  
Tara Leweling  
Sarah and Lucas Mansberger  
Matthew Martin  
Ryan McCauley  
Donielle McCutcheon  
Jess Merten  
Brian Min  
Rich Moran  
Brandi Morris  
Craig Morton  
Patrick and Julie Mulchrone  
Ryan Murphy  
Joe and Kelly Mutuc  
Sharla K. Nolte  
Michael Nordman  
Terrill North  
Sheila Odum  
Jeffrey Olson  
John and Constance O'Neill  
Michael and Maggie Owens  
Dragana Pajovic  
Shelia Panter  
Rina and Parag Patel  
David Philipaitis  
Mark Prindiville  
Derek Rahme  
William and Rose Mary Rahoy  
Josh Ransone  
Joyce Richey  
R. Patrick Roberg  
Elaine Ross  
Ann Roth  
Lawrence and Bridget Roth  
Daniel Ryan and Colleen Tunney-Ryan  
Sari Schwartz  
Daniel Scott and Alyssa Cannataro  
Monica Scott  
Vidhi Shah  
John Showel  
Alicia Silverman  
Matthew Simmons  
Thomas and Patti Skalitzky  
Kerry Smith  
Christie and Daniel Spragg  
Andi Summers  
Scott Takacs  
Kelly Tanaka  
Yuval Taylor  
Clark Terborg  
Bob Toohey  
Ryan Treftz

Roger Tye  
Grant Vogdes  
Anthony Walker  
Howard and Vivian Wasserteil  
Wendy Wein  
Eric and Tina Weinheimer  
Michael Weisman  
Brett and Tammi Williams  
James Williams  
Richard Williams  
Edwin and Diane Wittenstein  
Mark Wong

### DONOR RECOGNITION CIRCLES

#### The Thomas M. & Mary Owens Legacy Society

+ Deceased  
John and Margie Bennecke  
Nancy Dee Brandes, In memory of Jule, Eugene, and Susan Dee  
Bill and Laurie Conroy  
Shikha Jain and Carlos Cruz  
Maria Kim and Chris Brown  
Tom Lenz, In memory of Charles Lenz  
Charles and Sophia Love  
Beth and Chris Lye  
Jill Meizner+  
Ken and Carolyn Nopar  
Patrick and Rosemary O'Connor  
Betty and Richard+ O'Toole  
Denis and Martha Pierce  
Lance Russell  
Frank Schnierow  
Richard J. Shinners Jr.  
Shawn Vogen and Kristin Carlson Vogen  
Eric and Tina Weinheimer  
Anonymous

#### Monthly Motivators

Ryan Anderson  
Nancy Aversa  
Harsh Avlani  
Nicholas Baker  
James and Margaret Bickett  
Andrew Bigelow  
Catherine Blaesing  
Michael Zachary Bockmier  
Julie Brandt  
Daniel Bresnahan  
Ed Brice  
Cordelia Calderon  
Kathleen St. Louis Caliento and Evan Caliento

Ashley Cargo  
Willie Chatman  
Anthony Coldagelli  
Shawn Cruz  
James and Nancy DeCorrevont  
George Drew  
Catriona Duncan  
Jonathan Eisen and Carly Gerber  
Betsy Fay  
Sheila Finnegan and Kenneth Spychala  
Ronald Fotino  
Ervine Fox  
Henry Frisch  
Lisa Garling  
Nicholas Gebauer  
Kara Gifford  
Bob Graves  
Ryan Granholm  
Kelly Gunn  
Barbara Hall  
James Harney  
Jessica Harris  
Kevin Jackson and David Purpura  
Susan Jacob  
Sarah Jaffe  
Shikha Jain and Carlos Cruz  
Cheryl Jekiel  
Dave Juen  
Ashley Karls  
Maria Kim  
Kenneth Konopka  
Niamh Kristufek  
Maranda Leigh  
Sean Lightner and Molly McCann  
Sarah and Lucas Mansberger  
Anita Mauro  
Kristine McLellan  
Rebecca and Eric Michel  
Suzanne Mizgata  
John Neville and Jawn McKinley  
Sharla K. Nolte  
Michael Nordman  
David Northridge  
Kenneth Okin  
Jeffrey Olson  
Gabriel Pachter  
Lisa Paciga  
Vikas Pandita  
Kimberly Paschal  
Wendy and Eric Raymer  
R. Patrick Roberg  
Dalila Rouri  
Aaron Rubens  
David Rubin  
Sari Schwartz  
Daniel Scott and Alyssa Cannataro  
Sejal Shah-Myers

Richard Shinners  
Michael Starks  
Jennifer Sterling  
Sacheendran Sudheendran  
Yuval Taylor  
Clark Terborg  
Mark Toriski and Eleanor Perrone Toriski  
David Wallin  
Emma Waterman  
Richard Williams  
Fahad Zaidi  
Anonymous

### EVENT SPONSORS



### PRESENTING

Creation Investments  
William Blair

### JOBS

Molson Coors



### JOBS

Jackson  
Owens Family Foundation



### PRESENTING

Gidwitz Family  
Loop Capital

### JOBS

Allstate  
Northwestern Medicine  
Owens Family Foundation  
United Airlines

### DONATION

Ryan Family  
Beebe Family

## BOARD OF DIRECTORS

### CHAIR

**J. Todd Phillips**  
*Parson Partners*

**Billie 'Akau'ola**  
*KPMG*

**Brenda Battle**  
*UChicago Medicine*

**Regina Cross**  
*Goldman Sachs*

**Andrew Davis**  
*McKinsey & Company*

### VICE CHAIR

**Andrea O'Leary**

**Marta Delgado**  
*Delgado Rompf Bruen LLC*

**Kapil Khanna**  
*Lamar Johnson Collaborative*

**Kate Kutay**  
*Northern Trust*

**Terrill North**  
*New Profit*

### SECRETARY

**DeRondal Bevly**  
*RubyRose Strategies*

**Julie Owens Burns**  
*The Owens Foundation*

**Tom Owens, Jr.**  
CHAIR EMERITUS  
*The Owens Foundation*

**Steve Quirk**  
*Robinhood Markets*

**Brent Rasmussen**  
*Visibly*

### TREASURER

**Rudy Smith**  
*J.P. Morgan Private Bank*

**Wendy Raymer**  
*BMO*

**Jaclyn Trovato**  
*ComEd*

**Doyoung Yong**  
*Deloitte*

**Thomas M. Owens†**  
FOUNDER  
*Cara*

## EXECUTIVE COUNCIL

### CO-CHAIR

**Michael Nordman**  
*MolsonCoors*

**Cat Duncan**  
*Judy Family Foundation*

**Elena Grotto**  
*Edelman*

**David Kaiman**  
*US Bank - Derivative Products*

**Shruti Kumar**  
*Habitat*

**Faeron Meldum-Taylor**  
*ZS*

**Matt Owens**  
*JLL*

### CO-CHAIR

**Melody Todd**  
*Campbell & Company*

**Jake Panter**  
*Kimley-Horn*

**Mandee Polonsky**  
*Northwestern Medicine*

**Jason Rahoy**  
*US Government*

**Sam Rice**  
*KPMG*

**Danny Scott**  
*Slalom*

**Joel Staffilino**  
*JRW Realty*

**Kelechi Adibe**  
*Sidley Austin*

**Rohith Banerjee**  
*Oliver Wyman*

**Cordelia Calderon**  
*Medix*

**Prab Chawla**  
*Linden Capital Partners*

**Jeff Dorner**  
*Baker Tilly US, LLP*

**Jeremy Dulle**  
*Spring Rock Partners*

**Paulos Strike**  
*Twin Lake Total Return*

**Caroline Thrun**  
*Jobs for the Future*

**Tom Vranas**  
*Zentro Internet*

**Mary Waller**  
*McDermott Will & Emery*

**Brett Williams**  
*RSM US LLP*

**Brandon Wright**  
*HBR Consulting*



## ASSOCIATE BOARD

### PRESIDENT

**Emma Waterman**  
*Crafty*

### VICE PRESIDENT

**Rebecca Michel**  
*DePaul University*

### SECRETARY

**Kaitlyn Baerenstecher**  
*Clarity Partners*

**Drake Blessum**  
*Chamberlain Group*

**Sean Knoerzer**  
*Corient*

**Hannah Paul**  
*Boston Consulting Group*

**Andi Summers**  
*Equator Design*

**Brianna Brooks**  
*UChicago Medicine*

**Lo Lola-Charles**  
*PURE Insurance Companies*

**Jared Pavelske**  
*AIDS Foundation of Chicago*

**Bailey Winston**  
*ZS*

**Patrick Delaney**  
*SullivanCotter*

**Matthew Martin**  
*American Realty Advisors*

**Tanner Rice**  
*SSA & Company*

**Tony Wu**  
*KMPG*

**Angie DeWitt**  
*Habitat*

**Ryan McCauley**  
*Aon*

**Russell Richey**  
*Goldman Sachs*

**Shaina Yatt**  
*West Monroe*

**Mia Diaz**  
*UNICEF*

**Luke Minton**

**Tori Rudd**  
*Discover Financial*

**Max Yu**  
*BMO*

**Angelyn Irvin**  
*MacArthur Foundation*

**James Novack**  
*KPMG*

**Sari Schwartz**  
*Trajektorj*

**Abby Klearman**  
*Google*

**Russell Richey**  
*Goldman Sachs*

**Kelsey Sicard**  
*ZS*



## Afterward

---

### **We are motivated by our community!**

Thank you for being a friend to this mission – a true “cara.” When Tom Owens first set out on this work more than 30 years ago, he did so with the vision that the strength of a community can accomplish so much more than any one of us individually.

Today, the Cara Collective community is impacting more than 1,000 individuals annually – and countless families and communities as a result. The impact of this work is only possible because of our committed network of supporters, stakeholders, and partners like you.

We look forward to creating an even deeper impact and expanding our reach together. Thank you for your continued support!

**YOUR FRIENDS AT CARA COLLECTIVE**





## Join Our Community

---

### WORK WITH US

From volunteering to hiring our job seekers, we have a suite of ways for your company to engage with our community. To learn more, contact **Tim Loeffler** at **312.798.3321** or **tloeffler@carachicago.org**

### LEARN WITH US

We help employers and nonprofits work more effectively with communities hit hardest by poverty. Ready to join us in building a more inclusive economy? Contact **learn@caraplus.org**.

### INVEST IN US





Your donation gives a motivated job seeker the chance to transform their life thanks to a quality job. To learn more, contact **Sharla K. Nolte** at **312.628.5940** or **snolte@carachicago.org**







237 S. DESPLAINES  
CHICAGO, IL 60661

  /CaraChicago  
  @CaraChicago

[WWW.CARACOLLECTIVE.ORG](http://WWW.CARACOLLECTIVE.ORG)