Connecticut Appleseed Center for Law and Justice

General Information

Contact Information

Nonprofit
Connecticut Appleseed Center for Law and Justice

Address
25 Dudley Rd.
Wilton, CT 06897

Phone
(203) 210-5356

Web Site
Web Site

Facebook
Facebook

Email
bobkettle@optonline.net

At A Glance

Year of Incorporation
1998

Organization's type of tax exempt status
Public Supported Charity

Organization received a competitive grant from the community foundation in the past five years
Yes
Mission & Areas Served

Statements

Mission
A program of Connecticut Appleseed, Connecting through Literacy: Incarcerated Parents, their Children and Caregivers (CLICC) is the first statewide mentoring network for incarcerated parents and their children in Connecticut. CLICC uses literacy and mentoring to increase communication and strengthen bonds between incarcerated parents and their children across Connecticut. CLICC has 2 main goals. One is to reduce the shame, isolation and stigma children with incarcerated parents frequently experience. The other is to increase family supports, so parents can successfully transition back to their families and communities and stay out of prison.

Background
CLICC was founded in 2003 by the late Arthur White of Stamford, CT, a businessman and philanthropist who believed in doing what he could to address societal problems. A co-founder of the nonprofits Reading is Fundamental (RIF) and Jobs for the Future, Mr. White served on countless local, state and national boards and commissions, including the board of Connecticut Appleseed, where he served as vice chairman. He was appointed to the Federal Prison Industries Commission by President Clinton in 1997 and later became a special assistant for education and job training to the US Bureau of Prisons. He started CLICC to improve the literacy and family relationships between incarcerated parents, their children and caregivers. Connecticut Appleseed is the 501(c)3 fiduciary for CLICC. CLICC expects to be designated its own 501(c)3 organization by 2019. Enthusiastic feedback from mothers during CLICC’s first pilot test at the Federal Correctional Institution in Danbury, CT (2009) inspired CLICC to revamp the mentoring program for wider use. CLICC received a 3-year grant from the federal Department of Justice to bring CLICC to Connecticut, where it worked with parents in 3 state prisons from 2014-16. In 2017, the state Department of Correction (DOC) invited CLICC to present to all wardens in the state system, and 3 additional prisons requested the program. By December 2018, new groups for fathers were meeting weekly at Carl Robinson, Osborn and Cheshire correctional institutions, and a dormant group at Cybulski Correctional Institution was revived. Researchers from Central Connecticut State University began a three-year program evaluation of the child experience with CLICC in 2018.

Impact
Accomplishments: CLICC’s web site is up and running! Learn about us and apply to become a mentor or other CLICC volunteer at connectingfamilies.org. We are grateful to all of the families who are participating in the evaluation of the CLICC program by researchers at Central Connecticut State University. The first year of evaluation has just concluded and we look forward to the next two years. We are proud to partner with CTCIP, a program of the Institute for Municipal and Regional Policy, on this project. One in 14 American children either has or has had a parent in jail or prison, yet little is known about these children and their feelings. CLICC is excited and grateful to be able to add research to this field. CLICC’s presence in the prison system continued to grow this year. We currently mentor parents in six state prisons — York CI, Radgowski CI, Osborn CI, Cybulski CI, Carl Robinson CI and Cheshire CI. In September, CLICC launched its first group for mothers at the federal prison in Danbury who have children in Connecticut. Thanks to funding from the Community Foundation of Greater New Haven, we have been able to reach more families in the New Haven area. We will hold a literacy fair for CLICC families and mentors in New Haven on Oct. 30th and are planning a series of community presentations on the CLICC program and the challenges faced by families impacted by incarceration. We are excited for the year ahead and grateful for the community’s support! GOALS: Currently a program of Connecticut Appleseed, CLICC is forming its first board of directors and completing paperwork to become a 501(c)3 nonprofit. We hope the process will be completed by the end of the year. Along with that, we are planning an awareness campaign to broaden and deepen our base of funders and supporters, with presentations to educate the public about the challenges faced by families affected by incarceration, especially children. We hope to see you at your local library, school, community center or house of worship! This focus on awareness also will take us into the prisons this year, where we will begin a pilot project to educate incarcerated parents about the challenges their children typically face. Planning has begun for our first-ever Mothers and Fathers Day events, to bring attention to mothers and fathers who are doing their best to parent from prison.
Needs
* Volunteers o serve as CLICC mentors for children (meet once a week for one hour, one to one) or parents in prison (meet once a week for 90 minutes) for one year. Training and background checks provided through CLICC. Our child mentor groups meet in libraries, afterschool programs and other community-based locations.*
A comprehensive development plan and development staff (full or part-time) to seek opportunities and write grants. Estimated cost: $25K to $50K, no benefits.* Hire a consultant to develop our first CLICC parenting curriculum for use with incarcerated parents. Estimated cost: $16,000* Hire a consultant to update existing literacy curriculum to complement growth of the CLICC program. Our current curriculum by Columbia University Teachers College was developed exclusively for CLICC for use with 7 to 14 year olds; CLICC now serves 5 to 17 year olds. Estimated cost: $7K.* Multimedia support: Funding for CLICC's first audio and video projects. Estimated cost: $5K

CEO Statement
CLICC is on the leading edge of innovative reunification programs for justice-involved families. No other program we are aware of offers CLICC's intensive combination of support. First, CLICC works simultaneously, but separately, with incarcerated parents and their children. These meetings take place weekly over the course of one year. Parent mentors meet with parents in prison, either individually or in groups. Child mentors meet one to one with children in their home communities, at a time and community location that is convenient for each child and caregiver. We know of few organizations providing this type of intensive support for one year.Second, the same parent mentor who meets in prison also meets with parents post-release for up to 6 months to offer assistance with parenting and make referrals to counseling, employment, housing and other services. This continuity also is uncommon. It could be a meeting at the parent's convenience near their home, or in halfway house or residential program if we have DOC's permission. The bond that forms between CLICC mentors and mentees during the pre-release portion of the program is important, and parents know from experience that their CLICC mentor has their best interests at heart. The CLICC mentor can be the one of the first friendly faces the parent sees after he or she leaves prison. Third, CLICC has a collaboration with a growing network of colleges and universities across Connecticut, including Yale University, Quinnipiac University, University of New Haven and Southern Connecticut State University. From these, CLICC has recruited mentors, interns, reading tutors and other volunteers, most of whom interact with children in the CLICC program and can serve as role models for children who may not think college is an option for them.Fourth, CLICC's mentor training is the only one we know of locally that is specifically tailored to address the strengths and challenges of children with incarcerated parents. CLICC developed this training with input from Ann Adalist-Estrin, a nationally know expert on service to children and families of the incarcerated. CLICC has trained about 60 new child mentors this year, more than half of them from greater New Haven.Fifth, positive word of mouth is driving growth in prisons. Between 40 and 60 incarcerated fathers, for example, typically attend a CLICC presentation. We can receive dozens of applications from each facility.
Board Chair Statement
Successes: Each CLICC parent, child and family measures success differently. Some parents have had limited contact with their children. CLICC has worked with several first-time fathers who learn to become a parent while learning about their child through CLICC literacy. Other parents talk on the phone with their children every day, see them every week, and will live with them following release. For these parents, CLICC is a way to broaden an already good relationship through reading. Our DOJ evaluation noted that parents reported longer-lasting, more meaningful conversations and longer visits with their children because of the CLICC program. We are pleased that several parents credit CLICC with supporting family reunification. The same is true for children. Many want to read books and write letters that bring them closer to Mom or Dad while waiting for them to return to the family home. Other children recognize that they will probably never live with the parent, but are embarrassed to have a parent in prison and especially ashamed to tell peers. Meeting with a supportive CLICC mentor who knows the situation can help these children realize they are not to blame. It helps them become comfortable with whatever relationship they have with the parent, boosting child self-esteem. This step forward can set the child up for greater success socially, emotionally, academically and intellectually. Feedback from grateful parents, caregivers, children, mentors, and the DOC, tell us CLICC is making a positive difference for families. Our small but dedicated staff meets every family where they are at — literally and figuratively — and tailors services to family needs while celebrating each family's strengths. Challenges: The parents and families we serve lead incredibly complicated lives. About half of parent applications to enroll in CLICC are unsuccessful because the caregiver and/or child are unable or unwilling to participate. Caregivers can work multiple jobs or odd shifts, have sporadic phone service that makes them difficult to reach, or lack transportation to get the child to mentoring sessions. In some cases, caregivers believe a closer relationship with the parent is not in the child's best interest. Children may be too busy with school and sports or other activities to participate, or not interested. We respect all of these decisions. While we are grateful for a good working relationship with the DOC, CLICC also must roll with changes that are common in prison. These developments can put CLICC mentoring on hold for weeks or even indefinitely due to security concerns or personnel changes. Fathers can be moved without notice to another prison that does not offer CLICC, leaving us to scramble to meet with them. (This is not an issue for women because there is only one women's prison in the state system.)

Service Categories

**Primary Organization Category**
Youth Development / Adult, Child Matching Programs

**Secondary Organization Category**
Crime & Legal - Related / Rehabilitation Services for Offenders

Areas Served

- State wide
- Ansonia
- Bethany
- Branford
- Cheshire
- Derby
- East Haven
- Guilford
- Hamden
- Lower Naugatuck Valley
- Madison
- Milford
- New Haven
- North Branford
- North Haven
CLICC works with children (ages 5-17) of incarcerated parents across Connecticut. Our greatest concentrations live in the greater New Haven, greater Bridgeport, greater Waterbury and greater Hartford areas. CLICC mentors meet weekly, one to one, with these children for one year at a library, afterschool program or community center at the child’s convenience to assist in reading fun books and communicating with the incarcerated parent.
# Programs

## Connecting through Literacy: Incarcerated Parents, their Children and Caregivers

**Description**

CLICC is an innovative, intergenerational program. We offer the first-ever statewide mentoring network for incarcerated parents and their children in Connecticut. Trained, supportive mentors work separately with parents in prison and their children at home to boost communication between them. Child mentors meet one to one, weekly for one year, to help children read books and write letters to Mom or Dad about what they are reading. Incarcerated parents do similar activities during weekly CLICC groups with parent mentors for approximately 6 months before release from prison, receive help with parenting, and are encouraged to plan for successful post-release. Children select books they want to read with their Mom or Dad from the Scholastic catalogue. Books and materials are offered at no cost. The same parent mentor meets with parents individually for up to 6 months following release to offer parenting support; make employment, counseling, housing and other referrals as needed; and continue to serve as a supportive mentor who encourages their success.

**Budget**

$300,000.00

**Category**

Human Services, General/Other / Mentoring

**Population Served**

K-12 (5-19 years) / Offenders/Ex-Officers / Families

**Program is linked to organization’s mission and strategy**

Yes

**Short Term Success**

* By the end of 1 year, 70 percent of children will maintain or improve school conduct (suspension, expulsion and attendance).* By the end of 1 year, 80 percent of children will reduce any feelings of internalized stigma and maintain or improve coping with stigmatization.* By the end of 1 year, 80 percent of children will maintain or increase willingness to talk about the fact/feelings of parents’ incarceration.* By the end of 3 months, post-release, 85 percent of CLICC parents will have had at least 1 employment placement.* By the end of 6 months, post-release, 70 percent of CLICC parents will report gains in parenting skills.* By the end of 6 months, post-release, 80 percent of CLICC parents will report healthy communication with their children.

**Long Term Success**

* For parents completing the CLICC program, 75 percent will not be arrested and returned to prison within 3 years.* For children completing the CLICC program, 70 percent will have a healthy relationship with their parent, according to children's definition and terms.* For children completing the CLICC program, 80 percent will report positive self-esteem.* For children completing the CLICC program, 90 percent will graduate high school and attend some college or vocational program.
Program Success Monitored By

* Incarcerated parents report number of child phone calls, visits, letters written/sent and received on weekly forms to CLICC, plus set a parenting goal for week, on which they report the following week.* Incarcerated parents are surveyed about family relationships at the beginning of CLICC, 6-month point and at the end of the program. These surveys were developed as part of our DOJ grant (2014-16).* Parent mentors fill out weekly online CLICC-group activity reports.* Children and caregivers complete surveys at baseline, 6 months and 1 year about child's attitudes toward reading and relationship with parent. These surveys will be used in the upcoming 4-year study of CLICC by CCSU. Dr. James Conway of CCSU is chief investigator.* Child mentors report weekly on activities at weekly mentoring with child.* Child mentors also participate in the CCSU evaluation by completing surveys at 6 months and 1 year about experiences with CLICC child mentoring.

Examples of Program Success

Parent comments:*"I believe (my relationship with my child has been) the best in years. I recently seen her and asked her about her reading and so forth and her response was well given we bonded really good. And that's thanks to this program.*"* "There's more substance in our conversations**" "My relationship with my daughter has gotten better... My daughter is very happy to know that the both of us are reading the same book***"*I believe our relationship has definitely been on an uphill. Our conversations have been becoming more open and they flow fluently***"*One of my biggest fears is that my brothers would maintain in their heads the image of the man I was in the past, and decide that they want to be that man. Thankfully, through this program, I was given more tools to put that fear to rest. Through the understanding we now maintain and are still building, I am confident in guiding them into adulthood... I have to thank CLICC for helping us to this point."

Program Comments

CEO Comments

CLICC's challenge and opportunity revolve around growth. We expect program participation will continue to increase as more parents and families hear about CLICC. As a small operation with 3 FT staff, 1 PT consultant, 1 PT program assistant and virtually no overhead, CLICC will be challenged to grow "smart" and strategically without compromising the flexibility, creativity and person-centered approach that are our greatest strengths. We have updated and improved our data collection. Our redesigned web site debuted in 2018. We will be constantly challenged to update both. The CLICC model is highly portable, and we have had inquiries from other jurisdictions interested in our program. We know expansion is likely and very much want our model to go nationwide one day.
Leadership & Staff

CEO/Executive Director

Bob Kettle

Term Start
Feb 2004

Email
bobkettle@optonline.net

Experience
Bob Kettle has been Executive Director of the Connecticut Appleseed Center since February 1, 2004. Previously, Bob was a communications and government relations professional who managed Texaco’s external relations in an environmental performance context. In addition to primary responsibility for driving environmental performance improvement and communicating that success, Bob’s various roles at Texaco included public policy advocacy and lobbying support at both the state and federal level. Prior to joining Texaco in 1981, Bob was an environmental land use planner in the Office of Colorado Governor Richard Lamm. He earned his Bachelor’s degree at Harvard College and Master’s degrees from the University of Pennsylvania and the University of Connecticut.

Staff

Number of Full Time Staff 3
Number of Part Time Staff 1
Number of Volunteers 150
Staff Retention Rate 75%

Staff Demographics - Ethnicity

African American/Black 1
Asian American/Pacific Islander 0
Caucasian 1
Hispanic/Latino 1
Native American/American Indian 0
Other 0 0

Staff Demographics - Gender

Male 2
Female 1
Unspecified 0

Plans & Policies

Organization has a Fundraising Plan? Under Development
Organization has a Strategic Plan? No
Management Succession Plan? No
Senior Staff

Joy Haenlein

Title
CLICC Program Director

Experience/Biography
A former longtime newspaper reporter and editorial page editor with an interest in public policy, Joy began work with CLICC as a volunteer in 2008. Her involvement grew over the years. She was asked to lead CLICC in late 2014, shortly after the death of CLICC’s founder, Arthur White, and to bring the program to Connecticut under the terms of CLICC’s Department of Justice parent mentoring grant (2014-16.) She’s still her. She enjoys leading the weekly CLICC group for mothers at York CI and working with children of the incarcerated and their families across Connecticut.

Formal Evaluations

CEO Formal Evaluation Yes
CEO/Executive Formal Evaluation Frequency Annually
Senior Management Formal Evaluation Yes
Senior Management Formal Evaluation Frequency Annually

Collaborations

CLICC has an MOA to operate programs in every state facility that is approved by the DOC. We are conducting a 4-year evaluation of the child experience with CLICC in partnership with the Institute for Municipal and Regional Policy at Central Connecticut State University. The Harvard Business School Club of Connecticut helped us with strategic planning to prepare for that evaluation. To date, CLICC college and university partners (a major source for mentors, tutors and interns) include:* Housatonic Community College* University of Bridgeport* Norwalk Community College* Sacred Heart University* Yale University* Quinnipiac University* University of New Haven * Southern Connecticut State University* Central Connecticut State University* Western Connecticut State University* Eastern Connecticut State University* Trinity College* University of St. Joseph* Manchester Community College* University of Connecticut/Storrs* University of Connecticut/Hartford

Affiliations

<table>
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<tr>
<th>Affiliation</th>
<th>Year</th>
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</thead>
<tbody>
<tr>
<td>Affiliate/Chapter of National Organization</td>
<td>2003</td>
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Board & Governance

Board Chair
Martin L. Budd

Company Affiliation
Day Pitney, LLP (retired)

Term
Jan 2003 to Dec 2019

Board of Directors

<table>
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<tr>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Michael C. D'Agostino</td>
<td>Akerman LLP</td>
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<tr>
<td>Gail Gottehrer</td>
<td>Akerman LLP</td>
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<tr>
<td>Bruce McDermott</td>
<td>Murtha Cullina</td>
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<tr>
<td>Dr. Michael Perl</td>
<td>Calamos Investments</td>
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<tr>
<td>Stephen Perl</td>
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<tr>
<td>Honorable Mary E. Sommer</td>
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<tr>
<td>Robert M. Taylor III</td>
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<tr>
<td>Amy Van Dyke</td>
<td>Eversource</td>
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<tr>
<td>Robert Wechsler</td>
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<tr>
<td>Marilyn T. West</td>
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Board Demographics - Ethnicity

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<tr>
<th>Ethnicity</th>
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<tr>
<td>African American/Black</td>
<td>1</td>
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<tr>
<td>Asian American/Pacific Islander</td>
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<td>Caucasian</td>
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<td>Native American/American Indian</td>
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<td>Other</td>
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Board Demographics - Gender

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<th>Gender</th>
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<tr>
<td>Male</td>
<td>7</td>
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<tr>
<td>Female</td>
<td>4</td>
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Governance

<table>
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<tr>
<td>Board Term Lengths</td>
<td>3</td>
</tr>
<tr>
<td>Board Meeting Attendance %</td>
<td>73%</td>
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<tr>
<td>Number of Full Board Meetings Annually</td>
<td>8</td>
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<td>Written Board Selection Criteria</td>
<td>Yes</td>
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Written Conflict of Interest Policy: Yes
Percentage Making Monetary Contributions: 91%
Percentage Making In-Kind Contributions: 100%
Constituency Includes Client Representation: No

Risk Management Provisions:
- Automobile Insurance
- Directors and Officers Policy
- Workers Compensation and Employers' Liability
- Crime Coverage
- Professional Liability

Standing Committees:
- Audit
- Board Governance
- Education
- Advisory Board / Advisory Council
- Executive
- Fiscal Affairs
- Program / Program Planning

Additional Boards: Advisory Board Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priya Morganstern</td>
<td>Pro Bono Partnership</td>
</tr>
<tr>
<td>David Reif</td>
<td>Retired</td>
</tr>
<tr>
<td>Howard Rifkin</td>
<td></td>
</tr>
<tr>
<td>Dean Brad Saxton</td>
<td>Quinnipiac University School of Law</td>
</tr>
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</table>
Financials

Fiscal Year Start
Jan 01 2019

Fiscal Year End
Dec 31 2019

Projected Revenue
$345,900.00

Projected Expenses
$345,900.00

Spending Policy
N/A

Detailed Financials

Prior Three Years Total Revenue and Expense Totals Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Total Revenue</td>
<td>$236,653</td>
<td>$341,347</td>
<td>$332,820</td>
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<tr>
<td>Total Expenses</td>
<td>$308,218</td>
<td>$308,517</td>
<td>$253,234</td>
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Prior Three Years Assets and Liabilities Chart

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<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
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<tr>
<td>Total Assets</td>
<td>$183,204</td>
<td>$252,171</td>
<td>$219,478</td>
</tr>
<tr>
<td>Current Assets</td>
<td>$183,204</td>
<td>$252,171</td>
<td>$219,478</td>
</tr>
<tr>
<td>Long-Term Liabilities</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$3,163</td>
<td>$565</td>
<td>$702</td>
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<tr>
<td>Total Net Assets</td>
<td>$180,041</td>
<td>$251,606</td>
<td>$218,776</td>
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</table>

Prior Three Years Top Three Funding Sources

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Funding Source &amp; Dollar Amount</td>
<td>Herbert &amp; Nell Singer Foundation $100,000</td>
<td>Herbert &amp; Nell Singer Foundation $100,000</td>
<td>Herbert &amp; Nell Singer Foundation $100,000</td>
</tr>
<tr>
<td>Second Highest Funding Source &amp; Dollar Amount</td>
<td>Central CT State University – IMRP Grant $40,564</td>
<td>Shipman &amp; Goodwin LLP $10,000</td>
<td>U.S. Dept. of Justice $79,645</td>
</tr>
<tr>
<td>Third Highest Funding Source &amp; Dollar Amount</td>
<td>Pitney Bowes $15,000</td>
<td>Day Pitney LLP $10,000</td>
<td>Pitney Bowes $13,200</td>
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Solvency

Short Term Solvency

<table>
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<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Current Ratio: Current Assets/Current Liabilities</td>
<td>57.92</td>
<td>446.32</td>
<td>312.65</td>
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Long Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Long-Term Liabilities/Total Assets</td>
<td>0%</td>
<td>0%</td>
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Capital Campaign

Currently in a Capital Campaign?
No

**Capital Campaign Anticipated in Next 5 Years?**
No

**Comments**

**Foundation Staff Comments**
This profile, including the financial summaries prepared and submitted by the organization based on its own independent and/or internal audit processes and regulatory submissions, has been read by the Foundation. The Community Foundation is continuing to receive information submitted by the organization and may periodically update the organization’s profile to reflect the most current financial and other information available. The organization has completed the fields required by The Community Foundation and updated their profile in the last year. To see if the organization has received a competitive grant from The Community Foundation in the last five years, please go to the General Information Tab of the profile.