



Children's Home  
of York

# Annual Report

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2018-2019



Children's  

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HOME



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# Message from Chairman of the Board Mr. JT Hand



As we summarize all that has been accomplished through the Children's Home of York in our 2018-2019 budget year, we joyfully welcome Ron Bunce as our new President and CEO. Ron joins the Presidential lineage which began in 1865 with Mr. Samuel Small. President Small led the Children's Home of the Borough and County of York with distinction and set our organization on a path of service and support to those orphaned in the waning years of the Civil War. The need was great then, as it is today, and we have every confidence that Ron will lead our Children's Home with the passion and compassion that has embodied our culture for 155 years. I look forward to introducing Ron to each of you and our community.

Our Board of Directors recognizes that our success is achieved through the untiring efforts of many, and our challenges are borne upon the shoulders of a team of dedicated employees who not only understand but embrace the responsibility of service. We are grateful for all our teammates who approach each day with pride, and who welcome each child, each family, each crisis as an opportunity to Strengthen a Family. Theirs is a noble calling and we applaud their ability to adapt programs and solutions to meet the needs of our community. Our strength is our people; it always has been and will always be our people.

We are grateful to our donors and our volunteers who sustain the Children's Home of York and trust us to develop solutions to meet today's complex social issues. Our community depends upon us to provide care and comfort to our neighbors most in need and we must persevere and advocate for legislative solutions that reinforce our efforts to care for children with services structured and funded proportionate to their diagnoses.

I am inspired each and every day by those with whom I serve and grateful for their selfless commitment to the Children's Home of York. Thank you for this privilege to serve.

*JT Hand*



JT Hand welcomes Ron Bunce to Children's Home of York while attending his first board meeting.



## Message from our President Mr. Ron Bunce

It is such a pleasure to introduce myself for the first time to the York community as the new CEO and President of the Children's Home of York through our 2018-2019 Annual Report. I join a talented team, a committed board along with a compassionate community who have cared for children and families with complex needs since 1865. As the Chairman of the Board reflected upon our momentous history, I will share my thoughts on the future.

There are many internal and external factors a human service organization experiences over time that fosters the need to change or adapt. These "environmental shocks" create opportunities to pause to critically evaluate current and emergent needs of those served, identify best practices known to improve outcomes for them and ensure the alignment of public resources judiciously. The field of child welfare continuously evolves as we learn together and seek to implement new approaches that have the best chance of creating transformative change.

Poverty, addiction, mental illness and their implications continue to create seemingly intractable challenges for children and our community. Over the past decade we have begun to learn of the effect of trauma and Adverse Childhood Experiences (ACE's) on lifelong biological, psychological and sociological outcomes. Compounding that is the growing body of research on race, diversity and intersectionality understood, in part, by the disproportionate placement of children of color in foster care. As the child and family welfare service delivery system evolves with new knowledge, so too do the programs and services we develop to best meet the needs of some of our most vulnerable children.

Recent legislation seeks to do much of the same – adapt policy to recognize new knowledge and encourage the incorporation of best practices in the services provided to children in foster care across the nation. The Family First Prevention Services Act is momentous legislation with far reaching implications and consequences. The Children's Home of York will spend the next year assessing our programs and services to align with best practices known to improve outcomes and create a sustainable business model to support that work.

I am excited about the opportunity to come together with the Board and team at CHOY to craft a bold vision for the future. We know that the work we do is critical to the life of a child, their family and our community. I look forward to meeting all those with a vested interest in our work over the coming months. I encourage you to reach out to me and introduce yourself if you are as excited about the work of the Children's Home of York as we are!

Ron Bunce

# Our Leadership Team



**Ron Bunce**

President/CEO



**Colleen Murphy**

Director of Human Resources



**Melissa Bickel**

Director of Finance



**Lisa Fritz, LCSW**

Associate Director of Clinical Services



**Cecilia Keesey**

Associate Director of Prevention Services



**Terri Tolomeo**

Associate Director of Residential and Day Treatment



**Tammy Weimann**

Associate Director of Permanency

# Our Board of Directors



**JT Hand**

Board Chair



**Kayla Kale**

Board Vice Chair



**Michael Benjamin**

Board Treasurer



**Anne Zerbe**

Board Secretary



**David Bernhardt**

Member At Large

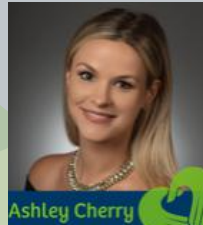


**Carrieann Frolio**

Member At Large



**Dale Brickley**



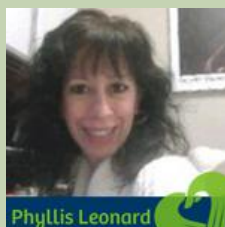
**Ashley Cherry**



**Tom Deroche**



**Andrew Koplit**



**Phyllis Leonard**



**Melissa Markey**



**Allison Meckley**



**Eloise Newsome**



**Diane Rodkey**



**James Sanders**



**Darla Smith**



# *Proud of our past...Strength in our Future*



The Children's Home of York has a rich history and roots woven generations deep throughout the York community. In our early days, many knew of us as "The Home" or the orphanage with an imposing presence on the corner of Philadelphia and Pine Streets. To others; however, who needed us most, we were just called home. Beginning during the Civil War and for over 100 years thereafter, the Children's Home operated as a traditional orphanage, characteristic of the time period. As the field of social science and child and family welfare expanded our understanding of the needs of children and the settings in which they flourish, the Children's Home responded accordingly.

It was in the 1960's when it became nationally recognized that there were better ways to care for children in crisis than large-scale institutional settings and the orphanage was demolished. Just prior to the demolition there was a movement towards smaller group homes that sought to mirror a family setting and the Children's Home embraced this model up until now. As science continues to provide new insights, we are learning much about trauma and adverse childhood experiences. We are better understanding that lifelong outcomes are more often than not improved when children remain emotionally and physically as close to their home, family, loved ones, school, faith tradition and community as possible.



Today, the agency provides a broad range of trauma informed programs and services that support the physical, psychological and sociological needs of children, young adults and families in York and surrounding counties. We continue to do so in small group settings where appropriate and seek to expand our supportive and preventative services in the future. We are preparing for this change in our service delivery model and we will evolve to meet both current and emerging needs of some of our most vulnerable children. Simultaneously, we will continue to develop approaches grounded in evidence based practices known to positively impact lifelong outcomes of children. The reality is, children's lives depend upon our success and the support of our community and we have no intentions of letting them down!

# Permanency Programs

## Foster Care

Permanency provides a variety of services for children and their biological, foster and/or adoptive families from birth through the age of 21. Our structured, specialized family environment provides intensive support with the goal of helping children in our care secure a permanent family as quickly as possible. We work closely with a pool of resource parents to provide a range of support services throughout Pennsylvania while working to ensure a stable, loving environment for the children in our care. We are able to offer diverse environments essential to the successful placement of children and sibling groups of all ages who have a variety of emotional and psychological needs.



## Kinship Care

Kinship Care creates another placement option for a child who may not be able to continue living at home with their parents. Kinship Care is when children who have been separated from their parents are temporarily placed in the home of a caregiver who has an existing relationship with the child or the child's natural family. Kinship Care providers can be family such as adult brothers or sisters, cousins, an uncle or an aunt, grandparents or others who have a close tie to the children in need of care.



*210 Clients Served in both programs above*

## Adoption

Adoption Services are provided for youth who are referred by the Children and Youth Services Agency, for potential adoptive families who are self-referred or referred by county agencies, and for families who have adopted and desire post-adoption support. We work with county children and youth agencies to not only provide services to ensure the process is handled quickly and professionally, but also prepare and support the child and prospective family emotionally throughout the entire process.

*95 Children and 32 Families Served*





# Strengthening Families 10-14

Strengthening Families 10-14 is a seven session program for families with young adolescents that aims to enhance family protective and resiliency processes and reduce family risk related to adolescent substance abuse and other problem behaviors. This evidenced based curriculum helps parents/caregivers learn nurturing skills that support their children, teaches parents/caregivers how to effectively discipline and guide their youth, gives youth a healthy future orientation and an increases appreciation of their parents/caregivers, and teaches youth skills for dealing with stress and peer pressure.

95 Families served



## BRIDGES<sup>TM</sup>

BRIDGES<sup>TM</sup> is a partial hospitalization program for children and adolescents in grades 1 - 12 that are experiencing severe psychiatric symptoms and emotional disturbance. BRIDGES<sup>TM</sup> offers a therapeutic milieu employing Sanctuary<sup>®</sup> principles and provides intensive community-based treatment in conjunction with educational instruction from licensed Lincoln Intermediate Unit No. 12 teachers. BRIDGES<sup>TM</sup> operates year round and consists of highly structured therapy and offers therapeutic education in conjunction with treatment services during the school year.

86 Clients Served





# A.N.G.E.L. Center

The A.N.G.E.L. Center (Advocacy Nurturance Guidance Empowerment Learning) is a licensed, trauma focused residential treatment facility for young women and transgender individuals. We specialize in treating Post Traumatic Stress Disorder in adolescents between the ages of 13 and 18.

While in our care, residents receive intensive therapy including individual, family, group, and expressive therapy modalities conducted by licensed social workers, licensed professional counselors, and/or master's level clinicians. Educational services are provided on site in cooperation with the Lincoln Intermediate Unit No. 12. A.N.G.E.L. Center residents also learn independent living skills and effective coping strategies through therapeutic exercises, yoga and mindfulness, art and creative therapies, as well as an Equine Assisted Psychotherapy Program.



*33 Clients Served*

## Independent Living at George Street



The Independent Living Program at George Street is a community based therapeutic program for young men ages 15 to 21. Each resident participates in an individualized independent living curriculum focused on instruction, positive therapeutic interactions, and real life experiences. Residents work on developing pro-social, anger management, and conflict resolution skills. Residents also have access to treatment support and prevention services in the community. Residents learn basic skills such as cooking, cleaning, and doing laundry. Key independent living skills like completing job applications, interviewing, maintaining employment, money management, utilizing public transportation, and meeting housing needs are also a focus.

*32 Clients Served*

## RISE Program

The RISE (Reaching Independence through Support and Experience) Program is a community-based, Sanctuary informed, specialized Independent-Living-Skills residential program located within the Eastern York School District, in York, Pennsylvania. The RISE Program is approved to provide services for up to 2 individuals between the ages of 16 and 20 at the day of placement but can continue to provide services up to age 21 once admitted. RISE is a program for youth who require individualized 2:1 supervision due to their history of struggling to succeed in other residential settings and/or other lower levels of care. The program is designed to provide specialized independent living services and prepare the youth to either successfully live on their own as productive members of the community, or to return to their families better prepared to be a productive member of the family. In this specialized setting, the youth have the opportunity to learn and practice their independent living skills. Level based privileges allow the youth to practice skills and demonstrate responsibility and accountability in a community setting while supervised by program staff.

*1 Client Served*

# Prevention Services

## PREP

PREP stands for Personal Responsibility Education Program and is for adolescents in Children's Home of York programs and several community based programs. PREP is designed to reduce the number of young people engaged in risk taking behavior by providing them with essential knowledge, attitudes, skills, motivation, and self-esteem. PREP helps teens make healthy choices through life skills and education topics such as HIV/AIDS prevention, pregnancy prevention, and LGBTQIAPP+ issues. The program is designed to produce problem solving skills for HIV/AIDS prevention among high risk youth, particularly those susceptible to drug use and youth in correctional facilities. Last year, we also trained over 100 individuals in LGBTQIAPP+ topics.

*74 Youth Served*

## Drug & Alcohol Prevention

We offer numerous drug and alcohol prevention education programs. One of the programs is called Too Good For Drugs. This is a free program offered to schools in York County and taught by trained educators from Children's Home of York. Programs are available for youth in grades kindergarten - high school. The classroom program runs for 10 weeks; each lesson is approximately 45 minutes to an hour long. The curriculum is evidenced based and teaches drug prevention strategies while teaching life skills which include: goal setting, decision making, identifying and managing emotions, and resisting peer pressure. Additional strategies and skills are taught while using interactive lessons and activities.



*1,211 Students Served*

## Problem Gambling Prevention

We offer Problem Gambling Prevention education in York County for children and adolescents and for senior citizens. "Kids Don't Gamble...Wanna Bet?" curriculum is designed to help students develop the knowledge base and skills necessary to think more critically about gambling. The goal of this curriculum is to discourage underage gambling and improve critical thinking. We focus on the practical realities of gambling, the odds against the gambler, compulsive behaviors that develop with a gambling addiction, and the serious consequences associated with underage gambling. "Gambling Away the Golden Years" is a curriculum designed to educate seniors on the dangers of problem gambling.

*152 Students Served*



# Integrated Practice Team

The Integrated Practice Team (IPT) is a fairly new program that was developed in the 2017/18 fiscal year. It is a collaboration between community stakeholders to better serve families with few options beyond separation. During the 18/19 fiscal year the program made a tremendous amount of impact on the community and hundreds of families.

IPT is a community oriented, strength based, individualized planning process aimed at addressing the needs of families and children, both within and outside of formal human services systems, while they remain in their neighborhoods and homes.

The team is comprised of community partners of various backgrounds and disciplines who offer knowledge and expertise toward the development of a Family Action Plan with specific action steps to ensure that the individual needs of the family are met while children live safely in their own homes. Family members are encouraged to attend their IPT meeting. IPT partners will be utilized to assist with family participation as necessary.

Children's Home of York coordinates the IPT process by providing facilitators and support staff for the purpose of facilitating, monitoring, documenting, and tracking the Integrated Practice Team (IPT) process. The IPT process is modeled after a prototype developed by Family Support Services of North Florida, Inc. (FSSNF). The FSSNF protocol has been developing and evolving since 2008 with technical support from Casey Family Programs and has demonstrated high levels of measurable success as a placement prevention protocol.

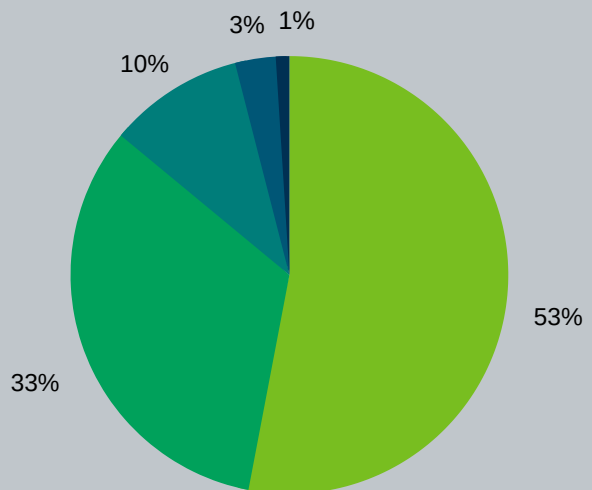
The program is funded with public dollars through the York County Office of Children, Youth & Families.



*We served 308 families and 605 children through the Integrated Practice Team during the 18-19 fiscal year.*

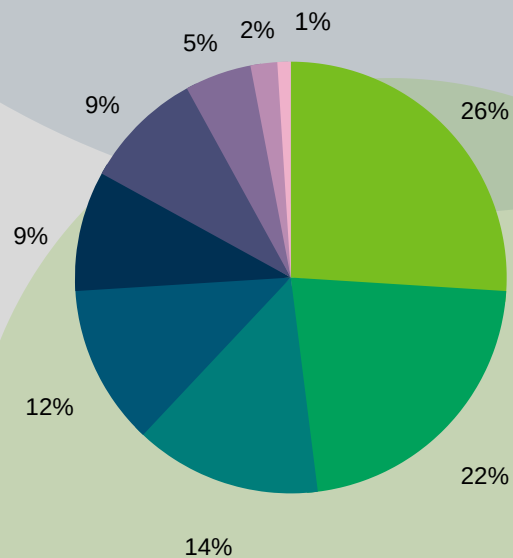
# Financials 17/18 Review

\$3,176,741	53% Board fees and program funding
1,994,790	33% Insurance/managed care fund
568,000	10% Diakon Services (SWAN)
202,398	3% Other local services
83,838	1% Grants



Program Revenue  
Total = \$ 6,025,767

\$1,842,564	26% Foster Care
1,577,670	22% A.N.G.E.L. Center
956,909	14% Administration
819,528	12% BRIDGES
703,633	9% George Street ILP
656,145	9% Adoption
326,070	5% Prevention Services
109,922	2% IPT
0	0% RISE
76,881	1% Diag & ED

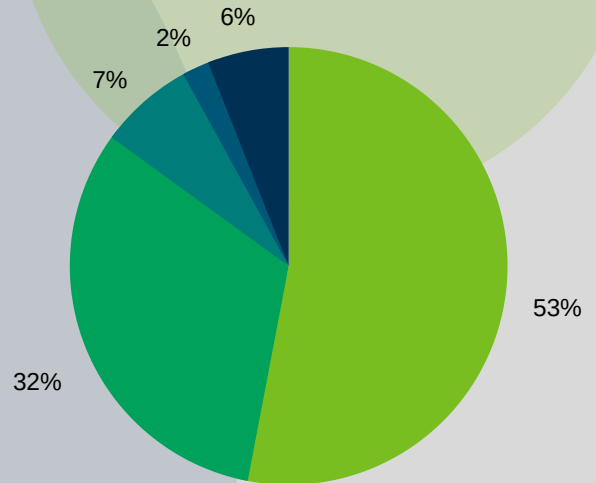


Program Expenses Total = \$ 7,069,322  
(#1,043,555 from Programs)



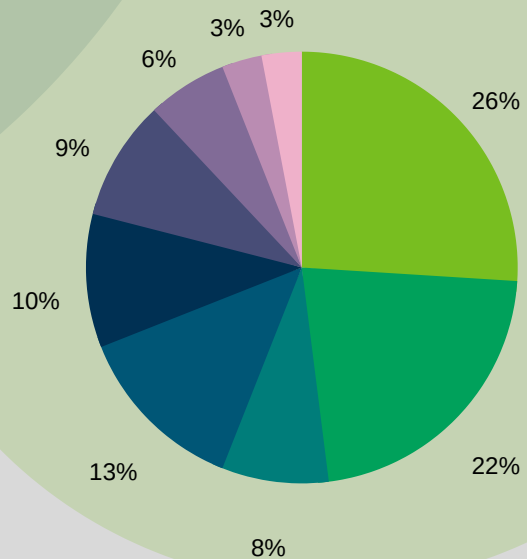
# Financials 18/19 Summary

\$3,391,571	53% Board fees and program funding
2,057,960	32% Insurance/managed care fund
473,700	7% Diakon Services (SWAN)
144,712	2% Other local services
372,052	6% Grants



Program Revenue  
Total = \$ 6,439,995

\$1,953,538	26% Foster Care
1,675,372	22% A.N.G.E.L. Center
582,460	8% Administration
996,975	13% BRIDGES
765,755	10% George Street ILP
664,028	9% Adoption
473,640	6% Prevention Services
243,858	3% IPT
245,375	3% RISE
9,006	0% Diag & ED



Program Expenses Total = \$ 7,610,007  
(#1,170,012 from Programs)

# We are so appreciative

We would like to take the opportunity to sincerely thank all of our donors that make our work possible.

Without the tireless support of the community, we would simply be unable to continue to serve our community. The gifts of your time, funding, and resources are deeply appreciated as we continue our mission to strengthen families and enhance the lives of children within our community.

During the 2018-19 fiscal year, we participated in the 2nd Annual Give Local York Event on Friday, May 3, 2019. Give Local York is a 24 hour extravaganza that brings organizations and the York community together for a day of giving that puts the "FUN" back in fundraising. We are proud to say that we worked hard and we were able to triple our donations from the previous year.

During this fiscal year we were able to apply for funding through our partnership with United Way for the first time. It was incredibly rewarding to solidify our partner agency relationship with the United Way and go through this process to enhance our Independent Living Program at George Street.

Another huge milestone was opening the RISE program in January of 2019. The program is designed to provide specialized independent living services and prepare the youth to either successfully live on their own as productive members of the community, or to return to their families better prepared to be a productive member of the family. In this specialized setting, the youth have the opportunity to learn and practice their independent living skills.

Realizing that we are serving new and diverse clients the former residential facility known as The Girls Center went through the process of legally changing the name of the facility to The A.N.G.E.L. (Advocacy Nurturance Guidance Empowerment Learning) Center.

We also are proud to highlight many volunteer projects with incredible businesses and community partners. Thank you to BB&T Bank for awarding us with your Lighthouse Service Project. Through this program a group of BB&T employees completed a painting and renovation project at our Independent Living Facility Program at George Street. It was completely funded through the generosity of this program and executed by bank employees who volunteered their valuable time. Another project that was completed at our Independent Living Facility Program at George Street was during the United Way's Day of Action.



Friday, June 21, 2019 was the Day of Action and volunteers from companies and agencies throughout York County signed up to complete service projects for non-profits. We had a wonderful group of volunteers who made the outside of the program clean, safe and welcoming. They pulled weeds, trimmed hedges, and planted flowers.

We are thankful and grateful for the generosity and support from our community which allows us to continue our life changing work.

THANK YOU!

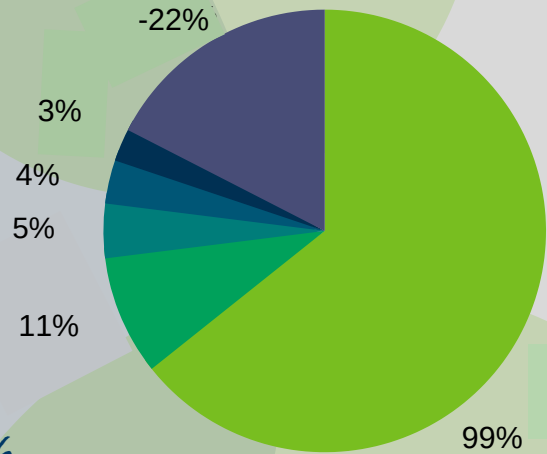




*Thank you!*

## *Fiscal Year 17-18*

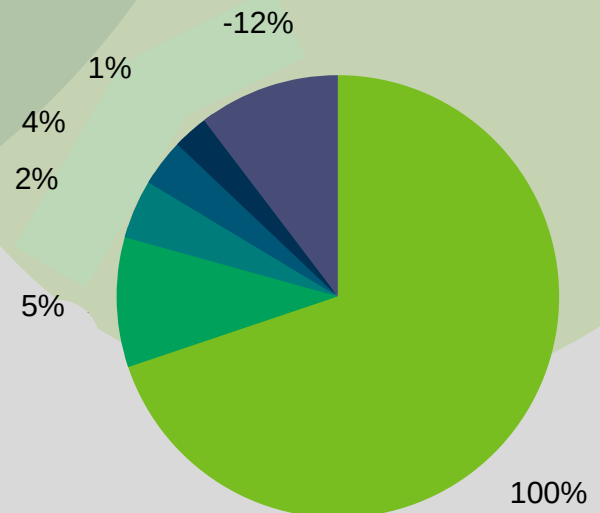
\$816,002	99%	Contributions
37,803	5%	Grants
88,673	11%	Trust Income
30,583	4%	In-Kind Donations
28,316	3%	Special Events
(176,191)	-22%	Fundraising Costs



*Fundraising Total = \$ 825,186*  
*Fundraising Expenses = \$ 176,191*  
*Fundraising Revenue = \$ 648,995*

## *Fiscal Year 18-19*

\$1,933,059	100%	Contributions
30,252	2%	Grants
89,279	5%	Trust Income
72,259	4%	In-Kind Donations
13,470	1%	Special Events
(213,418)	-12%	Fundraising Costs



*Fundraising Total = \$ 1,924,901*  
*Fundraising Expenses = \$ 213,418*  
*Fundraising Revenue = \$ 1,711,483*



# Connect With Us!

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[www.facebook.com/Childrenshomeofyork/](https://www.facebook.com/Childrenshomeofyork/)



Administration and Permanency Building



BRIDGES<sup>TM</sup> and Prevention Building



A.N.G.E.L. Center - RTF



Independent Living Program at George Street



RISE Program



77 Shoe House Road  
York, PA 17406  
717-755-1033

