



FAMILY SERVICE & CHILDREN'S AID

2019 Annual Report



Every
Family
has a story...
Welcome
to ours...

**BUILDING
STRONG
FAMILIES.
BUILDING
STRONG
COMMUNITIES.**

Family Service & Children's Aid is a Trauma Informed agency that is recognized for its excellence in services and compassion for the individuals and families in the Jackson community.



FAMILY SERVICE & CHILDREN'S AID

Dear Supporters:

2019 was a year of great growth for Family Service and Children's Aid. By continuing to develop our trauma informed services we have grown our on-site mental health in the schools, families in recovery, foster care, juvenile diversion and drug prevention programs. We continue to meet the needs of the Jackson community. Our growing programs create their own challenges such as the need for more staff, additional space and stabilization. Since the purchase of a new building at the end 2018 we have quickly maximized our capacity. Some of the highlights of 2019 Included:

- *An open house for our ribbon cutting and celebrating our 75th Anniversary.*
- *Heading the trauma initiative work, FSCA provided crucial trainings on the impact of trauma, Adverse Childhood Experiences (ACES), and trauma integration in the schools and community to over 4,000 professionals and paraprofessionals.*
- *In partnership with the Whole Child Collaborative FSCA continued to expand on-site mental health counseling to youth in 12 schools.*
- *FSCA has continued to build counseling and supportive services to both students and staff at Jackson College.*
- *Continued to restructure our Guardian Program to meet best practices and accreditation standards.*
- *Hosted a successful 17th Annual Run for Fun 5K on October 5th, 2019.*
- *Partnered with Starr Commonwealth for extensive trainings around trauma.*
- *Hosted the 3rd Annual Cash Bash.*
- *Received a financial audit with no findings for the 3 years consecutively.*
- *Secured grants and support from Mid-state Health Network, Jackson Community Foundation, Great Start Collaborative, Eaton Foundation, Melling Family Foundation, Samuel Higby & Margaret H. Camp Fund, Project Aware, Gerdau, United Way of Jackson County, John George Student Loan Fund, Jackson Medical Care Facility, and Henry Ford Allegiance Health System.*

In 2019 FSCA and DHHS continued to partner to provide Adverse Childhood Experiences (ACES) trainings to the community throughout the year for over 3,000 participants. Since creating our Behavioral Health Program, we have expanded our Substance Use Disorder treatment to include women's specialty, men, adolescents, and families. In addition, we continue to offer mental health services that specializes in trauma. The demand for our Behavioral Health services has been significant and we have served over 1,438 clients this year.

It is with deepest gratitude that I would like to thank the community for supporting our Agency in 2019. We couldn't have done any of it without you! It is both humbling and fulfilling to serve the Jackson community and experience all of the outpouring of support for our mission.

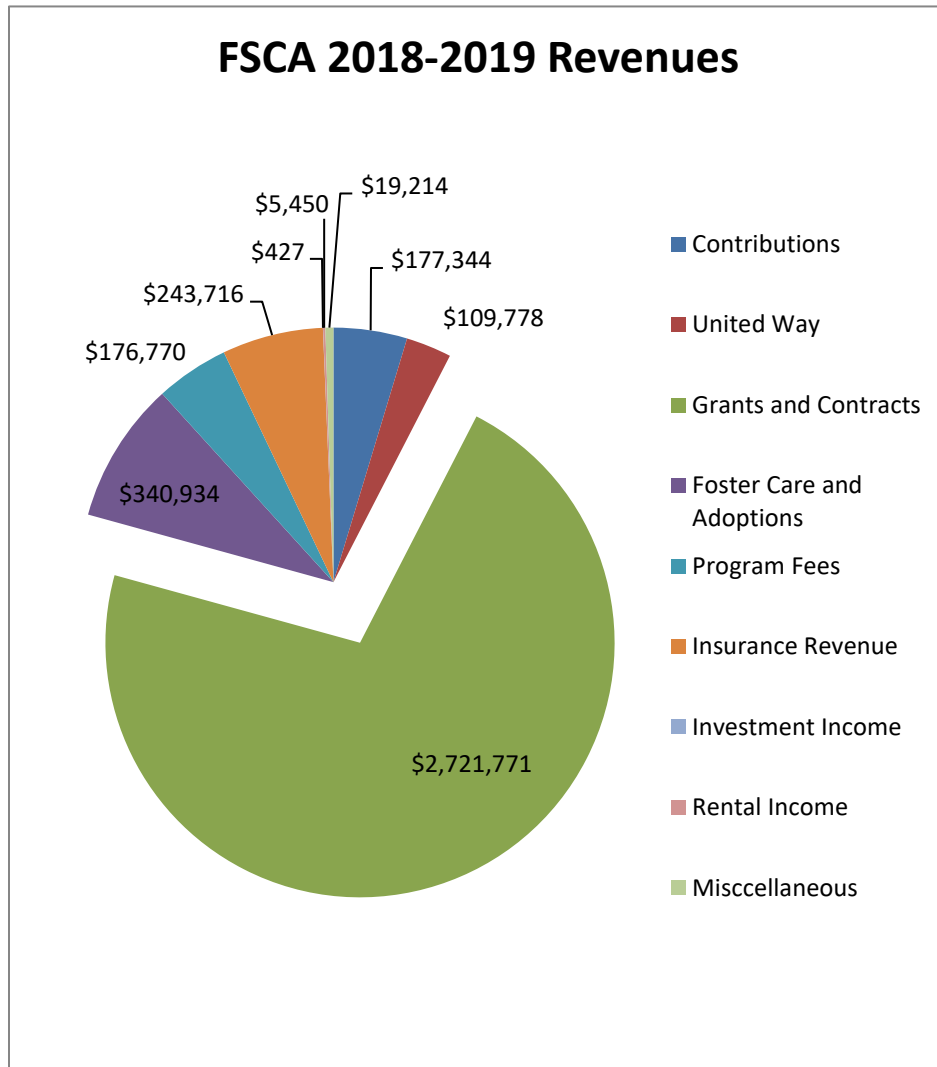
Thank you,

Dr. Bob Powell
Chief Executive Officer

Financial Summary

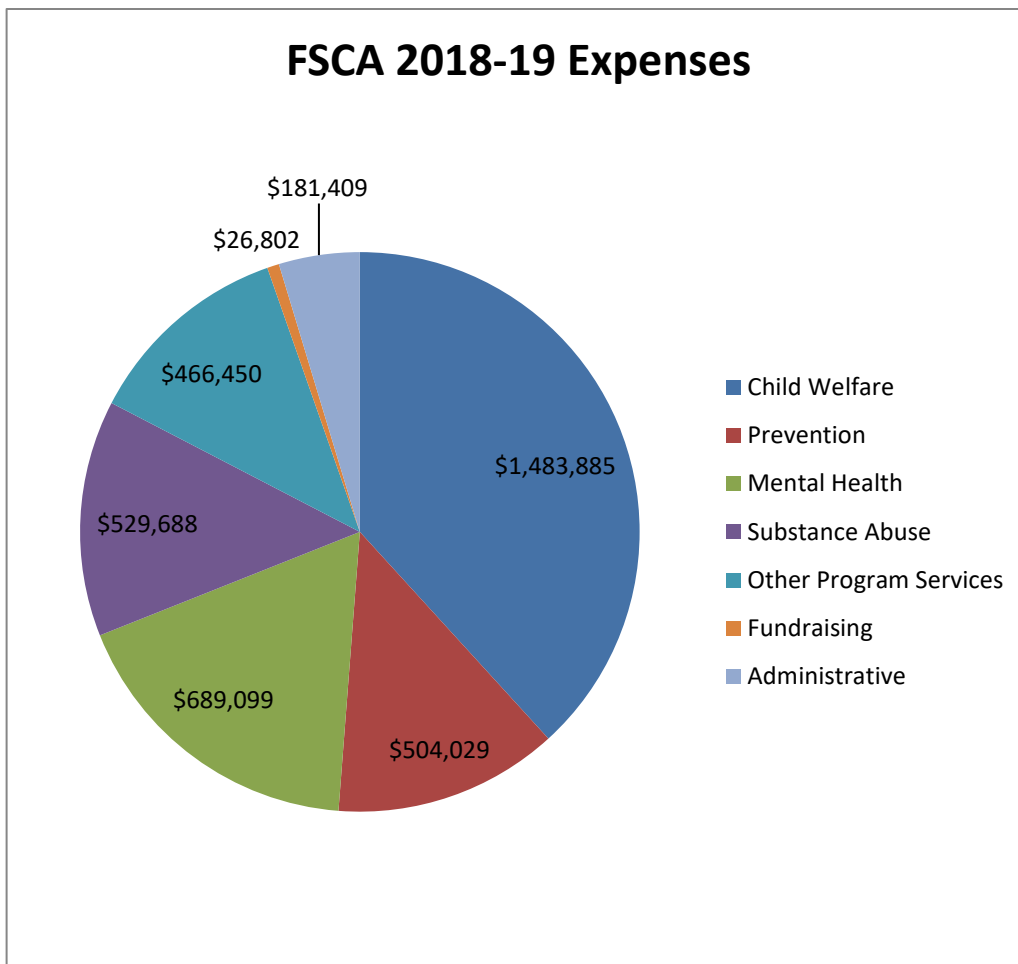
Revenues

	<u>TOTAL</u> <u>AMOUNT</u>	<u>% OF</u> <u>TOTAL</u>
Contributions	\$177,344	4.67%
United Way	\$109,778	2.89%
Grants and Contracts	\$2,721,771	71.71%
Foster Care and Adoptions	\$340,934	8.98%
Program Fees	\$176,770	4.66%
Insurance Revenue	\$243,716	6.42%
Investment Income	\$427	0.01%
Rental Income	\$5,450	0.14%
Miscellaneous	\$19,214	0.51%
TOTAL	\$3,795,404	100%



Expenses

	TOTAL AMOUNT	% OF TOTAL
Child Welfare	\$1,483,885	38.23%
Prevention	\$504,029	12.99%
Mental Health	\$689,099	17.75%
Substance Abuse	\$529,688	13.65%
Other Program Services	\$466,450	12.02%
Fundraising	\$26,802	0.69%
Administrative	\$ 181,409	4.67%
TOTAL	\$3,881,362	100%



2019 Programs and Services

BEHAVIORAL HEALTH

Family Service & Children's Aid's Behavioral Health Department continues to provide substance use, mental health and trauma services to our community

We continued to provide trauma related services to 11 school buildings within 6 local school districts. Last year we served over 140 students, removing barriers, such as transportation, to accessing vital treatment. Our educational group for families impacted by substance use continues to be utilized by community members and current clients. The feedback from those attending is very positive. This group provides an opportunity for family members to increase their understanding of substance use disorders, gain support from others in similar situations and have services with their family member that is in recovery or starting down their own path to recovery. We have partnered with Community Corrections to assist with pre-sentencing cases helping the court

We continued to expand our staff's knowledge and training in TF-CBT, evidence based model for ages 3-21 that have experienced trauma. Currently, we are partnering with MSU School of Social Work to ensure all therapists can access TF-CBT training. This past year we partnered with many universities to provide field placements for 9 graduate students. Those students all successfully completed their internships and provided excellent clinical care for our clients. FSCA continues to be a leader with Recovery Oriented Systems of Care and trauma informed care in the Jackson Community. Increased collaborations and creating community partners allow us to be a top treatment provider with well trained staff who provides excellent service to any client seeking treatment.

The Behavioral Health program positively impacted 1,438 clients during 2019, which was 411 more than 2018.

BREAKOUT PROGRAM

FSCA's Breakout Drug Education Program served 3,001 students between the ages of 10-16 years in 2019. 100% of the students participating in classroom presentations completed a pre- or post-test (92.3% *were matched through a student code number*).

82% of youth report that there is "little to no chance" that they will drink or use drugs before they graduate from high school. 80% of youth believe that there is a "pretty good or very good chance" that they will harm themselves if they drink or use drugs. 86% of youth believe that it is "wrong or very wrong" for kids their age to drink or use drugs. 83% of youth will perceive that their chances of being seen as cool (if they drink or use other drugs) are "little to no chance".

In 2019, 1,016 Eighth, Ninth and Tenth grade students participated in the Take a Stand project. In addition, Breakout's social media presence increased by 27%. In total, Breakout conducted 1,016 classroom presentations at 21 different sites in 2019.

EMPLOYEE RESOURCE NETWORK (ERN)

This year FSCA's Employee Resource Network continued to provide crisis response services as well as counseling support on-site for companies that experienced trauma, including employee deaths, in the workplace. In addition, the ERN continued to provide managerial conflict resolution situations and trainings. ERN has also joined United Way's Job Star program, assisting with providing mental health services when needed.

FOSTER CARE AND ADOPTION

This year we did very well meeting our goals of safety, permanency and wellbeing. In 2019 we placed 74 children in safe homes. There were no substantiated cases of maltreatment of any of the children in our care. We had 6 children successfully reunited with birth parents, and 5 were placed in guardianships with relatives. Of the children who we were unable to reunify with birth parents, all have an identified adoptive home or adoptions were completed for those children. All of the children in our foster care program received timely medical and dental care and were up to date on their immunizations.

Our foster care program has consistently been full at worker capacity all year long. On average there were 40 children in care. In our licensing department we certified 20 homes in 2019 for Foster Care children. We also hosted three forums in the community to recruit foster parents.

We finalized 25 adoptions in 2019, none of which were disrupted. Our adoption time frames have substantially been met with the exception of youth without an identified family. We had three teenagers adopted this year which was very exciting! We were unable to locate a forever family for one of the teen youth in our adoption program this year. Our adoption program has been consistently receiving referrals, and our services are in demand by DHHS.

JACKSON COUNTY GUARDIAN SERVICES

The FSCA's Jackson County Guardian Program provides care and financial oversight for vulnerable adults, who have been legally determined to be unable to make their own financial and/or life decisions. The Jackson County Guardian Program serves incapacitated adults who are unable to protect their own interests and who are vulnerable to exploitation, neglect, or injury. Guardian services focus on meeting basic human needs and sustaining the individual's assets and income, while ensuring access to medical and social services, housing, and other necessary services and activities. As the Conservatorship or representative payee, FSCA guarantees that their bills are paid timely and they are protected from financial exploitation.

The Probate Court appoints the Jackson County Guardian Program as Guardian/Conservator/Representative Payee for Jackson County residents in need of a responsible party to ensure their basic needs are met. About half of the clients at any time are between 18-60 years of age, the other half are over 61. Over 99% of clients are below federal poverty levels.

Over 82% or 245 of FSCA Guardian wards are institutionalized (i.e. nursing homes, adult foster care homes, psychiatric hospitals, etc.). Most clients have critical needs and ensuring quality of care for these vulnerable adults is of the utmost importance.

Currently, Family Service and Children's Aid's (FSCA) Jackson County Guardian Program makes sure the basic needs of 299 adults are met.

JUMP PROGRAM (JUST UNDERSTAND MY POTENTIAL)

The JUMP Program is a multi-faceted program serving adolescents between 10 and 17 years of age and their parent/guardian. Adolescents enter the program through one of two referral sources; first time offending youth with minor offenses (such as shop lifting, possession of a controlled substance, truancy, assault, etc.) are referred to the program by Jackson County Court and youth facing school suspension for controlled substance use or school attendance concerns are referred to the program by Jackson area schools.

Youth referred by the court are enrolled in a 90 day diversion program with the overall goal of diverting them

away from any further court involvement. The youth in this program are provided a JUMP plan with specific life skill goals to obtain, are visited at school weekly by staff mentors, and required to attend prevention classes with a parent. Youth completing the program successfully are rewarded by having their criminal record sealed. Youth referred by the schools are provided prevention classes with a parent and in exchange their school suspension time is reduced.

This past year, JUMP has explored other programming to meet our youth's and their parent's needs. Evidence based programs such as Catch My Breath, Prime for Life, Botvin LifeSkills and Guiding Good Choices have been researched by our staff. In the next year, JUMP will have developed a 3 level system to be able to meet the various needs ranging from first time offender to repeat offender based on the latest research. This will improve JUMP's overall outcomes.

The JUMP Program provided services for 214 youth and 90 parents in 2019, with a 95% success rate. The JUMP program is pleased to report the outcomes for the year as they reflect significant positive change for the youth in our community. At completion of the program; 95% of youth had improved school attendance, 98% of youth were reported as not having consumed controlled substances and/or alcohol, and 95% of youth had no further court involvement. There was a 55% increase in overall JUMP referrals in the past year.

PARENTING EDUCATION

Family Service & Children's Aid's Parent Education programs consist of classes, workshops and In-Home programs. Throughout 2019, In-Home Parent Education consisted of three programs which provided services to several surrounding counties. Those programs included, Home Again (FCSV), Hillsdale Co. In-Home Parent Education and Jackson Co. In-Home Parent Education. Collectively these programs served 120 parents throughout 2019.

Parent Education classes and workshops took place at the agency as well as in the community at such locations as, Rise Above Jackson and the Community Action Agency allowing us to provide direct services to 178 parents overall. We also attended community events such as Kids Fest and several Great Start Community Fairs making connections with children and parents within the community.

The Parent Education program has seen many changes throughout 2019. We continue to base our program on the Nurturing Parenting model and the feedback we have received from parents who have participated in our programs continues to be positive. We have seen growth in our Jackson County In-Home Parent Education program and hope to increase the number of workshops/classes offered at the agency and within the community.

TRAUMA SUPPORT NETWORK (Formerly TRAUMA INFORMED COMMUNITY COLLABORATIVE)

In 2019, Family Services and Children's Aid (FSCA) continued to lead Jackson County in its efforts to truly become a trauma-informed community. FSCA's Executive Director, Dr. Robert Powell, along with Zoe Lyons, Director of Jackson County's Department of Health and Human Services (DHHS), led significant efforts of providing Adverse Childhood Experiences (ACES) trainings to 1680 individuals, not only in Jackson but around the state of Michigan. The interest in the ACEs trainings continued to grow, resulting in efforts to recruit additional trainers. Chad Surque, from LifeWays, joined the training team and, later in 2019, several other community members were also trained as trainers. Many of the ACEs trainings continued to be coordinated by the Jackson Non-Profit Center.

Another significant initiative, the Handle with Care (HWC) program, which was an off-shoot of trauma-informed efforts, and which was established in Jackson in 2017, remained very strong. Many of the students identified

through the HWC program as needing mental health services were referred to FSCA and many others were involved in mental health services at their schools, in groups run by FSCA clinicians and/or interns who are trained in the provision of TFCBT (Trauma Focused Cognitive Behavioral Therapy).

Also in 2019, the Trauma Support Network (TSN) leadership team continued to coordinate and deliver trauma-focused trainings, primarily the ACEs training; to coordinate and lead efforts to provide mental health services in Jackson County schools; and to work on the development of a trauma website. Those efforts were still in process at the end of 2019.

Internally, Family Services maintained its monthly Steering Committee, focusing on safety issues; critical incidents and needed defusings/debriefings; new staff orientation; ongoing trauma-focused trainings; and quality improvement initiatives. Additionally, the TSN Coordinator continued to provide a monthly Staff Support Group to FSCA staff; to specific FSCA program areas; and to individual FSCA staff, when requested. The TSN Coordinator and the Chief Clinical Officer each facilitated monthly staff support groups to DHHS child protective services and foster care staff. One of the groups was discontinued in July when the participation declined.





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Katie Lavery

Kelsey McKinnie

Shari Walicki

Melissa Laird

Katie Osman

Sean Palmer

Chad Perrine





2019 FSCA EMPLOYEES

20 years of service or more:

Teresa Proctor

15 to 19 years of service:

Kelly Adams
Elizabeth Geisler
Shelly Milligan
Robert Powell

10 to 14 years of service:

Toni Dent
Judith Richardson
Marcia Smith-Murphy

Barbara VanHouten
Seana Watson

5 to 9 years of service

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Kelly Beck
Danielle Brunk
Stacy Chamberlain
Angela Crittenden
Corey Duncan
Jennifer Grant
Nicole Marchese

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Debra Pugh
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0 to 4 years of service:

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Kimberly L. Brown
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