



*Dedicated to creating
brighter futures for children and families*

2014 ANNUAL REPORT



VISION, HOPE, & STRENGTH FOR A BETTER LIFE

Mission

The mission of Center For Family Services is to support and empower individuals, families, and communities to achieve a better life through vision, hope, and strength.

Dear Friends,

At Center For Family Services, we work every day to strengthen families and make the world we live in a better place one child, one adult, one family at a time. We are committed to doing whatever it takes to help at-risk children and families gain the skills and knowledge necessary to lead capable, responsible, and fulfilled lives.

We are proud of the high quality work of our staff as they improve the lives of people in need each day. Prevention is a major focus of our important work. We provide support to individuals before serious problems ever occur. When problems do occur, our goal is to do more than just provide an immediate solution. We help people overcome barriers and obstacles and support them in building a foundation for self-sufficiency.

With deep roots in our Camden community and a 95 year history of positively impacting lives across southern New Jersey, we continue to adapt and expand our services to meet the evolving needs of our communities.

Vision

The vision of Center For Family Services is for all people to lead capable, responsible, fulfilled lives in strong families and healthy communities.

It is through the combined efforts of our dedicated staff, Board of Trustees, community partners, volunteers, funders and donors that we are able to realize our goals. As highlighted in the stories in this year's annual report, we are building strong families, encouraging healthy communities, and providing hope to children. Your continued investment in our work makes it possible for us to help people to achieve a better life. Together we are making a difference one child, one adult, one family at a time.

Sincerely,

Richard Stagliano
President/CEO



John Evans
Board Chair



Continuum of Care

Center For Family Services offers a comprehensive continuum of care through more than 60 programs designed to provide support and empower individuals, families, and communities.

Community Connections

Our programs and community-based neighborhood resource and support centers connect individuals and families with resources and services designed to strengthen families and improve opportunities for success.

Counseling & Behavioral Health

Our services include group, individual, and family counseling, crisis intervention, and in-home services with a focus on helping families maintain strong parent/child relationships, increase conflict resolution skills, and strive toward self-sufficiency.

Early Childhood Education

We provide a high quality, comprehensive early learning program through Head Start to promote school readiness.

Family Support & Prevention

We work together with families to strengthen critical parenting skills, increase problem solving abilities, and decrease high-risk behaviors through evidence-based programs that strengthen families and create safe environments for children.

Safe & Supportive Housing

We provide safe and supportive housing for children and teens in need of a safe place to live; women who are victims of domestic violence; and mothers who are homeless.

Substance Abuse Treatment

Our services include substance abuse assessment, treatment, education and support in individual and group settings for adolescents, adults, mothers, and the deaf and hard of hearing community.

Victim & Trauma

We provide 24/7 crisis intervention, counseling, and support to survivors of sexual and domestic violence, safe housing for survivors of domestic violence, and trauma response for people of all ages who have experienced any type of trauma.

EXECUTIVE LEADERSHIP

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President/CEO

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Chief Operating Officer

Merilee Rutolo
Chief Operating Officer

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Senior Vice President

Andrew Swenson
Senior Vice President

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Joseph Georgiana, Esq.

YEAR IN REVIEW

Our network of 745 dedicated employees continues to strengthen the lives of individuals & families!



We strengthened the lives of **36,764 individuals and families** last year.



We provided **21,526 home visits** and **45,287 counseling sessions** to keep children and families safe and together.



An annual program satisfaction survey showed 98% of individuals and families **rated our staff as respectful and culturally sensitive.**

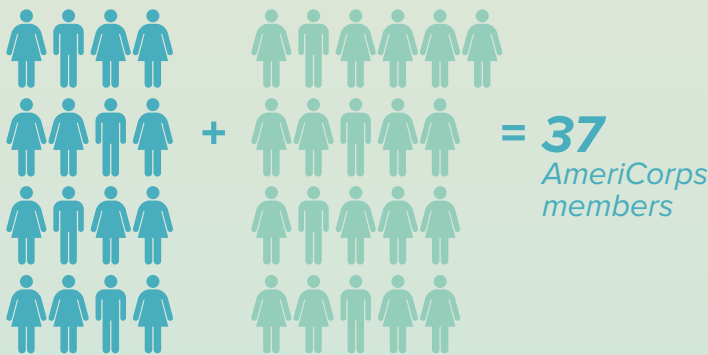
Volunteers make the difference!

We engaged **819 volunteers** in meaningful volunteer projects.



 = 20 Volunteers!

16 AmeriCorps VISTA members served in capacity building projects.

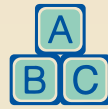


21 AmeriCorps State/National members provided direct service in our Head Start classrooms.

Our services by the numbers



855 children received high quality, comprehensive early learning services through Head Start.



80 families successfully completed our Baby's Best Start evidence-based curriculum.



4,094 women received referrals to meet their needs through our Women's Referral Central hotline.



1,100 individuals were enrolled in a health coverage plan through our Navigator Exchange Program.



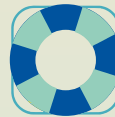
More than 800 families received services and connected with resources at our community based Family Success Centers.



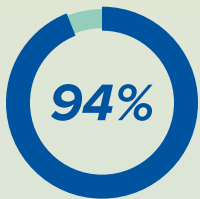
We provided safe housing to **596 people** including children and teens in need of a safe place to live; women who were the victims of domestic violence and their children; and young mothers and their children.



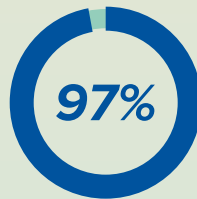
1,847 people successfully completed one of our substance abuse treatment programs.



1,222 individuals received crisis intervention and trauma services last year.



94% of the **youth** from our Emergency Teen Living Programs were **successfully reunited with their families or transitioned to another caring home.**



97% of the **336 families** served by the Family Link and TAFCAR (Treatment Alternatives for Children at Risk) programs **remained safely together.**

Recognized as a leader in our community

**NJAMHAA Provider
of the Year 2014**

**Philly.com Top
Workplace 2014**

**NPDCSNJ Nonprofit
Organization of the Year
2013**

MENTORING MAKES A DIFFERENCE

Mentors can have a tremendous positive impact on the lives of young people. The Project COPE and STEP mentoring programs at Center For Family Services provide supportive, caring mentors to children and teens from Camden City.

At age 12, DaQuan was struggling in school, constantly getting into trouble and succumbing to peer pressure. The Project COPE mentoring program matched DaQuan with a supportive mentor, Camden City Fire Captain, Tyrone Baker. Biweekly visits to DaQuan's home progressed to outings to the mall, movies, and sporting events. "I wanted to influence him and steer him in the right direction," remembers Tyrone. These days and hours spent together helped lay the groundwork for their now strong relationship and DaQuan's optimistic, hardworking attitude.

Eight years later, Tyrone continues to have a positive influence on DaQuan's life. "He has changed the way I think and the way I do things. Now I'm a leader," says the 18 year old Camden County College freshman.

97% of our mentees demonstrated an increased ability to set positive goals and showed academic improvement



Our STEP mentoring program also plays an instrumental role in helping children to thrive and succeed. STEP places Camden City teens in a supportive internship with a caring professional who encourages and prepares them for success in the workplace while providing the opportunity to learn based on practical experience.

STEP assisted Leekah with writing her resume, preparing for the job interview, and dressing for success. Since beginning her supportive internship at Millennium Skate Zone, Leekah's parents noticed a positive change in her attitude. She is now more responsible, has better relationships with family members, and maintains good grades in school. She was also recently nominated as Junior Class President at Woodrow Wilson High School.



With the help of STEP staff, Taijmere learned the importance of researching a company before an interview and practiced interview questions and answers. After successfully completing the interview skills training, Taijmere received a brand new suit, an important part of any successful job interview.

At first Taijmere struggled with balancing his work and school schedule but with guidance from his workplace mentor at Millenium Skate Zone, he learned how to juggle both. He also learned the importance of being on time and what it feels like to have people rely on him. "Working here...it makes me feel like someone needs me. It feels good."

We connected 79 young people with a mentor increasing their chances for success in school and life.

A special thank you to each of these dedicated mentors. Thank you for making a difference – one child at a time!

FROM GOOD TO GREAT

Our TANF Initiative for Parents (TIP) program takes Camden County parents from good to great. The program provides parenting skills, education, and welfare-to-work support to expectant women and new mothers with a baby under the age of one. Program goals include stabilizing families, ensuring the welfare of children, and promoting self-sufficiency.

Margaret came to the TIP program after becoming unemployed during her pregnancy with her second daughter. “I was very reluctant to enroll in TANF and the TIP program,” recalls Margaret, who at the time was beginning to take classes to receive her Associates Degree in Addictions Counseling.



“TIP gave me the resources to continue my education, become employed, and to be a provider for my two daughters.”



Immediately after beginning TIP, Margaret met with a case manager to learn the rules of the program, to share her goals and dreams, and to create a service plan. Weekly, in between educational workshops, employment exploration, parenting support groups, and child development classes, Margaret’s case manager would follow up with her on her goal setting and current progress within the program.

After graduating from TIP, Margaret’s career transitioned quickly and steadily. She not only gained that Associates Degree, she earned her Bachelors in Social Work and is currently working towards her Masters at Rutgers Camden. And she’s back at TIP, this time as a full time Job Coordinator, helping women just like her succeed. “I’m a Camden City resident, I want to pay it forward.”

“The program has strengthened me. It’s helped me to realize what I wanted, recognize the strength I already had, and opened my eyes to everything that is around me,” says Margaret.

Thanks to the TIP program, 84 moms successfully gained employment, pursued full-time job training or a work experience program, or entered a full-time continuing education or higher education program.

CONNECTING NJ RESIDENTS TO COVERAGE

Since the program's inception in the fall of 2013, our Navigator Exchange Program helped thousands of New Jersey residents gain access to quality health coverage. Our trained navigators attended over 1700 outreach events from Burlington to Cape May County and everywhere in between, engaging 10,954 consumers and conducting several hundred individual appointments.

"I'm relieved, less stressed and so grateful that I am able to receive health coverage."



Our navigators helped Eileen get insured. The 58-year old had been without health insurance since 2007 after being laid off when her company downsized. She found out she had breast cancer on her birthday, two weeks after losing her job. "The stress and anxiety of not being covered is overwhelming," recalls Eileen. "Going through chemo while trying to figure out how you're going to pay your medical bills, how you're going to pay for palliative care, is incredibly difficult."

She learned about the Navigator Exchange Program in 2013. "The Navigators were so respectful. They made me feel comfortable during the whole process and now I'm covered."

The Navigator Exchange Program connected thousands of New Jersey residents with options for affordable health coverage.

A FOUNDATION FOR SUCCESS

Families are the cornerstone of our continuum of care at Center For Family Services. We strive to keep families safe and together. Our Mother/Child program provides temporary, emergency safe housing for homeless mothers and their children. With 19 safe housing apartments located in Gloucester County, NJ, the Mother/Child program provides families with the key ingredients to find a path to a safe and healthy future.

Program goals focus on self-sufficiency with an emphasis on education, employment, and housing stability. Mothers participate in on-site educational workshops focused on parenting, communication, healthy living, life skills, and home management. The Mother's Arms Daycare program provides care for babies, making it possible for mothers to find employment, participate in workshops, and make plans to transition to their own apartment.

187 families found safe housing at Mother/Child and received services to strengthen the foundation for a positive future for themselves and their children.



A SAFE PLACE TO CALL HOME

Center For Family Services provides emergency safe housing for children in need of a safe place to live. Last year 152 children and teens found safe housing in our emergency teen living programs - Together located in Gloucester County (pictured below) and OASIS located in Cape May County. Family reunification is always our primary goal, and we strive to keep children safe and united with their families. When this is not possible, we provide long-term safe housing options.

In addition to emergency shelter, the youth safe housing continuum at Center For Family Services includes foster care, structured transitional living, group home, residential, emergency diagnostic treatment, and permanent supportive housing. Each program caters to different needs based on the child's age, gender, and history. These programs provide home environments where young people can explore their options, set goals, and reach their full potential. Our dedicated staff work to instill courage, confidence, and values, while helping young people develop a foundation for an independent future. Thanks to the funding from the New Jersey Department of Children and Families, county, and federal government we provided safe housing for 223 children, teens, and young adults last year.

A special thank you to our private donors, including organizations, companies, and individuals who support the children living in our safe housing programs with donations of clothing, luggage, school supplies, holiday gifts, and tickets for educational and fun summer and weekend outings.



PAYING IT FORWARD

Our Camden DREAMS permanent supportive housing program provided safe housing, support, and local connections to education and employment resources for 18 young adults last year, including Alessandra (pictured right at Camden DREAMS). “I found the DREAMS program when I was 18 and the program was such a blessing for me. It offered me stability and the opportunity to learn and grow.” While living at Camden DREAMS, Alessandra received guidance in setting goals, making responsible choices, and developing a plan for a self-sufficient future.

After 5 years living at Camden DREAMS, Alessandra was prepared for the next step in her life. In January 2014, Alessandra moved into her own apartment with her new husband Shaque and their son Amar'e. Since Alessandra first became involved with Center For Family Services she has grown into a bright, beautiful young woman and wonderful mother. Alessandra is currently working toward her Bachelor's Degree in Psychology from Burlington County College. She has also become an ambassador for our work in the community. “I have grown and prospered because of Center For Family Services and I want that for others.”



100% of our young adults living at Camden DREAMS are employed and/or enrolled in continuing education.

In addition to her college coursework, Alessandra is giving back to the place that gave her so much hope and guidance. Over the past year, Alessandra served as an AmeriCorps direct-service member in our Head Start classrooms. “I enjoy serving as an AmeriCorps member at Head Start. I was a Head Start student and I still remember my teachers. They were amazing. The program nourished and nurtured me to become the person I am today.”



A HEAD START ON A SUCCESSFUL & HEALTHY FUTURE

Supporting a child's early development is an effective strategy for long-term success in school and in life. We are proud to play a role in educating young children through Head Start, a national program that promotes school readiness and parent involvement.

Thanks to funding from the U.S. Department of Health and Human Services, our Head Start program provided children with high quality, comprehensive early learning services which include family services, family involvement, mental health, special education, health, and nutrition.

Our staff provided comprehensive full day programming from 8:30am – 3:00pm five days per week. Wrap-around and extended day services were also offered. We served 855 preschool children and 808 families from Camden City and Camden County. Our average monthly enrollment was 99%. Of the children we served, 91% were from income eligible families. The remaining 9% were enrolled as over income.

Every young person deserves the opportunity to realize their full potential, and education is the first and most important step toward a successful, self-sufficient future for the children in our community.



Our work is rooted in the philosophy that healthy communities start with healthy families. Our Family Service Advocates completed 1,351 home visits with families and connected 804 families with a primary care provider. Medical exams were provided to 94% of the children served, and dental exams were provided to 71% of children served. We increased physical activity to 60 minutes each day, implemented a wellness policy, incorporated regular nutrition activities into classroom activities and home visits, and educated children and families on the importance of a healthy diet.

A nutritious breakfast, lunch, and snack were served to children each day and meals included the introduction to new and healthy food choices. All meals and snacks were reviewed and approved by a registered dietitian and met nutrition standards established by the Child and Adult Care Food Program (CACFP). Gardens were added to additional Head Start sites giving the children the opportunity to learn about the fruits and vegetables they plant in the gardens. Snacks and lunches sometimes include the garden fruits and vegetables.

Through our partnership with Campbell Healthy Communities, we provided multiple health and nutrition programs including: professional development on the CATCH curriculum through the YMCA; Cooking Matters through the Food Bank of South Jersey; in-class cooking demonstrations and nutrition education through the Food Trust; hands on gardening and education through the Food Corps; and technical assistance through West Chester University. As a result of this programming we incorporated healthier menu options and increased daily physical activity in our Head Start classrooms, enhanced knowledge of health and nutrition for parents and children, and implemented new Head Start Health and Wellness Policy.



FOSTERING SCHOOL READINESS & LONG-TERM SUCCESS

Our highly trained Head Start teachers and teaching assistants utilize the evidence-based Creative Curriculum Gold to provide a comprehensive high quality early learning program that strengthens early literacy skills and prepares children for kindergarten. Children have the opportunity to become active explorers, trying new things at a self-determined pace. Healthy habits and good attitudes are encouraged, as children gain a positive sense of self, all of which are important components for preparation for kindergarten.

Family engagement is central to our mission of ensuring all children are ready for school. Our Family Service Advocates support parents as their child's first and primary teacher and guide them in becoming advocates for their child's success. The overall development of a child, including their success in the classroom, is further impacted by a strong, visible male role model. Our Fatherhood Initiative focuses on the unique and irreplaceable contribution fathers make and encourages dads to get involved and remain committed.

Head Start offers parents opportunities for growth, so that they can identify their own strengths, needs, and interests. Parents remain active and emerge as leaders by participating in engagement activities, sitting on parent committees and policy council, and actively participating in the decision making process. Last year our Head Start parents served an average of 1,268 volunteer hours per month.



Learning to read is an essential and fundamental skill for academic achievement. Our Born to Read initiative builds a strong foundation in early learning to increase school readiness and set children on a path to grade level reading success. With investments from our partners, Born to Read is raising expectations, increasing exposure to books, improving attendance, reducing summer learning loss, engaging parents, and encouraging healthy learners. Through Born to Read:

- Every child received school start-up packs, winter reading packs, and summer learning packs with new books and activities to promote at-home reading.
- Parents and volunteers read to children to increase exposure to words, poems, songs, and books.
- AmeriCorps members engaged children in activities that foster language development.
- Summer programming provided the opportunity for continued academic gains, healthy eating habits, and regular exercise.
- Monthly attendance booths engaged parents on the long-term benefits of bringing children to school every day.
- Children were engaged in regular exercise and educated on the importance of healthy eating habits.

Born to Read partners include the City of Camden, United Way, Campbell Soup Foundation, TD Charitable Foundation, State Farm, Holman Automotive, and the Ann E. Talcott Fund.



HEAD START PUBLIC AND PRIVATE FUNDS RECEIVED

SOURCE OF PUBLIC FUNDING

FY 2013 - 2014 (Actual Budget)

FY 2014 - 2015 (Proposed Budget)

	FY 2013 - 2014 (Actual Budget)		FY 2014 - 2015 (Proposed Budget)
U.S. Department of Health and Human Services, Administration of Children and Families	7,276,383		8,164,507
Camden Board of Education / Abbott	2,103,234		2,189,388
Child and Adult Care Food Program (CACFP) through the U.S. Department of Agriculture	535,380		661,045
N.J. Department of Human Services	140,051		120,545
State of N.J. Department of State / AmeriCorps	116,920		383,704
Total	\$10,171,968		\$11,519,189

SOURCE OF PRIVATE FUNDING

FY 2013 - 2014 (Actual Budget)

FY 2014 - 2015 (Proposed Budget)

	FY 2013 - 2014 (Actual Budget)		FY 2014 - 2015 (Proposed Budget)
In-Kind	329,020		350,000
Campbell Soup	35,000		35,000
T.D. Bank	20,388		20,000
Total	\$384,408		\$405,000
Total All Sources	\$10,556,376		\$11,924,189

HEAD START EXPENSES

SOURCE OF EXPENSES

FY 2013 - 2014 (Actual Budget)








FY 2014 - 2015 (Proposed Budget)

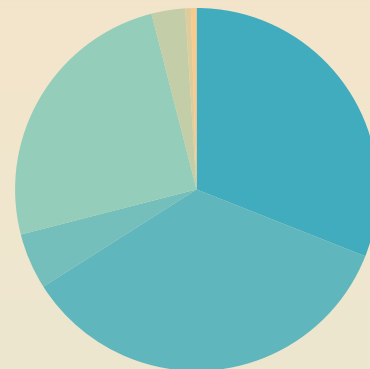
	FY 2013 - 2014 (Actual Budget)		FY 2014 - 2015 (Proposed Budget)
Personnel	5,011,012		5,521,053
Fringe Benefits	1,946,775		1,896,402
Travel	7,023		14,900
Equipment	28,702		231,000
Supplies	260,352		264,000
Contractual	143,095		172,434
Construction	0		367,130
Other Costs	2,545,764		2,760,500
Indirect Costs	613,996		696,770
Total	\$10,556,719		\$11,924,189

The Center For Family has a single audit completed annually based on the agency's fiscal year. The most recent audit for the fiscal year ending July 31, 2014 presented no material findings.








FINANCIAL REPORT 2013-2014

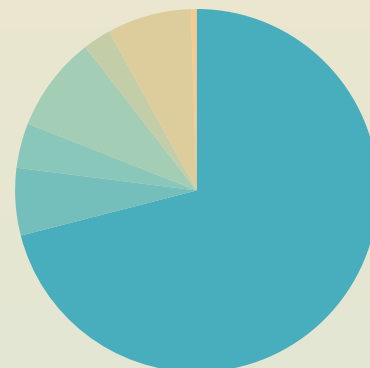
REVENUE

Federal Grants	11,256,262	31%	
State of NJ Grants	12,737,404	35%	
County and City Grants	1,699,050	4%	
Fees and Insurance Reimbursements	9,125,313	25%	
Other Grants and Donations	1,246,252	3%	
United Way	65,488	1%	
Investment Income	38,124	1%	
Total	\$36,167,893	100%	



EXPENSES

Personnel	25,240,702	71%	
Consultants and Professional Fees	2,121,390	6%	
Materials and Supplies	1,461,094	4%	
Facility Costs	2,908,478	8%	
Assistance to Clients	939,396	3%	
Other Expenses	2,625,795	7%	
Equipment and Capital Expenses	109,055	1%	
Total	\$35,405,910	100%	



STATEMENT OF FINANCIAL POSITION - JUNE 30, 2014

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	761,058
Accounts Receivable	5,053,979
Available for Sale Securities - Fair Value	1,242,557
Prepaid Expenses/Deposits	220,457
Total Current Assets	\$7,278,051

PROPERTY AND EQUIPMENT

Buildings, Improvements, and Equipment	15,546,898
Less: Accumulated Depreciation	-6,419,514
Net Property and Equipment	9,127,384

OTHER ASSETS

Other Assets	76,265
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TOTAL ASSETS

Total Assets	\$16,481,700
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LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable and Accrued Expenses	1,569,556
Current Portion of Notes Payable	232,775
Accrued Payroll, Payroll Taxes, and Benefits	981,365
Accrued Vacation	468,036
Deferred Grant Revenue	384,528
Contract Reimbursements Payable	363,714
Other Current Liabilities	2,771
Total Current Liabilities	\$4,002,745

LONG TERM LIABILITIES

Long-term Portion of Notes Payable	5,530,356
Total Long-Term Liabilities	\$5,530,356

NET ASSETS

Unrestricted	6,829,515
Temporarily Restricted	119,084
Total Net Assets	6,948,599
Total Liabilities and Net Assets	\$16,481,700

DONORS, FUNDERS, SUPPORTERS, & VOLUNTEERS

Mr. and Mrs. Albert H. Frank	Phoenix Heating & Air	Bosco's Department Stores	Mr. Mark Maglio	<u>CONTRIBUTOR (\$25 - \$49)</u>	Ms. Carole Feole
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1.800.328.3838

First Call For Help
1.800.648.0132

Women's Referral Central
1.800.322.8092

SOS Teen Helpline
1.800.355.0660

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