

2014 ANNUAL REPORT

Serving vulnerable children and families since 1899



CHILDREN'S AID
AND FAMILY SERVICES



Our mission is to preserve, protect,
and when needed, provide families.

The Impact of a Caring Community

OUR SERVICES

Founded in 1899 with a focus on child protection and adoption, Children's Aid and Family Services has placed more than 11,000 children with loving families. While helping children find families is still a core part of our mission, the agency has evolved and expanded to meet ever-changing social needs. In addition to adoption, our programs include:

- Therapeutic Group Foster Homes and Foster Care for children with backgrounds of trauma and abuse. Services include case management, specialized clinical care, educational, medical and behavioral support.
- Community Homes and support services for people with intellectual and developmental disabilities.
- Early childhood education and child care.
- Free nutritional formula and diapers for low-income families.
- Safe, supervised housing and support services for pregnant teens and young mothers and their babies who might otherwise be homeless.
- Community and school-based prevention and education programs which address the pressing issues of alcohol and drug use in the community.



MESSAGE FROM THE PRESIDENT AND BOARD CHAIR: A CARING COMMUNITY



"It takes a village to raise a child" is an old African proverb that has become a common reference to the community-based efforts required to ensure happy, healthy and productive lives. Children's Aid and Family Services provides such a community for the most vulnerable in our society — abused and neglected children, the working poor, teenage mothers, the frail elderly, and both children and adults with severe developmental disabilities.

Under the leadership of Dr. Robert Jones, who retired as CEO after 30 years in February of 2015, the agency developed an extensive array of programs. He was an extraordinary leader whose extensive knowledge, dedication and compassion for others set a standard for all of the agency's work.

While saddened to see Dr. Jones depart, the agency has much to celebrate. This year marks the 50th anniversary of The Depot, the oldest independent all-volunteer gift store in the United States. For half a century, volunteers have devoted their time and energy to making The Depot a success. The result of their efforts has been remarkable — The Depot has donated more than \$3 million to the agency, helping countless vulnerable children and families.

Another incredible milestone is that more than 1,000 volunteers a year are now contributing their efforts to helping us achieve our mission. In addition to The Depot, volunteers staff and raise funds for the Baby Basics program, serve as mentors to our foster children and paint and decorate our houses. They also raise funds through events and activities, including the annual gala.

We are deeply grateful to them and to our many donors who helped us realize a 13% increase in philanthropy in 2014 to ensure the continuity and growth of quality services. We are extremely fortunate to be part of a caring community.

Bruce Brady Esq.
Chair, Board of Trustees

Jerry Binney
President and CEO

2014 ANNUAL REPORT MEMORABLE MOMENTS



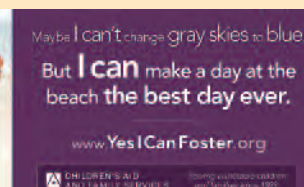
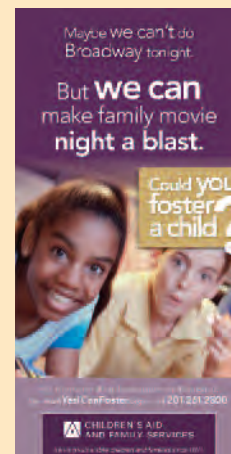
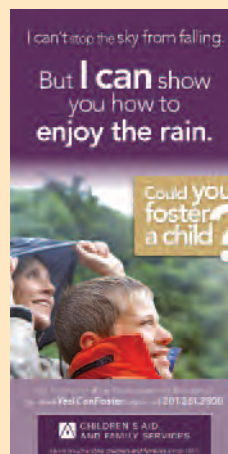
Dr. Robert Jones retired after serving for 30 years as CEO of Children's Aid and Family Services. Our supporters and staff honored him at a retirement celebration. Former and current Chairs of the Board of Trustees (l. – r.): Erik Sorenson, Joyce Snider, Ed.D., Bruce Brady (current), Anne Goheen Crane, Rik Tvedt, John Kandray and Ron von Autenried with Bob Jones, Ph.D.



Thanks to support from a caring community, we reached a major milestone in 2014 — our 1,000 volunteer! Pictured above are volunteers from Marsh & McLennan.

Our Developmental Disabilities program is expanding to meet a critical need in New Jersey for housing and support for adults with developmental and intellectual disabilities. We will be opening community homes for adults in Haskell, Hawthorne and Montvale in 2015.

The Baby Basics program provides free nutritional formula and diapers to low-income families in Bergen County. Last year, it was a lifeline to 172 families. More than 16,000 diapers per month are distributed to families in need.



Finding loving foster and adoptive families for our waiting children is a huge priority. We were awarded a generous grant from The Price Family Foundation for outreach for families. The YesICanFoster.org campaign launched in the fall on highway billboards, bus tails, newspaper ads and cinema advertising.



Thanks to our supporters for making our events successful! Our "Under the Sea" spring gala, An Evening of Wine and Food and the star-studded Ragtime Rendezvous Murder Mystery — which featured best-selling authors and PGA Tour players — helped us to raise much-needed funds to support our programs.

CARING FOR THE MOST VULNERABLE CHILDREN



"The Thomas R. S. Burgin Parent's Fund has helped me in so many ways. It has helped me succeed in both my majors and continue with my studies. I am able to live on campus as a residential student, allowing me to interact with peers and other students in my major. The funding helps me out with my books and other school supplies. The Fund is a blessing, and motivates me to be so much more and to challenge myself because I know that I can and will do the impossible with a little help. This scholarship is my light at the end of the tunnel."

~Tanya

We help children with backgrounds of severe abuse, neglect and trauma to heal from their deep wounds and learn to live in a family. Our therapeutic foster care services include group homes where nurturing care and structure are provided, as well as clinical support and medical services through our Medical Services and Advocacy Center. The children also receive life skills training, recreational and cultural activities and the opportunity to form a relationship with a mentor. Additionally, a high quality education is one of our core commitments to the children, and the following programs play a huge role in building a foundation for success.

Our Educational Support and Advocacy Services provide tutoring

and educational advocacy for children who have been in multiple temporary placements before coming to us and often can't even name all of the schools they have attended. **In 2014, an average of 35 children each month received tutoring.**

The results have been remarkable: for the past six years, 100% of teenagers in our care have graduated. This result compares to a nationwide high school drop-out rate of 50% for children living in foster care.

We've seen amazing transformations. Miles is one example. He used to be so frustrated by assignments he'd react by tearing up his papers. After nine months of tutor-

ing, his grades in math and language arts improved and he made the honor roll last semester!

Children's Aid and Family Services continues to care about the educational needs of its foster children, even when they "age out" of care, when they turn 18. The agency's Thomas R. S. Burgin Parents Fund helps these teenagers and young adults with educational expenses and emergency needs.

During 2014, the Fund assisted 19 students, and provided emergency assistance to 13 recipients.



THE IMPACT OF A

DISABILITY SUPPORT SERVICES

Children's Aid and Family Services provides services for children and young adults with developmental disabilities, including severe autism. Our services include functional behavioral assessments, behavior support plans, comprehensive in-home supports and community residences where care is provided 24/7.

An important component of our care is the application of Applied Behavior Analysis. Under the direction of Cheryl Connors, who has expertise in ABA and autism, agency staff is trained to help foster more positive behaviors and personal growth. The analysis includes carefully observing and identifying what motivates an individual and using that information to develop incentives for specific actions.

Engagement in community activities plays an important role in this type of therapy. For example,

8-year-old Elijah has difficulties with transitions. The staff observed that he loves the water, and use this information to encourage him to get in and out of the van and follow directions — he will be rewarded with a swim in the local pool. Similarly, Eli likes to play baseball which serves as a motivator for him to follow directions and engage with his peers appropriately. Each child is paired with an appropriate community activity depending on what motivates him or her. This approach is having an impact as the children respond to specific incentives, enjoy community activities and ultimately lead richer, more fulfilling lives.

In 2015, the agency will expand its services by opening three community residences in northern New Jersey for adults with intellectual and developmental disabilities.



Logan at the town pool.



Andy Liso, Behaviorist, shows Eric how to dribble a ball.

The staff is amazing. They take my son and the other boys to therapeutic activities and in the community regularly and keep them engaged. They really love the kids and take great care of them."

~A parent of a young man with multiple disabilities that lives in one of our community homes.

The Microsoft Store at Garden State Plaza hosts our children with intellectual and developmental disabilities. The children learn games and become familiar with technology.



CARING COMMUNITY

SUPPORTING WORKING FAMILIES: TURRELL CHILDCARE & EARLY LEARNING CENTER



Recognizing the need to provide affordable child care for working parents of all income levels, the **Turrell Child Care & Early Learning Center** provides scholarships to nearly 50% of families whose children attend.

A fully licensed and accredited center, the Turrell Center's teachers are highly qualified and care deeply for the children, as reported by one working mother whose children receive scholarship assistance:

"My two daughters became a part of the Turrell Family in 2013 and it was the best thing that could happen to them socially and learning wise. When my son turned 20 months, I decided to enroll him. He was barely speaking and kept to himself. As weeks went by he became more verbal and social, but not as much as his classmates. His teacher and I met and as expected, he was not at the verbal level we had hoped. Based on her recommendation, I had him evaluated by early intervention and he was seen by an ENT specialist. He had sinus and hearing issues that required surgery. A few weeks after the surgery, he started early intervention therapy for speech and behavior. Within weeks my son was a different child — happy, talkative and hearing everything. If it weren't for the teachers and staff at the Turrell Center, my little boy would not be experiencing the world like he is now."

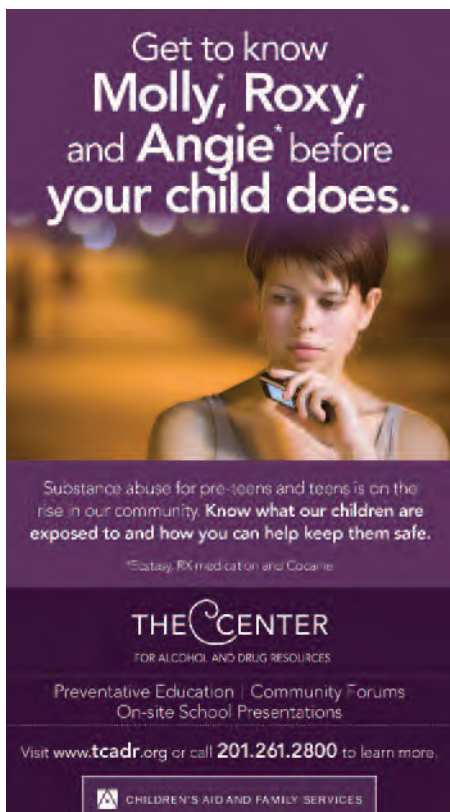
PREVENTION AND EDUCATION: THE CENTER FOR ALCOHOL AND DRUG RESOURCES

An acknowledged leader in addressing the prescription painkiller and heroin crisis facing communities in Northern New Jersey, the Center for Alcohol and Drug Resources provides evidence-based education and prevention programs. **The Center's initiatives served more than 16,000 young people and adults in 2014.**

The Center staff recognizes the importance of community partnerships and works closely with schools, public agencies and community groups. The Center plays a role in Communities for Mobilizing for Change, the Bergen County Youth Services Advisory Committee, the Garfield Prevention Coalition and the County Alliance Steering Subcommittee.

The Center is also a member of The Bergen County Prevention Coalition, which produced a powerful video that tells the stories of three people who live in Bergen County, New Jersey; a mom whose 21 year-old daughter passed away after overdosing on heroin, a young man incarcerated in the Bergen County jail who was a high school track star and began using painkillers when he broke his arm, and a young woman who began using heroin when she was 17 and is now in a recovery program. Their stories began similarly — drinking alcohol and smoking marijuana were fun things to do and not anything that was of great concern. The link between early use of pills and then heroin are what followed with each story's outcome different





from the other; with death, incarceration, and recovery. The message of the video is you are not alone; help is available. To view the video, visit www.tcadr.org.

In 2014, The Center also spearheaded an initiative to assist disadvantaged seniors to age in place while maintaining their health and healthy lifestyles. Recruiting community partners, including Meals with a Mission and United Way of Passaic County, the Center formed the Partnership for Senior Health and Wellness, which delivers wellness and life enriching programs in senior complexes in the cities of Garfield and Paterson.

Pivotal in this effort was implementation of WISE (Wellness Initiative for Senior Education), an evidence-based program that educates seniors to better understand the physiological, emotional and social changes associated with aging.

SUPPORTING YOUNG MOTHERS: ZOE'S PLACE

Zoe's Place, a home for pregnant teens and young mothers and their babies officially joined the agency in 2014. It provides safe, supervised housing along with education, vocational training, life skills, a 365-day-a-year help line and a support group. **The only secular residence for teen mothers in northern New Jersey, Zoe's Place houses five mothers and their infants at any one time.**

One such mother is Darlene. At age 21, Darlene was pregnant, with no home, no job and no family to help her. She had aged out of foster care and of programs that provided some support and faced homelessness for her and her unborn daughter. The situation was dire and Darlene had little hope. Fortunately, Lisa, her mentor at Children's Aid and Family Services referred her to Zoe's Place. In June 2014 she became a resident of Zoe's, and her life began to turn around.

Darlene speaks affectionately of Zoe's Place and the time she spent there. Residing with four other

young women in similar situations as herself, she felt "she was not in it all alone... there was a bond." There were lessons learned — from instructors who spoke about motherhood and parenting — and from the everyday experiences of making meals and performing chores in the home. There were also generous gifts from the community — toys and baby supplies. Darlene was referred to the Turrell Childcare & Early Learning Center where she now works as a teacher's aide.

Darlene's daughter, Julia, was born in January 2015 and three months later, Darlene moved with her to an apartment in Clifton. With just a handful of courses to go, Darlene looks forward to returning to Passaic Community College to earn her associates degree. She is still a member of Zoe's Place, as her daughter continues with day care at the residence. Lisa also remains as an important friend and source of support in her life, for which she is deeply grateful.



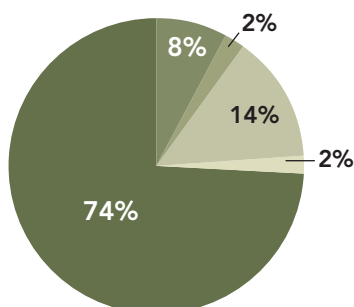
Lisa, Darlene's mentor, Jerry Binney, President & CEO and Darlene.

CHILDREN'S AID AND FAMILY SERVICES

FINANCIAL REPORT

For the 12 months ended December 31, 2014

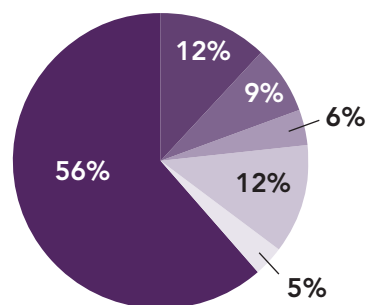
Revenues



Government	\$14,245,193
Program Fees	\$1,594,047
Gifts-in-Kind	\$327,871
Annual and Endowment Gifts	\$2,641,595
Investment & Miscellaneous Income	\$378,286
Total Revenues	\$19,186,992

Excludes Unrealized Loss on Investments of \$240,642 and Unrealized Loss on SWAP of \$27,737

Expenses



Adoption and Treatment Home Services	\$10,804,069
Community & Clinical Services	\$2,229,138
Services for Developmentally Disabled	\$1,796,952
Addiction Prevention	\$1,137,842
Support Services	\$2,340,232
Fundraising	\$850,650
Total Expenses	\$19,158,883

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LOCATIONS

Bogota, Clifton, Fair Lawn, Garfield, Haskell, Hawthorne,
Maywood, Midland Park, Montvale, Paramus, Park
Ridge, Ridgewood, South Orange and West Orange



*Thank you to our supporters for creating a
caring community for those we serve.*

2014 ANNUAL GIFTS

Thank you for being part of our community of caring



CHILDREN'S AID
AND FAMILY SERVICES

THE LEADERSHIP CIRCLE

The Leadership Circle is a group of donors that have made significant commitments to Children's Aid and Family Services and its mission to vulnerable children and families. Their exemplary annual gift commitment of \$10,000 or more is instrumental in providing the resources necessary to make the difference between programs of average quality and those that are truly outstanding. The Leadership Giving Circle was created to: recognize exceptional gifts; engage new leadership; and strengthen relationships and partnerships with our donors.

\$250,000 +

The Copper Beech Foundation (13)

\$100,000 +

Dave Thomas Foundation for Adoption

\$50,000.00 +

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Employees of ConnectOne Bank with a generous donation to the Baby Basics program.

Children's Aid and Family Services would like to thank the following donors who gave from January 1 – December 31, 2014. We also gratefully acknowledge those donors that wish to remain anonymous. Thank you for being a part of our community of caring!

\$5,000.00 +

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\$2,500.00 +

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*Denotes Deceased

Please note: A number in parentheses following donor's name denotes those who have donated 10 or more years and are members of the President's Giving Circle.



THANK YOU FOR BEING PART OF OUR COMMUNITY OF CARING



The boys living in our Safe Journey therapeutic group home created a colorful mural under the guidance of West Orange High School art teacher Nicole Krulik and two well-known graffiti artists, Joe Iurato and Carmelo "Snow" Signoa.

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Samsung donated a trip to the Museum of Modern Art for our children in therapeutic foster care.

2014 ANNUAL GIFTS

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Thanks to employees of Ernst-Young who spent the day beautifying one of our therapeutic group homes for children in foster care.

Thank you for your support!

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Turrell Child Care & Early Learning Center received a generous \$13,000 grant from Ronald McDonald House Charities New York Tri-State Area to purchase two SMART Tables.

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The budding artists at the Turrell Center showcased their work in "Art from the Heart."

Thank you for your support!

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This bequest is designed for the Endowment Fund,
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Our children in therapeutic foster care at the annual Field Day.



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