

2015 ANNUAL REPORT

Serving vulnerable children and families since 1899

THE CHILDREN'S AID **DIFFERENCE**

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

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CHILDREN'S AID
AND FAMILY SERVICES

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 families 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 otherwise might be homeless.
- Community and school-based programs about substance abuse prevention, advocacy for responsive prevention and treatment services, and recovery support services.



MESSAGE FROM THE PRESIDENT AND BOARD CHAIR



Kenneth A. Bronfin (left) and Jerrold Binney

WHETHER YOU ARE A VOLUNTEER, board member, staff member, adoptive or foster parent, mentor or donor, you are a part of the Children's Aid Difference. Your efforts help us to provide specialized services that go well beyond the basics to help children reach their full potential and to strengthen families. We couldn't make this difference without your support.

For our children in therapeutic foster care, whose needs are complex and far-reaching, we provide services that help them heal from their trauma and gain confidence. Many of them come to us with severe gaps in their education, and our Educational Advocate works to ensure they receive important educational assistance and one-on-one tutoring. Funded by philanthropy, this emphasis on education is making a significant difference. Since 2009, 100% of our teenagers have graduated from high school, while the national average for a young person in foster care is 50%.

Additionally, we provide vital support to the young adults who are "aging out" of our care and would be on their own at the age of 18 without our support. We strive to be there for them just as a parent would, and the children

consider our staff to be extended family and often reach out to them after they leave our care. You will read more about the Thomas R.S. Burgin Parents Fund, the Next Steps Program and Mobility Mentoring — the services that we provide to our aged out youth — in this year's annual report.

This year, there was expansion in our program for people with developmental and intellectual disabilities, with three homes for adults opening in Montvale, Haskell and Hawthorne. With six community homes in total, this program is unique in the level of community engagement it provides, helping the children and adults to progress and lead richer, fuller lives.

Similarly, The Center for Alcohol and Drug Resources has continued to grow its services. In 2015, The Center partnered with the Bergen County Prosecutor's Office to spearhead the Recovery Coach Academy, an innovative approach to dealing with the heroin crisis. This is the first in a series of recovery support services for those affected by addiction and their families.

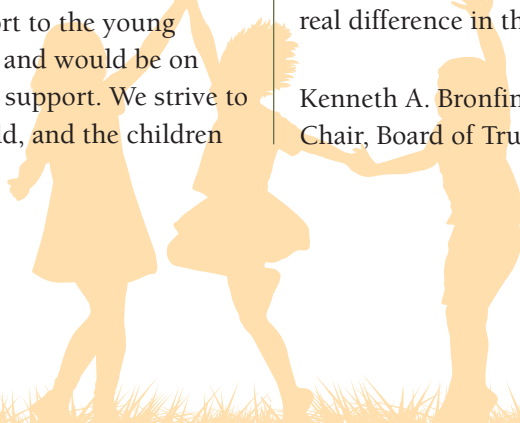
We are also partnering with non-profit organizations in the community, including Care Plus, Valley Hospital and West Bergen Mental Healthcare to maximize our delivery of services and build a strong continuum of care.

This year, we have launched a capital and infrastructure campaign, as some of our facilities are aging and in need of improvement. Thanks to funding from a Community Development Block Grant from Bergen County, we are installing a new HVAC system at our building on 200 Robin Road. Additionally, we are working on funding new technologies, such as Electronic Health Records, that will help us invest in continued improvements to the quality of care we provide.

Our ability to go above and beyond — to provide the Children's Aid Difference — is only made possible by the talents of our board and staff, the efforts of our volunteers and the generosity of our donors. Thank you for making a real difference in the lives of those who need us most.

Kenneth A. Bronfin
Chair, Board of Trustees

Jerrold Binney
President & CEO





Children's Aid and Family Services opened a new office in Fair Lawn, which houses its Adoption and Foster Care and Developmental Disabilities programs, as well as The Center for Alcohol and Drug Resources. Having all of these programs in one location has resulted in cost savings and increased efficiencies. Pictured are our senior management team with members of the Fair Lawn Chamber of Commerce, Mayor John Cosgrove and Freeholder Maureen DeNicola.



We are grateful to Thomasville Home Furnishings of New Jersey for donating \$30,000 worth of furniture for three of our homes. Pictured are Ed Massood, President of Thomasville, NJ and Jerry Binney, President & CEO.



Bob Jones, Ph.D., our CEO Emeritus, was honored for his many contributions both to Children's Aid and Family Services and the larger community with a Lifetime in Leadership award at the Building Futures Awards ceremony in 2015.



The Depot Gift Store celebrated its 50th anniversary in 2015 and its volunteers gathered for a celebratory dinner. During the past 50 years, The Depot has donated more than \$3 million to Children's Aid and Family Services and we are very grateful for the support! Pictured are the current and former co-directors of The Depot.

2016 Memorable Moments



Samsung Electronics North America is a generous supporter of Children's Aid and Family Services and was the Corporate Honoree at the Evening of Wine and Food fundraiser. We were delighted when President & CEO Gregory Lee visited the kindergarten class at Turrell Child Care & Early Learning Center.



Thanks to an exceptionally generous grant from the Price Family Foundation, we are providing a new service called "Mobility Mentoring" to our aging out teens in foster care and the young mothers served by Zoe's Place. Our Mobility Mentoring Specialist is a professionally trained coach who helps our teens assess their strengths and weaknesses and develop personal goals. So far, there are 17 participants in the program. Pictured are some of the moms living in Zoe's Place with a new van funded by the Foundation.



Special thanks to our corporate volunteers who help us in so many ways, from reading to the children in our Turrell Child Care & Early Learning Center to painting and beautifying our group homes to helping us in our offices. Pictured are volunteers from KPMG who gardened at one of our community homes.



The stars came out for the "Shaken not Stirred" event, which was a great success that benefitted the Medical Services & Advocacy Center. Pictured are former NY Giant Bart Oates, Michelle Oates, Dr. Anne Armstrong-Coben and Harlan Coben.

THE CHILDREN'S AID DIFFERENCE: HELPING TRAUMATIZED CHILDREN TO HEAL

CHILDREN'S AID AND FAMILY SERVICES is widely recognized for its excellence in helping children who have endured severe trauma to heal. We help children in foster care who have suffered unimaginable trauma and deprivation. With the assistance of our donors, we are able to pro-

vide programs that help our children to heal and create new opportunities for happy and healthy lives. Among the programs that help to make this difference are The Medical Services & Advocacy Center, Educational Support, The Thomas R.S. Burgin Parents Fund, and Mobility Mentoring.

MEDICAL SERVICES & ADVOCACY CENTER: A COMPLETE PICTURE



Kathy Courain, Advanced Nurse Practitioner and Anne Armstrong-Coben, M.D., Medical Director.

IT'S FRUSTRATING TO WORK ON A PUZZLE when a vital piece is missing and no one is available to find it. This is the situation doctors typically face when they treat children who have been living in foster care. Many children routinely have incomplete and/or inaccurate medical records.

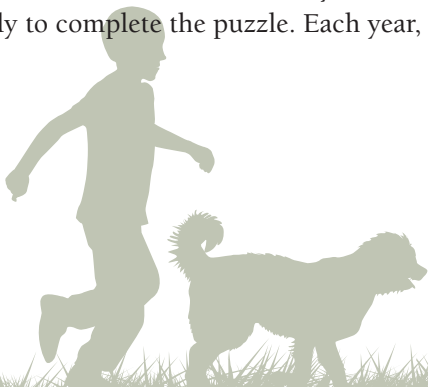
Our Medical Services & Advocacy Center staff works diligently to complete the puzzle. Each year, the Center

serves up to 150 patients, providing medical screenings, coordinating chronic condition care, and ensuring that each diagnosis is correct and each child receives proper medical attention.

Dr. Anne Armstrong-Coben, Center Director, and Advanced Nurse Practitioner Kathy Courain spend significant time getting to know each of their young patients.

"The thoroughness of what we do makes the difference," Dr. Armstrong-Coben says. "In a typical pediatric office, providers are not able to spend the amount of individual time with each of these children that is required to sort out and coordinate their health needs. If a child has been sexually abused, it takes time to establish trust and provide health care education within the context of the trauma our children have suffered. We are so fortunate to have community pediatric partners who help care for our children. The comprehensive care we provide has long-term positive outcomes for both their physical and social needs."

As part of her job, Ms. Courain helps young patients navigate the complexities of the health care system while ensuring their medical records are accurate and that comprehensive care plans are created for when they leave our care. Dr. Armstrong-Coben proudly notes, "We're on the cutting edge of where children's health care should be...Our patients often have disjunct medical histories. They leave us with comprehensive information, so going forward they have that gift."



EDUCATIONAL ADVOCACY

INVESTING IN EDUCATION FOR A BRIGHTER FUTURE

CHILDREN WHO ARRIVE IN FOSTER CARE have often experienced interrupted schooling and are behind in their studies. Usually, they have special educational needs.

A high-quality education is one of our core commitments to our children, as it is the foundation for a bright future. In 2015, Stuart Goldstein, past Director of Special Education for a Rockland County school district, joined the agency as an Educational Advocate. He is helping our children receive the services they need to succeed.

While districts are required to provide appropriate school services for all children, snags frequently occur. It is not always clear which district is responsible for a child. Accordingly, Stuart “has been trying to establish connections with the New Jersey Department of Education... They have ‘educational stability liaisons’ who can make pretty quick judgments around responsible school districts, and districts comply with them.”

Issues also arise when students who require special education transfer from one district to another. The transfer of records and the continuation of appropriate programs and services can be problematic. Stuart facilitates the process via phone calls, visiting district offices, and, when necessary, sending correspondence. He also meets with clinicians in the various districts that serve our children, and lends a hand if any issues arise when children enter a new school.

Stuart’s voice on behalf of our children in foster care is having a positive impact on the speed at which they are enrolled in school and the educational services they receive. He also oversees professional tutoring services in reading, math, and language arts, PSAT and SAT preparation that many of the children receive.

Our educational support services are funded 100% by the generosity of our donors.



Tiyanah entered foster care at age 5 and was adopted when she was 12 years old. She recently graduated from a state university with a degree in Justice Studies and plans on becoming an attorney.

In 2015, an average of 36 children each month received tutoring. The results of our commitment to education have been remarkable: for the past seven years, **100% of teenagers in our care have graduated from high school.** The nationwide high school graduation rate for children in foster care is approximately 50%.



SUPPORTING YOUNG ADULTS LEAVING FOSTER CARE ALWAYS THERE FOR THEM

ONE OF OUR GOALS is to always be there for children who have been in our care, much like a parent would be. To that end, we provide vital assistance to them when they “age out” of our therapeutic foster care programs at 18 years old.

Director of Intake and Youth Support Services Kelly Guerrieri has been overseeing The Thomas R.S. Burgin Parents Fund and our Next Steps program since their inception. The Burgin Fund helps former clients of Children's Aid and Family Services reach their educational goals and provides funding for emergencies. Young adults who remain in good academic standing are eligible for scholarships that help pay for textbooks, tuition and transportation. Any former client is able to apply for help with personal emergencies. These initiatives help set us apart from other agencies that work with adolescents in foster care.

- The Burgin Fund made it possible for a former client who is paralyzed to purchase portable hand controls for her vehicle so she could drive to school and work. This young woman achieved her dream of earning a Bachelor's Degree and is now working on her second Master's Degree.
- One client, who sensed he was not being hired due to

his need for extensive dental work, used dollars from the Burgin Fund to cover this medical expense.

It is through our Next Steps Surveys and personal outreach that the staff is made aware that a former client needs assistance. These quarterly surveys cover housing, education, employment, health and medical care, children, and other concerns. The surveys allow participants to indicate additional items they may need, such as food, clothing, toiletries, bedding, first aid items, diapers and formula.

“When I am conducting meet and greets with incoming teenagers, I always make it a point to inform them that **once you are a part of our ‘family,’** even if for just one day, that **you are a part our family forever,”** Kelly notes. “Our programs completely support that statement, and without our generous donors, I’m not sure we would be able to assist our former clients in the ways in which we do now.”

MOBILITY MENTORING

IN 2015, we received a grant from the Price Family Foundation for Mobility Mentoring: A Bridge to Self-Sufficiency. This allows us to deepen the support for the teenagers and young adults we serve.

Developed by EMPATH (Economic Mobility Pathways), this program facilitates participants' educational and train-

ing opportunities so they can achieve and retain economic independence. At Children's Aid and Family Services, the program is aimed at assisting young mothers who are (or were) residing at Zoe's Place and teens who are preparing to leave or have aged out of foster care.

Mobility Mentoring Specialist Tisha Mender acts as a coach for these young people. “I help them break down their goals into manageable steps so they are achievable,” she says. “The immediate goal is to get them to start taking charge of their life and making their own decisions. The long-term goal is that every participant becomes self-sufficient, with their own residence, a job with a sustainable wage, ability to budget and a savings account, and general stability in their lives.”

Mobility Mentoring offers a safety net that includes a specific emergency fund for Zoe's Place clients that is operated in a similar way to the Burgin Fund for children aging out of foster care. Several of our staff have been trained in the Mobility Mentoring model.



(l. – r.): Tisha Mender, Mobility Mentoring Specialist with Darlene (far right) and her family. Darlene is a former resident of Zoe's Place and is now benefitting from the Mobility Mentoring program.

PEOPLE WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES: THE COMFORTS OF HOME

DRIVEN TO HELP CHILDREN AND ADULTS with intellectual and developmental disabilities lead fuller, richer lives, in 2012 we opened our first community home for boys in Fair Lawn along with providing in-home support services for children living in northern New Jersey. There are now two more homes for boys in Park Ridge and in Maywood. In 2015, we built upon our success with children and opened our first home for adults with intellectual and developmental disabilities in Hawthorne. Two additional homes for adults opened in 2016 in Haskell and Montvale.

Donna Kennedy, Senior Vice President for Disability Support Services, is proud of what the agency and her staff have accomplished in just a few years. The accomplishments are measured not simply by the expanding number of community residences, but by the excellent quality of care being provided. Residents of our community homes are now enjoying all of the comforts of home with compassionate and caring staff, behaviorists who help to further the understanding of their needs, and the services of a part-time nurse.

Our staff members empathize with residents and their families and do their best to relieve any concerns. Placing a loved one in care is a decision made after much thought by family members, and our staff strives to communicate with them and keep them involved. For instance, friends and family members are able to visit our community homes as often as possible; they can make meals and eat with their loved ones, participate in barbecues, and even stay overnight.

In addition to learning important life skills such as cooking and cleaning, the young adults join local recreation centers and participate in team sports including track, baseball, and bowling—activities that reinforce the importance of taking turns, help build motor skills, balance and self-esteem. They also take music lessons, attend community events, visit the local library, and enjoy therapeutic horseback riding lessons. Many of these wonderful life experiences (including fun lunches at Shake Shack) are thanks in great part to the generosity of our donors.



Welcome packages donated by students at Ridgewood's Willard Elementary School await the residents of our new community home in Haskell.

Tracey's 29-year-old son, John, has Cerebral Palsy and recently moved into one of our community homes after living at home with his mother and grandmother. **"He has adjusted so well,"** she says. **"And the staff has been very supportive.** They are readily available, and let me know what he's eaten and how his day is going. John went to his first dance recently, and the staff texted me a photo of him all dressed up."



THE CENTER FOR ALCOHOL AND DRUG RESOURCES: PARTNERING WITH THE COMMUNITY



Participants in the WISE program learned about the psychological, emotional and social changes associated with aging.

FOUNDED IN 1979 and integrated into Children's Aid and Family Services in 2009, the Center for Alcohol and Drug Resources has grown in response to the increased incidence of alcohol and drug abuse in this area. The Center is a leader in prevention strategies, partnering with other agencies and advocacy groups to help individuals, families, and entire communities make safe, smart decisions about alcohol and drug use.

Highlights for 2015 included the expansion of programs to support vulnerable seniors and families, the development of the innovative Recovery Coach Academy and other programs to support those impacted by substance abuse and their families.

WISE — Wellness Initiative for Senior Education — is an evidence-based program that helps seniors to more clearly understand the psychological, emotional, and social changes associated with aging. With the assistance of a significant grant from the Henry and Marilyn Taub Foundation and funding from the NJ Division of Mental Health and Addiction Services, The Center conducted 18 cycles of the WISE program to nearly 300 participants in Paterson, Clifton, Hackensack, and Garfield.

The Strengthening Families Program is an evidence-based "training program found to significantly improve parenting skills and family relationships, reduce problem behaviors, delinquency, and drug abuse in children and to improve social competencies and school performance." In

Of the nearly **300 WISE participants**, 49% of seniors reported improving their diets, 40% initiated conversations with their doctors about their health, and **77% reported trying to take better care of themselves.**



John Molinelli, retired Bergen County Prosecutor, donated the proceeds from his John F. Kennedy Award from the borough of Woodcliff Lake, NJ in support of the Recovery Coach Academy. (l. – r.): Ellen Elias, Senior Vice President, Prevention & Community Services; John Molinelli, Partner, Price, Meese, Shulman & D'Arminio; and Jerry Binney, President & CEO.

2015, the Center delivered nine cycles of this multi-session program, partnering with the Boys and Girls Club in Lodi and Garfield, the Bergen Family Center in Englewood, and the Paterson Housing Authority, among others. Ninety-six families participated.

Among its many strategies to address the serious opiate and heroin crisis in Bergen County, the Center in late 2015 partnered with the Bergen County Prosecutor's Office to formulate The Recovery Coach Academy. Once implemented, this program will place volunteer "coaches" — individuals in long-term recovery — in hospital emergency rooms to assist overdose victims. This is the first in a series of initiatives designed to help families of those affected by substance abuse, that will be rolled out in 2016 and 2017.

BABY BASICS AND TURRELL CHILD CARE & EARLY LEARNING CENTER: SERVING THE COMMUNITY

EVERY DAY, LOW-INCOME FAMILIES make heartrending spending decisions just to provide the basics for their children. Our Baby Basics Program and the Turrell Child Care & Early Learning Center help bridge these gaps.

Baby Basics provides diapers and nutritional formula to families struggling to make ends meet. According to Director of Child Care Services Robyn Knapp, “Our families are working families that are poor but are living above the federal poverty line which makes them ineligible for government assistance. Our Baby Basics program is the only one of its kind in Bergen County that provides dedicated support for infants and toddlers.” With the support of a caring and generous community, 30 volunteers pack and distribute these essentials to families throughout Bergen County.

In 2015, we surveyed our Baby Basics families about the profound impact the program had on their lives. **79% of parents reported that getting diapers through Baby Basics helped them go to work** (most child care centers require parents to supply diapers for their babies); **76% of parents felt “much less stress” since entering the program.** The vast majority of respondents reported that they used the money they would have spent on diapers to pay rent, child care, buy food and other essential items for their families.

In 2015, Baby Basics assisted 156 families. In 2016, with the help of volunteers and donors, this vital program will expand to reach even more families in Mahwah, and southern Bergen County.

The Turrell Child Care & Early Learning Center served 274 children in 2015. Of these children, nearly 50% received scholarship assistance thanks to the agency’s donors. This assistance is invaluable to low-income families that would otherwise struggle to afford child care. It allows them to go to work and not worry about their child being

safe. It also provides a high-quality early education during a child’s critical years of learning, ages infant to four. In a recent survey, 92% of respondents said The Turrell Child Care & Early Learning Center is a major support for parents in the growth and development of their children.

The Turrell Center also has an on-site clinician who provides information to teachers and families on the children’s development, as well as an on-site kitchen that supplies meals and snacks. In fact, the Turrell Center’s meals supply 75% of a child’s daily nutritional needs, a benefit especially to low-income families.



More than 200 families attended “Seussical Saturday” at the Turrell Center with story-telling, games and a photo booth.



2015 ANNUAL GIFTS

THE LEADERSHIP CIRCLE

The Leadership Circle is a group of donors that have made significant personal 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.

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Children's Aid and Family Services would like to thank the following donors who gave from January 1 – December 31, 2015. 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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Cards Or Dice Entertainment
Carousel Early Learning Center
Charlie Brown's Steakhouse
Christie Adams Photography

Cresskill Women's Club
Delta Sigma Theta Sorority, Bergen
County Alumnae Chapter
Dress Barn
Eight To Go LLC
Financial Northeastern
Five Star Premier Residences
of Teaneck
Girl Scout Troop 4497
Girl Scout Troop 60517
Helping Hearts Youth Ambassador
Program
Ho-Ho-Kus Fire Dept. Ladies
Auxiliary
The Ho-Ho-Kus Inn
Just Desserts
Katie Diamond Jewelry
Kindercare
Montclair State University Student
Council & Family Relation
New Hope Inc. (Pregnancy Resource
Center)
New York Yankees
Parisi Wyckoff
Perception Research Services Team
PNC Bank
Riebesell Chiropractic
Roman Dental Arts
Salute Bistro
Shoes Of Prey Custom Shoes
SoapSox
Standard Chartered Bank
The Capital Grille
The Toy Box
Uncorked Wines & Spirits
United Way of Bergen County
Verizon Wireless
Waldwick School of Rock
Windsor Bergen Academy
Wyndham Vacation Rentals
North America

\$100.00 +
American Outdoor Products
Areyvut
Bedford Basket
Brownstone Quilter Guild, Inc
Cafe 37
Callahan Jewelers
Carlisle
Chocolate, Etc
Core Value Pilates
Doctor's Express
Dressed 2 Perfection
Eric Alt Salon
Gardiner & Co.
Girl Scout Troop 929
Glass House Tavern
Goldfish Swim School
Gold's Gym
Good Shepherd Lutheran Church
Growing Gardens
Harvest Restaurants
Hotel Westminster
Intrepid Museum
J Hilburn
Jersey Mike's Subs
Kilwin's Chocolates
Little Nikki's
Live with Kelly & Michael
Liya Life Co.
Mango Jam
Massage Envy
Masucci Electric
The Melting Pot
NBC Universal
PNC Wealth Management

Precious Dreams Foundation
 Rotisserie Georgetown
 Saddle River Inn
 ShopRite of Rochelle Park
 Skinplicity LLC
 Snap
 Stonyhill Inn
 The Bar Method
 The Dr. Oz Show
 The Late Show with Stephen Colbert
 The River Palm Terrace
 The Spotted Dog
 Town & Country Apothecary & Fine Cosmetics
 Vincent Vanzandt Salon
 Wayne Interfaith Network
 Woman's Club of Ridgewood
 Write This Way

\$1.00 +

Apple
 Bergen Batting Center
 The Best of Everything
 Blue Moon Mexican Cafe
 Bookends Bookstore
 Cars Delivery
 Chef Central
 Fairway Paramus, LLC
 Full Blown by Cafface
 Goffle Road Poultry Farm

Hand And Stone Massage and Facial Spa
 Ike's Big Mouth
 Joel's Outrageous Cookies
 Just Janice
 Karma Organic Spa
 Kings Super Markets, Inc.
 Let's Yo!
 Maggiano's Little Italy
 Maslen Studio E Flett Design
 Minuteman Press of Fair Lawn
 The Myriad Restaurant Group
 Natural Nails and Spa
 NJ Devils
 Oceanos
 Orangeburg School Of Rock
 Panico Salon Spa
 Pazzazed Gift and Home
 Perry's Florist & Gardens
 Pro Martial Arts
 Restaurant Memoire
 Rudy's Ristorante and Pizza
 Starbucks
 Stella & Dot
 The River Palm Terrace
 The Village Grille
 Together We Rise
 Tons of Toys
 Total Wine & More
 Trader Joe's
 Westwood Health and Fitness
 Wyckoff Eyes

SECOND CENTURY CIRCLE

Membership in the Second Century Circle is for all agency friends who have made a planned gift to benefit Children's Aid and Family Services in perpetuity.

Anonymous (5)
 Dr. Ozell K. Beatty
 Jean Bechtel*
 Elizabeth W. Bell*
 Barbara Abney Bolger
 Barbara G. and Bruce M. Brady
 Sarina Monast and Kenneth Bronfin
 Gilbert Brown*
 Lolly and Thomas R.S. Burgin
 Helen S. Cheel*
 Anne Goheen Crane
 Tracey Dedrick
 Douglas H. Dittrick
 Geraldine V. Ely*
 Phyllis Ettinger*
 Filomena and Angelo P. Ferrara*
 Stuart Goldsmith
 Ronald H. Grafe*
 Mr. and Mrs. Frank Greek
 Doris M. and Ralph* E. Hansmann
 Julia G. Hoffman*
 Nancy G. Honsinger
 Dr. Robert W. Honsinger

Norma and Paul Hunter
 Ellen and Michael Jacobs
 Marion Jones and Robert B. Jones
 Janet and Frank* Kireker
 Els* and Gys B. Kooy
 Maribeth and Tom Lane
 Dorothy E. Lang*
 Judi and Al* Lilley
 Elizabeth and David Mason
 Audrey I. Newman
 Brigid and Kevin O'Brien
 Mr. and Mrs. Robert V. Reynen
 Mr. and Mrs. Richard D. Schubert
 Rose Marie and Rod Schutt
 Jessie Sklar
 Marcy* and Bruce Slater
 Marjorie and Robert G. Sommer
 Ethel G.* and Arthur B.* Toan
 Richard F. Townsend*
 Ann and Henrik Tvedt, Jr.
 Jonelle and Ronald M. von Autenried
 Dr. William M. Willis, Jr.
 Wayne A. Yankus, M.D.

*If you wish to make a bequest,
 please ask your attorney to consider the
 following suggested language:*

*I give and bequeath to Children's Aid and Family
 Services, Inc., of Paramus, New Jersey
 ____ percent; or the sum of ____ from my estate;
 or all the rest, residue, or remainder of my estate.
 This bequest is designed for the Endowment Fund,
 to be used by Children's Aid and Family Services
 wherever the need is greatest.*

IN HONOR OF

Jay and Karen Abate
 Amy Baker
 Catherine Bartley
 Ken Bronfin
 Darrell Brunson
 Paul Buccieri
 Shea Campbell
 Mickey Capelli
 Dorothy and Jason Cosimano
 Seth Cohen
 Megan and Adrienne Crane
 Carl DeSantis
 Beth and James Dial
 Jeanne M. Dunn
 Cathey Duryea
 Sally P. and David Falck
 Ivan Garel-Jones
 Julie Grapin
 Marion and Bob Jones
 Susan Kelly
 Mary Krugman
 Frank Malatesta
 Susan Marra
 Elizabeth Mason
 Valeir Masterson
 Kimberley Myles Ramsey
 Audrey I. Newman
 Michael Oreskes
 The Oros Family
 William Paquin
 Grisselle Rosario
 Latecia Smith
 Star-Square Association, Inc.
 Barbara Wasserman
 Michael Wasserman
 Carol L. Whaley

IN MEMORY OF

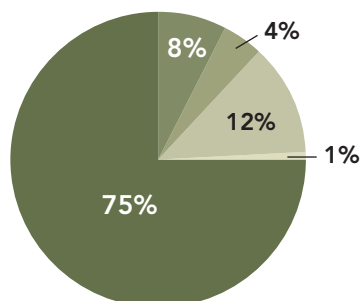
John Albano, Sr.
 James Nuncie Anasti
 Catherine Bartley
 Lucy Cammorato
 Hsiao Ching-Chih
 John Coyle
 Katherine Flynn
 Margaret S. Goheen
 Hilde Goldberg
 Ralph Hansmann
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 Agatha Poor
 Angelina Rasmus
 Irene and Edwin Rothman
 Wendy H. Schwelm
 Michael Skawinski
 Donna Sommer-Batkin
 Henry Tamily
 Elizabeth Vandenburgh
 Patricia A. Warner
 Louise B. Woods



FINANCIAL REPORT

For the 12 months ended December 31, 2015

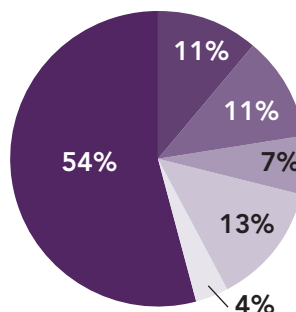
Revenues



GOVERNMENT	\$14,779,976
PROGRAM FEES	\$1,505,499
GIFTS-IN-KIND	\$894,211
ANNUAL AND ENDOWMENT GIFTS	\$2,405,673
INVESTMENT & MISCELLANEOUS INCOME	\$188,337
TOTAL REVENUES	\$19,773,696

Excludes Unrealized Loss on Investments of \$ 228,794 and Unrealized Gain on SWAP of \$12,472

Expenses



ADOPTION AND FOSTER CARE SERVICES	\$10,600,725
COMMUNITY & CLINICAL SERVICES	\$2,203,625
SERVICES FOR DEVELOPMENTALLY DISABLED	\$2,205,106
ADDICTION PREVENTION	\$1,282,569
SUPPORT SERVICES	\$2,594,997
FUNDRAISING	\$688,458
TOTAL EXPENSES	\$19,575,480

BOARD OF TRUSTEES 2016

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First Vice-Chair

David Sabath

Second Vice-Chair

Tracey Dedrick

Secretary

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Stuart Hinchey

Peter Jadosich

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Wayne Yankus

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Donna Kennedy, M.S.W., L.C.S.W.

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Rose Zeltser, L.C.S.W.

Senior Vice President, Policy Planning and Program Development

Cathey Duryea, L.C.S.W.

Vice President, Out-of-Home Care



CHILDREN'S AID AND FAMILY SERVICES
200 ROBIN ROAD PARAMUS, NJ 07652

Non-Profit
U.S. Postage
PAID
Paramus, NJ
Permit No. 50

Change Service Requested



Administration

200 Robin Road
Paramus, NJ 07652
T 201.261.2800
F 201.634.3672

Children's Services
The Center for Alcohol and
Drug Resources
Disability Support Services
22-08 Route 208
T 201.261.2800
F 201.791.0147

Adoption and Family Services

76 South Orange Avenue, Ste. 209
South Orange, NJ 07079
T 201.261.2800
F 973.378.9575

Locations

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

www.cafsnj.org