

2019 ANNUAL REPORT

120 YEARS OF BUILDING *Brighten Futures*



CHILDREN'S AID
AND FAMILY SERVICES

120TH ANNIVERSARY

CHILDREN'S AID AND FAMILY SERVICES

Mission

Our mission is to strengthen families and empower individuals — children and adults alike — to reach their fullest potential.

What We Do 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 families. While helping children and 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:

- Community residences, specialized services and day programming for individuals with intellectual and developmental disabilities.
- Therapeutic Foster Care services provided by foster parents who receive specialized training to provide care in their homes to children and teens who have suffered from neglect, abuse and trauma.
- Support services for young adults who "age out" of foster care at 18 years old.
- Free nutritional formula, diapers and other baby essentials for low-income families.
- Free housing, safety-net services and mentoring for young mothers and their children in order to promote economic and educational mobility.
- Community and school-based substance misuse prevention and education programs and peer recovery support services.



MEMORABLE *Moments*



Zoe's Place

Siby, a graduate of Zoe's Place, was recognized at our spring gala with a Young Role Model award. She joined Zoe's Place at age 17 and quickly became a leader in the program. Siby was a Peer Mentor in "Mother, Me," a collaborative photography/creative writing project which is centered on the idea of motherhood. Siby also completed her phlebotomy/EKG technician certifications while she was at Zoe's Place.



Baby Basics

Thanks to volunteers from M&T Bank for helping us prepare packages for our Baby Basics program, which provides free nutritional formula and diapers to low-income families in Bergen and Essex Counties.



STRIVE Day Program

Children's Aid and Family Services began 2019 with six community residences supporting 27 individuals with intellectual and developmental disabilities and ended the year with 16 community residences supporting 85 individuals. Our STRIVE Day Program grew threefold, serving 60 individuals with intellectual and developmental disabilities by the end of the year.



Strengthening Families Program

More than 90 families (over 100 parents and 130 children and teenagers) participated in the Strengthening Families Program. The multi-session program was implemented 12 times in nine communities and was offered in both Spanish and English.

BUILDING BRIGHTER FUTURES FOR *120 Years*

The year 2019 was our 120th anniversary year
and what a year of expansion it was!

With the help of our supporters, volunteers and dedicated staff, we helped more people in one year than ever before: over 26,000 vulnerable children, adults and families in our community!



330

children, adults and families were
provided treatment by our counseling
and therapeutic programs



The Baby Basics Program expanded
into Essex County, and combined
with Bergen County, helped

340 families

keep their babies healthy and dry,
a 46% increase from 2018



98%

the success rate of our WISE Families Program,
which diverts children from the juvenile
justice system, works to prevent placement of
children into foster or residential care,
and promotes family well-being



92%

of parents in our Therapeutic Supervised
Visitation Program showed improved
parenting skills



School, family or community alcohol and drug prevention services were held in

35 (50%)

of the communities in Bergen County

7

older children ranging in age from 10 – 17 were adopted.

This is the highest number of older children adopted in one year at Children's Aid



660

families and professionals attended workshops presented by KinKonnekt (Kinship Care Clearing House) and NJ ARCH (New Jersey Adoption Resource Clearing House)



800

volunteers shared their time and talents with those we serve

Year One

STRIVE Community Recreation Program for individuals with special needs was launched, offering dance and movement, art and exercise activities and other enriching activities

52

children were helped to find families – or in the event they were not adopted – adults who will be permanent connections, forming relationships they can rely on as they leave foster care at age 18



140

individuals with intellectual and developmental disabilities were helped to live more independent lives

16

Our Disability Support Services' community residences grew from six to 16 homes, supporting 86 individuals with intellectual and developmental disabilities



1,500

senior citizens and their caregivers participated in activities that taught them about alternatives to opioids for pain management or received pain management kits

50

clients served in our Recovery Support Services which expanded into the Bergen County Jail

Zoe's Place

provided safe, supervised housing and support services to 14 young mothers and babies



The Star (Support Team for Addiction Recovery) Program grew by

50%

Its members have found stable housing, are employed, volunteering or attending school



MESSAGE FROM THE *Board Chair*

The year 2019 was certainly a milestone in Children's Aid and Family Services' history. Not only was it our 120th year of serving some of the most vulnerable children, adults and families in our community, it was also a year of opportunities and growth. We are deeply grateful to all of you – our supporters, volunteers and dedicated staff. Because of everyone's efforts, we helped more people than ever: over 26,000 vulnerable children, adults and families.

Last year, we were asked by the state of New Jersey to take over the operation of eight community residences for individuals with intellectual and developmental disabilities in Passaic County. It was a big challenge, but with the Children's Aid team pulling together, we were able to integrate the homes into the agency in eight weeks! What's more, we grew our behavioral supports and medical services for the residents to ensure they receive the specialized services needed to help them lead lives of possibilities.

On another positive note, our Baby Basics program expanded its reach to Essex County, more than doubling the number of families it serves. In 2019, the program distributed more than 215,000 diapers and helped 340 low-income families in urgent need to keep their babies healthy and happy.

Additionally, The Center for Alcohol and Drug Resources expanded its recovery support in the community. In partnership with the Bergen County Sheriff's Office, our Recovery Specialists began working with individuals with a substance use disorder after their arrest and subsequent incarceration at the Bergen County Jail to provide support to assist with their recovery and transition back into the community. Many of these people become members of The Center's STAR (Support

Team for Addiction Recovery) expansion program and receive case management and recovery support services for one year. The STAR expansion increased the program's capacity by 50%, now serving 60 people each year.

We remain deeply committed to helping vulnerable children and are focusing our efforts on recruiting therapeutic foster families for the children who have experienced severe trauma as well as loving adoptive families for older children. Through our recruitment efforts, seven older children found permanent adoptive families. We also provide vital services to help young adults as they transition out of foster care into independent living to help them achieve educational and career goals and build strong futures.

After more than 14 years of dedicated service and leadership, Joanne Mandry decided to retire from the agency in June. She has had a remarkable record of success during her career at the agency. On behalf of the Board of Trustees, I thank Joanne for her leadership and distinguished service to our organization and to the community.

I'm delighted to introduce Benita Miller, who joined Children's Aid and Family Services as President and CEO in July 2020. Benita has spent her more than 20-year career working on behalf of children and families, and I invite you to learn more about her vision for the agency in an interview with her that is featured in this year's annual report.

For 120 years, Children's Aid and Family Services has built brighter futures for thousands of vulnerable children and families. This life-affirming work would not be possible without you. Thank you for your invaluable support and commitment.

C. Tyler Mathisen Chair, Board of Trustees



Q and A Meet

BENITA MILLER

CEO of Children's Aid and Family Services

Benita R. Miller, Esq. was appointed as President and CEO of Children's Aid and Family Services in July 2020.

Benita has spent her more than 20-year career working on behalf of vulnerable children and families. She most recently served as Executive Director of the Brooklyn Kindergarten Society, an early education program that serves more than 400 children through seven centers in central Brooklyn. Formerly, she was an attorney in the juvenile rights practice of the Legal Aid Society of Brooklyn; founded and led the Brooklyn Young Mothers Collective, a program to help pregnant and parenting adolescents; served as Deputy Commissioner, Division of Family Permanency Services in New York City; and was Executive Director of the New York City Children's Cabinet, in the office of the Mayor. Benita holds a J.D. from Syracuse University College of Law.

We spoke to Benita about Children's Aid and Family Services in the following Q&A:

Q. Why do you want to lead Children's Aid and Family Services?

A. I am delighted to lead CAFS because of the rich history and commitment to mission. More importantly, I am thrilled to advance the agency's work to support vulnerable community members.

Q. What is your vision for the agency?

A. My vision for CAFS is big! I want to strengthen existing programs, explore opportunities to innovate and support all staff in their role as change makers and service leaders in their own right. I want to leverage my many years of experience as a direct service provider and advocate to foster creativity and enthusiasm about our work.

Q. What are your top three priorities for Children's Aid and Family Services?

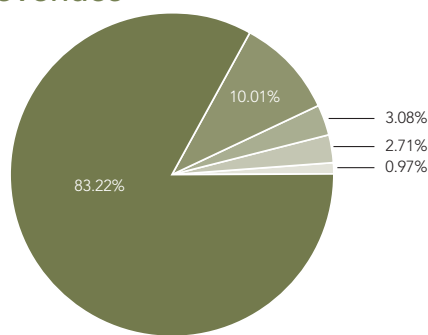
- A.**
1. Deepening the agency's work to support the diverse populations being served through our mission by leveraging additional data points to drive performance.
 2. Embarking on a strategic planning process to identify operational and programmatic priorities.
 3. Developing an Employee Wellness program to support our workforce as we collectively navigate the impact of the COVID-19 pandemic and social justice issues that are emerging in the world.



FINANCIAL REPORT

FOR THE 12 MONTHS ENDED DECEMBER 31, 2019

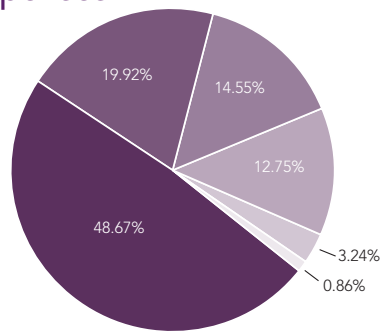
Revenues



Government	\$15,080,873
Annual and Endowment Gifts	\$1,813,169
Program Fees	\$557,488
Gifts in Kind	\$491,974
Investment and Other Income	\$177,373

Total Revenues \$18,120,877

Expenses



Services for Developmentally Disabled	\$8,329,425
Adoption and Foster Care Services	\$3,408,570
Support Services	\$2,489,419
Addiction Prevention	\$2,182,207
Fundraising	\$554,417
Community and Clinical Services	\$149,541

Total Expenses \$17,113,579

2019 Excludes Unrealized gain on Investments of \$692,672 and Unrealized Loss on SWAP interest of \$12,601
 Note: The agency's 2019 audit has been delayed due to the COVID-19 pandemic. Therefore, these numbers are unaudited.

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CHILDREN'S AID
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CHILDREN'S AID AND FAMILY SERVICES

Annual Gifts

Children's Aid and Family Services would like to thank the following donors who gave from January 1 – December 31, 2019. We also gratefully acknowledge those donors that wish to remain anonymous. Thank you for being a part of our community of caring!

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.

\$100,000.00 +

The Copper Beech Foundation (23)
The Price Family Foundation

\$50,000.00 +

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The Depot (27)

\$20,000.00 +

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\$5,000.00 +

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\$1,000.00 +

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 Mae and John Mahonchak



Volunteers from Novartis decorated onesies for our families in the Baby Basics program.

Megan Malloy
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 Alexandra and John Moody (16)
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Patricia and Thomas O'Brien
 Charles Omsberg (12)
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 Leah Ann Spinelli
 Spring Lake Toys Foundation
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 Joan and John Stanton
 Barbara J. Steuert (17)



Thanks to students at the Village School for organizing a drive for the Baby Basics program.

Carole and Richard Strotbek
 Pat and Denis Sullivan
 Jacqueline I. Szablowski
 Carlton Tanis
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\$20,000.00 +

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Bank of America
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Thanks to the students from Empire Beauty School, who gave STRIVE members a spa day. Brad enjoyed his shave.

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The Woman's Club of Upper
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Tomorrows Children's Fund
T Tourso

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The B Hive
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The Village School

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Hilton Woodcliff Lake
Humdingers
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Katie Diamond Jewelry
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Live with Kelly and Ryan
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Shree Yoga
Six Fifty Clothing, LLC
Sky Zone Indoor Trampoline Park
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The Melting Pot
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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.

*Denotes Deceased

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If your name is not listed or misspelled, we apologize for the oversight. Please contact our office at 201.261.2800 so we can correct the error.

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