hephzibah annual report

2011-2012

CHILDREN'S ASSOCIATION

"All kids need is a little help, a little hope and somebody who

Dear Friend of Hephzibah,

"Relationships were at the heart of nearly every moment of growth, healing and enrichment experienced by the children and families that we served in FY12."

MARY ANNE BROWN
Executive Director

AS I REFLECT ON OUR FISCAL YEAR, I'm happy to report that Hephzibah's children had the therapeutic, academic and social-emotional supports they needed to heal and thrive, many reasons to feel hopeful and a truly extraordinary network of people who believed in them.

How did we accomplish this when child welfare budgets were being slashed statewide to ease the Illinois budget crisis, described in the 2012 State Auditor's Report as "by far the worst in the nation"? With a lot of help from our friends!

These friends came in many forms — from the irrepressible **Hephzibah Huskies**, pictured at right in a rare moment of repose on the front steps of Hephzibah Home, to **Carleton Hotel owner Ron Fox**, who has hosted an elegant holiday party for our group homes children every December for the past 25 years, to our indefatigable **Auxiliary Board** members, who never faltered in their yearlong quest to support our children and our mission.

Community collaborations were also at the heart of our programs to address the health and development of the neglected and abused children living in our Diagnostic Treatment Center and Residence. Because many of these children have been removed from unhealthy living situations where they endured physical or sexual abuse, they do not have healthy relationships with their bodies. To help them develop a healthy body image and empower them to make positive lifestyle choices, the medical staff at the **Vanguard West Suburban Medical Center** conducted a **Healthy Living Program** at Hephzibah with sessions devoted to topics such as *Getting to Know Your Body, Your Body and Exercise, Healthy Eating* and *General Hygiene*, as well as age-appropriate components of sex education.

The **West Cook YMCA** promoted physical fitness by donating more than 50 free health club memberships and free personal training sessions. "Going to the Y" to swim, run, play basketball or work out with a personal trainer is now a regular part of the children's lives. These Y memberships have done far more for the children than build strong muscles, joints and bones: studies show that regular exercise reduces feelings of depression and anxiety, promotes self-discipline, builds self-esteem, improves sleep and even increases a child's capacity for learning. We're tremendously grateful to our friends at the West Cook Y for their generosity — and for making it possible for these young survivors of neglect and abuse to develop a sense of well-being and a habit of physical fitness that will last a lifetime.

Meanwhile, other community partners were stepping forward to address the children's educational needs. **Dominican University** sponsored a three-week **Summer Reading Academy** to enhance their reading skills, while student groups from the Irwin W. Steans Center for Community-Based Service Learning at **DePaul University** provided one-on-one, after-school homework tutoring and reading support throughout the academic year.

As these traumatized children healed and moved on to foster care, our community of friends continued to nurture their development and promote their well-being.

The **Ronald McDonald Children's Hospital of Loyola University Health System** dispatched a pediatric mobile health unit to provide routine physicals, immunizations, vision screenings, asthma care and more.

The Oak Park Old Navy store invited a group of Hephzibah foster teens to participate in **Camp Old Navy** — a program that helps young people develop **job readiness skills** by giving them firsthand experience working in a retail store. The teens learned how to process shipments, restock the sales floor, ring up sales and apply for a job at Old Navy while gaining insights into career opportunities in retail management, sales and merchandising.

Our relationships with community partners were a salvation for working parents as well. When we lost $100,000 in funding to subsidize the cost of day care for low-income families, the **Oak Park-River Forest Community Foundation** and the **Community Chest of Oak Park and River Forest** stepped forward with emergency

believes in them."

— EARVIN "MAGIC" JOHNSON, *retired professional basketball player and advocate for disadvantaged children and families*

grants to make up the shortfall. Their generosity ensured that children from every socioeconomic group in our community continued to benefit from Hephzibah's **award-winning Day Care Program**, regardless of their family's ability to pay.

In turn, Hephzibah reached out to help other nonprofits in need.

We helped strengthen the fabric of local family life by partnering with the **River Forest Mental Health Committee** to provide **Family Support Services** for River Forest residents parenting children with diagnosed mental health issues.

When the Community and Economic Development Association of Cook County (CEDA) lost the space for its **Head Start Program** in Oak Park, Hephzibah partnered with CEDA to provide Head Start programming for 35 local preschoolers. This program is offered free of charge to low-income families to promote the social and cognitive development of preschoolers and prepare them for future academic success. Our Head Start participants made remarkable progress during the program's inaugural year — and it was a joy to hear the sounds of small children learning and laughing in Oak Park's **new Head Start headquarters at Hephzibah Home**.

As I come to the end of this letter, I realize that relationships were at the heart of nearly every moment of growth, healing and enrichment experienced by the children and families that we served in FY12. As you browse through this report, you'll find out more about the year's highlights — as well as some of the **relationships that made our mission possible**.

Thank you all for believing in Hephzibah's kids — and for giving them the help and hope they needed to heal and thrive. We couldn't have done it without you!

Mary Anne Brown

Mary Anne Brown, *Executive Director*

Executive Director Mary Anne Brown with the **Hephzibah Huskies**, *a group of high school volunteers with big hearts and an even bigger commitment to Hephzibah's kids. These young humanitarians enriched the lives of the traumatized children at Hephzibah Home with movie and game nights, a sports day and a holiday party. They also planned and hosted a* ***Rodeo Jamboree*** *summer street festival, complete with pony rides and a petting zoo, to reward the children for their hard work during the academic year.*

A Reassuring Community

AMERICAN SOCIOLOGIST Lewis Mumford believed that "above all we need, particularly as children, the reassuring presence of a visible community, an intimate group that enfolds us with understanding and love."

In FY12, Hephzibah's award-winning **Day Care Program** provided that "reassuring community" for 659 children of working parents in Oak Park. This nationally recognized program offered **nurturing, enriching after-school day care** at eight Oak Park elementary schools during the academic year, a nine-week summer camp, sliding-scale fees for families of all income levels, a financial aid program for families that couldn't afford the cost of day care and a comprehensive array of **social and mental health services** that ranged from parent support groups to direct assistance with food, transportation, sports equipment and more.

In FY12, our day care staff also rolled out a variety of new enrichment programs, including a Reading Club, a Running Club, a Kindness Club and an opportunity to "Earn a Bachelor's Degree in Manners."

Rising sixth graders also participated in ***From Hephzibah to Beyond***, a novel program funded by a grant from the **Rotary Club of Oak Park and River Forest.** This program prepares students about to graduate from our day care program for the middle school experience, teaches them how to stay safe after school and lays the foundation for positive habits and choices that will reduce risky behaviors and boost academic achievement in middle school and beyond.

Some of our most crucial day care programs would not have been possible in FY12 without the support of the **Oak Park-River Forest Community Foundation** and the **Community Chest of Oak Park and River Forest.** Their emergency grants ensured that families of all income levels continued to have access to high-quality, enriching day care services throughout the year, regardless of their ability to pay.

A Hephzibah Summer Camp counselor with some young friends from Hephzibah's award-winning Day Care Program

COMMENTS FROM OUR DAY CARE PARENTS

"The staff is **loving, kind and supportive.**"

"Hephzibah offers **convenient, safe and affordable** childcare. Were it not for Hephzibah, our choices would be far more limited."

"You do a great job of keeping our kids **engaged, active and happy** during the hours after school when we can't be with them. Thank you!"

The Hephzibah Heroes baseball team

Sports Sundays

FOR MOST KIDS, playing baseball is "as American as apple pie." But many of the severely traumatized children living in Hephzibah's group homes have "never even put on a mitt or thrown a baseball," says Hephzibah Board Member Eric Sorensen. Four years ago, Sorensen decided it was time to change that.

He broached the idea of starting a Hephzibah baseball team with the president of **Oak Park Youth Baseball and Softball**, who said, "Take whatever equipment you need. It is yours." Sorenson left the OPYBS office with borrowed batting helmets, bats, gloves, baseballs, bases and brand new uniforms — and the **Hephzibah Heroes baseball team** was born.

Since that time, about 20 children from Hephzibah's group homes have practiced every Sunday morning during the summer baseball season. While learning the fundamentals of the game, the children are also exposed to important values such as good sportsmanship and fair play. The season culminates in a baseball game with another local Oak Park team, followed by a celebratory pizza party.

Support for the Hephzibah Heroes continues to grow. In Spring 2012, River Forest parent **David Neilson** and the **River Forest Youth Baseball-Softball** organization held an equipment drive to outfit the Heroes with baseball mitts, bats, balls, helmets and uniforms of their very own.

"Baseball should be enjoyed by all kids," says Sorensen. "It's great to see our Hephzibah team members out there on the field in full uniform, smiling, making new friends and playing a game that is our American national pastime."

A Place to Heal, A Place to Call Home

WHAT DOES IT TAKE to turn a child's life around? Ask our **foster parents** and you'll hear over and over again that it takes an enormous amount of patience, love and perseverance. They'll tell you that foster parenting is a 24/7 commitment filled with challenges and opportunities. That it's the hardest job they've ever taken on — and the most rewarding thing they've ever done.

As we celebrate the **30th anniversary** of our nationally recognized **Foster Care Program** in FY12, we'd like to pay tribute to one of the most important relationships in a traumatized child's life: the relationship with a loving foster family.

Many of the neglected and abused children who arrive at Hephzibah Home transition to foster care after a period of stabilization and assessment in our Diagnostic Treatment Center or longer-term therapeutic care in our Residence. When their journey through these group homes comes to an end, **Hephzibah foster families** are standing by to give them the love, stability and support they need to continue to heal from their emotional wounds.

Studies suggest that safe, stable, nurturing relationships like these can reorganize the internal emotional templates of traumatized children and help them develop healthier responses to issues surrounding personal safety, emotional intimacy and attachment. But we don't need studies to tell us about the positive impact that our foster parents have on the most vulnerable children that Hephzibah serves. We see it every day!

This year, **70 Hephzibah foster families shared their homes and their love with 87 foster children**. When it wasn't an option for some of these foster children to return home to their families of origin, their foster parents formed "forever families" with the children through **Hephzibah adoptions**.

For the past three years, **100 percent** of the children discharged from our therapeutic Residence into foster homes have remained in the same foster care placements. **This is nothing short of extraordinary**, given that the state average for children remaining in the same placement for a six-month period after discharge from a residential program is **less than 40 percent**.

Thank you, Hephzibah foster parents and Foster Care team members, for the **life-changing work** that you do!

70

Number of Hephzibah foster families that opened their homes and their hearts to children in need in FY12

Hephzibah's Amazing Auxiliaries

A REPORT ABOUT RELATIONSHIPS WOULDN'T BE COMPLETE without a tribute to Hephzibah's amazing auxiliary boards: our **Oak Park Auxiliary**, founded in 1995; our **Western Auxiliary**, founded in 2000; and our **Chicago Auxiliary**, founded in 2005.

Powered by the energy and enthusiasm of 81 big-hearted, public-spirited members, our auxiliaries raised awareness and funds for Hephzibah and enriched the lives of our children and families through a yearlong series of activities, programs and events. In all, our auxiliaries generated more than $278,000 in FY12 to help children thrive and families flourish. Together, they made our work possible!

Esteban Montilova Photography

Our Chicago Auxiliary's Dodgeball Tournament at North Avenue Beach

Our Oak Park Auxiliary hosted yet another extraordinary **Heart of Gold Gala** in March 2012. Their awe-inspiring creativity and hard work — and the generosity of our gala sponsors and guests — generated more than $250,000 for the children and families that we serve.

Our Western Auxiliary's Hoof it for Hephzibah 5K Family Fun Run

More than 600 Hephzibah supporters hit the ground running in Glen Ellyn on Memorial Day 2012 at our **Western Auxiliary Board**'s 11th annual **Hoof it for Hephzibah 5K Family Fun Run**. The run raised $50,000 for Hephzibah programs while raising awareness of Hephzibah's mission in the western suburbs.

Meanwhile, our **Chicago Auxiliary** continued to acquaint young Chicago professionals with Hephzibah and introduce the children living in our group homes to cultural and recreational activities in the downtown area. Their signature event — a summer **Dodgeball Tournament** at North Avenue Beach — raised more than $10,000 for these activities and Hephzibah programs. We are grateful to these urban Samaritans for making room in their hearts and their lives for children in need.

81

Number of Hephzibah Auxiliary Board Members

Andrew Campbell Photography

Scenes from the Oak Park Auxiliary's 2012 Heart of Gold Gala

Sibling Camp 2011

Mending Broken Family Bonds

FRIENDS MAY COME AND GO, but sibling relationships are forever. Siblings share childhood memories and a sense of family identity. This shared history becomes more important as life goes on — especially in times of crisis, when siblings can provide vital emotional support. Is it any wonder that people with strong sibling relationships report lower rates of depression and higher life satisfaction?

Yet, according to national statistics, up to **75 percent of neglected and abused children are separated from one or more of their siblings** when they enter the child welfare system. The effects of this separation can be devastating for these children, who are already suffering from the loss of their parents, their familiar home environments, their peers and their communities.

57

Number of siblings reunited at Hephzibah's Summer 2011 Sibling Camp

To help mend these broken bonds, Hephzibah founded **Camp HepSIBah** in 2003. This summer sibling camp is held annually in a rustic woodland setting to reunite brothers and sisters living in different group, foster or adoptive homes.

In August 2011, 57 campers in 22 sibling groups shared traditional camp experiences such as rock climbing, archery, swimming and canoeing, as well as a Sibling Olympics, art therapy sessions and opportunities to meet a fox, a bat and other wild creatures during a new wildlife education program presented by the Flying Fox Conservation Fund.

During the week, a group of nine Hephzibah foster teens also gained valuable vocational skills and learned important life lessons about responsibility and leadership through our Camp HepSIBah Junior Counselor program.

We are grateful to the **American Camp Foundation**; the **Harry F. Chaddick & Elaine Chaddick Foundation, Inc.**; the **John and Aline Glavin Fund**; the **Lerner Family Foundation**; and a generous anonymous donor for making it possible for these separated siblings to reconnect and create positive, shared childhood memories that will last a lifetime.

Happiness is a Big Sibling you can count on

WE ALL NEED A TRUSTED COMRADE and confidante to show us the ropes in life and shore us up when the going gets rough. This is especially true for the children living in Hephzibah's group, foster and adoptive homes.

To provide a positive, steadying presence in the lives of these children, Hephzibah pairs them with a committed and compassionate corps of teen volunteers called **Big Siblings**. These volunteers agree to spend one day a week with their "Little Siblings" for at least 100 days. Yet many Big Siblings, like Oak Park native **Kevin Kleinman**, find that the bonds they forge with their Little Siblings endure long after their volunteer commitment has ended.

Kevin was a high school junior in 2006 when he was matched with Justin, a four-year-old who had been adopted by his Hephzibah foster family two years earlier.

From the beginning, Kevin took his responsibilities as a **friend and mentor** seriously, showing up every weekend to spend a few hours building a bond of trust with the preschooler. During those early years, the relationship was mostly play-based. But, as time went by, their connection deepened. When Justin was bullied at school, he turned to Kevin for coaching and moral support. When schoolwork didn't come easily, Kevin could always be counted on for a much-needed pep talk.

Today, Kevin is a young finance professional living in Chicago, but he still calls and visits his Little Sibling regularly. The experience has been as transformative for the 22-year-old as it has been for the youngster he affectionately refers to as his "Little Bro."

"This relationship has taught me a lot about the importance of helping others and what I really care about in life," he confides. "Justin and I have grown so close over the years that I can't imagine not being around to celebrate his successes and help guide him through life's rough patches. Now that Justin is older, I use our time together to teach him about the value of hard work, trust, respect, communication, honesty and other qualities that will help him have a happy, successful life."

Apparently, those life lessons are hitting home. "My big brother teaches me how to be a good boy," reports Justin, now a capable and confident 10-year-old. "He tells me how to follow rules and not get in trouble, how to make friends and how to treat people. We play wall ball and ride our bikes. If I'm feeling bad, he helps me feel better. He's very nice. I want him to be my friend forever."

Hephzibah Big Sibling Kevin Kleinman with his Little Sibling, Justin

425

Number of volunteers who supported our children and our mission in FY12

Donut Day 2011

Time to Make the Donuts

IMAGINE hauling yourself out of bed at 3 a.m. on a Saturday morning after a jam-packed workweek to spend hours up to your elbows in powdered sugar, cooking oil and donut dough. Pumping out thousands of donuts in a single nine-hour stretch is a hot, messy and exhausting endeavor. Yet, every year without fail, scores of Hephzibah foster and adoptive families, staff members, board members and friends report for volunteer duty in the kitchen of Oak Park's Pilgrim Congregational Church when it's time to make the donuts for our annual Farmers' Market fundraiser. At our **8th annual Donut Day** in September 2011, more than 40 dedicated donut-makers formed, fried, sugar coated and sold thousands of the mouthwatering pastries to Farmers' Market patrons, generating nearly $2,000 for our Foster Care Program while raising awareness of the critical need for loving foster homes for Hephzibah's children.

THANK YOU

"There is **no trust more sacred** than the one the world holds with children. There is no duty more important than ensuring that their rights are **respected**, that their welfare is **protected**, that their lives are **free from fear and want** and that they **grow up in peace**."

— KOFI A. ANNAN, *UN Secretary-General*

for your gifts of help and hope!

GIFTS

$100,000 and above

Anonymous
Hephzibah Auxiliary Boards

$50,000 to $99,999

Community Chest of Oak Park and River Forest
Hephzibah Foundation

$25,000 to $49,999

NOW Health Group, Inc.
Oak Park River Forest Community Foundation
Opus Corporate Foundation
The John Buck Company Foundation

$10,000 to $24,999

Anderson, Rasor & Partners, L.L.P.
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$500 to $999

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Ms. Jayme Landers
Ms. Susan Kim Laurenzo
Mr. and Mrs. David Linde
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Mr. and Mrs. Mark Malec
Mr. and Mrs. Robert A. Maxson
Ms. Deborah McCann

*deceased

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McCormack Schreiber Legal Search
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Ms. Lara Minetz
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Ms. Kathleen McDonald
Monahan and Cohen
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Mr. and Mrs. Donald F. Wilbur Jr.
Mr. and Mrs. Bruce Wojack
Ms. Christine Zielinski

$250 to $499

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Mr. Michael Alexander

Mr. and Mrs. Michael Morrison
Mr. Zachary Nauth
Mr. and Mrs. Alan D. Nesburg
Mr. and Mrs. Richard O'Brien
Mr. and Mrs. Doyle Olson
OSI Group, LLC
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Ms. Carrie Dolan
Dr. and Mrs. Harold J. Pelzer, D.D.S.
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Oak Park Cyclery
Oak Park Farmer's Market
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Ms. Marie Ohm
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Mr. and Mrs. Ron Oliver
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St. Luke's Daisy Troop #40175
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St. Vincent Ferrer Church
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Ms. Lynn Zuzich

To err is human, to forgive, divine...
Have we erred? Please contact Barb Krause in the Development Office at 708.649.7160. We sincerely regret any errors or omissions.

Most of the children pictured in this report are friends of Hephzibah or children enrolled in Hephzibah's Day Care Program. To ensure the safety and protect the privacy of the children living in our group homes and foster homes, we have not featured any photos showing their faces.

ROOTS & WINGS

"There are only two lasting bequests we can hope to give to our children. One of these is roots — the other, wings."

HODDING CARTER

Hephzibah Children's Association thanks the members of our Roots and Wings Society for their generous support.

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Sibling Camp 2011

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Mary Tortorici
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Rudi Vanderburg
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* Sustaining Member
** deceased

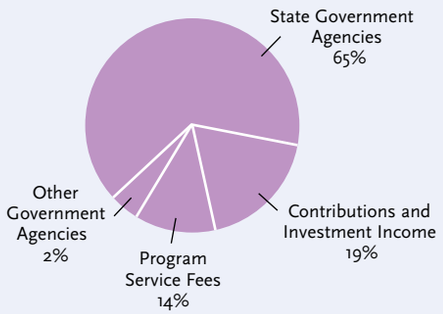
For the seventh year in a row, Hephzibah was selected as one of *Chicago's 101 Best and Brightest Companies to Work For*. We are honored to be recognized for our best practices in human resource management.

WRITING AND PHOTOGRAPHY: Susan Reich DESIGN: Anne Boyle

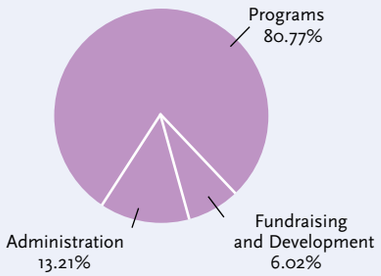
Financial Statement

For the fiscal year beginning July 1, 2011, and ending June 30, 2012

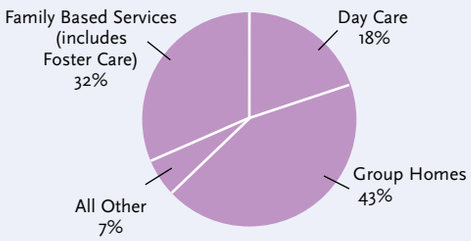
SOURCES OF FUNDING



DISTRIBUTION OF REVENUES



DISTRIBUTION OF REVENUES ALLOCATED TO PROGRAMS



REVENUES

Individual, Corporate and Foundation		
Contributions and Grants	$	1,591,444
Fees and Grants:		
State Government Agencies	$	5,569,334
Local Government Agencies	$	201,699
Other Revenue:		
Program Service Fees and Grants	$	1,226,018
Investment and Other Income	$	30,259
TOTAL REVENUES	**$**	**8,618,754**

EXPENSES

Programs	$	6,555,712
Administration	$	1,072,360
Fundraising and Development	$	488,691
TOTAL EXPENSES	**$**	**8,116,763**
Increase in Net Assets	$	501,991
Net Assets, End of Year	$	4,388,832

*Unaudited totals—includes unrealized loss on investments of ($23,882)

GRANTS AWARDED

2011-2012

Anonymous
Clayton A. Struve Family Foundation
CME Group
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Community Chest of Oak Park and River Forest
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Hephzibah helps children thrive and families flourish through a continuum of internationally recognized programs that include short-term and long-term group homes for neglected and abused children, foster care and adoption services, comprehensive services for children and families in crisis and award-winning day care services on a sliding scale for families of all income levels.

Hephzibah is accredited by the National Council on Accreditation for Children and Family Services, Inc. in New York.

LICENSING

Hephzibah is licensed by the Illinois Department of Children and Family Services as a Child Welfare Agency, Group Home, Child Care Institution and Day Care Center.

FUNDING

Hephzibah receives funding from Oak Park School District 97, United Way, the Illinois Department of Children and Family Services, the Department of Mental Health, the Department of Human Services and our own fundraising activities.

Hephzibah

Helping children thrive
and families flourish
since 1897

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