



Children's Service Society

Safe Children · Caring Families
Strong Communities · Since 1884

Children's Service Society

Annual Report, Fiscal Year 2014-2015

Children's Service Society of Utah empowers families and caregivers through services that support the safety and well-being of children.

Executive Director Report

“When I was very young most of my childhood heroes wore capes, flew through the air, or picked up buildings with one arm. They were spectacular and got a lot of attention. But as I grew, my heroes changed, so that now I can honestly say that anyone who does anything to help a child is a hero to me.” Fred Rogers

I sometimes ask myself, “What has happened to our world?” I remember being a child when everything was fresh, exciting and new. It was safe to play outside until dark with my friends, ride my bike everywhere, and share a secret hiding place with my closest playmate. Childhood had a flavor of freedom, carefree curiosity, mystery and camaraderie. I am a better person because of these experiences. In a world where things are so different, I think we all have a responsibility towards children to provide opportunities to enrich their lives throughout their childhoods.

Most of our children live good lives with families who love them, care for them and provide for them with adequate clothing, nourishing food, and safe home environments. They can read books, ask questions, go to school and learn.

But many of our children are not in families who can provide for their well-being. Poverty in the early years of a child's life, more than at any other time, has especially harmful effects on continuing healthy development and well-being, including developmental delays and infant mortality. Well-being in later childhood, such as teen pregnancy, substance abuse, and educational attainment, is also influenced by early childhood poverty.

According to the United States Census American Community Survey, an estimated 13% of Utah Children aged 17 or under were living in poverty in 2014. Research shows there is an increased prevalence of child maltreatment among low income families. This may be due to the stress of poverty itself since it places greater emotional pressures on parents to cope with the daily challenges of raising children.

Approximately 10% of the children in Utah are in kinship or relative care. There are an increasing number of grandparents and other family members who are stepping in to care for the children of relatives when the parents are unable to raise their children, primarily due to the parents' substance use disorders which include alcohol and/or illicit drugs. Many of the children who enter kinship care have suffered abuse and neglect. Parental substance abuse is recognized as a risk factor for child abuse, neglect and child welfare involvement.

These are the children in the families you help to serve, the parents that you help with parenting skills and support and relative caregivers you help to empower to keep the children in their families together and from stranger care in the foster care system.

The support of individuals, organizations, businesses and government help to create opportunities within the many types of families we serve to enrich children's lives.

We especially thank all of you for being “Heroes without Capes!”



**Ms. Encarni Gallardo, CPM
Children's Service Society Executive Director**

2014-2015

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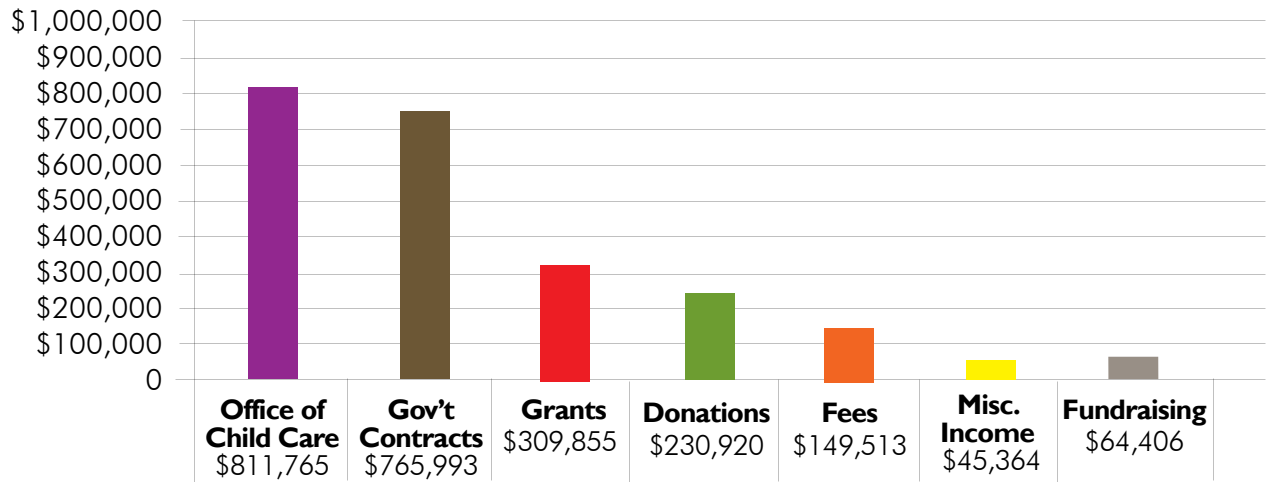
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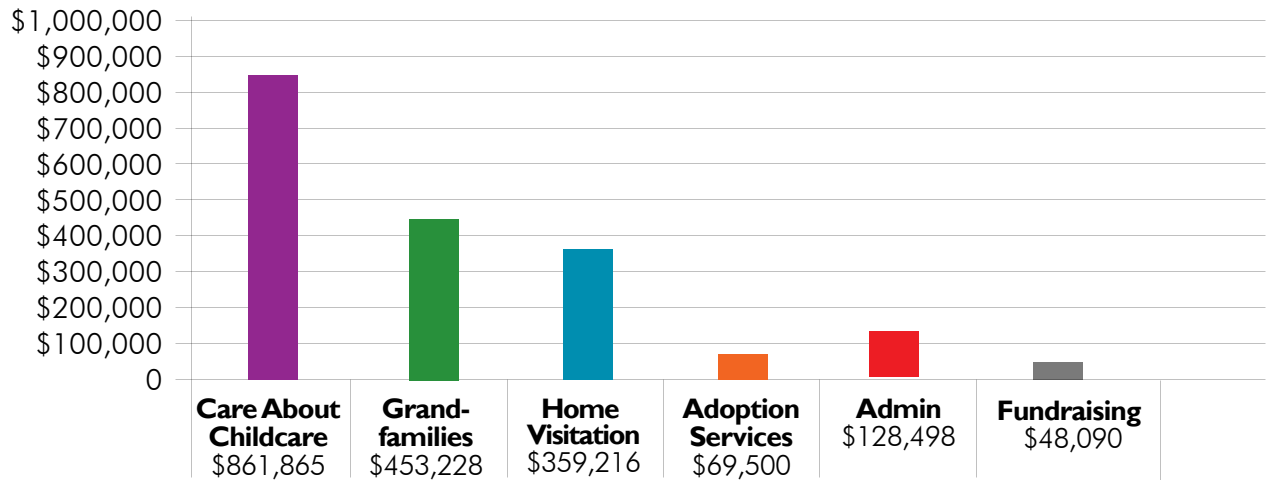
CSS Board President David Pettitt

Financial Activities

Source of Funds
\$2,146,896



Use of Funds
\$1,920,397



Functional Expenses

FOR THE YEAR ENDED JUNE 30, 2015

	Program Services		Supporting Services		Total Expenses
	Care About Childcare	Family Support Services	Fundraising	Management and General	
EXPENSES:					
Salaries and wages	\$454,830	\$584,787	\$24,077	\$37,840	\$1,101,534
Employee benefits	111,286	122,226	3,822	8,816	246,150
Advertising	12,107	70	-	538	12,715
Bad debt	-	-	-	-	-
Depreciation and amortization	1,593	1,441	-	90	3,124
Dues and subscriptions	1,579	3,732	-	463	5,774
Insurance	7,172	5,470	-	480	13,122
Interest expense	-	-	-	4	4
Miscellaneous	-	63	636	1,332	2,031
Occupancy	113,318	56,967	-	5,478	175,763
Office supplies and postage	18,912	23,627	14,348	10,740	67,627
Printing and publications	9,161	14,758	-	216	24,135
Professional fees	3,651	1,910	-	12,215	17,776
Program costs	69,621	191,362	5,207	44,546	310,736
Repairs and maintenance	12,288	13,523	-	1,976	27,787
Staff support	-	143	-	428	571
Telephone	13,023	13,043	-	2,162	28,228
Training and education	54,575	27,782	-	918	53,275
Travel	8,749	21,288	-	256	30,293
	<u>\$861,865</u>	<u>\$1,082,192</u>	<u>\$48,090</u>	<u>\$128,498</u>	<u>\$2,120,645</u>

Statement of Activities

FOR THE YEAR ENDED JUNE 30, 2015

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
REVENUES AND SUPPORT:				
Government contracts	\$1,608,715	-	-	\$1,608,715
Grants and other contracts	-	309,855	-	309,855
Contributions, cash	27,178	-	-	27,178
Contributions, in kind	203,742	-	-	203,742
Fundraising	64,406	-	-	64,406
Investment return	8,125	-	-	8,125
Other income	612	-	-	612
Program service fees	118,556	-	-	118,556
Net assets released from restrictions	162,363	(162,363)	-	-
TOTAL REVENUES AND SUPPORT	\$2,193,697	\$147,492	-	\$2,341,189
EXPENSES:				
Program services				
Care About Childcare	861,865	-	-	861,865
Family Support Services	1,082,192	-	-	1,082,192
Supporting services				
Fundraising activities	48,090	-	-	18,090
Management and general	128,498	-	-	128,498
TOTAL EXPENSES	\$2,121,645	-	-	\$2,120,645
CHANGE IN NET ASSETS	73,052	147,492	-	220,544
NET ASSETS, BEGINNING OF YEAR	\$479,266	\$171,143	\$70,556	\$720,965
NET ASSETS, END OF YEAR	\$552,318	\$318,635	\$70,556	\$941,509

Care About Childcare

Care About Childcare promotes quality environments for all children through education and support.

Research shows the quality of care children received is directly tied to the training of those who care for them. High quality child care environments and positive caregiver and child interactions have a lasting impact on a child's success in life.

- 115 providers participating with CAC Quality Indicators
- 1,362 High quality criteria approved
- 25 CAC Welcome Grants awarded
- \$13,100 in materials distributed to providers through the Step 1 Grant
- 46 Renewal Grants awarded
- \$40,750 in materials distributed to providers through Welcome Grants
- 130 family providers have a marketing page
- 78 center providers have a marketing page

Parent Resource

Referral Line

The Referral Line offers free child care referrals to families in Salt Lake & Tooele Counties.

- 453 child care provider searches conducted by phone, website and in person
- 268 provider searches conducted online
- 203 parent packets mailed
- 169 parent packets emailed
- 6,675 technical assistance calls to providers and/or families
- 355 new child care providers added to referral database
- 1,555 Summer Activity Guides distributed

The Refugee Community

Refugees served by CAC were from the following countries, Somalia (11), Congo (2), and one each from Eritrea, Iraq, Burundi and Sudan

- 17 Potential providers began the licensing process
- 4 providers completed the child care licensing process
- 3 providers completed the Family, Friend & Neighbor process
- 2 individuals had landlord issues with having childcare on their property
- 8 individuals working toward licensing
- \$6275 in start-up grant money expended



I have never had a more rewarding job than working with refugees to help them become licensed family childcare providers. I had a memorable experience this year working with a client from Iraq who called asking me to go to her home and give her a "kids" license. I explained it would probably take 3 to 6 months to get the license she wanted.

When I arrived at her home the next day, she welcomed me with a hug and thanked me for helping her. I explained the steps needed. She could not wait to start the process and wanted to go to classes that day! She called a few days later to say she was registered for the classes she needed.

I have never encountered someone so enthusiastic and eager to complete the application process. Over the next two and a half months she completed all her inspections and received every certificate she needed to become what she called a "day care teacher."

In January 2015, she became certified to care for children in her home. She came to my office, gave me a hug, and thanked me for everything I did for her and her family. She then said, "Now give me some kids". I laughed and told her, "Care About Childcare will do everything we can to assist you with that."

A month later I checked with her, and she told me she might need to start a waiting list. A short time afterward, she wanted "A bigger license so I can have more children because I have people who need me."

After investigating, we found her city restricts the number of children in home child care to no more than eight at one time. Now she is looking into moving to another city that will allow her to expand her child care business. This provider wanted to help the "people who need me".

Care About Childcare

Quality Improvement

Recruitment & Retention

Recruitment & Retention Consultants provide training for child care providers entering the field by offering resources, grants, and ongoing support.

- 40 hours of training provided for Basic Child Care class
- 99 participants attending Basic Child Care
- 30 hours of training in Exploring Creative Curriculum
- 91 participants attending Exploring Creative Curriculum
- 282 participants for New Provider Orientation
- 98% of Part 1 Start-up Grants were awarded
- 1,442 individuals attended Provider Appreciation Day

Quality Improvement Program

The Quality Improvement Program offers support to child care providers on a variety of topics such as tools for learning, developmental stages, and curriculum ideas.

- 232 providers participated in STAR Night (Support, Technical Assistance & Resources)
- 23 TEAM Grants (Training Endorsement Application Materials) distributed
- \$900 materials distributed to providers through TEAM Grants
- 10,885 provider contacts
- 580 hours of one-on-one provider training

Child Development Associate (CDA) Program

The CDA Program provides training, assessment and credentialing of caregivers who demonstrate their ability to nurture children's physical, social, emotional, and intellectual growth in a child development framework.

- 80 CDA Consultation Program participants
- 13 practice observations conducted
- 16 CDA applications submitted to the Council for Professional Recognition
- 16 CDA credentials received
- 16 CDA trainings conducted



Lending Library

The Lending Library provides materials designed for child care providers to check out and use in their programs.

- 111 new or renewal members
- 416 visits
- 198 check outs

Professional Development

The Professional Development Department offers approximately 32 classes per quarter to all individuals who are interested in early childhood issues and education.

- 123 quarterly newsletters and training calendar mailed and 1,934 emailed to providers and individuals in the community
- 1,240 hours of training hours for providers
- 124 training classes held for providers

The Care About Childcare Exceptional Family Member Program

The United States Air Force partners with Childcare Aware of America to create the Exceptional Family Member Program (EFMP). EFMP provides respite child care for active duty Airmen who have children diagnosed with moderate or severe special needs. Each family gets up to 12 hours per month per child at no cost to eligible families.

- 28 families received respite child care services at Hill Air Force Base
- 5 child care providers provided respite child care

Support Services - Grandfamilies Kinship Care



Fifteen year old Alex's paternal grandparents, Allen and Celia, stepped in to raise him several years ago due to the inability of his parents to provide a stable home and contribute financially or emotionally to his well-being. Alex's father's recurrent unemployment and exclusion of Alex from his life and his mother's alcoholism made his home life tumultuous and unsafe.

Allen and Celia worried about the health and safety of their grandson, and did everything within their power to make their home a haven for him by also supporting him in his athletics and activities. One day, while searching the internet, Celia found the Grandfamilies website and called the number which connected her with a Grandfamilies parent advocate. She registered Allen and herself in the ten-week session of the Grandfamilies First group where they found grandparents, aunts and uncles, and even great grandparents who were kinship caregivers.

They also learned that in order to protect their grandson, they needed to apply for guardianship. Their parent advocate assisted them with the guardianship paperwork and accompanied them to court where the court granted them full guardianship in March 2015.

When parents are unable to care for their children, kinship caregivers are increasingly being asked to raise their grandchildren, nieces, nephews, great-grandchildren and siblings. Kinship caregivers maintain stability and permanency for children and preserve the connection to their family. Grandfamilies Kinship care offers continued support to kinship families with crisis intervention, counseling, support groups, and case management.

Grandfamilies Kinship Care services are offered in Salt Lake, Davis, Weber and Cache Counties. The expansion of services to Weber County occurred in January 2015, and to Cache County in April 2015.

Grandfamilies 10-Week Adult Support Groups

Groups are conducted year-round

- 11 sessions served 122 adults

Children's Psycho Educational 10-Week Groups

Sessions are held concurrently with adult groups in Salt Lake, Davis, Weber and Cache Counties

- 11 Sessions served 121 children

Friend 2 Friend Support Groups

Friend 2 Friend Support Groups are offered to participants who completed the 10-week sessions and offer family activities, community events, and workshops.

- A total of 42 Friend 2 Friend activities were offered in Salt Lake, Davis, and Weber Counties

Case Management and Clinical Counseling

- 1,291.5 hours of case management were provided to kinship families
- 106 hours of clinical counseling were provided to kinship families

"Every child deserves a champion – an adult who will never give up on them, who understands the power of connection and insists that they become the best they can possibly be." – Rita F. Pierson

Support Services - Adoption

Our Adoption program is small in the number of adoptions we do each year but large on the services we provide for our birth parents and adoptive families. We focus most of our resources in linking birth parents with skills and support that will benefit them for their future life experiences. Our adoptive families are supported with knowledge to help them better understand the emotional issues being faced by the birth parents.

Adoptions continue to be facilitated with the best practice and ethical procedures that are the foundation of our program.

- 3 placements
- 3 adoption finalizations
- 6 domestic infant home studies
- 10 domestic special-needs adoption home studies
- 3 international home studies

Connections

Connections is part of the Adoption service, helping to link individuals that were placed through our agency with their biological parents after they reach the age of majority. This is done by a confidential intermediary, respecting all parties of the adoption process.

- 1 connection completed
- 1 post-adoption non-identifying information report completed



Nicole came to us seeking options counseling as she considered placing her two preschool-aged children for adoption. She was a young teenager when they were born and quit school to raise them. She struggled to find a job that paid a living wage. She and her children lived with her parents in an abusive environment. She had nowhere to turn for support. We counseled with Nicole for nearly nine months before she decided adoption was the right choice. Placing her children with another family was extremely difficult, no matter how certain she was about adoption. Then she met John and Sue.

John and Sue were agreeable to an open adoption where Nicole could be part of her children's lives, and they met many characteristics Nicole requested of the ideal family. Unable to have biological children, they originally wanted to adopt an infant. But when John and Sue met Nicole, they opened their hearts to the idea of adopting older children. John and Sue met with Nicole often and expressed empathy, love and respect for her extremely difficult decision. Then they met the children and lives were forever changed. The connection was immediate. John and Sue received counseling to help them with the knowledge, preparation, and education to adopt older children. The children received counseling and Nicole continued counseling to help her cope with her emotions. She moved into her own place and enrolled in night school to earn her GED.

Special needs adoption is defined as the adoption of a child who is medically fragile, who is older, or children who are part of a sibling group. The fees are reduced for the adoptive parents who step in to parent in a difficult situation. The time and cost to the agency for a Special Needs adoption is always much more than an average infant adoption due to the time-intensive search for suitable families. This is why many agencies do not facilitate special needs adoptions. Children's Service Society believes all children deserve the opportunity to grow to their potential in a safe and stable family.

Support Services - Home Visitation

Home Visitation uses the Parents as Teachers (PAT) curriculum which is an evidence-based model. PAT certified parent educators visit families with children throughout pregnancy and to the critical early learning years of life, usually kindergarten entry. Home Visitation provides personal home visits that are tailored for individual family needs by building on a family's strength.

Group Connections create an opportunity for successful parent engagement by offering a setting for families to share parenting experiences and network with other families in their same situations. Groups Connections are parent-child interactive.

Parenting concepts and skills learned in the in-home visits are reinforced through group activities. The goal is to safeguard the health and safety of children.

In-Home Visits

Salt Lake County	1,814 visits 187 children served 191 families served
Uintah County	249 visits 299 children served 195 families served

Group Connections

Salt Lake County	97 visits 464 children served 398 adults served
Uintah County	70 visits 1516 children served 1118 adults served

Child Development Screenings

Salt Lake County	167 screenings conducted 73 referrals linking families with community services
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"The child must know that he is a miracle, that since the beginning of the world there hasn't been, and until the end of the world there will not be, another child like him." Pablo Casals



Arihi was about five months pregnant with her second child when she was referred to the Pacific Islander Specialist in our Home Visitation program. She did not have health insurance and was not receiving prenatal care. Prenatal care during the first trimester provides early opportunities to identify high-risk pregnancies and intervene to reduce the risk of complications. Arihi had not received any prenatal care with her first child which resulted in a premature birth, giving her baby less time to develop.

According to the Utah Department of Health, Office of Health Disparities, Pacific Islander women in Utah have a history of poor pregnancy outcomes, including high infant mortality rates and high rates of preterm births. Barriers to seeking medical care include lack of insurance and cultural beliefs that pregnancy is not a sickness needing medical attention. Maternal health advice is sought and obtained from female relatives who have had children, especially older women (mothers, grandmothers, aunts, sisters, cousins).

Arihi and her family benefitted from in-home services that were tailored to their Pacific Islander culture, beliefs and practices. They received information and guidance to obtain health insurance and Arihi received medical care during her pregnancy and after giving birth.

Wrap-around Services

At some point, all children present some sort of parenting challenge and all children have some sort of special need in their lives. After first-time parents John and Sue adopted their two preschool children (see page 9), their CSS adoption counselor referred them to our Home Visitation program. A developmental assessment they completed in their home with their parent educator revealed that both children were struggling in several areas that were crucial to being prepared to enter kindergarten.

The children did not recognize the alphabet, letters, or sounds. Their adoptive parents implemented all the strategies and suggestions for early learning that were made, giving each child one-on-one attention. Their parent educator says, "The children soaked up learning."

The family's adoption counselor and parent educator worked together to provide a transition for the children to their adoptive family and even attended in-home visits together. The dedication and efforts of John and Sue to help their children learn new concepts and provide educational, social, and physical activities and opportunities resulted in children who are now thriving. The oldest child entered kindergarten prepared to be successful and the younger child started preschool already showing advancement in several areas.

The spark ignited in these children is a result of combined efforts of the parents, parent educator, and adoption counselor and is made possible by contributions that make a lifetime of difference in children's lives.

When you do nothing, you feel overwhelmed and powerless. But when you get involved, you feel the sense of hope and accomplishment that comes from knowing you are working to make things better." Pauline R. Kezerl

"If you can help a child, you don't have to spend years repairing an adult." Joyce Meyer



Children enjoying a Grandfamilies play group



Grandfamilies Summer BBQ, Davis County

*If ever there is a
tomorrow when we're
not together there is
something you must
always remember...
You are braver than
you believe, stronger
than you seem and
smarter than you think.
Even if we're apart,
I'll always be with you.*

A. A. Milne



Keep Children Safe Fun Run, April 2015



Contributions

Children's Service Society board members and staff extend their heartfelt gratitude to the individuals and organizations that made contributions between July 1, 2014 and June 30, 2015

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Beth Beck
Jess & Carma Fuller
Harriett Gesteland
Analee Walton
Jacci Graham and Anna-Lee Hernandez
Helen D. Harvath
Julia Weatherbee & her dad, David
Nona Weatherbee
Lori Mussman
Howard Mowrey
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Nancy Lawrence
Pat Cox
Mary Beth Rodd

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Doris Gras
Donna McDonough
Gregg McDonough
John Diston
Lou-Ann Stevens
John P. (Jack) Redd
Erma Redd

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Arrasi, Christina
Baker, Brenda
Baker, Lauren
Baker, McKay
Ballard, Kim
Ballard, Olivia
Bare, Stephanie
Barlow, Marry
Basinger, Bailey
Brenchley, Cameron
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Grandgent, Catherine
Green, Sophie

Volunteers, continued

Gremillion, Allie
Gunnell, Avery
Hall, John
Hansen, Annicy
Hansen, Sadie
Hansen, Tami
Hatfield, Martha
Heckler, Bruce
Hendricks, Myra
Hernandez, Tyler
Hoopes, Christine
Hoskins,Carolynn
Huber, Anna
Huber, Kate
Hunsaker, Amy
Ipson, Vickie
Jackson, Mike
Jackson, Wendy S.
Jacobs, Rusty
Jenkins, Max
Jenkins, Peter
Jenkins, Sam
Jenkins, Zach
Johnson, Laura
Jorgensen, Ron
Judd, Meredith
Kendall, Tasha
Kennrick, Kori
Kimball, Cali
Kraus, Peter and Kristin
Kurip, John
Leininger, Amy
Leininger, Ralph
Lewis, Isaac
Lewis, Pat
Lowe, Jackie
MacAdams, Deborah
Maez, Toni Rae
Mansfield, Alicia
Martin, Lauren
Martinez, Jessica
McFarland, Paula
Mertens, Bria
Midgley, Emily
Neuram, Freda

Contributions

Volunteers, continued

Olsen, Brandi
Parker, Mackenzie
Parsons, Jean
Payne, Claire Cassity
Perez, Lani
Perry, Karen
Pettitt, Dave
Ponsin, Shelisa
Reetch, Zealand
Renuilt, Kiel
Richins, Sheila
Sanchez, Micaela
Scott, Chase
Sharma, Susan
Sheppard, Brad
Smith, Roshawna
Smoot, Chris
Smoot, Mark
Stanley, Benson
Stanley, Camille
Stanley, Cloe
Stanley, Elise
Stanley, Matt
Stanley, Sophie
Stewart, Linda
Stroope, Sandra
Telford, Liza
Thornley, Kylee
Tippets, Anna
Tsutsui, Lisa
Wahlstrom, Margaret
Wash, Pauline
Weber, Ashton
Whitsel, Scott
White, Connie
Wilde, Aisza
Williams, Jeff
Wills, Kim
Worthington, Glen
Zimmerman, Trevor



111 volunteers donated 1329 hours of service

Host Sites Donated for Care About Childcare Training Classes

Bright Horizons
Bright Start Learning Center
Children's Academy
Christ Lutheran Church & School
Cottonwood Learning Express
Kid Care Company
Kids Kampus
Lit'l Scholars
Lit'l Scholars 2
Little Lambs
Millcreek Activities Center
Mt. Olympus Christian Child Care
Neighborhood House

Host Sites Donated for Care About Childcare Training Classes - continued

Precious People
South City Child Care/Salt Lake
Community College
St. John's Child Development Center
St. Paul's Preschool
The Kids Park of Stansbury

Host Sites for Grandfamilies Kinship Care Programs

Bear River Mental Health
Davis Behavioral Health
Davis County Health Department, Family
Health & Senior Services Division



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