



THE CHILDREN'S HOME | EDUCATION & BEHAVIORAL HEALTH



2020

PRESIDENT'S REPORT

2021

Mission First, People Always

Dear Friends,

When I wrote to you at this time last year the COVID-19 pandemic had created circumstances and economic conditions that were unthinkable. Leaders at national, state, and local levels told American citizens that extreme measures and changes to our daily way of life would be altered for the foreseeable future.

Because of these circumstances, the past year has been hardest on underserved and vulnerable children and families in the Greater Cincinnati region. The needs of the population we care for do not simply evaporate because of competing global and national priorities. If anything, their vulnerabilities, and hardships are exacerbated, and their need is compounded.

I am happy to share that I have a renewed sense of optimism as it appears our tired community is slowly rounding the corner of the COVID pandemic.

My priorities throughout the crisis have remained the same and will remain so as we continue to beat the pandemic: The care and well-being of our staff, the welfare of the children and families entrusted to us, and the long-term strength of The Children's Home.

In this report you will see how we have combatted the crisis and responded to the biggest challenges our 157-year agency has faced. Through the help of the most capable staff in the Tri-State, a steadfast cadre of supporters, donors, and the incredible talents of our Board of Trustees, we have weathered the storm and have emerged in a position of strength.

Much work remains. The demand for our specialized youth and family services remains high.

I am very excited to share we are expanding our programs, adding new ones, and continue to develop innovative ways to connect with the youth and families we serve. We are actively recruiting new staff members so we stand ready for the demand predicted.

I am grateful to have you on our side. I hope you are as proud of your work and support of The Children's Home as I am. You are a key component of the work we do, and I am proud to serve beside you.

Sincerely,

John Banchy, MBA, CNE
President & CEO

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A GREAT PLACE TO WORK

Welcome 'Home'

The need for our services continues to grow! We have welcomed 70 new staff to the Children's Home since July 2020. Despite the pandemic, we were able to continue to provide new hire orientation in person while ensuring the safety and well-being of all staff.

Taking Care of Our People

For the sixth consecutive year, The Children's Home absorbed the increasing costs of health insurance and did not increase staff premiums. Throughout COVID, no employee lost access to their healthcare, and we created a PTO bank where staff could donate time off to colleagues who needed help.

Professional Development & Training

We completed more than 50 Teaching Family Evaluations for our campus programs and are expanding the evaluation process to our School Based Day Treatment program. Our clinical training options grew this year with sessions for staff on Trauma Informed Care, Poverty and Trauma's Impact on Education, and Parent Engagement.

We continued to offer trainings to schools and agencies, including sessions for the Cincinnati Police Department on working with children who have experienced trauma.



A Cincinnati Top Workplace

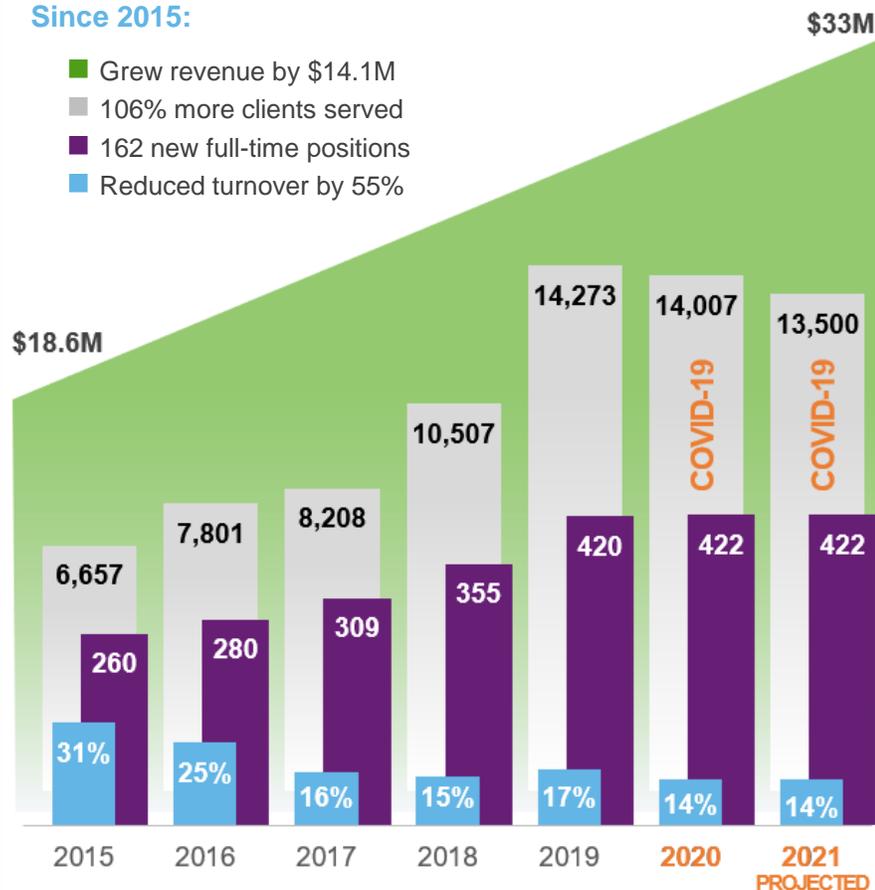
The Children's Home was once again recognized for being a great place to work. For the fourth consecutive year, an independent, third-party entity examined our benefits, workplace culture, and our staff were canvassed in a poll to illustrate why this is a special place to work in Cincinnati.

10+ Years of Service

Samuel T. Yorgovan	24	Suzanne H. Vann	18	Jennifer L. Boggs	13
Teresa M. Hortenberry	23	Ronda S. Gadd	18	Joann McIntosh	13
Raymond K. Casteel	23	Shelli M. Tegenkamp	18	Andrew J. Francis	13
Ronald Hamilton	22	Brian J. Walker	17	Nicole S. Powers	13
Gregory D. Wallace	22	Shira L. Williams	16	Beth E. Wiseman	12
Eddie G. Flowers	22	Terry L. Scott	16	April M. Kandil	12
Jill C. Weigele (Smith)	22	David N. Lenning	16	Angela L. O'Brien	11
Dana J. Couch	21	Connie M. Read-Hawkins	16	Ernest L. West IV	11
Timothy M. Eberhart	21	Phillip E. Loweecy	15	Kaitlyn Barnes	11
Jamar A. Hocker	21	Jennifer L. Mann	15	Tonya R. Shaw	11
Sharon R. Waltermann	21	Kathleen H. Boggs	15	Randall C. Bridgeman	11
Deborah A. Gingrich	20	Sybil L. McFadden	15	Sarah T. Nuckols	11
Angela D. Loop	20	Jennifer L. Zavadil-Ryan	15	Sherri L. Martin	10
Joan L. Stenger	20	Tiana P. Tribble	15	Philip K. Lichtenstein	10
John J. Roebel	20	Nancy K. Wells	14	Gregory Crumpley	10
Paige D. Bowlin	20	Cynthia M. Richardson	14	Ashley L. McCarthy	10
Bobby M. Horton	20	Courtney S. Bokelman	14	Elizabeth A. Wietmarschen	10
Matthew R. Grutzik	19	Jeannette K. Carman	14	Martha G. Morris	10
Joseph W. Naegeli	19	Clemmite E. Hamilton	14	Julie G. Dougherty	10
Holly Shepherd	18	Kathryn N. Lee	13	Chandler H. Khoury	10

Since 2015:

- Grew revenue by \$14.1M
- 106% more clients served
- 162 new full-time positions
- Reduced turnover by 55%



Presidential Awards

The Children's Home recognizes outstanding employees for being the living embodiment of our core values of compassion, commitment, collaboration, innovation and excellence. Our awards program is unique because it is peer nominated and peer voted. The 2020 Presidential Award recipients were:



Courtney Bokelman
Manager, Infant & Early
Childhood Mental Health



Sherri Martin
Practice Manager, Medical
Management Services



Elijahjuan Pennington
Educational Aide,
Upper School



Blake Scott
Therapeutic Group
Leader, Day Treatment



Stanley Stone
Associate Principal,
Upper School

Promise Awards

Awarded to an employee who best delivers on the promise of each of our four brands. The 2020 Promise Award recipients were:

Best Point



Muriel Suttles
Behavioral Health Therapist

Heidt Center of Excellence



Shelby Yates
Lead Intervention Specialist

CoStars



Dana Couch
School Age Services Supervisor

The Children's Home Hero



Beth Beischel
Behavioral Health Therapist

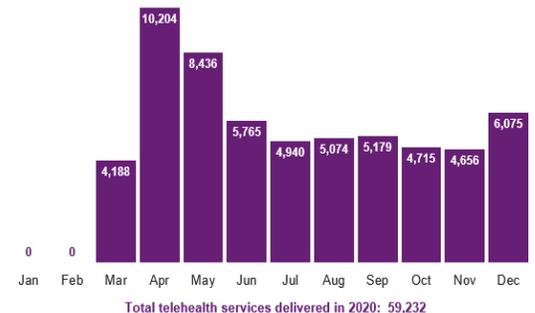
The Need Doesn't Stop for a Crisis, Neither Do We

When Ohio schools closed on March 14, 2020 due to the pandemic, The Children's Home was poised to immediately start providing telehealth services, in lieu of face-to-face, ensuring continuity of care for our community's most vulnerable population.

The way we deliver services during this global crisis is geared to adhere to safety standards while continuing to meet the needs of our clients and families. The need doesn't stop, so neither do we. Our home visitation programs began operating via videoconferencing, offering the support young families need, especially during this isolating time. When childcare centers were closed by the state, our preschool program opened as an emergency provider for essential workers. We provided in-person care for school-age children so they could attend school remotely and their parents could go to work.

Our campus programs implemented strict procedures mandated by the State of Ohio and the Centers for Disease Control and Prevention to ensure the safety of our staff, clients, and their families. We continue to serve, rising to the challenge.

53% of behavioral health services delivered via telehealth in 2020



Therapeutic Arts Group

The Day Treatment program has been facilitating a therapeutic arts group for the Day Treatment middle school and high school groups weekly. For many of our students, they are unable to experience unstructured creative time in their home, school, or community settings. Each week, they complete a new project that helps to provide a creative outlet and boost self-esteem while the youth build skills that help them achieve their treatment goals.

STANDING BY OUR MISSION . . .



Family Visitation Center Marks Second Anniversary

The Family Visitation Center by The Children's Home has steadily increased its number of partnering courts and the families served. A facility able to provide supervised visitation in a dignified manner can be critical for families who need help.

"Children need both parents," says Randal S. Bloch, attorney at Wagner & Bloch, LLC in Cincinnati and an instrumental partner in establishing the Family Visitation Center. "Unfortunately, there are times when parents may need assistance in seeing their children. As safety is a primary concern for parents, the Family Visitation Center at The Children's Home meets this need."

Support for At-Risk Moms and Babies

Hanging out with friends, malls, sleepovers, and movies. All activities one might associate with a typical American teenager. Now add in "expectant mother." Those are the circumstances in 2018 that led then 14-year-old Shinia Johnson, and her mom, Cheryl Johnson, wondering where to turn for help. "Shinia was young, pregnant, and I wasn't for sure what we would do," says Cheryl Johnson, Shinia's mother. "But a school counselor knew about [The Children's Home] and set up our first meeting with Maggie."

"I first started working with Shinia early in her pregnancy and her son is now 2½ years old and due to graduate from Every Child Succeeds when he turns 3 in September," said Maggie Williams, family development supervisor at The Children's Home. "Our home visitation services are perfect for young mom's like Shinia. We help ensure family resilience and well-position our parents to meet the growing needs of their children." "Maggie set Shinia up with a support group for young moms," said Cheryl. "She did all of the paperwork to make sure Shinia got the help she needed, became a tutor and counselor for my daughter, and gave her all the tools to go from being an expectant mother to being a mother."



\$1M Donated to Increase Behavioral Health Treatment Options in Ohio

CareSource, a nationally recognized nonprofit health plan, announced a donation of \$1M to pilot programs serving multi-system youth across the state of Ohio. The Children's Home was one of nine organizations selected to receive funding. The organizations will implement programs to improve the health outcomes of more than 3,000 CareSource members.

"Real mental health needs among vulnerable populations have the utmost attention of parents, educators, and the medical community," said John Banchy, president and CEO of The Children's Home. "My deepest appreciation is extended to CareSource who is helping us continue to advance and modify our efforts in real-time to remain relevant and impactful. Community allies like these have supported us in staying open, available, and ready to meet tomorrow's challenges."



The Worry Monster and Bibliotherapy

A behavioral health therapist at Best Point Behavioral Health by The Children's Home has instituted bibliotherapy to provide care for her clients while staying in compliance with social-distancing requirements due to COVID-19. Bibliotherapy is a treatment in the mental and behavioral health community that uses literature, pictures, and storytelling to augment other forms of therapy. "Bibliotherapy guides children through an imaginative journey to gain an understanding of emotions," said Jennifer Zavadil-Ryan, Best Point therapist. The tool Zavadil-Ryan is using is one she calls "The Worry Monster."

"When they have worries, they can draw or write their worries on paper and let the Worry Monster 'eat' their worries and fears away by putting them in the monster they made," she said. "The monster helps them understand that even if they cannot extinguish the worry



by putting them in the monster they made," she said. "The monster helps them understand that even if they cannot extinguish the worry permanently, by drawing or writing it, and placing it in the monster, the monster can hold onto that worry for them."

... NO MATTER WHAT

Cincinnati Arts & Technology Studios

The Children's Home has assumed responsibility of the Cincinnati Arts and Technology Studios (CATS) to increase the capability of the agency's portfolio of programs designed to provide hope, help and healing to at-risk children and families in the Tri-State. CATS is a nonprofit whose goal is to nurture students through high school and into sustainable success.

Students have access to a broad array of opportunities which include postsecondary education/training and numerous career options. The courses offered by CATS meet Ohio Department of Education visual arts standards and offers students the opportunity to earn credits toward graduation.



Volunteers

Despite the challenges of COVID-19, The Children's Home's Board of Trustees carved out time from their personal and professional lives to continually meet with senior leadership of The Children's Home. This group of dedicated and talented volunteers provided real-time guidance on strategy, policy, and operating parameters to ensure The Children's Home remained open, continued serving the children and families entrusted to us, and emerged from the crisis in a position of strength.

Even though COVID-19 limited our usual volunteer activity, our support from our neighbors and partners remains high. The Ambassador Board was a huge help! At our book fair, they helped students pick out books and sanitized between classes. They supported Staff Appreciation Day, Budget Boot Camp, mock interviews, the science fair, and so much more.

We had our most successful Giving Tuesday and HUGS (Help Us Give Smiles) holiday giving campaign to date. We were able to serve 450 children and raised more than \$240,000 of in-kind gifts and donations.



Book Fair: Austin Heidt and Jeff Becze, Ambassador Board Members

Karen Bankston, Board Member, being interviewed by WCPO Anchor, Tammy O'Rourke



Tony Hobson, Board Member; Tim Kerdoff, Ambassador Board Member



Larry Sheakley; Rhonda Sheakley, Board Member; John Banchy



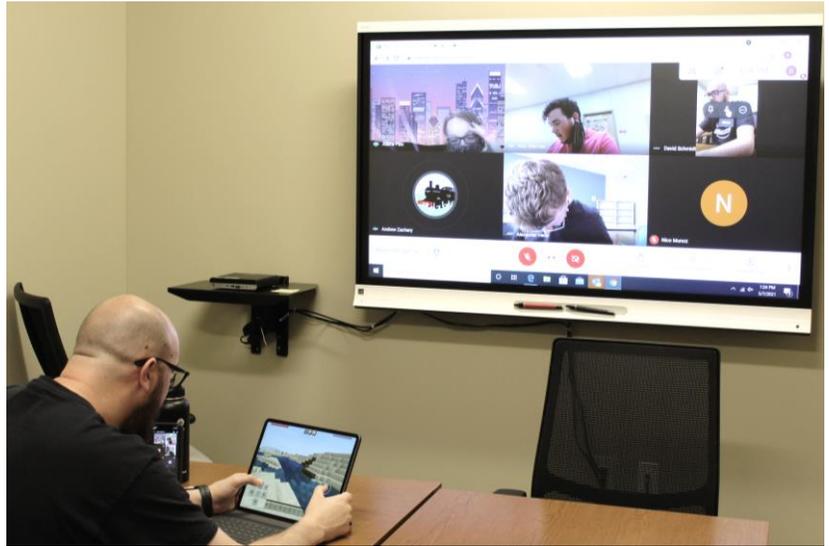
Science Fair: Sam Burchenal, UBS volunteer; Amanda Tipkemper; Jeff Becze, Ambassador Board Member; Mike Jablonski, Myriad Neuroscience volunteer; Cindy Miller-Wehrle

INNOVATION & ADAPTING TO CHANGE

Heidt Center of Excellence Begins ESports & Forms Minecraft Club

Heidt Center had our first ever ESports program associated with Hamilton County Special Olympics this spring. Ten students participated in its first year with many more excited to join for next year. Our students learned many invaluable skills while participating in this club. Students had to practice problem-solving skills, self-advocacy skills, flex their creativity muscles, work together as a group, practice their social skills with peers, and learn how to use leisure skills appropriately.

Minecraft helps hone these life-skills. Caitlyn Lynch, a lead intervention specialist at the Heidt Center, said many students on the autism spectrum are extremely comfortable in an ESports, or other electronic space, and tend to have natural inclinations toward these skills. Minecraft is a tool she and other educators use to reach these students when communication or traditional learning methods are challenging.



Mentorship, Target Skills, Pave Path for Student's Future Success

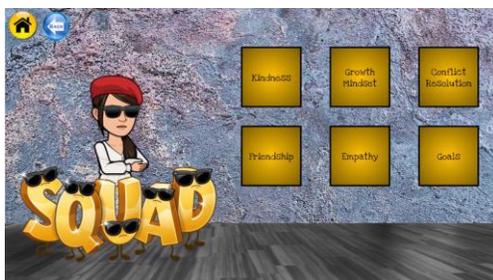
An Upper School student at The Children's Home is preparing for a successful transition to his home school district. Yonatan P. is a student-client of The Children's Home's education and behavioral health treatment services. He says, "Here, teachers are always there for me; always [helping] me move forward."

"Yonatan's journey is one of courage and commitment," said Stanley Stone, upper school associate principal. "He's an English second language student, works after school and has successfully met all of his target skills. He has knocked down a lot of barriers and I can't wait to see what comes next for him." The support from Stone, who became a mentor to the young man, made a world of difference, according to Yonatan.

Virtual Therapy Rooms

A behavioral health counseling therapist at Best Point Behavioral Health by The Children's Home is leveraging technology to give her clients a different set of rooms to facilitate their child therapy sessions. "Virtual Therapy Room is a good name," says Autumn Frey when discussing her child therapy delivery model. The virtual rooms have themes like "relaxation area," "yoga area" and even include emotions a young child might need to easily communicate to their therapist such as "happy area" "sad area" or even "fear area."

"The therapy room is used as a shared experience between myself and my client during a treatment session delivered via telehealth," she said. "I show some of the themed areas to the child, explain some of the features in the room and they get to choose what area to start in and what feature to explore. Then, I navigate us to that activity."



Got-Special KIDS establishes Trainee of the Month program

Got-Special KIDS (GSK) established a program to showcase the talents, creativity, and skills of their trainees by implementing a Trainee of the Month Award. Each month, a GSK trainee is selected based on their performance, work ethic, and progress within the program. The trainees are featured in GSK and Children's Home social channels as they showcase their commitment "for the special needs community; by the special needs community."

Jesse



Bayley



Rachel



Our Commitment to Equity, Diversity, and Inclusion

In several unfortunate instances throughout 2020 and 2021, the issue of systemic racism and its impact on our nation was once again at the forefront of America's collective conscience. The harsh reality of racial prejudice is especially felt within the underserved communities that predominately make up the children and families entrusted to The Children's Home. The agency published two letters – one condemning the miscarriage of justice for the unlawful killing of men and women of color by law enforcement – and another expressing solidarity with the Asian-American Pacific Islander Community following the wake of hate crimes directed toward this population. The Children's Home also established our EDI, Equity, Diversity, and Inclusion Council and our Best Point Behavioral Health providers founded their E4E, Equity for Everyone, group.

CoStars

Over the past few months, there has been a noted increase in the number of young children experiencing stress. As a result, children often show regression in their development, struggle in managing their feelings and interacting with peers. Our experience in promoting children's social emotional wellness and access to in-house early childhood mental health services have enabled us to provide children and families with supports needed to strengthen their resilience and better manage day-to-day challenges.



Our Resilient Children & Families Program (RCFP) was recently featured in an article on the PACES Connection website; PACES=Positive and Adverse Childhood Experiences. The article, titled "Childcare providers use two-generational approach to help preschoolers from being expelled," states that, according to the U.S. Department of Health & Human Services, "preschoolers are three times more likely to be expelled than children in elementary, middle and high school. Boys are four times more likely than girls to be kicked out, and African American children are twice as likely as Latinx and White children." RCFP began a long journey 15 years ago, when they began hearing about young kids getting expelled. By integrating a whole family approach and the science of adverse childhood experiences, RCFP took a radically different approach to help children stay in school, so they can prepare to succeed in life. Childcare providers are trained in the Strengthening Families Protective Factors approach, a framework that includes building resilience in parents, strengthening families' social connections in their communities, educating parents about child development, and helping parents meet their basic needs. RCFP has experienced positive results: 90% of children exhibited age-appropriate social and emotional development. Nearly 60% of the remaining children who needed and were provided with extra support demonstrated improved social and emotional skills.

Rockin' at Riverfest

Rockin' 2020 brought challenges no one could have foreseen. The in-person event was cancelled due to COVID-19 and was shifted to a virtual platform for the first time. Despite these challenges, our cochairs, Jeff and Jeanette March and, J.B. and Leigh Buse, reimagined the entire event and shattered our original fundraising goal rolling well past \$600,000.

“Our co-chairs re-engineered Rockin' in a way that would have been unthinkable just a few short months beforehand,” says John Banchy, president and CEO of The Children's Home. “Then they advocated for the underserved children of Cincinnati through and even beyond our signature fundraiser. It can't be overstated that the Marches and Buses have been instrumental in changing lives.”



J.B. Buse, Leigh Buse, Jeanette March, and Jeff March



Roderick Hinton, Emily Davis, Nick Senzel, Joelle Ragland, Nick Ragland, Sara Mercurio, and Mark Mercurio

The MCJ Schott Foundation Rockin' at Riverfest 2021 is scheduled for September 5 at Anderson Pavilion in Smale Riverfront Park. Our premiere fundraiser has been dubbed the Tri-State's "Largest Party for a Cause" and we're looking forward to welcoming our friends, partners and supporters back to a live, in-person event. This year, Cincinnati Reds center fielder Nick Senzel and his fiancé, Emily Davis, will serve as honorary co-chairs for Rockin'. We're also very fortunate and honored that our 2021 co-chairs are Mark and Sara Mercurio, and Nick and Joelle Ragland.

The Economic Impact of The Children's Home on the Greater Cincinnati Area, 2016-2020

Through its capital and operations expenditures, The Children's Home generated substantial impacts on economic activity, employment, and earnings within the Cincinnati Metropolitan Statistical Area. The **direct impact** is the amount spent directly and locally by the Children's Home. Direct impacts also have ripple effects as a result of the increases in household income and spending. The **indirect impact** is the additional economic impact resulting from increased demand, income, and jobs within other industries.

An analysis was conducted by the UC Economics Center titled, "The Economic Impact of The Children's Home, Fiscal Years 2016-2020" and submitted on May 4, 2021. The full report outlines other areas of impact, including \$1.8 million in tax revenue and \$13.2 million of non-local revenue – money that would not have circulated in the local economy without the existence of The Children's Home.

