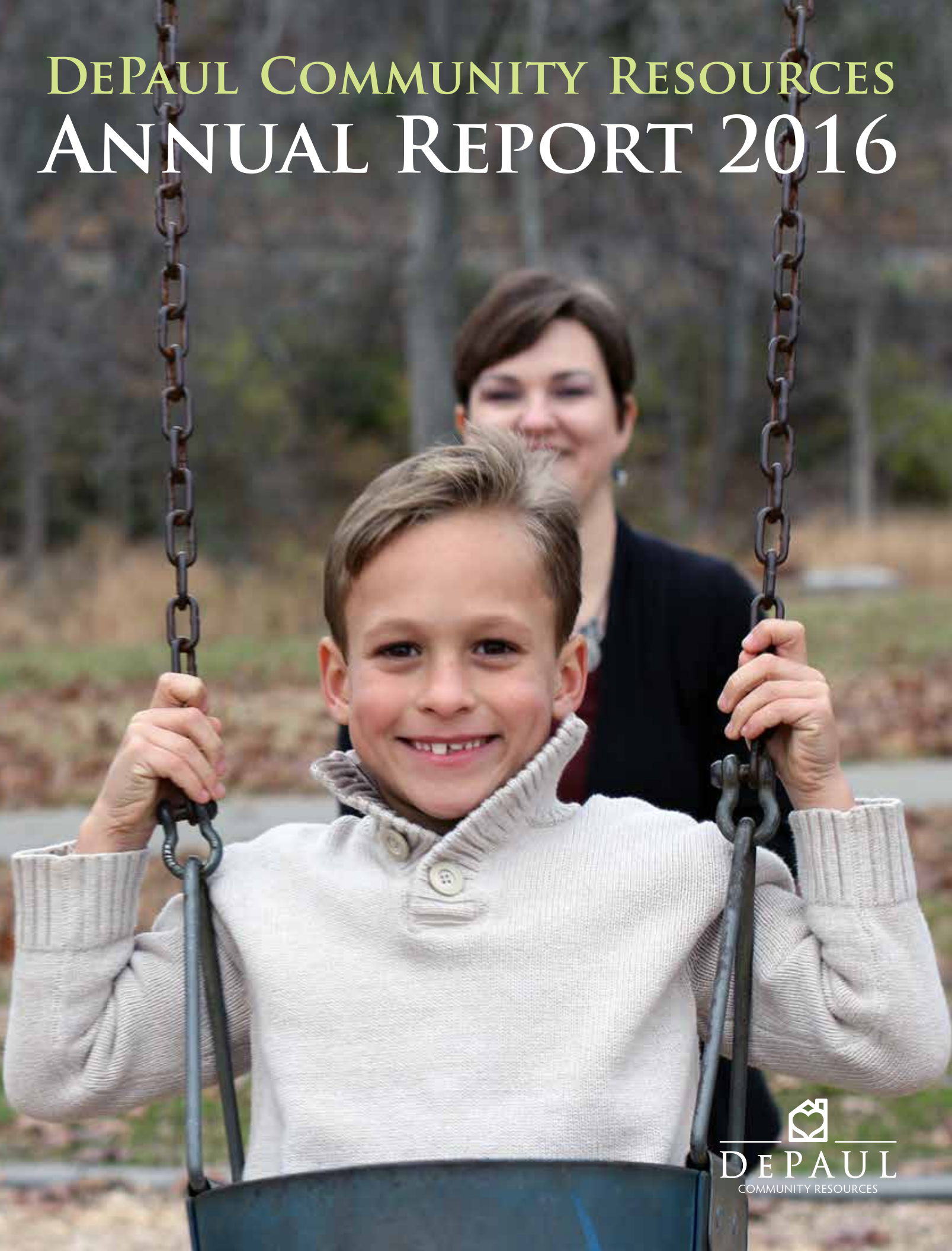


DEPAUL COMMUNITY RESOURCES ANNUAL REPORT 2016



OPENING DOORS TO HOPE AND BELONGING

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A MESSAGE FROM OUR PRESIDENT & CEO

When you're standing in the dark, how do you know where to go? When you don't know safety or unconditional love, how do you begin to take steps toward your future?

When you're standing in the dark, you can only know where to go if you can identify light to guide you. Perhaps there's a faint stretch of light coming in from under a closed doorway. At DePaul, we call that light hope and we know that it takes courage to move toward it. We also understand that courage grows immeasurably when it is fostered by safety, belonging, and unconditional acceptance.

Only from a place of belonging can we dare to hope. This is why DePaul Community Resources practices the way we do: We do not show up every day to "fix", "heal", or "transform"—but to provide a foundation of hope and belonging so that we can grow the courage that already exists in the people we serve.

We see the courage of hope and belonging—the light under the doorway—throughout our organization:

DePaul shows courage when we intentionally, unapologetically orient ourselves in the direction of belonging—not fixing.

Our staff and caregivers show courage when they open the doors of their offices, homes, and hearts and say "Come in. You belong here. No matter what."

Our donors and partners show courage when they invest in this high-risk, high-reward work.

Our clients show courage when they walk toward the light under the door; when they open it and take the first step toward hope. Toward safety. Toward healing. Toward permanence.

In this report, you will find many examples of those doorway moments. You'll see how a small glimpse of light led the way to some of the most courageous acts of compassion and hope we've ever witnessed.

Thank you for sharing in this work with us,

Amanda
Amanda Stanley

{ Steven and the Moreland's }

FINDING HIS VOICE

When Steven was 14, he was placed with a foster home and began the Treatment Foster Care program with DePaul. After many happy years together, his loving foster family found themselves unable to meet Steven's needs and Steven, now in his forties, relied on DePaul to find a new place to call home. A longtime participant at Waterlick OPTIONS Day Support Center, Steven wanted to ensure that his new home would be within driving distance to his second home at OPTIONS. After several months spent with potential families, Steven's hopes were fulfilled by the Moreland family.

Before living with the Moreland's, Steven rarely spoke or showed much emotion.

Steven's new environment allowed him to flourish, particularly in the area of verbal communication.

"He's come a long way. I don't think he was necessarily shy before, but he was uncertain. He had been from place to place and wasn't sure where he would settle. I think his words were bottled up inside him. Now he attends church with us, shakes people's hands, and claps and hums," shares Wanda. "Steven is our family and everyone loves him. It brings us so much joy to see him do and enjoy things that maybe he's never done before. It's just as much a learning experience for us as it is for him."



"Steven is our family and everyone loves him. It brings us so much joy to see him do and enjoy things that maybe he's never done before."

- Wanda Moreland





{ The Annis Family }

BUILDING A SUPPORT SYSTEM

Jason and Janice Annis knew they wanted to foster-to-adopt, so when they received a call about three brothers between the ages of 4 and 10, they were ready to open their home—and opening their home meant a new set of challenges. “Everyone wants adoption to be a Hallmark movie,” Janice said, “They don’t understand that it’s a lot more complicated than that.”

The Annis’ soon found the hardest part was that they lacked a necessary, supportive net-

work of other parents and foster parents. They found that network in the form of DePaul Community Resources’ Post-Adoption Support Group. “The biggest benefit is having someone to call in a tough time,” Janice praises, “Parents who have been in your shoes will help you. You don’t have to reinvent the wheel.”

When the Annis’ first adopted the boys, they had their plates full with childcare during every waking moment. They were exhausted. DePaul’s Parents Night Out, as well as

Support Group nights, gave the Annis’ the breather they needed to go on their first date post-adoption and even the freedom to go Christmas shopping.

“I didn’t know it would make that much of a difference, but it did,” Janice confessed. “It’s really good for the kids too because they get to play with the other kids—they get so excited to see each other for support group night.”

“Everyone wants adoption to be a Hallmark movie. They don’t understand that it’s a lot more complicated than that.”
- Janice Annis

{ Greg Withers }

LEADING WITH PERSPECTIVE

Greg Withers was called to the work of DePaul when he shed the titles of baseball, basketball, and soccer coach to his two sons and was approached about joining the DePaul board. Withers was immediately intrigued by the offer and quickly aligned himself with the mission and vision of DePaul.

Over the eight years Withers has served on the DePaul board, he has consistently been amazed by the staff, the administration, and the people we serve. He raves, "It's always been the people. It's a kind of work that you've got to be called to and drawn to. I help in the way that I can." Withers loves

how DePaul's work has unfolded during his tenure on the board, where he has held every office available.

Withers is most inspired when he's able to go out into the field and tour the facilities, meet employees and clients, and familiarize himself with agencies and programs. "It gives you perspective you can't substitute," Withers explains. "I used to drive by DePaul all the time; one day I finally stopped by to learn about the organization and thanks to that chance encounter, I'm standing behind our mission and work eight years later."

.....

"It's always been the people. It's a kind of work that you've got to be called to and drawn to." - Greg Withers





{ Gary and Dakota }

DISCOVERING CHILDHOOD

When Dakota first came to the DePaul foster home of former child therapist Gary Hillard, he was angry. After the system around Dakota chose to see him for his behaviors, Gary saw him for who he was: an active, fun-loving child. Gary advocated for Dakota to receive the very best care—going against the grain of a typical treatment plan—allowing him to play, learn, and just be a kid.

Together the pair traveled over 12,000 miles across the country, from New Mexico to Maine, and simply enjoyed spending time together. “He was in his element on the road, at the beach, or on the bike trail. When we traveled, he was funny, smart, super active,” Gary remembers.

Dacota’s ultimate goal was to be reunited with his grandmother and younger brother. “He wanted to be with his grandmother more than anything. Neither of us was going to give up on it—it happened because he and I made it happen,” said Gary.

Dacota’s dream was realized when he was adopted by his grandmother in September 2016. Gary and Dakota’s travels were more than sightseeing and time together—they provided an opportunity to create an environment of safety and stability that Dakota needed on his journey.

.....

“ Neither of us was going to give up on it—it happened because he and I made it happen.”

- Gary Hillard

{ Amy Burns and Derek Orr }

STRENGTHENING FAMILIES

Everyone values knowing where they come from. If it's possible for a family unit to stay together, whether biological, foster, or adoptive, DePaul's Amy Burns and Derek Orr do their best to make it happen. Amy and Derek work in the Community-Based Services program of DePaul Community Resources in Abingdon and provide services with the goal of keeping families together.

Offering services for the whole family means that each individual member receives the support they need to reach their goals. "If we can enable the birth home to become a place where the kids can be happy and healthy, it's a better outcome for everybody," says Amy.

"Biological families are a system within themselves: They have a lot of the same thoughts, beliefs, and tendencies," Derek explains. "When you take a child out of their home, their family-based tendencies are what they cling to."

The attachment-based therapy Derek and Amy provide is integral to the work of DePaul: How you attach to your caregiver reflects the kinds of relationships you make and keep as an adult. Derek adds, "Our goal is to help a child build a meaningful attachment to someone they can hold on to emotionally for stability."

.....
"Our goal is to help a child build a meaningful attachment to someone they can hold on to emotionally for stability."

- Derek Orr





{ Jazmyne }

LOOKING FORWARD TO TOMORROW

For most teens, graduating high school is a crossroads where all signs point to moving out, getting a job, or going to college. For a young adult in foster care, turning 18 can feel like a dead end. Eighteen-year-old Jazmyne, a student at Virginia Western Community College and a participant in DePaul Community Resources' Independent Living program shares, "I'm thankful for the Independent Living program because it gives you a break in life."

At age 17, Jazmyne knew she wanted to go to college to achieve her goal of becoming a high school theater teacher, but was unable to attend a four-year university because she didn't have family to come home to during school breaks. With help from her DePaul caseworker, she decided she would

attend community college and enroll in an Independent Living program when she turned 18.

Jazmyne chose DePaul's program—after only fostering with DePaul for 4 months—because of the instant family connection she felt. She is very close with her caseworker, Joyce, and credits her smooth transition into the IL program to her DePaul youth counselor, Tracy. Tracy helped Jazmyne get her learner's permit and taught her crucial independent living skills like laundry and cooking. "The crazy part is that even though I was only in foster care for one year, I moved around a lot," Jazmyne explains. "I wanted to transition into a program where I felt comfortable and I felt like I was with family. I found that family in DePaul."

.....

"I'm thankful for the Independent Living program because it gives you a break in life."
- Jazmyne

{ Meals on Wheels }

DELIVERING A SMILE

A typical day at Roanoke OPTIONS Day Support Center begins with circle time, followed by crafts and volunteer work outside of the center. The participants leave each day for destinations that range from apple orchards to the Mill Mountain Star, and most frequently, they continue their 15-year partnership with Salem's Meals on Wheels.

Nine participants buckle into the van every Wednesday and volunteer their time and energy to feed the hungry. "Every community activity should be an engaging learning opportunity," Program Coordinator Amanda DesMarais explains, "and equally important is the community education that happens along the way. Most people have notions about what our participants can't do and don't stop to consider what they can do."

Meals on Wheels agrees that the partnership is mutually beneficial.

"It brightens our clients' days," Salem Meals on Wheels Supervisor Jan Jones explains. "It seems there's a special connection between the two. Volunteering gives anybody that intrinsic fuzzy feeling but I think DePaul's clients get an extra boost from it."

Director of Day Support Pam Ringley stresses the importance of moving from a previously more center-based to a community engagement model: "We want participants to form strong bonds with others in our community." DePaul is proud to provide the traditional learning environment of a Day Support Center along with rich community experiences outside of the center.

.....

"A lot of people have notions about what our participants can't do and don't stop to consider what they can do."

- Amanda DesMarais





Diane Kelly, Lifetime Achievement Award Recipient, presented by Janet Crawford.

CELEBRATING WOMEN IN OUR COMMUNITY

DePaul's 14th Annual Women of Achievement Awards luncheon was our most successful event to date. The awards honor leadership, volunteerism, dedication, and compassion—values shared with and upheld by DePaul—and pay tribute to the countless ways in which women make a difference across the Commonwealth. This year, DePaul introduced the Women of Achievement reception, created to celebrate past recipients, honor current nominees, and facilitate engagement with the work of DePaul.

ADDING SERVICES IN BIG STONE GAP

In November 2016, DePaul opened a local office in the town of Big Stone Gap to offer support to children and families in Scott, Wise, Lee, and Dickenson counties. This new office provides foster care services throughout the region as DePaul's westernmost location.



A STRATEGIC PARTNERSHIP WITH CARILION CLINIC

As part of a master partnership agreement, DePaul Community Resources received a \$25,000 gift from Carilion Clinic—the largest single donation ever made to the organization in its 39-year history. In addition to supporting DePaul's mission of hope and belonging for individuals with unique challenges, the gift was used to underwrite expenses for DePaul events in 2016, including the DePaul Leadership Conference held in May and the annual Women of Achievement event in October.

ADOPTION GRANT TO EXPAND SERVICES

DePaul was awarded the Post-Adoption Services grant from the Virginia Department of Social Services to continue post-adoption services at several of our locations and to add these services to our Cedar Bluff office. All of these are provided by DePaul staff in the family's home and community in order to provide support through the entirety of the adoption process.

LEADERSHIP SERIES INCREASES CAPACITY

With support from Carilion, DePaul hosted its annual leadership conference on ethical decision-making. The forum, led by Michael Gillette, provided participants with processes and techniques for addressing ethical challenges in the behavioral healthcare field.



Michael Gillette at our Leadership Conference.

WHAT WE DO...



329 children served by foster care



297 children served by adoption



92 children served by community-based services



12 young adults served by the independent living program

118 individuals served by day support



139 clients served by group and sponsored residential homes




WHAT WE'VE ACHIEVED...

7,306 hours of community service provided by our day support individuals



8 young adults from our independent living program are attending college



5 were also employed

49 new homes trained and approved to provide care




4 young adults from the independent living program transitioned into their own stable housing

89 children were discharged to permanency



82 adoptions were finalized



75% of parent engagement and intensive in-home families retained placement in the home

WHAT NEEDS TO BE DONE...

1,268 children and adolescents are waiting for needed mental health services

Source: Virginia Department of Behavioral Health & Developmental Services, Comprehensive State Plan, 2014-2020



319 adults still reside in training centers

Source: Virginia Department of Behavioral Health & Developmental Services, December 12, 2016



11,131 Virginians with ID/DD are on waiting lists for waivers

Source: Virginia Department of Behavioral Health & Developmental Services, December 2, 2016



1,986 children served in temporary care facilities, group homes, or residential treatment facilities in fiscal year 2016

Source: Virginia Office of Children's Services, December 2016

1,195 children in foster care are waiting to be adopted

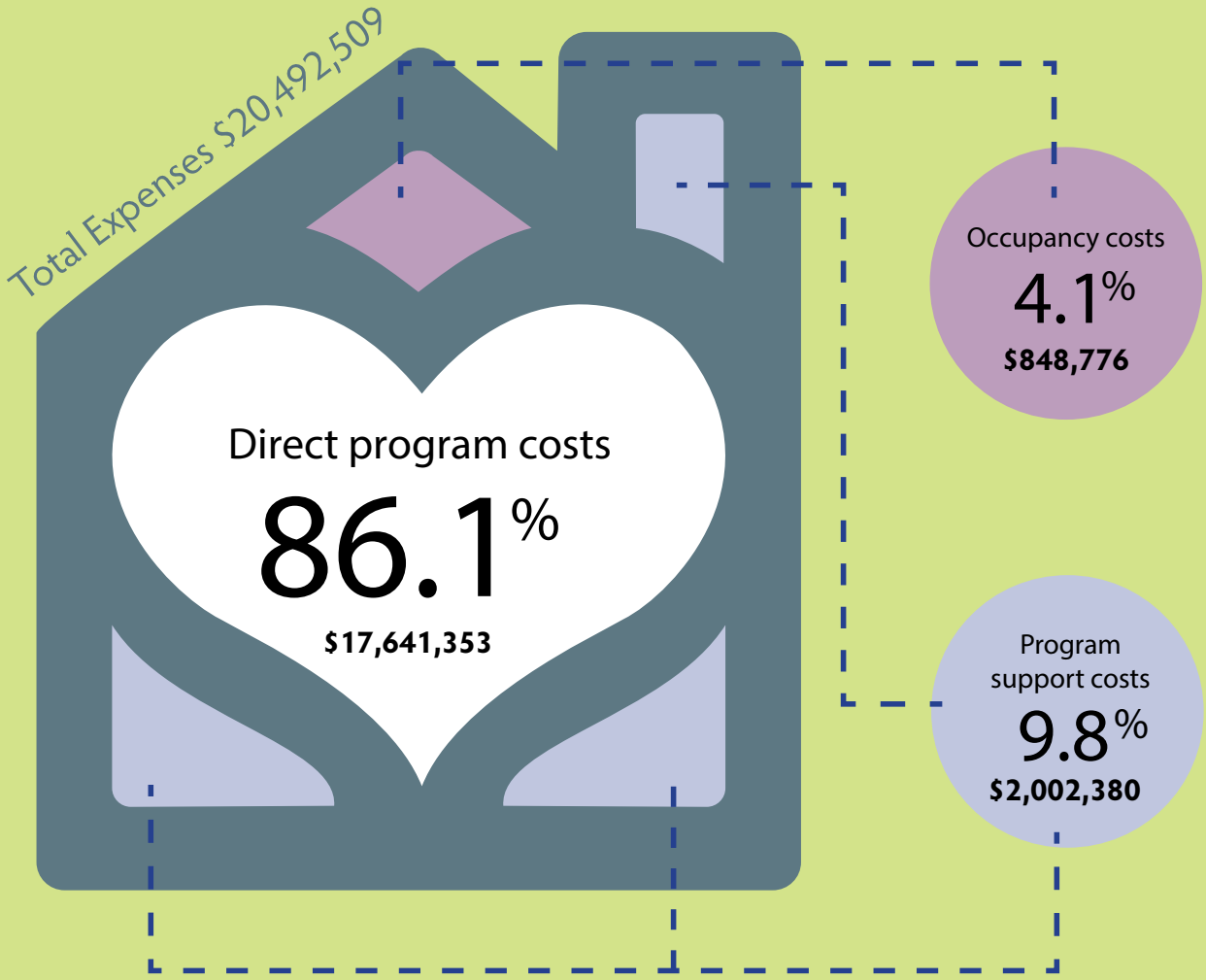
Source: Virginia Department of Social Services, November 30, 2016



505 youth aged out of foster care without a permanent placement during fiscal year 2016

Source: Virginia Department of Social Services, December 7, 2016

FINANCIAL STATEMENTS



SUMMARY OF FINANCIAL POSITION	
Current Assets	\$ 7,767,870
Property and Equipment	\$1,117,366
Total Assets	\$8,885,236
Current and Total Liabilities	\$1,546,209
Net Assets	\$7,339,027
Total Liabilities & Net Assets	\$8,885, 236

SUPPORT AND REVENUE	
Program Services	\$20,782,258 *
Contributions	\$91,018
Interest and Dividends	\$73,110
Other Income	\$57,759
Total	\$20,888,627

* Includes \$612,128 of grant revenues

These financial statements are condensed and based upon the audited financial report from Brown, Edwards & Company, LLP. A full copy of the report will be made available upon request.

ACCREDITATION, LICENSURE, AND MEMBERSHIP

ACCREDITED BY:

CREDIBILITY • INTEGRITY • ACHIEVEMENT

Council on Accreditation

LICENSED BY:

Commonwealth of Virginia's
Department of Behavioral Health
and Developmental Science

Commonwealth of Virginia's
Department of Social Services

MEMBER OF:

Family Focused Treatment Association

National Foster Parent Association

Virginia Association of Licensed
Child Placing Agencies

Alliance
for Strong Families
and Communities

Alliance for Strong Families and Communities

Virginia Network of Private Providers

NewFound
FAMILIES

NewFound Families

INDIVIDUAL DONORS

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Lynn A. Bagnall
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Karen Mayhew
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Kathryn Yarzebinski
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Richard Younger



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FOUNDATIONS,
ORGANIZATIONS

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Batten Leadership Institute at Hollins University
BNC Bank
Brown Edwards & Co.
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CBIZ
Central Technology Solutions
Digital Benefit Advisors
Dominion Risk Advisors
Electronic Systems
Extra Ordinary Living
First Citizens Bank
First Team Auto Mall
For Alison Foundation
Foundation for Roanoke Valley
Generation Solutions
Glenn Robinson & Cathey PLC
Graham White Manufacturing Company
HHHunt/Abingdon Professional Centre
HomeTown Bank
Jefferson College of Health Sciences
LeClair Ryan
LewisGale Medical Center
Lumos Networks
Magic City Ford
Network NRV
Physicians To Women

Piedmont Council
Rutherford, A Marsh & McLennan Agency
Sharon Scharrer Design LLC
Sir Speedy of Roanoke
SunTrust Bank
SunTrust Foundation
The Branch Group
The Community Foundation of the New River Valley
United Way of Central Virginia
United Way of Roanoke Valley
Woods Rogers PLC
Betty C. Etzler in memory of Jimmy Noell
Mike and Liz Nelms in memory of Drew Nelms

IN TRIBUTE AND
IN MEMORIAM GIFTS

GIFTS IN HONOR OF
BEN MAYHEW:

Barbara Aldridge
Donna Barnhart
Julia Blackwell
Nell C. Bodine
Laura Crank
David and Janet Crawford
Haden and Julie Dudley
Rachel K. Enright
Gordon and Susan Ewald
Nancy Hack

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HAPCO
Lynn Bagnall
Lynn McCluskey
Mark Chamberlain
Pamela Lunney

GIFT-IN-KIND DONATIONS

AMF Hilltop Lanes
Apple Barn II Gifts
Aztec Rental
Bella Italian Restaurant
Body & Sole Therapy Salon and Spa
Botetourt Lube-Tec
Brixx Wood Fired Pizza
Cackleberry Ridge Gifts & Home
Chick-fil-A - Bonsack
Chick-fil-A - Inside Valley View Mall
Chick-fil-A - Woodbrook Drive
CiCi's Pizza
CL Asia
Cora Small
Cost Cutters - Towers Mall
Country Cookin
Cracker Barrel - Roanoke
Domino's Pizza
Edible Arrangements
Elite Nails
Firestone Complete Auto Care
Fit for a King Creations
Food Lion
Foster's Grille
Fresh Market
Generation Solutions
Golden Corral - Waynesboro
Gold's Gym - Roanoke (North)
Goli Foutz

Great Impressions Hairstyling
Greenbrier Nurseries
Hear The Music Live
Hugh's Body Shop
Journey Church
K-Mart
Krispy Kreme
Kroger
Liberty University
Lowe's Home Improvement - Waynesboro
Lowe's Home Improvement - Charlottesville
Lynchburg Hillcats
Martin's #6285
Massage Envy
McDonalds
Mezah Mediterranean Grill
Moe's Southwest Grille
Muncy Fine Photography
New Beginnings Church at Cloverdale
O'Charley's Restaurant - Roanoke
One Earth Landscaping
Open Focus, Inc.
Orchard Hills Church
Orvis
Penelope
Pepsi Bottling Group
Roanoke Rail Yard Dawgs
Rocky Top Karaoke
Sarah Sycphers

Sinkland Farms
Skate Center of Roanoke Valley
Star City Skate Center
Starbucks
Steak'n Shake
Subway
Target - Roanoke
Target - Waynesboro
The Cheese Shop
Three Li'l Pigs Barbeque
Tizzone Wood-Fired Kitchen & Wine
Town Center Tap House
Toys R Us - Charlottesville
Two & A Half Sisters
Valtim Marketing Solutions
Viva La Cupcake
Walmart Supercenter - Waynesboro
Wegmans
Wells Fargo
Western Virginia Water Authority



The above represents gifts received during the 2016 calendar year. Please report any omissions or corrections to Jamie Snead at 540.265.8923.

VISION:

Opening doors to hope and belonging

CHILD AND FAMILY SERVICES MISSION:

We work to ensure safety, promote permanency, facilitate healing, and support independence for the children and families we serve. We accomplish this through foster care, adoption, independent living, and community based services.

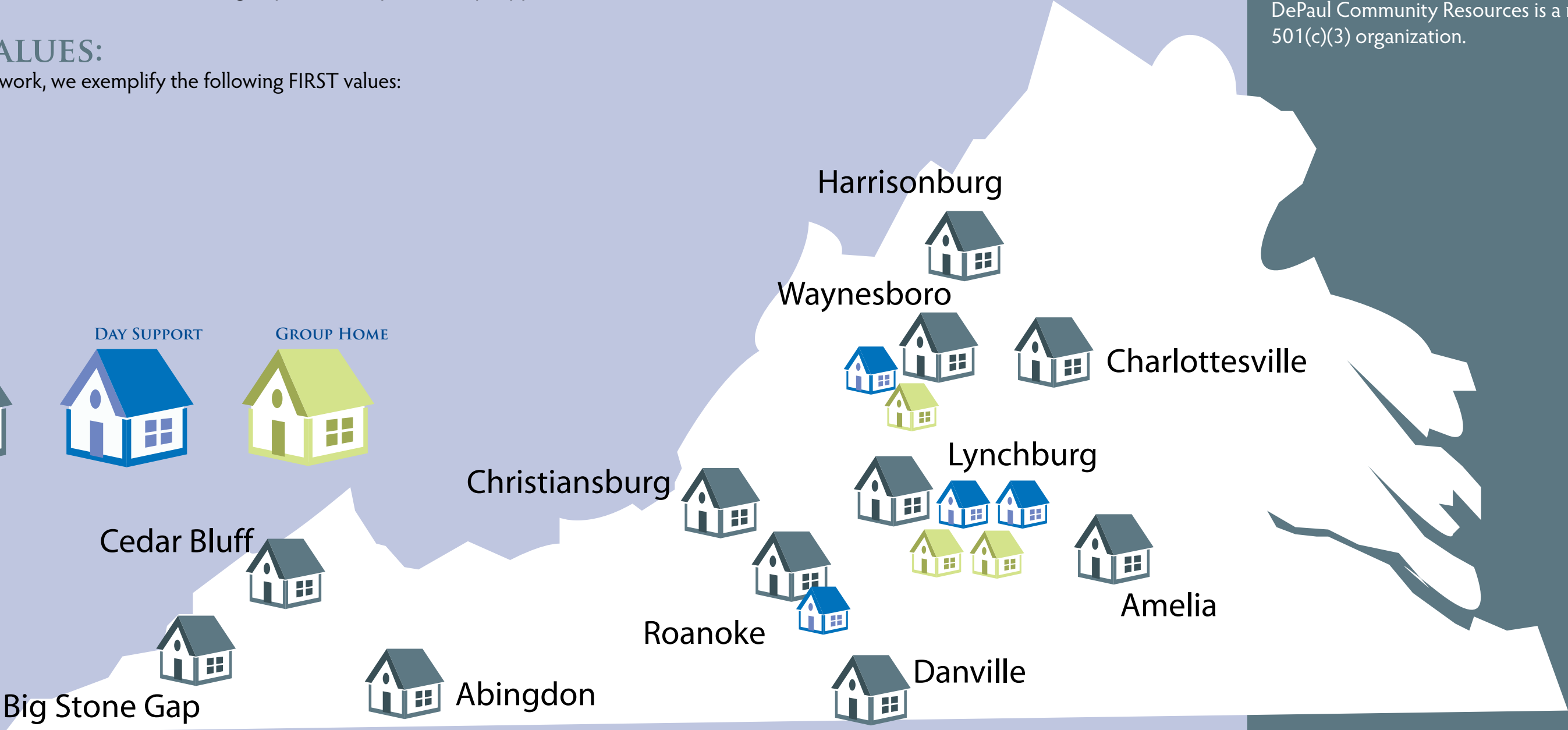
DEVELOPMENTAL DISABILITIES SERVICES MISSION:

We work to support personal choice, promote individual growth, improve quality of life, and increase social inclusion for individuals who have a developmental disability. We accomplish this through the provision of sponsored residential homes, group homes, respite and day support services.

OUR VALUES:

As we do our work, we exemplify the following FIRST values:

- Fairness
- Integrity
- Respect
- Safety
- Trust



CORPORATE MISSION:

We work to support the success of our clients by providing a high-quality, sustainable, accountable, and supportive organization that 'clears the skies' for our workforce. We accomplish this through the provision of Quality Improvement, Human Resources, Financial, and Development work; and through the leadership of our Board and our Leadership Teams.

GOAL: To be a touchstone provider of services to individuals with unique challenges.

DePaul Community Resources is a non-profit, 501(c)(3) organization.

BOARD OF DIRECTORS

MESSAGE FROM THE

As we enter our 40th year of opening doors to hope and belonging for Virginia's families, I want to take this time to reflect on the impact we've had in 2016. For an organization that constantly works towards the future, looking back at what we've accomplished is an important step that propels us forward.

Each of our 200 staff members and 350 families show up each day ready to make our vision a reality through the diverse programs in both our Child and Family and our Developmental Disabilities services divisions. With your help, we have built capacity to change the statistics for those we serve, through adoption, day support services, and community-based mental health care.

Our successful outcomes are achieved in partnership with you: our donors, community partners, providers, and volunteers. On behalf of the Board of Directors, I thank you for your investment in the mission of DePaul, and the work of hope and belonging.

Robyn Porterfield

Board of Directors

Robyn Porterfield, *Chair*

Melina Perdue, *Vice Chair*

Scott Miller, *Secretary*

Greg Withers, *Treasurer*

Gordon Ewald, *Honorary lifetime member*

Jennifer Younger

Nadia Summo

Chrissy Underwood

Shashi Jain

Bill Scharrer

John Parrott

WE NEED YOU! BECOME A...

DONOR

Invest in DePaul's mission to help improve the quality of life for the children, families, and adults we serve. Visit depaulcr.org/donate to give a voice to the individuals in our community who do not have one.

VOLUNTEER

Lend your time, skills, and voice to DePaul as a volunteer on one of our local Community Advisory Boards or the Women of Achievement event committee.

FOSTER OR ADOPTIVE PARENT

Are you ready to make a difference in the life of a child or teen in need? We are always looking for individuals or couples to provide safe, nurturing, and loving homes.

CARE PROVIDER

We are always looking for care providers to offer safe and supportive homes for individuals with developmental disabilities. Care providers offer an environment that protects and encourages the individual's independence, dignity, and choice.

FOLLOWER

Follow us on Facebook and or join our quarterly newsletter mailing list.

AMBASSADOR

Maybe you're already involved, but want to do more. Become a DePaul ambassador. Use this annual report as a tool to raise awareness for DePaul and the work our foster and adoptive parents, care providers, donors, volunteers, and staff members do every day to ensure safety, promote permanency, and improve the quality of life for the nearly 700 individuals we serve.

OPENING DOORS TO
HOPE AND BELONGING

DEPAUL COMMUNITY RESOURCES
ANNUAL REPORT 2016



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