

in

Presbyterian Homes & Family Services and the Family Alliance

Reflections from the President



Robert S. Dendy, Jr. President

Sometimes when I drive through our Lynchburg campus, I imagine what it was like here a century ago, when as many as 150 children called this place home. They learned the values of hard work as they toiled the fields and milked the cows; learned about teamwork as they played, often barefoot, on the front lawn; learned being family for those whose family is in crisis. about faith, nurture, healing, and encouragement as they became family with those around them. When I consider how tiring it is for my wife, Myra and me to raise three boys under the age of 16, it is exhausting to consider the plight of a single housemother raising 25 children under one of our cottage roofs!

Today we don't have children working in the fields, tending the cows and the vegetable gardens, but we still have children laughing

on the playgrounds, running on the front lawn and swimming in our pool. Today we don't have 150 children living on campus, but we're impacting thousands of lives, teaching those values of hard work, teamwork, and nurture, healing and encouragement through our various programs. We're still being true to our mission, committed to bringing light to too often dark lives. We're still transforming lives by

As I write this letter, I keep thinking of the saying "The only thing that is constant is change." How true this is. Our work with children and families has certainly changed as our society and communities have changed.

Many modern day regulations around fire codes, education, child labor laws, staffing ratios and food preparation (just to name a few) have made residential care for children much more challenging. Despite our best efforts (arguably we have provided the highest guality homes for children in Virginia), localities no longer wish to see children in residential settings. In fact, the Commonwealth of Virginia has gone to great lengths to practically prohibit long term residential care for children. Even though most of our children are funded by pure charity support, localities move them to foster care settings in fairly short order.

In response, we have been challenged to transform the ways we fulfill our mission. Today our diverse array of services continues to transform the lives of children and families in amazing and positive ways. We offer a full continuum of care through Early Childhood Education, Economic Empowerment, Mental Health, Residential Care and Safe & Healthy Living programs. We are blessed to have the support of donors and collaborative

partners who understand that sitting still is not an option. We are called to act in bold and creative ways, to be good stewards of the resources entrusted to us and to plan to transform lives now and in the future in a constantly changing world.

We have invested strategically in hiring and developing high quality staff and programs, recruiting forward-thinking board members and engaging a legion of volunteers and collaborative partners. These investments are showing clear results.

In 2012, we served more clients, delivered more varied programs, produced our best customer service ratings, produced our highest quality ratings from outside surveyors and attracted the most support in our history from a steadily increasing number of donors and volunteers. Since 2008, we have more than weathered the twin challenges of human services transformation and the overall economy and transformed our service offerings for much improved sustainability. While it is hard to predict what the future will hold, we know more change will come. We know we're strong and adaptive. But obviously our work is far from done.

We will continue to need help. Your help. The help of our partners, volunteers, supporters, alumni and the communities we serve. Please see the box on this page for how you can get involved or become more involved.

We're in this together. And together we'll continue to be family for those who are facing crises. Together we will continue to be true to our mission — bringing light into lives that are too often dark.

How **YOU** can help make a difference

→ Give.

We depend on your financial support to help us operate our programs and services and address the most essential needs in the community. You can make a general gift, or consider celebrating a family member through an honor or memorial gift. We also partner with community foundations and corporations that share in our mission. We offer opportunities for event sponsorships at multiple levels.

• Make a secure donation online at give.phfs.org.

→ Volunteer.

We would not be able to do the work or put on the events we do without the gifts of time and talents that our volunteers give. Please consider lending a hand to help adults in our group homes, read to the children in our preschool or help with registration for our Turkey Trot. The volunteer opportunities are endless and we would love to find something that fits what you're looking for.

Email volunteer@phfs.org today to get involved.

→ Spread the word.

You can support PHFS and the Family Alliance through your networks, both online and off. Become a fan of our Facebook page, and follow us on Twitter. Share your ideas with us, and tell family and friends how they can support our mission too.

• Like us at facebook.com/Presbyterian homes. Follow us @phfs.

Become a foster parent.

Open your heart and your home by becoming a Therapeutic Foster Parent. We are looking for loving parents to welcome children and adolescents with identified emotional or behavioral conditions into their home. We offer families specialized training and ongoing support with counseling services, case management, crisis support and continuing trainings.

• Email fostercare@phfs.org to learn more.

Early Childhood Education

Research shows that early childhood education is critical to preparing children for success in school and life. Thanks to your support, our Early Childhood Education programs are helping children thrive today and into tomorrow. Little Wings Preschool provides a strong foundation through hands-on learning experiences, ensuring children achieve important milestones before kindergarten. The Child Care Resource Center helps families secure quality child care and improves the quality of hundreds of child care centers and family day homes throughout Central Virginia. It is a program that primarily serves early childhood educators.

PROGRAMS

- Little Winas
- Child Care Resource Center



"Last spring when my child started at Little Wings, she had very little interest in writing or drawing. What a difference we've seen since then! Now she is making the first letter of her name, and naming letters and numbers on things she sees in the environment around her. She is drawing her own pictures and making artwork almost daily. I have really noticed how her creativity has blossomed. We had done just a little work on counting before my child became a Little Wings student. Now she is counting up to 11 all on her own. It's been wonderful to see her natural love of learning and exploring these days, and I believe it's from the teachers fostering her interests and giving my child so many new experiences and learning opportunities at Little Wings."

- Little Wings Parent





PROGRAM SPOTLIGHT Little Wings Preschool

In 2012, Little Wings once again earned a quality rating in the top 1% of all centers in Virginia. A few things that set Little Wings apart:

- Little Wings uses a scaffolding technique with children ages two-and-a-half to five in the same classroom. This enables the older children to become leaders for the younger children.
- The HighScope curriculum promotes independence, curiosity, decision-making, cooperation, persistence, creativity and problem solving — fundamental skills that help determine success in life.
- There are only eight HighScope certified teachers in all of Virginia. Three of them are teachers at Little Wings.
- Through a partnership with Lynchburg City Schools Hutcherson Early Learning Program, Little Wings has been an Inclusive Placement Opportunities for Preschoolers (IPOP) site since opening. This means children with special needs learn alongside their typically developing peers. All of the children benefit as they learn from one another.

"The Child Care **Resource Center** has given me new approaches to educating children and making sure our children have the best care in a loving and safe environment."

Sherry CCRC client

943 people were served through the CCRC

1.125 hrs

of training were provided to child care providers

500+

children were positively impacted by CCRC

64%

of centers we consult that participate in the Virginia Star Quality Initiative increased their star rating due to coaching from the CCRC

Economic Empowerment

Our Economic Empowerment programs create financial stability, increase self-sufficiency and advance career and educational opportunities. Credit Counseling provides budgeting, money management advice and debt counseling. Ways to Work provides low-interest loans for car purchase or repair and repairs credit for working families. Your gifts ensure money management and reliable transportation which are keys to better jobs, better employment and better after school opportunities for children of working families. You are helping to provide the tools necessary to move families toward self-sufficiency.

PROGRAMS

- Credit Counseling
- Ways to Work

Credit Counseling Program

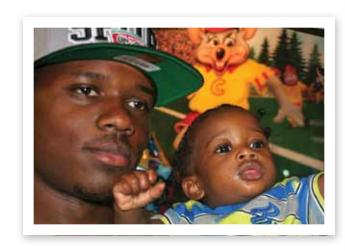


"We were in such a bad place, so far into debt that I didn't think we'd ever get out," said Frank.

He felt hopeless. He felt he'd never get control of his finances. That's when he knew he had to take control, so he came to the Credit Counseling program. By working with a counselor he was able to set a budget, get on a debt management plan and start to pay down bills.

"Slowly, I began to feel a little more hope and a little more confident that we could manage our debt," he said. It didn't happen overnight, but Frank and his wife were disciplined and stuck to their plan and slowly crawled out of debt. "We walked in feeling hopeless. We walked out feeling in control. And for that, we're forever thankful to the Credit Counseling program."





PROGRAM SPOTLIGHT Ways to Work

Imagine you have to work two jobs to make ends meet. You have a child that lives in a nearby city with another parent and you don't see that child often.

Imagine you don't have a car to get you from point A to point B. It may seem hard to even think about, but for Andre, this was reality.

"I was having an extremely hard time before I found the Ways to Work program," he said. "I wasn't able to see my son who lived with his mother in a nearby city. I was feeling a lot of stress and lack of self-confidence because of it. As an adult and a father, I wanted to take care of myself."

Today he's able to do that, thanks to the support he's received from Ways to Work — a program that provides low-interest loans to financially challenged parents and offers ongoing case management. Andre received a small, lifechanging loan to purchase a used car. "The biggest change is being able to see my son on a regular basis," Andre said.

Andre feels this program has moved him toward a brighter future. "Ways to Work helps you with your financial goals. It helps you establish good credit. It helps change your life."

"Not only has Ways to Work helped me with my finances, but this program has helped me with my life. I'm such a better parent."

Tony Ways to Work clien



\$93,061

total dollar amount of 23 loans approved by the newly opened Richmond Ways to Work office in six months

94%

of Ways to Work participants said their overall quality of life improved

\$625,974

Amount of debt paid off by 18 people that completed their Debt Management Plans*

*The average Debt Management Plan term is three to five years

Residential Care

For more than a century, we have provided safe and loving homes to children in crisis. Today, we offer Therapeutic Foster Care to children with an emotional or behavioral condition that requires specialized care and a loving home. In 1967 we created our first homes for adults with intellectual disabilities. Today more than 70 adults call our home their home every day, leading full and productive lives with meaningful employment and recreational, spiritual and cultural enrichment activities. Only half of our residents have resources to help with the tremendous cost of 24-hour care. Your support makes their care possible.

PROGRAMS

- Residential Care for Adults with Intellectual Disabilities
- Therapeutic Foster Care



Therapeutic Foster Care

When Anton was removed

from his biological home, he was placed in a Therapeutic Foster Care home. Traditional foster care provides care for children who are removed from their biological family's home, typically due to abuse or neglect of some kind. Sometimes the needs of the children placed in foster care are so extensive that they require families with additional resources and training to meet their needs. This is where Therapeutic Foster Care (TFC) comes in.

TFC serves children with diagnoses like Reactive Attachment Disorder. Depressive Disorder, anxiety, ADHD, and many others. TFC Foster Parents have specialized trainings before the child comes into their home and the families receive continuous support and ongoing training each month. While it wasn't safe for Anton to return home, he found a permanent home with this TFC family. They adopted him! He enjoys having a two-parent family with brothers and sisters and is doing well.

PROGRAM SPOTLIGHT Adult Residential Care

"There's such a need for this in the community and such a need for us individually. It's hard to find a place like this," said Jim Creasy, as he reflected on the adult group home in Lynchburg. Jim's son, Kevin, has been living in our care for 14 years.

"This has just been a wonderful experience for Kevin," Jim said. "As we get older, we have peace of mind knowing he'll be taken care of. With the staff that cares for him the way they do, we just feel fortunate we have a place like this for him."



This rang especially true in October 2012

when Kevin had a medical emergency. It was mid-morning on a Saturday. Kevin was finishing some chores and was putting a vacuum cleaner back in the closet. James, one of the group home staff, noticed that something wasn't right. Kevin was profusely sweating — his t-shirt was drenched and his jugular vein was visibly pounding in his neck. James immediately took Kevin's pulse, which was incredibly high, and rushed him to the emergency room.

Kevin had an atrial flutter, which is an abnormal heart rhythm that is usually associated with a fast heart rate. Kevin was given medication and treated with a defibrillator to regulate his heart rhythm. Doctors weren't sure why this happened. Sometimes atrial flutter can be hereditary; other times it can happen once and never again. Thankfully, it is not lifethreatening if it's caught early enough, like in Kevin's case. This was a scary ordeal for Kevin, but thankfully he wasn't alone.

"James never left Kevin's side," said Beth Houck, Program Manager for the Lynchburg Group Home. "He really connects with our residents on many levels and cares about giving them what they need and the quality of life they deserve."

"This is such a good fit for Kevin," Jim said. "This is his home."



"Loving them will transform them." Mary

Therapeutic Foster Parent

100%

of adult residents felt they were given opportunities to learn new things

97%

of adult residents felt encouraged to make decisions for themselves

100%

of families with adults in our care felt their son or daughter benefitted from our services

100%

increase in number of children served by Therapeutic Foster Care last year

Mental Health Services

Programs offered under the Mental Health Services umbrella help children, teens, and adults overcome emotional, behavioral and psychological challenges while keeping families together. Intensive In-Home and Community Supports services work to strengthen families by providing support, stability and independence in their home. Many times, these services are what keep individuals in their home or in school. The Counseling Center provides professional counseling, along with anger management classes and groups for divorcing parents. Your support allows those individuals and families who have difficulty accessing mental health services elsewhere to get the care they need.

PROGRAMS

- The Counseling Center
- Intensive In-Home Services
- Mental Health Supports



To say 2012 was a tough **year** for Annette is an

understatement. On a daily basis, Annette encountered many obstacles that might force others to give up. Annette was a single mom without a job and no high school education. She had no support from family and friends and had a very negative home environment. With the help of Mental Health Supports, Annette worked hard to obtain her GED and decided to enroll in National College. She successfully arranged for financial assistance and started classes in

the fall. And though school has been a struggle at times, Annette is persevering — her ultimate motivation being to provide a better life for her son.

Throughout the year, Annette made great strides in learning to control her emotions, dealing with her anger and mastering valuable people and social skills. Mental Health Supports has helped Annette turn many of her obstacles into opportunities and she looks forward to what's in store in 2013.



PROGRAM SPOTLIGHT The Counseling Center

Alice was an angry and anxious teenager. She was combative in school with fellow classmates and teachers, and her inability to concentrate forced her grades to slip. She had frightening flashbacks — flashbacks to awful scenes from her childhood that included sexual abuse.

Alice harbored a lot of anger toward her family for what happened to her when she was young. She felt frightened and alone, and at one point thought the best way to deal with her pain was to end her life. That's when Alice got help - even though it wasn't easy to open up about her past and start the long, slow process of moving forward.

Talking to a counselor has been life changing for Alice. Today she's much healthier as she works to forgive her family and pursue a relationship with them. She's excelling in school and is making plans for the future. She's living a happy, healthy life without feeling the crippling emotions she carried around for so many years. It's obvious, through her mood and her actions, that Alice is feeling good about herself again.





"I love working with my clinician. She helps me accomplish so much and is really caring. She understands everything I am going through – I'm so thankful for her."

Latonya Community Supports client

98%

of 'Children in the Middle' particpants were extremely satisfied with the class

850

counseling sessions were provided

88%

of youth were able to stay in the home while receiving Intensive In-Home services

98%

of mental health supports clients avoided hospitalization while in our programs

Safe & Healthy Living

Many of the families we serve never learned the life skills needed to build a better future. Parenting classes and workshops, family coaching, and home visitation services are provided to parents. Drug, alcohol, gang, pregnancy and violence prevention programs help young people make responsible choices that improve their quality of life and strengthen our communities. Because of you, we are empowering families to be healthy and successful, to learn the necessary skills to prevent child abuse and neglect, to be happier, and more self-sufficient.

PROGRAMS

- Family Coaching
- Family Partnership
- Healthy Families
- Parenting Classes
- Partnership for the Prevention of Substance Abuse

Family Coaching

It's never easy on a family

when a parent is torn away from his or her children after losing custody. John knows this pain firsthand. He was battling jail time, substance abuse and an unhealthy dating relationship when he lost custody of his two young daughters. That's when he found Family Coaching — an individualized, in-home support program that works to keep families together. John met with his family coach every week to improve his situation, with the ultimate goal of regaining custody. He received case management support to pay his fines and obtain consistent employment. Additionally, he participated in supervised visitations with his daughters on a weekly basis through Family Coaching. Thankfully, before the end of the year, John reached his goal and was able to regain custody of his two daughters. He's remained drug-free and has been able to provide a stable home for his children. John says Family Coaching got him back on track and removed the barriers that prevented him from being the good dad he could be. Today, thanks to your support, John is a present and stable father and his family has a brighter future.





PROGRAM SPOTLIGHT Healthy Families

She was 32, alone and living in her car.

She was battling alcoholism and depression. And on top of it all, she was pregnant.

Kendra's life wasn't where she wanted it to be when she was referred to Healthy Families — a home visiting program that promotes healthy child development and strengthens nurturing parent-child interactions. With the help of Alex, her family support worker, she soon began to turn things around. Kendra connected with AA and achieved sobriety. The next step was to tackle parenthood. She had little experience with children and didn't know what to expect.

She began to receive prenatal care and prepare for the future — making all of her doctor's appointments and learning about infant-child development, breastfeeding basics and labor techniques. Once her son arrived, Healthy Families helped Kendra thrive as a new mom, teaching her the basics of feeding, bathing and caring for her precious newborn. While she was adjusting to her new role as a mom, Kendra connected with other community resources to help her find full-time work and get back on her feet. Today Kendra is enjoying parenthood and the joy her son brings to her life.



"My life has changed for the better since my family support worker has been in the life of my kids and me."

Tisha Healthy Families Client

400+

family coaching sessions were conducted with families at risk of losing child custody

90%

of parents in the Healthy Families program demonstrated positive parent-child interactions

78%

of 'Parenting Class' participants demonstrated an increase in empathetic awareness which reduces the likelihood of abuse and neglect

2,630 hours

of total quality service were provided by Parenting Child Nurturing Programs

Community Collaboration

Community and collaboration are at the heart of what we do. Just as your support makes our work possible, the support of collaborative partners allows us to expand our reach, offer more services to fill in the gaps in the community, and to more effectively help those in need. Together, with our collaborative partners, we can focus on issues of poverty, prevention and community health.



orgranizations helped PHFS and the Family Alliance carry out our mission this year

TOY RUN

An annual holiday tradition, hundreds came out when Santa Claus came to the Lynchburg campus on a motorcycle to distribute gifts to residents of SPARC House and the Miller Home.





3

TURKEY TROT Sponsored by Wells Fargo

A record 2.247 participants filled the streets of Downtown Lynchburg on Thanksgiving morning for our 24th annual Turkey Trot.



HEALTHY FAMILIES **VISITS CVCC**

Teen moms in our Healthy

fall classes.



UNITED WAY DAY OF CARING

Each spring, hundreds of volunteers roll up their sleeves and lend a hand to help with projects at various nonprofits around town. Our staff pitched in to make a difference, too,

EXECUTIVE SPELLING BEE

One of our signature fundraisers, the Executive Spelling Bee is a guaranteed good time as Central Virginia business executives battle it out to be the top speller.







5

Families program spent a day at Central Virginia Community College, learning about the enrollment and financial aid process so they could apply for

THERAPEUTIC **AFTER SCHOOL** LEMONADE STAND

Children in our Therapeutic After School program beat the summer heat with a lemonade stand for staff to enjoy.

6

NATIONAL FAMILY WEEK

Hundreds of families came out to the National Family Week Celebration, a ceremony to honor families and winners of the 4th grade essay contest, Why My Family is Special.

2012 Financial Overview

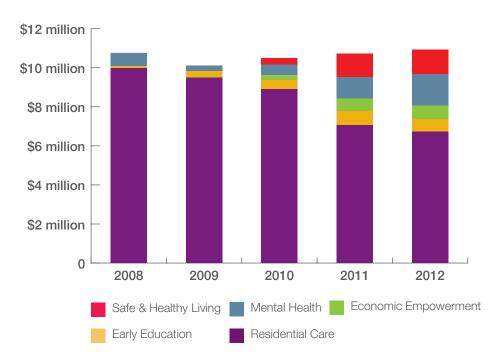
At PHFS and the Family Alliance, we are dedicated to investing your financial contributions in ways that address the most essential needs in our community in the most efficient way. Thanks in large part to your ongoing generosity and investment in our mission, 2012 provided further evidence that efforts to diversify services and funding streams improved our long-term financial stability while enriching the community. In 2008 we served less than 200 people. In 2012, we served more than 5.000.

We continued to expand program offerings to new locations — Richmond in 2012 — and to new individuals through existing program expansion. We expect to continue to do so during 2013 and beyond. Our goal to find new donors and support from individuals. foundations, corporations, churches and other sources is also paying off, while judicious expense control has helped improve sustainability.

So what was the big story financial story of 2012? Simply put, we increased funding to support our programs and services. That increase in funding and diversification allowed us to reduce the annual draw on our unrestricted invested reserves by nearly 5% — which is significant because these are key indicators of a nonprofit's financial health, longterm stability and sustainability, and ongoing fulfillment of our mission.

EXPENSES BY PROGRAM FOCUS GROUP

The chart below demonstrates a dramatic shift from all-residential programming to the diversified mix of services now provided by PHFS and the Family Alliance.

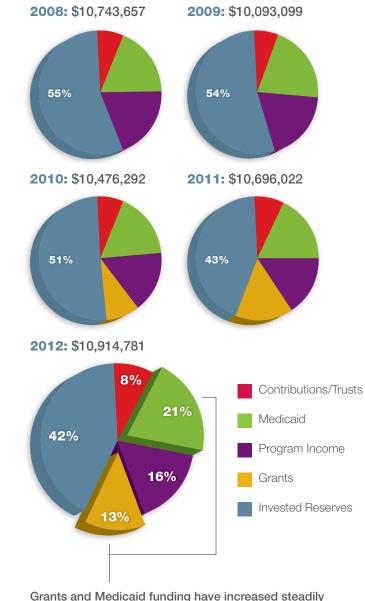


In 2012, our volunteers donated 4,767 hours of time — worth an **estimated \$99,773**^{*}

*Based on estimates by the United Way, valuing an hour of volunteer work at \$20.93

SOURCES OF FUNDING

Financial support for programs has similarly shifted during the last several years — away from invested reserves and towards a healthier mix including grants, Medicaid and more.



over the past five years.



Grant and Gifts Help Healthy **Families Grow**

This year, our Healthy Families program was awarded a \$307,365 grant from the Maternal, Infant and Early Childhood Home Visiting Program (MIECHV). This grant allowed the Healthy Families program to expand to provide more services targeting teens, mothers with multiple children, fathers and Spanish-speaking families.

Healthy Families offers weekly home visits, parenting education and other support, like providing diapers and transportation for prenatal and well-baby checkups. MIECHV facilitates collaboration at the federal, state and local levels to improve health and development for at-risk children.

"This grant is great for our program, organization, and community," said Ashley Graham, Director of Healthy Families Central Virginia. "Before this grant, we could only serve first time parents, but there is a great need in the community to serve parents of multiple children. Now we've added positions that allow us to serve parents of multiple children in Lynchburg and Campbell County."





Donor List 🕅

We are forever grateful to the many individuals, organizations, businesses and churches that make our work possible.

Individuals

Visionaries (\$100,000+)

Anonymous Mrs. Anna L. Adams, Estate Mr. Samuel H. Williams, Estate, Jr.

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They are a major reason why we have remained sustainable and relevant to the changing needs of the communities we serve. They are, in part, why we are able today to serve more than 5,000 people each year through a growing continuum of prevention and intervention services.

However, to continue to sustain this base of security and stability for future generations, we need to build on this legacy of generosity. That's why we humbly ask our supporters to please consider how an estate gift could shape your legacy — and continue to support our mission.

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A simple bequest is one option for making a planned gift. You also can leave a gift of personal or real property, or make PHFS and the Family Alliance a beneficiary of a life insurance policy, IRA or charitable trust.

Should you decide to make arrangements for a legacy gift to benefit our mission, we hope you will let us know so that we may include you in our Maxwell Living Legacy Society. Joining the Maxwell Society creates no legal obligation.

It simply allows us to say "thank you" and encourages others to follow your lead.

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Maxwell Living Legacy Society



Learned Mrs. Hall of Glade Spring left us something in her will. The boys had been praying for a laundry, and Flournoy said, "I guess that's the laundry." From the diary of Rev. C.W. Maxwell, July 27, 1906.

The Reverend Columbus Wirt Maxwell was instrumental in persuading the Synod of Virginia to found a home to care for orphaned and displaced children. Rev. Maxwell was appointed Chairman of the Board and later served as the first Superintendent of the Presbyterian Orphans' Home, which opened in 1903.

Rev. Maxwell was a tireless champion for the Home. He visited as many churches throughout the Commonwealth as possible during the week and on most weekends, while overseeing daily operations and the planning and construction of two additional cottages. In 1996 the Maxwell Living Legacy Society was created to honor Rev. Maxwell. Thirty-three charter members who shared his compassion and dedication made bequests to PHFS, and others have followed their lead. If you have joined these individuals by providing a future gift to PHFS in your estate planning, please let us know, so we may thank you and include you as a member of the Maxwell Living Legacy Society.

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The Jessie Ball duPont Fund has supported Presbyterian Homes & Family Services for more than 50 years and shares the organization's commitment to create strong and safe communities and to provide people with access to the essentials of healthy, productive living. We are especially excited to see how PHFS is expanding its capacity to serve the community and finding new and innovative ways to extend the reach of Mrs. duPont's legacy.

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With your help, we provide programs in communities throughout Virginia to prepare children, adults and families for success through nurture, healing and encouragement. We assist people in overcoming challenges, making responsible choices and improving the quality of life through better employment, parenting skills and more. Our programs and services wouldn't be possible without the generous support of individuals, churches, foundations and corporations.









Continue to make an impact today

→ Have fun with us!

PHFS and the Family Alliance is committed to planning events that are fun and beneficial for the entire community. Join us for our Executive Spelling Bee, June 5K and Youth Run, Homecoming weekend, Turkey Trot and many more!

Visit the Events tab on our website or email events@phfs.org to learn more

→ Make a contribution

We depend on donors for the funds necessary to continue operating our programs. Your financial support will help us change lives while meeting the community's greatest needs.

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Our volunteers enrich the lives of our adult residents, preschoolers, and staff alike. PHFS and the Family Alliance offers volunteer opportunities of many sorts. We will take care to match you with a program that fits you.

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