

HumanKind

ANNUAL REPORT

2017

MISSION

HumanKind is a non-profit human services organization that strengthens individuals and families through care, counseling, and education.

VISION

HumanKind envisions a compassionate society where every person is valued, families are healthy and communities prosper.

**STRONG SELF
STRONG FAMILY
STRONGER COMMUNITY**





Dear Friends,

HumanKind recognizes the importance of nurturing human potential by creating and delivering compassionate solutions that teach children and families how to persevere through their unique challenges. We have adapted and thrived for 114 years and will continue to be a force for positive change in the communities we serve.

While 2017 was filled with many impactful milestones with those we serve, it also brought the end of an era in Zuni. National advocates for those with Developmental Disabilities pushed through legislation that requires that people be cared for in “community based settings” and Zuni’s capacity for 40 individuals deemed it institutional. I am pleased to share that all of our residents transitioned to excellent community-based settings and many remain in our care.

Our Day in the Country celebration in Zuni was heartwarming with comments from staff, volunteers, our long time church supporters and one of our first students from 1967. Ray Terrell inspired us with his story of overcoming challenges as a very young child, then growing up on our Presbyterian Homes campus, completing his training and going into the community where he worked for 42 years at Southampton Memorial hospital. Like Ray, HumanKind has been resilient in adapting to an ever changing landscape of human services, persevering to continue transforming lives.

With the Zuni transition, the addition of workforce development and Healthy Families celebrating 20 years of providing services, it is gratifying to see lives and families transformed by enhanced parenting and work skills, new opportunities and better income. We are humbled to play a role and appreciate your investment in those we serve.

With your investment in HumanKind, we were able to partner with over 6,700 children, individuals and families across the Commonwealth providing critical resources and support on their path to stability. We envision a time when everyone is greeted with compassion, where families are healthy and communities prosper.

In partnership with you, we are providing hope and resources to families across Virginia. We thank you for your support, assistance and friendship – the volunteer hours, in-kind and monetary donations and most importantly your belief that all of us working together can create communities where all individuals and families can thrive.

With deep gratitude,

Robert S. Dendy, Jr.
President and CEO, HumanKind

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Helen Wheelock
Community Volunteer

Robert S. Dendy Jr.
President/CEO
HumanKind

Evolving for Transition



Because of your generous support, former Zuni resident Mary Savio transitioned into a Sponsored Home on a farm with the Goss family. Mary has a love for horses and her new home has allowed her to spend more time interacting independently within the community.

Zuni Campus Closes after 50 years

With changes in federal regulations from the Department of Behavioral Health and Developmental Services (DBHDS), our Zuni Campus began a transition in 2016 that culminated in April of 2017 and included successful transitions for all 39 residents into approved community-based settings of smaller group homes, sponsored homes or supervised living apartments. Other placements include returning home with family members. Marking the end of an era, hundreds of people from the tidewater community came out for a final Day in the Country celebration on the Zuni Campus that marked HumanKind's 50 years of serving individuals with Developmental Disabilities. A day of celebration and transition helped lead the way for evolving our care to best meet the needs of today's individuals and their families. HumanKind's Adult Services programs have proactively addressed the new regulations ensuring that our individuals could qualify for Medicaid Waivers to support them throughout their life and continue to provide opportunities for them to thrive in a community.

HumanKind has group homes at full capacity in Fredericksburg, Lexington and Lynchburg; has significantly increased capacity in Sponsored Homes and developed licensing for Supervised Living all to support the needs of both our individuals from Zuni as well as those across the state of Virginia looking for newly approved community-based setting environments. Support during the times of transition

remains high as we continue to evolve and grow capacity to meet the growing needs. Our mission remains to be providing individuals with Developmental Disabilities with the highest quality of care, support independent living and offer the best quality of life, and supporting them and their families.

High Quality of Life found in Sponsored Homes

A number of individuals from our Zuni Campus transitioned into Sponsored Homes, which is an alternative service model from the traditional group home setting. This program provides the same around-the-clock care that one would receive in a group home, but in a smaller, more intimate home environment. The Sponsor in the home provides all of the care for the individual, and receives the same extensive training through HumanKind same as required for group home staff. There can be no more than two individuals in the same home receiving care from a Sponsor, which also represents a shift from the group home model.

While the Zuni Campus provided high quality care and was a special place, the individuals who have transitioned to live with a Sponsor are flourishing. Since moving into a Sponsored Home and receiving more 1-on-1 care, many of the individuals are gaining more autonomy over their day-to-day lives, enjoying employment in the community and their personalities are blooming in exciting ways.

DRIVING WORKFORCE



Workforce Development

In June, HumanKind executed a formal agreement with the Region 2000 Workforce Development Board (WDB) to assume administration of the Workforce Innovation and Opportunity Act (WIOA) Title I Adult Program and become the region's One-Stop Operator. Using the Bridges Out of Poverty framework and similar initiatives, HumanKind helps under-resourced job seekers or those with barriers to employment with life and career development skills. Working in partnership with the Virginia Employment Commission, Virginia Department of Aging and Rehabilitative Services, Adult Education of Central Virginia, Old Dominion Job Corp, Central Virginia Community College, local departments of Social Services and other education or community stakeholders throughout the region, HumanKind staff coordinates resources to prepare individuals for living wage careers within the region. HumanKind is responsible for outreach throughout the region to ensure that career resources

Thank you! Your gifts helped lift up graduates Bobby Martin, Danny Tyree, and Jonathan Mawyer with training and skills to secure new employment opportunities and support their families.

available in the comprehensive One Stop Center are available through libraries, adult education sites and other access points in every locality.

As the One-Stop Operator, HumanKind is responsible for coordinating efforts among the region's workforce partners as well as responding to the hiring needs of the business community.

The new Workforce Development team has worked quickly to get operations up and running for the Adult Program Service Operator and Workforce System Operator. Each case manager serves 35-50 at full capacity and tracks clients for one year following credential or job attainment.

STRENGTHENING OUR WORKFORCE IS A COMMUNITY ISSUE

Programs and Partnerships established in the first six months:

Banker Steel

Multiple Credentials
Guaranteed Employment

Jail Authority / CVCC / Adult Education Manufacturing Program

Currently incarcerated women completing 2 credentials

Adaptive Construction Solutions (ACS) / Computer Science & Engineering Apprenticeship Program

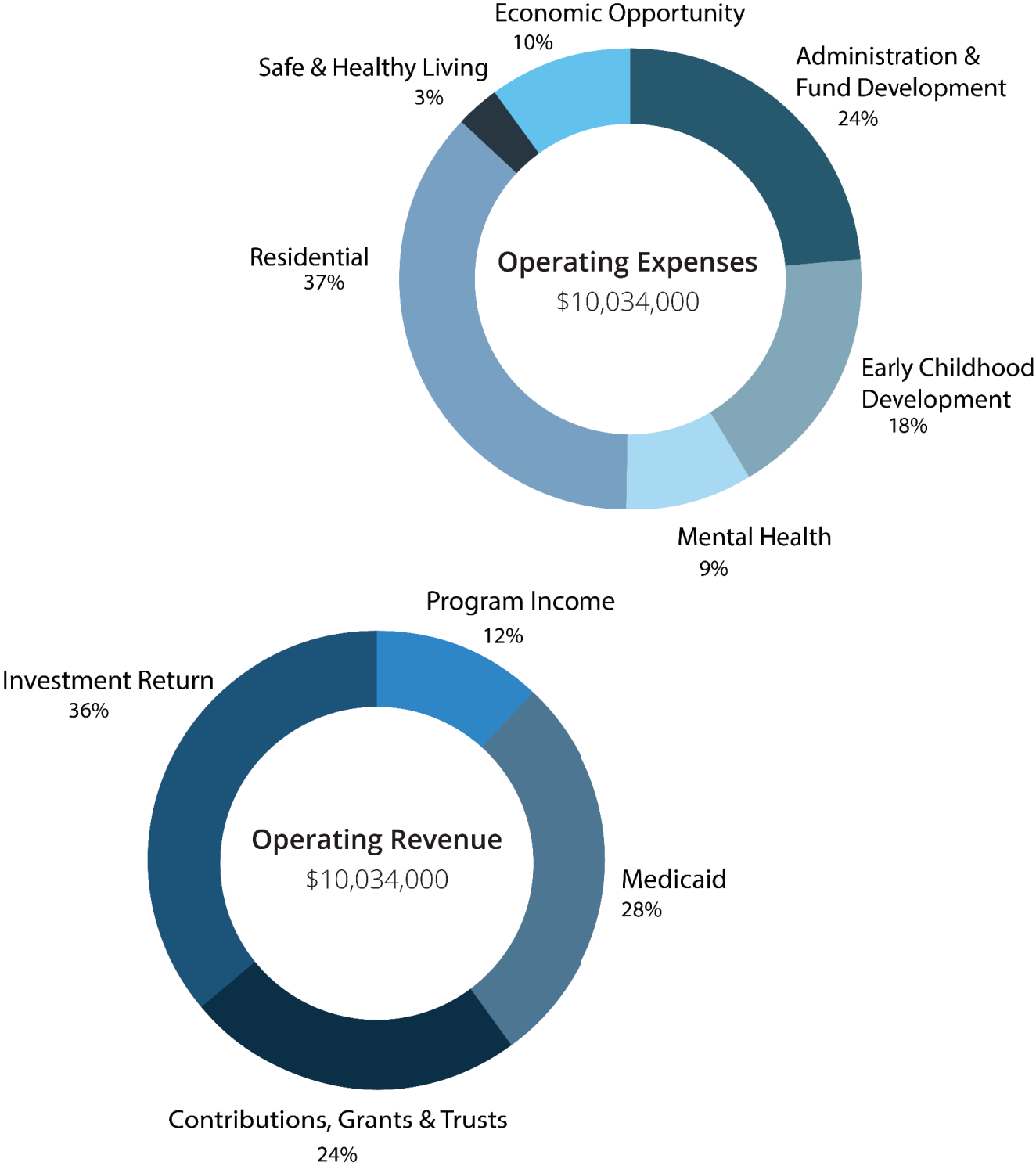
Primarily Serves Veterans
3yr Iron Working Apprenticeship ending in Journeyman

"Once you learn it, you always have it. You can take it anywhere you want. It's always going to be a demand for it. There's many opportunities out there for this type of work."

- Danny Tyre graduate of the welding certificate program and now employed by Banker Steel.

Financial Overview

Every dollar counts! We are firm in our commitment to invest your financial support and other contributions in the ways that address the most crucial needs in our community, and to do it efficiently we continue to enhance our program offerings because of the support we receive from foundations, grants, Medicaid, corporate and individual supporters.



6,709 individuals served in 2017

Thank you for making a difference. With your help we provide programs and services that instill hope and equip people with the tools to build a strong foundation for life. We rely on donations, grants and local volunteers to serve those in need, and have strong connections to wide-ranging resources focused on helping individuals become more productive, healthier, and stronger. By helping individuals reach their potential, we are building strong families and communities!

Areas of Impact

YOUTH & FAMILY SERVICES

Our Youth & Family Services programs include a range of programs that help children, youth and adults who are typically in a crisis situation, whether that is being at risk of having children removed from their care, being in jail, or youth being placed in foster care.

Children in the Middle | serves parents who are divorcing – court mandated class

Family Coaching | serves families in crisis with individualized parenting education

Family Partnerships | facilitated for local DSS agencies for families in crisis

Housing First Lynchburg clients must be chronically homeless and have a disability

Life Skills for Adults | provided to Blue Ridge Regional Jail inmates

Little Wings After School Program | families across all financial backgrounds participate, some utilizing DSS funding

Parent Child Nurturing Classes | parents are typically referred by local DSS agencies because of potential child abuse or neglect

Treatment Foster Care | serves youth who are in need of more care-intensive foster care placements

DEVELOPMENTAL DISABILITIES

We provide and manage homes for adults with developmental disabilities. The adults we serve in these homes are typically not able to find employment that would produce a living wage.

Adult Group Homes

Adult Sponsored Homes

Adult Supervised Living

HEALTH & WELLNESS

HumanKind's main campus serves as a community gathering place, hosting school cross country meets, visitors to our pool and gymnasium, walkers and runners using the paths and open space, interior facility use and the Master Gardeners at our Community Garden. In 2017, there were over 35,000 visitors to our campus. We are committed to maintaining and improving the functionality of our campus for these purposes.

EARLY CHILDHOOD DEVELOPMENT

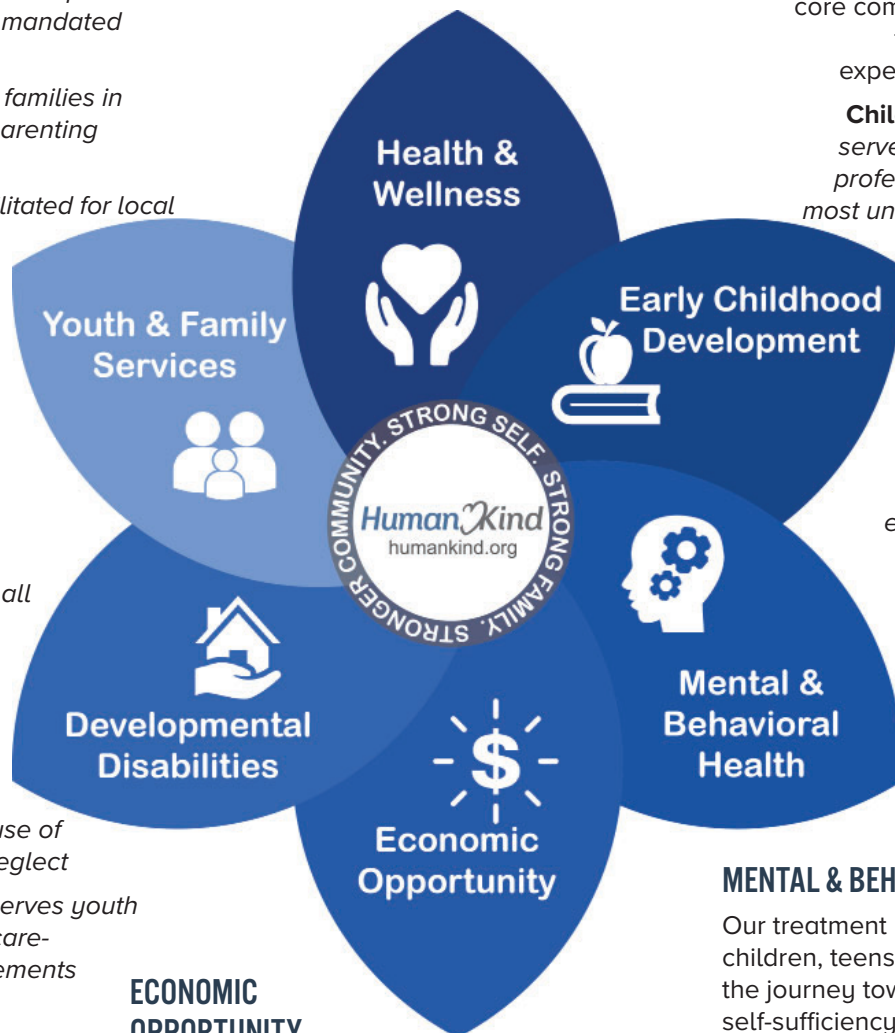
Building a strong foundation in the early years prepares children for success in school, social settings and life. Our Early Childhood Development programs partner with families and child care facilities to raise healthy, confident children.

Focus is placed on developing core competencies and confidence through hands-on learning experiences. Programs include:

Child Care Resource Center serves child care providers, a profession which is one of the most underpaid in the education sector

Healthy Families Home-visiting program serves families of children who have risk factors for child abuse and neglect

Little Wings Preschool early learning center that offers a sliding scale payment program



ECONOMIC OPPORTUNITY

Our Economic Opportunity programs are targeted to low- to moderate- income individuals and families, to help them develop plans for achieving financial success. Through educational workshops, loan assistance, employment coaching, and benefits access, clients have opportunities to strengthen skills that create a pathway to financial stability and self-sufficiency.

Financial Opportunity Center

Ways to Work

Vehicles for Change

Region 2000 Workforce Development,
Adult Services operator

MENTAL & BEHAVIORAL HEALTH

Our treatment philosophy is to support children, teens and adults as they make the journey towards mental stability, self-sufficiency, and overcoming life's challenges. We accomplish this through outpatient counseling, family support, and assistance with the daily living skills necessary to lead a safe and independent lifestyle.

Intensive In-Home Services | serves children/youth with behavioral and emotional challenges

Mental Health Skill Building Services | serves adults with specific mental health diagnoses

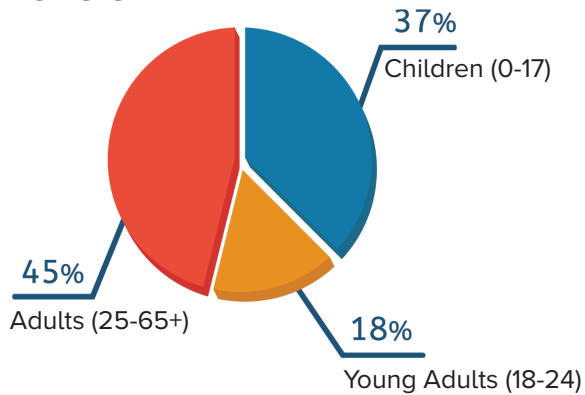
The Counseling Center | offers a sliding scale for inpatient counseling

OUR WORK MAKES A DIFFERENCE IN OUR COMMUNITY

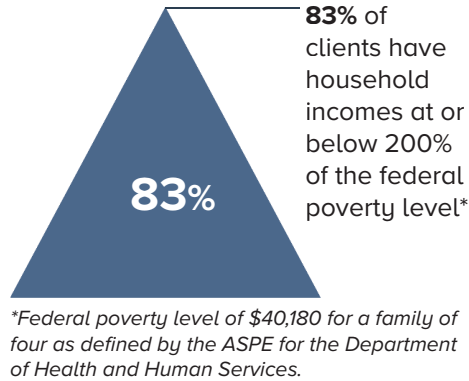
HumanKind offers programs and services in Fredericksburg, Hampton Roads, Lexington, Lynchburg and surrounding counties (Amherst, Appomattox, Bedford, and Campbell), and the Greater Richmond region.

6,709 individuals served through our programs and services in 2016.

AGES SERVED



INCOME



COMMUNITY RESOURCE

20,431

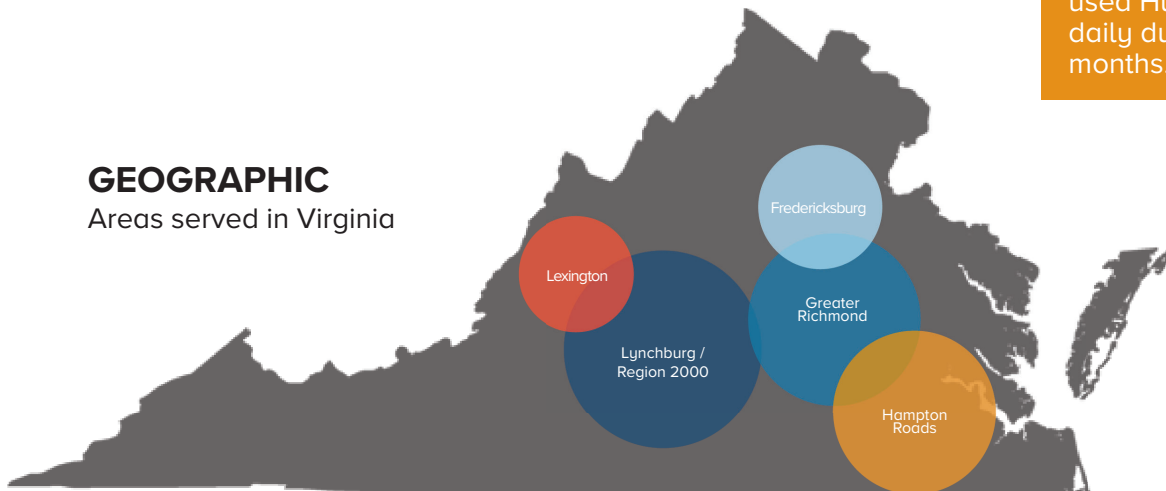
People used the gymnasium on HumanKind's Presbyterian Homes Campus for sports related activities.

996

Youth swimmers from regional camps & community organizations used HumanKind's pool daily during summer months.

GEOGRAPHIC

Areas served in Virginia



2017 HIGHLIGHTS:

- **Treatment Foster Care office** opened in Richmond and collaborated with author Julia Cook to create a children's book on Foster Care.
- 100% of **Mental Health Community Supports** clients avoided re-hospitalization
- **Ways to Work** provided financial education and loans to 1,972 people with 79% of clients reporting an increase in financial stability.
- **Childcare Resource Center** served 1,278 early childhood educators with training and resources.
- 96% of clients in the the **Housing First Lynchburg** program maintained stable housing
- **Healthy Families** celebrated 20 years having served more than 6,000 people across Central Virginia and providing home visiting to 617 people in 2017.
- **Family Education Partnership** served students struggling behaviorally and academically. Teachers reported 88% of their students improvements in academics, social-emotional, and family engagement.



WAYS TO GET INVOLVED

MAKE A CONTRIBUTION

Your financial support will help us change lives while meeting the community's greatest needs. Give a gift or raise funds to *rappel* and go *Over the Edge for HumanKind!*

Learn more at www.humankind.org/give.



DONATE YOUR TIME

Volunteers are a vital part of HumanKind's rich history. Individuals, families, churches, civic groups and corporate teams contribute to our mission through annual events or recurring opportunities.

Get involved today by emailing volunteer@humankind.org.

BECOME A FOSTER PARENT

Children in our community are in need of a loving and safe home. HumanKind carefully matches each child to a trained foster family to help ensure they can reach their full potential.

For more information, contact us at TFC@humankind.org.



COORDINATE A DRIVE

Ask at your school, office, church or group to help fill our food pantry with canned food and household supplies; be *Christmas Angels* with holiday toys; prepare Thanksgiving boxes; gather school supplies, gift cards or diapers.

Contact us at communications@humankind.org.

HAVE FUN WITH US!

Join us for our *Community Resource Conference*, *I Love My Family Celebration*, *Over the Edge for HumanKind*, *Lynchburg Turkey Trot* and many more!

Visit Events on our website www.humankind.org or follow us on social media to learn more.



HumanKind

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PROGRAM LOCATIONS AND OFFICES ACROSS VIRGINIA

Fredericksburg
Hampton Roads
Lexington

Lynchburg
Richmond



For donors, audited financials and to learn more at www.humankind.org!

HumanKind is a 501(c)(3) nonprofit organization, Tax ID 54-0346118