

Communities for People



# **EMPOWERING THE COMMUNITY**

**ANNUAL REPORT FY19**



*Boyce Slayman, Chairman of the Board  
Joe Leavey, Chief Executive Officer*

## DEAR FRIEND,

It's no mistake the word *community* is in our name and our mission. That is because our programs are designed to work with the communities, in the communities and for the communities we serve. We take a strengths-based approach to child welfare services, supporting and empowering youth and families as they become successfully independent in their community. We do this by connecting youth and families in our care with the resources and opportunities in their community in hopes of making lifelong connections. Making these connections helps ensure success after leaving our programs. When everyone is thriving it directly impacts the community as well.

As the need in the communities we serve changes, we are continually working to develop and innovate our programs and service offering to meet those needs. For more than 40 years we have adapted our programs to include more than just residential programs whenever necessary. We also responded to the needs of the State departments in both RI and MA. This flexibility is proving to be key while the child welfare system is rapidly evolving.

Communities for People is able to provide quality programming and services because of our incredible workforce. With approximately 250 employees across 2 states it can be challenging to create unity internally, yet it is critical for us to create a sense of community amongst our staff. Our staff come together weekly for staff meetings, they support each other's work because they are valuable resources for each other. Staff participate in the annual Rodman Ride for Kids CFP cycling team. We also host an annual, fun, agency-wide outing, in recognition of our staff and to show appreciation for all their contributions towards the success of our programs. We are always working to incorporate new ways for CFP staff come together to improve group cohesion which contributes to program success.

We all need to stand on the shoulders of a community; everyone needs help from other people to reach their greatest potential. With mutual support, we will strengthen the youth and families we serve and our community as a whole.

Boyce Slayman

Joe Leavey



# MEETING COMMUNITY NEEDS



This year will mark the 10th anniversary of our Stabilization, Assessment and Rapid Reintegration (STARR) program. The STARR program started as an all male emergency shelter with 9 beds. In the past few years our STARR program has become critically necessary asset while other similar programs have been closing around the state. particularly because other similar programs have been closing around the state.



Two years ago the Department of Children and Families (DCF) was in need of more STARR programming and CFP responded to the need by expanding the program to 2 residential sites. The second site provided 6 beds for adolescent males. Regional Director, Robert Aguon was instrumental in ensuring the program was embraced by the community and the staff. Program Directors Wesley Platt and Cindy Rabb also worked tirelessly to make the transition as smooth as possible for staff and clients.

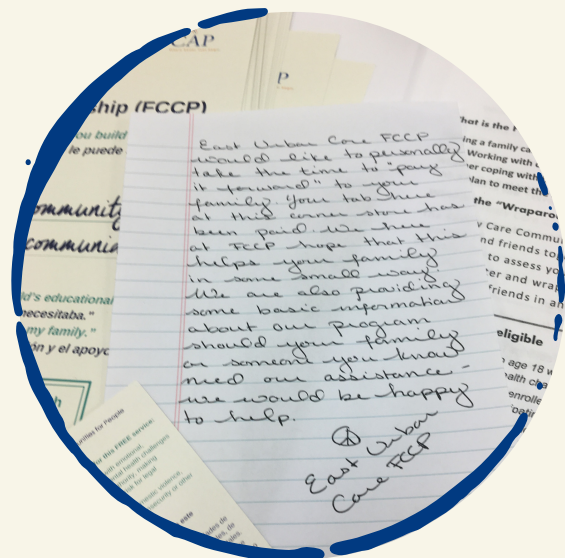
It wasn't long before the department recognized the increased need for a female site. Once again, CFP adapted to the meet the needs of the Department and converted the new male site to an all girls site. This was a major adjustment for our staff. CFP worked to make this transition as smooth as possible with a combination of gender specific trainings, meetings with staff, and addressing all staff concerns. The staff at the programs spent weeks preparing for the conversion, and in the middle of the summer they started accepting female placements. To quote Rob, "It was a reflection of how we, as an agency can come together and quickly adapt". Now this new girls site will provide STARR beds that are very much needed in the city, ultimately answering the needs of the community.

# OUTREACH EFFORTS IN THE COMMUNITY BY FAMILY CARE COMMUNITY PARTNERSHIP (FCCP)

Last year we introduced our Family Care Community Partnership (FCCP) program. While the FCCP is funded by the RI's Department of Children, Youth and Families (DCYF) it is a prevention program designed to help families before State intervention is needed. We utilize a wraparound process to connect at risk families in the communities of Central Falls, East Providence and Pawtucket families with their local and natural supports. The FCCP strengthens families to overcome their challenges which may include substance abuse, domestic violence, homelessness, mental health issues, financial distress, or criminal activity.

The FCCP has formed community partnerships with the East Providence Police and Central Falls School System and many other providers. The program is involved in multiple community efforts as well hosting their own outreach events. The FCCP staff have immersed themselves in the communities they serve in an effort to maximize their reach. The more people know where to turn, the more successful the program is.

Recently, FCCP staff spent the day surprising families by helping eliminate their debts accrued at local bodegas. Staff left each family a little note and gift bag explaining that they can rely on the FCCP if they need help. Routinely our staff work around the clock to ensure our involved families feel safe, stable and empowered. Like all CFP programs, staff do whatever it takes for every family.





# FY19 BY THE NUMBERS

# 1,599

Total Youth and Families served in  
Rhode Island and Massachusetts

## Rhode Island Programs

Total number of youth and families  
served by our programs in RI:

# 867

42

Emergency Shelters

55

Foster Care  
Services

68

Residential  
Group Home Programs

222

Home Based  
Services

33

Independent Living  
Programs

447

Family Care Community  
Partnership (FCCP)

## Massachusetts Programs

Total number of youth and families  
served by our programs in RI:

# 732

63

Residential  
Group Home Programs

45

Foster Care  
Services

8

Independent Living  
Programs

520

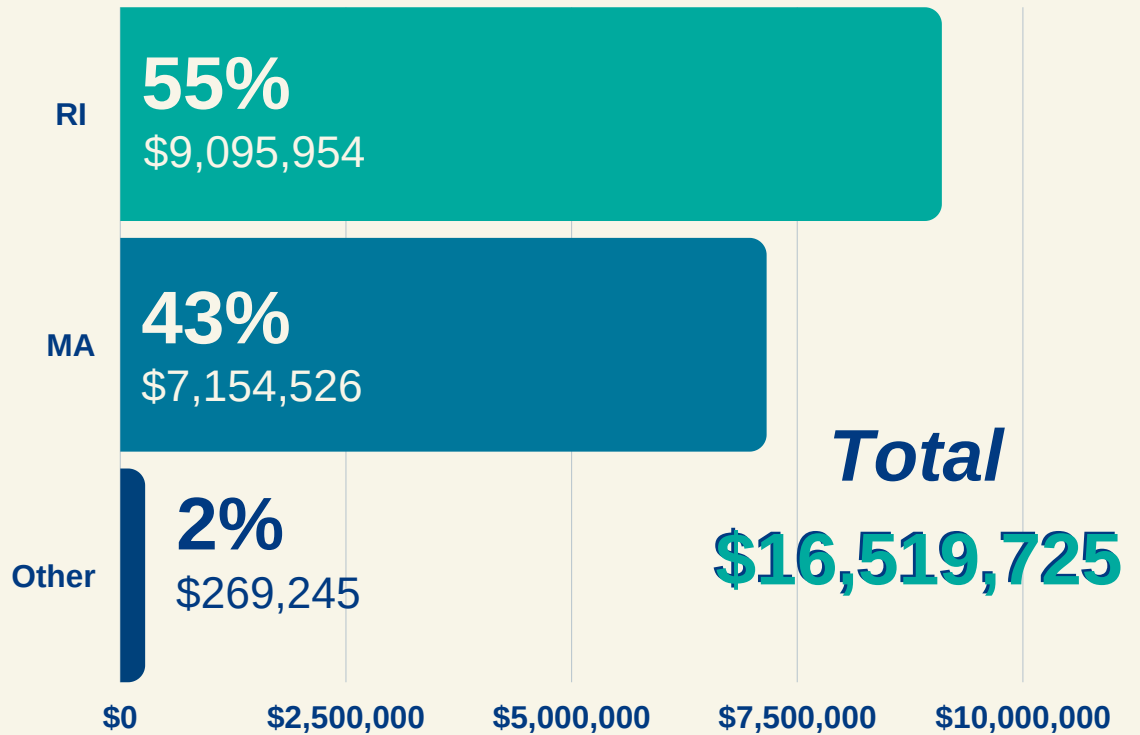
Harbor and Hyde Park  
Lead Area Agencies

96

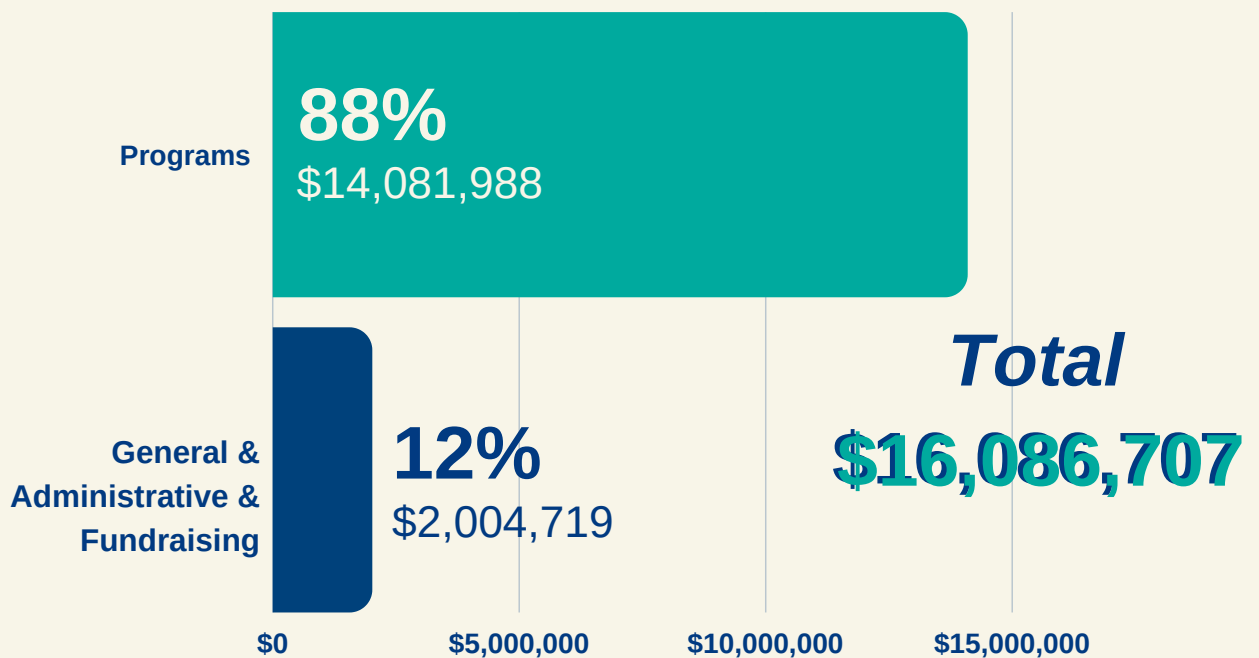
STARR Programs

# BUDGET SUMMARY FY19

## REVENUES



## EXPENSES



# AFFILIATED AGENCIES

## BOSTON A·S·A·P

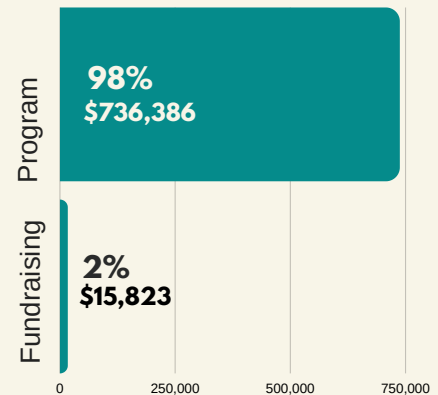
Boston Alcohol and Substance Abuse Program, Inc.

**558**

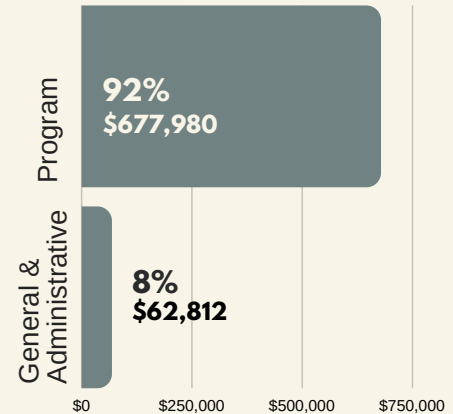
Total persons  
served in  
FY19

Public education on drunk driving is beginning to take hold. we are seeing a clear trend of reduced drunk driving violations across the state. Boston ASAP recognizes the need to diversify its revenue streams. Boston ASAP is actively working to grow its the mental health and problem gambling capacity. In FY19 we did experience a increase in clients for the mental health clinic and we intend to capitalize on taht trend.

### REVENUES



### EXPENSES



## DOC WAYNE

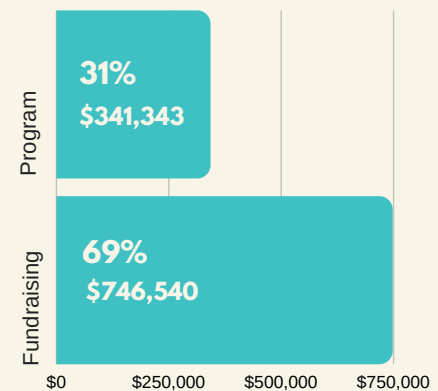
**400**

Total youth  
served in  
FY19

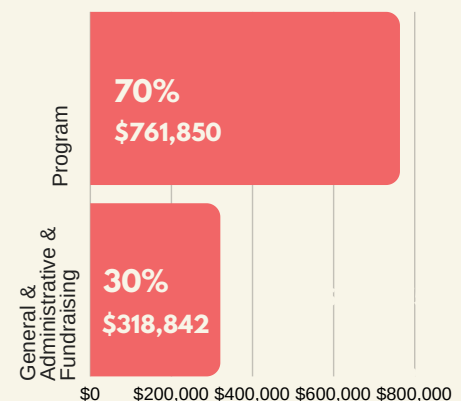
On March 29th, 2019, Doc Wayne hosted its 1st Annual Gala – the most successful fundraising event to date! Over 200 guests joined to hear the inspiring story of Beth Caronna - a former Doc Wayne participant and intern. Beth explained, “Doc Wayne was what helped me realize that sport is healing; it builds confidence and adds richness to life.” Over \$110,000 was raised and this enabled Doc Wayne’s team to start 5 new groups and support more youth!

The accessible and innovative nature of Doc Wayne’s Chalk Talk® group therapy program has earned the organization several accolades, most recently including the 2019 CBH Innovation Award. Students who participate in Doc Wayne’s Chalk Talk® group therapy program grow into resilient and thoughtful leaders. In fact, Chalk Talk® participants from the 2018-19 school year used the PEAR Institute’s Holistic Students Assessment to self-report positive change in many key life skills including: 92% in action orientation, 83% in reflection, and 81% in perseverance.

### REVENUES



### EXPENSES



# PREPARING YOUTH FOR INDEPENDENCE IN THE COMMUNITY



Steven was struggling with gang involvement and remaining safe prior to being placed with CFP. After entering our LIFE (Learning Independence Fostering Empowerment) program, a Department of Youth Services (DYS) group home, Steven graduated from high school. He secured employment in the community at Valvoline Oil Change, something he had never been able to do before. He not only retained his employment, he excelled at it and rose to an assistant manager position. He completed Driver's Education and got his driver's license. By Spring of 2016 he had shown great progress and moved into the Independent Living program, residing in a studio apartment in the community on his own.

The program helped him become financially responsible, following a budget and paid his bills. After saving enough money he was able to purchase a car, and utilizing his learned skills he was able to repair and restore it on his own. Additionally, the Independent Living program has an incentive component for youth who are meeting their treatment plan goals earn and save money. The money they earn is placed in a forced savings account until discharge for youth to use as a "nest egg" for when they transition to independence. Steven was able to earn \$14,000 for discharge, and he had also saved \$8,000 separately on his own.

Steven recognized how the program helped prepare him to succeed. He capitalized many opportunities while in the program. In 2018 Steven turned 21 and he chose to sign a YES (Youth Engaged in Services) agreement with DYS, allowing him to remain with DYS for an additional year. Steven continues making responsible, adult decisions. He is now living fully independently in Nashua, after being discharged in July.



# WE BUILD A COMMUNITY FOR OUR STAFF

We know and value a strong sense of community within our workforce. We want staff to feel supported, united, and appreciated. They utilize each other for mutual support and assistance. Staff meetings, social outings, our Rodman Ride for Kids cycling team, and our annual Staff Day are just some ways we bring staff together. Like all effective agencies, CFP knows that it is through our staff, and the relationships they form, that we impact the lives of so many children, adolescents and families. Without them, we wouldn't be CFP! For that reason we work to create a work environment and culture that builds peer support, professional development, and mutual respect.

Despite the fact that our approximately 250 person workforce is spread out between 2 states, over a dozen distinct programs and locations we succeed in instilling a sense of community and 'CFP family'. We do so through many methods, including regular staff meetings, ongoing communication, and encouraging program-based activities. Here, we give you a glimpse of our annual Staff Appreciation Day, where we bring everyone together and celebrate all the hard work our staff do each day. The day is filled with delicious Blue Ribbon Barbecue, games, lots of door prizes, and our annual staff recognition awards. It is a day of appreciation and day for our staff to mingle, relax, and enjoy themselves.



**WE ARE EMPOWERED BY OUR  
SUPPORTERS**

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# **East Providence Police**



**RHODE ISLAND  
FOUNDATION**

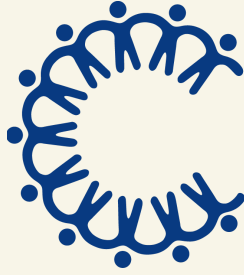


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Communities for People



Communities for People

**We foster *care.***

Find out how **YOU** can.

**Please visit our website [www.c4p.org](http://www.c4p.org) to learn more about CFP and ways to support our programs and services.**

Join us on    @CFPkids

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Somerville, MA 02143  
(617)628-0451

**Corporate Office:**

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Boston, MA 02215  
(617)267-1031

**RI Programs:**

623 Atwells Avenue, Suite 201  
Providence, RI 02909  
(401)273-7103

[www.c4p.org](http://www.c4p.org)