

Communities for People



CFP: The Next Era



Annual Report FY23



Dear Friends,



*Boyce Slayman, Chairman of the Board
Craig Gordon, Chief Executive Officer*

As we continue in a new era of leadership at CFP, we are looking forward to building upon our long-standing history while we expand our opportunities to serve the youth and families of our MA and RI communities. We're fortunate to have experienced growth in both our staffing and services. We continue to innovate to offer programs and supports that meet the needs of the vulnerable youth and families we serve. **It is also critical to continue to generate awareness around the work we do and the foster care system as a whole.**

This year, we saw major changes to our leadership team, received our largest philanthropic grant to date, and have been working on diversifying our funding. We hosted some great events with Hunter Henry, New England Patriots' tight end, and his wife Parker in partnership with Shaw's/Star Markets. This year we were also featured in the Boston Globe discussing the importance of foster parents.

We are proud to work every day with our 180+ staff towards our goal of providing youth and families with the services and support they need to thrive independently and as part of their communities. With increased programming and services comes the need for additional staffing. **There are children and youth waiting for services, mentorship, and foster homes because there are never enough.** We are always actively recruiting staff, foster parents and mentors for our growing programs. If you'd like to make a difference in the life of a child, youth, or parent, we'd love the opportunity to have a discussion!

For nearly 50 years CFP has served youth and families challenged with unstable home lives based on a wide variety of contributing factors and circumstances. Youth and families in CFP programs have many more obstacles than the average teenager or family. Our dedicated staff work tirelessly to help youth and families stay on track with meeting the goals they set and their treatment plans. The stories and outcomes presented in this report are a reflection of the hard work by both the youth and our enthusiastic staff. **Thank you for your support to our programs. We couldn't do it without you. If you are interested in learning more, visit www.c4p.org.**

Boyce Slayman,
Chairman of the Board

Craig Gordon,
Chief Executive Officer

Our Leadership Team is Ready for the New Era

CFP Names new COO, Eric Gaboriault



Eric Gaboriault
Chief Operating Officer

After a long, inclusive interview process that involved a dedicated hiring committee composed of board members, senior administrators, and program staff from our JEDI Council, CEO Craig Gordon named Eric Gaboriault, LMHC as CFP's new Chief Operating Officer (COO).

Eric first joined CFP 23 years ago as a Independent Living Outreach Worker in RI and worked his way up, most recently serving as our Rhode Island Regional Director for the past 10 years. In that role he provided oversight to all CFPs RI programs and services, and helped to refine and modify the agency's community-based programs to meet the ever-changing needs of youth and their families in RI. Under his leadership, he expanded service offerings by securing contracts for prevention services, a professional foster care model and statewide services for transition aged youth and young adults. He also licensed the Outpatient Clinic through the Department of Behavioral Healthcare, Developmental Disabilities & Hospitals (BHDDH). As COO he will certainly be looking for opportunities to do the same in Massachusetts as well.

CFP looks forward to the what the future brings with its newly restructured leadership team.

First Director of Development, Eve Rabinowitz is hired



Eve Rabinowitz
Director of Development

For many years Development has been an area that CFP has been working on and building. This year, we really put this goal at the forefront and demonstrated our commitment to fundraising by hiring Eve Rabinowitz as our first ever Director of Development. Eve has a passion for fundraising and social causes. With a Bachelor of Arts in Communications and a minor in Sociology, and Masters of Science in Professional Communications, Eve's educational background has provided her with a strong foundation for her work in the field.

In her previous role as the Deputy Director of Development at Victory Programs she played a crucial role in providing compassionate care to individuals and families facing homelessness, substance use disorders, and chronic illnesses, especially during the challenging times of quarantine. Eve's commitment to making a difference extends beyond her professional life, she is currently also volunteering as a CFP youth mentor. Eve is excited about building out CFP's development department and making fundraising dollars a reliable revenue stream.

Hunter Henry hosts two fantastic holiday Events for CFP youth and families



Hunter and Parker Henry at the Holiday Party



Hunter signing footballs at the pumpkin carving party

This year our New England Patriots' Tight End Hunter Henry partnered with Shaws and Star Market Foundation to host two events for CFP youth and families. We are honored to have him as an ambassador for Communities for People and foster care, and truly appreciate our growing relationship with Shaws and Start Market Foundation.

For Halloween Hunter and his wife Parker Henry visited one of our group homes in Massachusetts to host a pumpkin carving party. Shaws provided the pumpkins and youth from various CFP programs carved pumpkins, some for the first time. Hunter signed footballs and while Steve Burton hosted his newscast from the event. Events like this allow youth in our programs to have the same experiences as their peers.

In December of 2022 they hosted a holiday event at the Children's Museum in Providence. They distributed over 75 gifts to the children from Communities for People's programs. Approximately 75 youth in foster care, (between the ages of 0-12 years old), and their foster families attended this festive event to bring holiday cheer to kids facing extraordinary challenges. The party also served as a celebration of Hunter Henry's birthday (Dec.7th).

Every child received a wrapped gift from their wish list and each foster family received a Shaw's gift card. Families enjoyed pizza, birthday cake and exclusive admission to the Providence Children's Museum during the event. The spirit of Christmas was felt throughout the room and we are grateful for Hunter Henry and his wife, Parker, for taking the time to out of their busy schedules to host this special night for CFP youth and families. .

Hunter chose to become an ambassador for Communities for People by engaging in a variety of seasonal activities with the most vulnerable youth in our community to help foster a sense of hope and an active lifestyle in children.

RI Foundation Awards CFP \$90,000 in funding

Rhode Island Foundation was asked to distribute \$20 million in funding in 2023 from Rhode Island's \$1.1 billion share of the federal American Rescue Plan Act (ARPA) allocation for COVID-19 recovery. Communities for People was fortunate enough to be among the 240 organizations that received \$90,000 in funding to support our dedicated staff.



**RHODE ISLAND
FOUNDATION**

The Foundation gave priority to community-based nonprofits serving communities where the need is highest. Communities for People was fortunate enough to be recipient, and we received our largest grant award to date in the amount of \$90,000. These grants were intended to alleviate any of the residual negative economic impacts of the pandemic. Like so many of our peer human service agencies, CFP is still facing hiring and workforce challenges as a result of COVID-19. We are excited about the opportunity to face those staffing adversities head on with the help of this funding. We are more than grateful to the Rhode Island Foundation.

Julie & Malcolm: Reaching Stability

CFP's Family Community Care Partnership program (FCCP) works with families to prevent homelessness and intervention from the Department of Children, Youth and Families (DCYF). FCCP is built around the idea that "it takes a village" and helps clients find the resources they need to overcome their specific challenges.

Malcolm's behavior at home and in school was getting to be too much for his mom, Julie, to handle, and reached a breaking point when Julie felt she had no choice but to file a Wayward and Disobedient charge on Malcolm. That's when CFP became involved, and staff member Barbara began meeting with them each week to work on their newly developed family care plan.

Barbara made sure Julie and Malcolm were put in touch with the services they needed, and though there were still struggles, they were soon on a path towards stability. Barbara really enjoyed her visits, which sometimes involved playing games as an incentive for Malcolm. Sometimes they laughed, sometimes there were tears, but most importantly Malcolm made amazing progress toward expressing his feelings in a healthy way.

Barbara watched as Julie and Malcolm grew closer as their communication improved, and after six months of hard work, their time with Barbara and Communities for People came to an end. Julie and Malcolm celebrated with a dinner at Dominos, their favorite pizza place, and have been able to move forward with Malcolm right where he should be – at home with his mom.



CFP Welcomes new Board Members: Susan Fink, Deanna Morales, and Jim Vincent



Deanna Morales was born and raised in Providence, RI, and is 1 of 8 siblings. She lost her Mom to lung cancer at 10 years old. After living with her father for a year, he became addicted to narcotics and began selling drugs to support his kids and his habit. Their house was raided by the Providence Police Department and the family was forever changed. As her father went to prison, she entered DCYF care and was separated from her siblings. Deanna eventually was placed in different group homes from the ages 14-17 due to issues she was having with her aunt.

Fast forward to her career at CFP, Deanna was able to start as Direct Care Staff while she finished her master's program at Johnson and Wales. Upon graduation, Deanna held several leadership positions at several programs at CFP in Rhode Island. Her favorite years of her foster residential career was the time she spent as Program Director because she felt that she was able to tailor the program from the eyes of a previous client. Deanna holds a bachelor's and master's degree in criminal justice from Johnson and Wales University and she is a 6-year veteran with the Providence Police Department. Currently she is serving in the Training Academy as an Instructor with her second class of recruits.



Susan Fink is a lawyer who has practiced child welfare law in Rhode Island since 1989. Following a brief corporate stint, Susan joined the RI Court Appointed Special Advocate's office e serving as guardian ad litem for children in the care of the Department of Children, Youth and a families (DCYF). She later served as Senior Legal Counsel for DCYF, and, as well as a hearing officer. In 2001 Susan started her private practice representing juveniles, parents and foster parents in connection with their DCYF cases, as well as several adoption agencies.

Susan is an integral part of the foster care agency, bringing her invaluable expertise and experience in child welfare law. With over three decades of experience practicing child welfare law in Rhode Island, Susan has a deep understanding of the complexities and nuances involved in handling cases involving children in DCYF care. She has worked tirelessly to ensure the safety, well-being, and rights of the children under her supervision. Her vast experience includes serving as a guardian ad litem for children, as Senior Legal Counsel for DCYF, and as a hearing officer for the same agency. She has also worked on behalf of juveniles, parents, foster parents, and adoption agencies, advocating for their best interests and ensuring justice for all.



Jim Vincent is a dynamic leader who has made significant contributions in promoting diversity and inclusive communities. He served six terms as the president of the NAACP Providence Branch, and he is currently the Housing Committee Chairperson at the NAACP New England Area Conference. Jim's unwavering dedication and passion for social justice have propelled him to the forefront of the fight for equality. With a career spanning over two decades in housing and community development, Jim brings a wealth of knowledge and experience to his role as Manager of Constituent Advocacy at Rhode Island Housing.

Continued on next page...

Jim Vincent Continued...

He has served on numerous boards and organizations such as the Urban League of RI, the Providence Public Library, and the East Bay Community Action. In addition, he has co-chaired RI Minority Enterprise Development Week and held important media roles in events like the RI Black Heritage Society Ball and the RI Cape Verdean Common Threads conference. Jim's dedication can be seen in his various leadership positions, including vice president of the Hispanic Chamber of Commerce and spokesperson for the African Alliance of Rhode Island.

Jim holds a bachelor's degree in Government from Dartmouth College and a master's degree in City Planning from the University of Pennsylvania. As the Housing Coordinator for the City of East Providence, he further solidified his expertise in community development.

Craig Gordon, CEO featured in the Boston Globe

The Boston Globe



In November of 2022, Craig Gordon CEO wrote a response to the urgent need for foster parents and it was featured in the Boston Globe. The pandemic caused a sharp decrease in foster homes, resulting in more children in need than there are homes. This crisis continues and is a problem even today.

At CFP, we remain vigilant dedicating more resources to foster parent recruitment. We are starting to see more interest and we were able to recruit more foster parents in 2023, and we aim to increase that number every year. We are also increasing our investment in more foster care prevention services to enable children to stay in their own home with their parents. We offer a variety services and hope to approach this crisis from more than angle.

“I know foster parents are an integral part of the solution.”

- Craig Gordon, CEO for CFP



Meet Lily

Lily is an 18 year old freshman at the University of Rhode Island, and a longstanding member of the SPEAK Advisory Board. Lily explained that over time with the help of YDS and SPEAK she has been able to develop better relationships with her parents. Though they used to struggle to see eye to eye, they have worked hard to improve their communication and understanding of each other. Now, her father is one of her closest confidants, and she feels protective of her younger brother.



Lily explained that SPEAK is important to her because it allowed her to connect with other youth and build a support network. It gives her the opportunity to hear from peers who have faced similar challenges to hers and make friends with peers who truly understand. It also provides an outlet to help make positive changes for other youth in the future. The support from her Outreach Worker, Verrie, was unmatched. Verrie would help transport her to SPEAK meetings and after one meeting, Lily shared that she had never had a Mr. Lemon frozen lemonade. Verrie was not going to let that continue, and made sure that Lily was able to have that experience. Lily also recalled when Verrie picked her up and took her to the bank to open a CD Savings Account, in which she matched \$1,000 this year with the Double-Up Program. Lily explained that she feels the staff are always willing to provide helpful information and clarify any areas of confusion regarding child welfare.

During Lily's time in YDS, she has learned she is not alone in her struggles. She thinks she may want to become a lawyer one day. When asked why she said "because I like arguing" and then she laughed, she went on to explain that she also really wants to help people. Her advice to other youth is to take full advantage of the programs available and see what support is out there.

YDS Impact Numbers

- There were 31 referrals and 109 assessments completed for FY 2023.
- During FY23, \$8,873 was awarded to youth through the match savings program.
- YDS and DCYF focus on Workforce Readiness and Financial Literacy. We had 29 youth complete both Workforce Readiness and Financial Literacy as well as an additional youth who completed Financial Literacy.
- During the last year, \$14,000 was awarded to youth through Teen Grants to purchase much-needed items including laptops, or to cover costs such as WIFI, Gas bills, driving lessons, and driver's education.
- 16 youth were interested in a Mentor, 9 Mentors were recruited and trained, and 6 were matched with youth



FY23

By the Numbers

1,932

Youth & Families Served in
FY23 in Massachusetts & Rhode Island



1,033

Families had services coordinated at our MA Lead Area Offices.

551

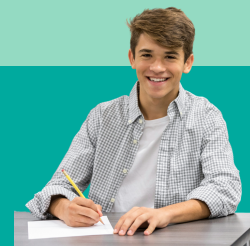
Families received supportive prevention services from our East Urban Core Family Care Community Partnership in RI.

59

children & youth living in foster homes.

3

adoptions were finalized.



160

youth received services across our residential programs.

38%

of the 120 youth aged 16+ in group home residential programs enrolled in or completed vocational training.

65%

of the 348 youth in group home residential programs, home based and foster care programs attended school at least 90% of the time.



48%

of the 348 youth discharged from residential, home-based, or foster care programs were on track to or already achieved permanency.

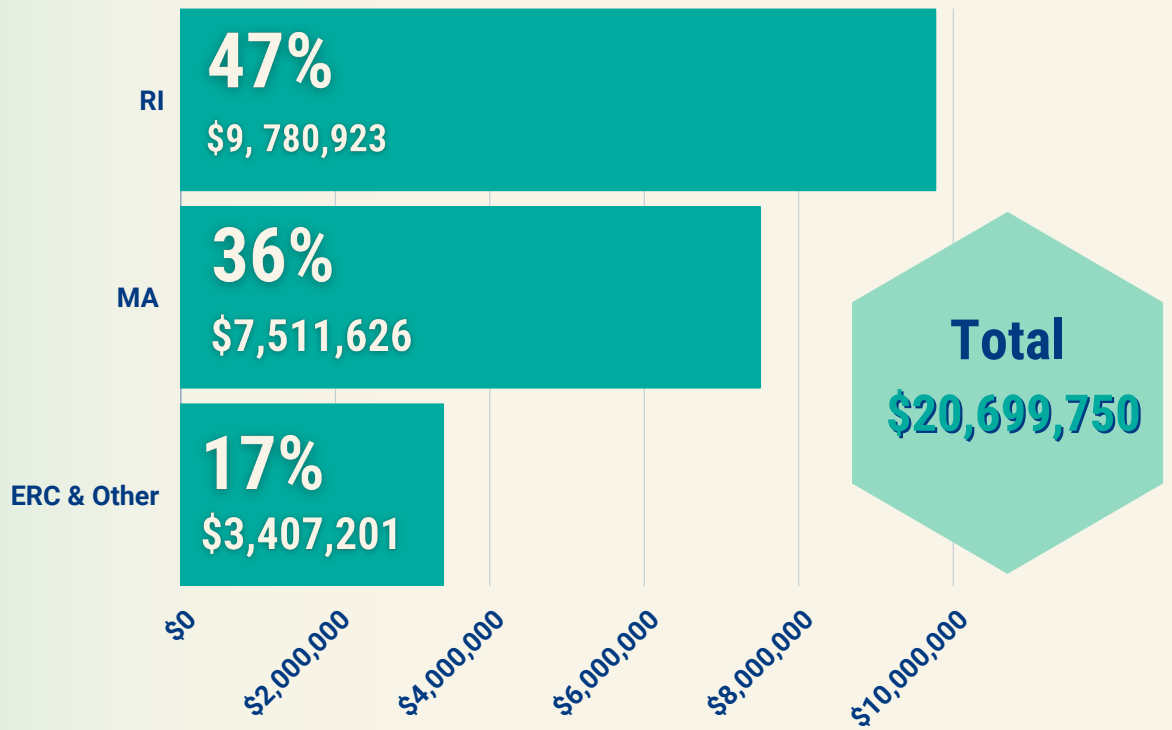
11

Youth from residential programs and foster care programs graduated high school / received a GED.

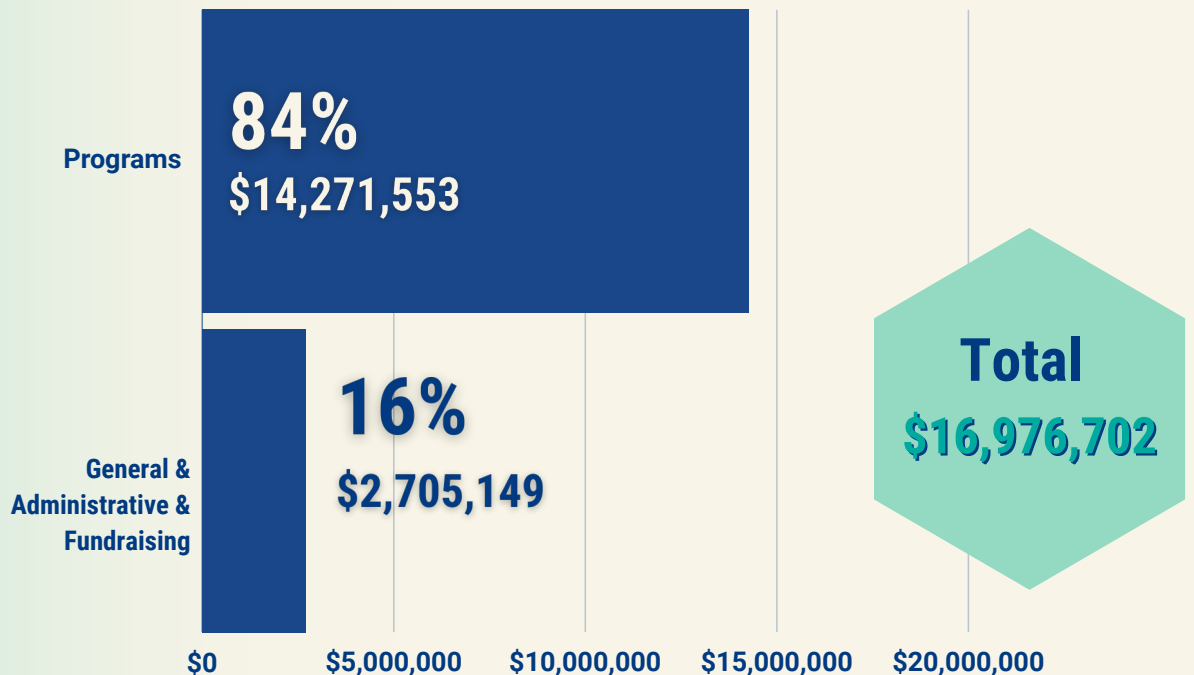
10

Youth from our residential programs and foster care programs enrolled in or attended college.

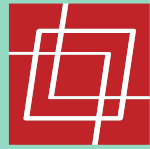
FY23 Budget Summary



EXPENSES



Thank you to all our community partners:



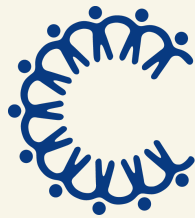
RHODE ISLAND
FOUNDATION



STARKWEATHER & SHEPLEY
INSURANCE BROKERAGE INC.



JJ Hardwood Floors, Inc.
Exceptional Service at Every Step



Communities for People

Please visit our website www.c4p.org to learn more about CFP and ways to support our programs and services.

Join us on



@CFPkids

Main Office:

418 Commonwealth Avenue
Boston, MA 02215
(617) 267-1031

RI Office:

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

www.c4p.org