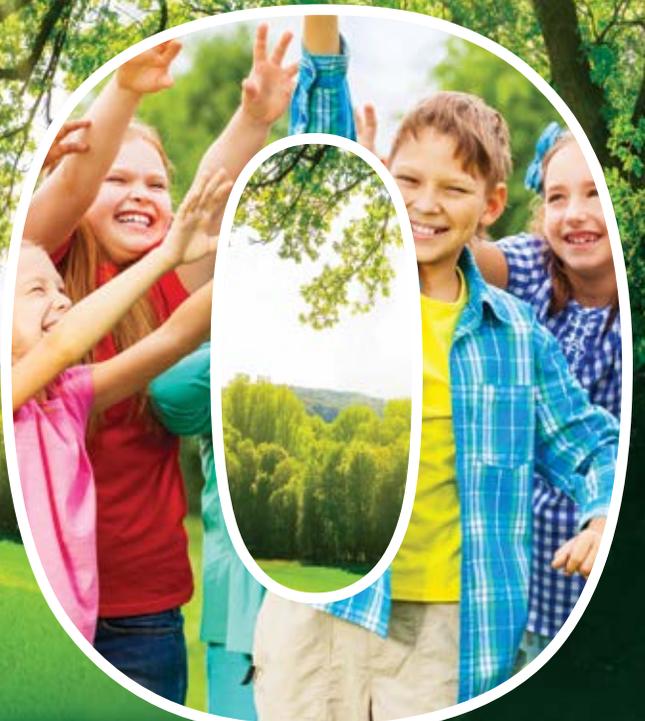


20



Through challenges we found strength, hope, and light.



Our mission

To support the safety and well-being of those we serve in times of crisis, challenge, and life transition.



Our impact

In FY 2020, Child and Family Services provided:

1,942 counseling sessions

1,660 supervised visits and safe exchanges

39 comprehensive trauma assessments for children

151 children a safe place to stay with loving foster families

36 forever families created through adoption

17,000 hours of community service performed by 56 YouthWork members



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Dear Friends:

The last year has upended our lives and businesses, forcing us to think differently about nearly everything we do and even who we are. We know so much more than we did a year ago, but some things are still uncertain and people of all ages and backgrounds around the country and the world are still struggling.

The antidote is kindness. It's the basis of the Golden Rule, most religions, and living in community with others. In times of fear and despair, it's the best thing we've got. It's the best thing we've got when times are fine, too, when we are free of want and pain. And we have seen so much kindness this year:

- A little girl who foregoes birthday presents each year to donate to children in foster care.
- A couple that married to assure both could officially adopt their children.
- Donors who come forward every day, from donating food to Pete's Place to designating CFS in their planned giving.
- CFS employees who live the values of kindness, respect, and self-determination toward the people they care about and serve, despite the challenges they, too, face.

I realize I'm preaching to the choir here. Those of you who care about CFS, who regularly support our mission in myriad ways, understand the importance of these values. They are the basis of the results we've seen this year, both narrative and quantitative. You each helped make them possible.

We've accomplished some amazing things together. We had a higher reunification rate for children in foster care. We conducted hundreds of visits, counseling sessions, and meetings remotely in order to continue to serve people as smoothly as possible—and added an important program delivery system to our toolbox. Our audits, both clinical and financial, were outstanding. And most importantly, lives were changed, as you will read.

I hope you are inspired by the stories in these pages—inspired to continue to be kind, inspired to help us deliver on our mission.

Thank you for everything.

Warmly,



Gina Aranki



Our core values

RESPECT

We will treat clients, volunteers, staff, referral sources, and all members of our community with compassion and dignity.

INNOVATION

We will create an inventive and exciting environment through proactive leadership that guides and sets industry standards for service delivery and advocacy.

SERVICE

We will serve by providing high quality, efficient, and versatile programs for the greatest benefit of all.

EXCELLENCE

We will conduct ourselves with the highest standards of integrity, ethics and fiscal responsibility.

SUSTAINABILITY

We will work together to maintain a financially sound organization with a stable workforce to accomplish our mission, while reducing waste and negative impacts on our environment.





Since 1937, Child & Family Services has provided a safety net for the most vulnerable **children and families**.

About US

Sometimes, we need the support of others to help us find our own strength. Never was this more true than in the year we have just collectively experienced. As a community-builder, Child and Family Services was there for others as we navigated pandemic waters. We served children, adults, and families in over 20 counties, helping them find their inner strength and utilize the strengths of others by accessing CFS' diverse programs and services.

Hope was served up in huge measures using evidence-based models of care in programs including: behavioral health; parenting education; foster care and adoption; and youth outreach, education, work experience, shelter, and support. All programming sought to bring hope to those who need it most— in fact, 130 clients rated the statement, “My experiences at CFS gave me hope” with an average of 4.34 stars (on a scale of 1-5). Truly, hope is a key ingredient, much needed in these times.

CFS prides itself on transparency—light is shined on all of our activities. The CFS Continuous Quality Improvement model respects feedback from clients, the community, and staff. The 2020 Guidestar Platinum Seal of Transparency confirms the CFS commitment to transparency, integrity, and accountability. We continually work to shine light into dark places, in all of our practices and as a means of healing for our clients.

Since 1937, CFS has been bringing strength, hope, and light to our northern Michigan home. Our mission, “*To support the safety and well-being of those we serve in times of crisis, challenge, and life transition,*” was challenged during this Covid year. But with the strength of our supporters and clients, the hope of our dedicated staff and volunteers, and the light that love and commitment bring to any situation, we prevailed. **Our community is healthier and happier because of your support. Thank you.**

Foster Care

While family reunification in a safe home is always preferred, abused or neglected children may be removed from their home by the Michigan Department of Health and Human Services (MDHHS). CFS works with MDHHS to find homes for children, to provide treatment and support, and to resolve any issues that have made their homes unsafe. **In FY 2020, 151 children were placed in CFS foster homes.**

Our vision

To have communities where people of all ages are safe and healthy.



Adoption

When a new permanent living situation is required for abused and neglected children, CFS helps connect children with prospective adoptive parents throughout northern Michigan. **36 Forever Families were created through adoption in FY2020.** CFS also offers Pregnancy Counseling and Support for women experiencing an unplanned pregnancy.

Always a Parent

For those wanting to improve their parenting skills or are having difficulty communicating with a co-parent, the Always a Parent program emphasizes the impact of parents' behavior on their children, and teaches parents positive, effective, and cooperative communication techniques in an enjoyable, interactive way. **10 sessions were held in FY2020.**

Counseling

CFS offers counseling to children, youth, adults, families, and couples on a variety of issues. Where appropriate, our counselors utilize a trauma-informed approach to treat our clients, as well as other evidence-based models of treatment. We also offer tele-health counseling in order to help our clients heal on their terms. **In FY2020, CFS provided 1,942 counseling sessions to the community. We saw 125 new clients in 2020 and had an average of 95 clients per month.**

Child Trauma Assessment Center

CFS' Child Trauma Assessment Center (CTAC) assesses children and teens aged 2-18. The Center uses a trans-disciplinary team to help anyone working with a child processing trauma, using intervention tools needed to help the child increase resilience, improve functioning, and reach their full potential. Our CTAC has received overwhelming praise for the difference it is making in children's lives – as well as the lives of those around them. **39 trauma assessments were completed in FY2020.**

Wraparound

CFS' Wraparound program provides community-based support and individualized planning for children with severe emotional and behavioral disorders and their families. Wraparound helps connect families with a community network of support that brings hope and a sense of belonging. **14 families were strengthened through support from the Wraparound program in FY2020.**

Safe Haven

Safe Haven is a supervised visitation and safe exchange program for families affected by domestic violence or high conflict, and is the only program of its kind in northern Michigan. CFS provides a safe, supervised, age-appropriate, and friendly environment for children to visit with their non-custodial parent or exchange between parents for visits. **Safe Haven facilitated 1,660 visits and safe child exchanges in FY2020.**

Adoption story

When Mike and Yana Powers became licensed foster parents and accepted their first placement shortly afterward, they knew that life would change. But they didn't know just how drastic that change would be.

In March 2018 Yana received a call from CFS, asking if she and Mike would be willing to take immediate placement of two young children; an 18 month-old girl, Rachel, and 3 month-old baby boy, James. The children were being removed due to medical neglect. James, born with a cleft lip and palate, had been admitted to the hospital after concerns of dehydration and malnutrition. He weighed a dangerously-low 8 pounds, and had been days, if not hours away from death had medical intervention not occurred. Mike and Yana agreed to take placement of both children, and picked them up from the hospital later that day.

The first few weeks were exhausting and terrifying for Mike and Yana. James was hospitalized twice more, and was seen by multiple specialists in Grand Rapids. There were times when everyone involved feared that he might not survive. He cried nonstop—a devastating sound accompanied by uncontrollable muscle spasms. James would become rigid and stiff, and couldn't be set down at all without screaming and appearing to be in pain. Mike and Yana seemed to be the only ones able to soothe him.

It was determined that James had suffered a brain injury sometime after birth. He had a vision impairment, hearing impairment, and inexplicably stiff muscles. James underwent test after test at DeVos Children's Hospital. Mike and Yana worked tirelessly with feeding therapists, occupational and physical therapists, and many others to help James overcome his limitations. Unfortunately, no amount of intervention could have prevented James from being diagnosed with spastic quadriplegia cerebral palsy just after his first birthday. Mike and Yana sat in the exam room at DeVos Neurology, heartbroken, as they heard doctors explain that with this most severe form of cerebral palsy, James' motor functioning and cognitive ability would be severely impaired for life. They learned about the surgeries he would endure, the wheelchair and braces he would need, and the specialized therapies he would always require.

Mike and Yana leaned on one another for support, processed, and eventually came to terms with the reality of James' diagnosis. As much as they wished that things could have been different for him,



Yana and Mike Powers with James and Rachel.



“We feel that if we have the capacity, the financial ability, and the emotional resilience to foster, then why wouldn't we? It's part of being privileged and using our privilege to the advantage of our community and those in need. So for us, it just seems like a no-brainer. If we're in a position to help, we will.”

Yana and Mike Powers



Yana and Mike Powers became adoptive parents in 2021.



“Adoption is not about finding children for families. It’s about finding families for children.”

Joyce Maguire Pavao

and that life would not be so hard for him, there was also a sense of relief that came from knowing what he would be up against.

Through it all, Mike and Yana devoted just as much care and attention to Rachel. While thankfully she had no major medical concerns, she struggled in other ways to overcome the trauma she had endured. She continued to have parenting time visits, which were stressful and confusing for her. Mike and Yana worked with an Infant Mental Health therapist and developed their own techniques to address Rachel’s motor functioning and verbal challenges.

Without hesitation, Mike and Yana said they would adopt both children if reunification with their biological parents was determined to be impossible. They never wavered; not after months of sleepless nights with James and even more exhausting days, not after endless medical appointments, emotionally taxing parenting-time visits and frustrating court hearings. While they fully understood the intensity of the care they would have to provide throughout James’ lifetime, never once did they consider that this wasn’t what they were meant to do. They just couldn’t imagine their lives without their amazing, resilient children.

Last September, Mike and Yana began the process of adoption. There was just one problem — although they’d been together for the better part of two decades, they weren’t married! That meant that only one of them would be able to adopt the children. When approached about this dilemma, Yana said, “It’s not that we’re opposed to getting married, we just never really got around to it.” And so they made the easy decision to tie the knot. They were married in their backyard, with James, Rachel, close friends, and family on January 21, 2021.

Rachel, who used to shy away from adults, rarely spoke or sought out affection, is now a bright, outgoing, sassy 3-year old who loves to show off her gymnastic moves for anyone who comes through the door. And it’s now rare to see James without a smile on his face; without the loving coos, baby babbling, and giggles that escape him whenever he’s in his parents’ arms.

When Yana and Mike look to the future, they see adding on to their house so they have room for more kids. That’s right. They’re ready to it all over again. In Yana’s words, “We feel that if we have the capacity, the financial ability, and the emotional resilience to foster, then why wouldn’t we? It’s part of being privileged and using our privilege to the advantage of our community and those in need. So for us, it just seems like a no-brainer. If we’re in a position to help, we will.”

Story by Emma Smith



Program highlights

Moms' Empowerment Group and Kids Club

For moms and children ages 5-12 who have been exposed to domestic violence, this program is a resource for sharing parenting experiences and concerns while receiving support from peers and professional experts. Children meet separately during the mom sessions and are supported through age-appropriate activities designed to build self-esteem and teach coping skills. **This program is offered several times a year.**

Third Level Youth Services

Third Level Youth Services offers youth ages 12-20 alternative solutions for sorting out life's ongoing challenges. Our outreach workers help youth deal with conflict at home, find temporary or long term housing, and provide ongoing counseling. Our counselors work with anyone who has run away, has threatened to run away, is in need of protection, may be at risk of homelessness, or is experiencing family conflict. **In FY2020, 1,488 hours of youth counseling sessions took place, and we provided support to 563 callers who called the Youth Crisis Line.**

Pete's Place Youth Shelter

Pete's Place is the region's first and only youth shelter, opened in 2007, as we realized our community's teens needed a safe place to go when things got rough. A generous gift from Harvey and Marilyn Warburton made Pete's a reality. Pete's Place is free, voluntary and provides a safe place to go for youth who are homeless, have been kicked out, or have run away. In addition to shelter, Pete's provides counseling, life skills education, and hygiene items. **Pete's Place provided 193 bed nights in FY2020.**

YouthWork

YouthWork, a part of the national AmeriCorps network, is a unique workforce development program serving vulnerable youth and project partners in more than 30 counties throughout Michigan. Our young members learn important job and life skills as they complete conservation and skilled trade projects in their home communities. **56 YouthWork members performed over 17,000 hours of community services for nonprofit and public partners in FY2020.**

"We have worked with YouthWork on trail-building and maintenance projects at Sleeping Bear Dunes National Lakeshore for several years (Kettles Trail and Sleeping Bear Heritage Trail). YouthWork crews have been hard-working, disciplined, and friendly. They have worked well with National Park staff and our volunteers, resulting in seamless and effective teamwork between the three groups. We plan to have them back again."

Kerry Kelly, President, Friends of Sleeping Bear Dunes





Free Legal Aid Clinic

The Free Legal Aid Clinic is an opportunity for individuals to receive private, free, and confidential legal advice and problem clarification from volunteer attorneys from the Grand Traverse-Leelanau-Antrim Bar Association. Many FLAC attorneys take on pro bono cases for clients meeting certain guidelines.

In FY2020, we served 254 people.

Suicide Prevention and Community Education

When Third Level merged with CFS in 2014, we added a wealth of expertise and experience in community education, especially in suicide prevention and crisis intervention. CFS offers QPR, trauma, parenting, implicit bias, and other trainings. **In FY2020, 4 sessions of QPR Training were held with over 60 people registered.**



Question. Persuade. Refer. (QPR) are three steps anyone can learn to help prevent suicide. The QPR mission is to reduce suicidal behaviors and save lives by providing innovative, practical and proven suicide prevention training. This education empowers all people, regardless of their background, to make a positive difference in the life of someone they know.

Child and Family Services is offering this training for free to the community with the support of The Cheese Cup by The Northern Angler, and the 2020 Cross Country Ride for Mental Health Awareness (both in memory of Alex Hawke). We can provide QPR training to any group or organization. If interested contact us at cfs@cfs3L.org.

Harbor Springs Office

Our Harbor Springs office is home to 11 employees, and is a teaching location for student interns who are pursuing a degree in Social Work, Counseling, Psychology, or other human services fields. The Harbor Springs office offers a full licensing program to interested foster parents, foster care case management, family support and supervised parenting time, and adoption services. The Harbor Springs office serves children and families in Antrim, Charlevoix, Cheboygan, Emmet, Mackinaw, Otsego Counties and beyond. Counseling services are also referred through the Behavioral Health program's contracted therapists in the northern counties. **172 counseling sessions were provided in FY2020. 32 children were served through our foster care program and 28 children were adopted into forever families. In FY2020 the Harbor Springs office managed an average of 20 licensed foster homes.**

Gaylord Office

Our Gaylord location offers behavioral health services for clients in Charlevoix, Cheboygan, Otsego, Emmet, Presque Isle, and Antrim counties. **514 counseling sessions were provided in FY2020.**

Volunteers rise up!

Despite the heartbreak, exhaustion, and chaos of the past year, we would like to reflect on the innovation, perseverance, and resilience that was witnessed by communities all over the world. These communities, big and small, took action, checked in on neighbors and offered a helping hand to strangers so we were all being taken care of — so no one was left behind.

We witnessed this same action in our northern Michigan communities. It wasn't long before volunteers were asking what our families needed or how they could help. Almost immediately volunteers made hundreds of homemade masks for staff and clients to keep them safe. Our Board of Directors shifted gears and adapted to situations as they were unfolding, guiding CFS into uncharted waters. We had volunteers make home cooked meals for families who needed a little extra support in hard times and a volunteer dropped off CFS brochures at local doctors' offices to spread the word that we are here to help in any way we can. Volunteers helped keep the community warm through our coat drive, and helped us continue our Paper Angels program to give many children and teens a very special holiday.

This past year we witnessed our community do its best to rise up so no one slipped through the cracks or got left behind. Although volunteering looked much different this year than in past years, great work was still accomplished and needs were still met with the help of our amazing volunteers! **THANK YOU!**



Volunteer highlights

Volunteers are an important link to our community and are integral to our mission and the vital work that we do in northern Michigan.

We strive to provide meaningful volunteer opportunities at Child and Family Services by offering a variety of experiences that can make a positive contribution to our organization.

STATS

In FY2020, 107 volunteers worked 1,513 hours to help Child and Family Services programs that touch the lives of children, adolescents, adults, and families throughout our community.

“At the end of the day, it’s not about what you have or even what you’ve accomplished. It’s about who you’ve lifted up, who you’ve made better. It’s about what you’ve given back.”

D. Washington



Supporting Child and Family Services

Help Strengthen our Commitment to the Next Generation and Beyond!

How do you want to make an impact?

There are many ways that you can support your values as you determine how you want to make a difference. We've learned more than ever before how much we are in this world together, trying to improve the lives of those who have suffered great traumas, or who are faced with many injustices because of the color of their skin, their caste in society, or their sexual orientation. In this year of isolation, we have grown to appreciate our loved ones, our friends, our communities, our natural environment, and our connectedness to one another.

Our Legacy and Mission

For 85 years, Child and Family Services (CFS) has been serving northwestern Michigan region providing foster care and adoption. Dr. Mark Osterlin, a local pediatrician, recognized the need in 1937 to have safer home alternatives for children whom he saw in his practice when he started a Michigan Children's Aid Society chapter here. CFS has always served children with that same mission, and continues today in supporting "the safety and well-being of those we serve in times of crisis, challenge, and life transition." Our programs have expanded to meet the needs of our community and provide a lasting impact on those we serve.

Goals and Challenges

Some of today's challenges have become more pronounced, as clients struggle with anxiety, depression, thoughts of suicide, substance abuse, violence, and mental illness. Thankfully, we are learning more about the connection between behavioral and mental health and past childhood traumas. We give our clients the tools and compassion to work through these traumas to build resilience and live a constructive life.

Opportunities

We all want to be helpful and contribute to society. It is our hope that we will grow stronger together! As we learn and build our connection to mental wellness, we envision a healthier, more compassionate community. We hope you'll join us in our efforts to make this vision come true as we build capacity to serve our vulnerable populations and increase their resilience. It is our nature to want to be helpful and contribute to society. We all have the potential to live a constructive life that pays it forward to the next generation. Consider making that impact gift that will serve others and renew human kindness.

Annual Giving Clubs

- \$50,000 – Big Picture Dream Makers
- \$25,000 – Empowering Benefactors
- \$10,000 – Program Investors
- \$5,000 – Change Creators
- \$2,500 – Resilience Leaders
- \$1,000 – Team Builders
- \$300 – Passionate Advocates
- \$100 – Other Resourceful Supporters

There are many ways you can help

Your support makes such a difference! There are many options for gifts, including several non-cash options.

Legacy gifts

You can create a powerful commitment to support children and families in our community for generations to come.

Guardian Angels

Name CFS in your will. Sample bequest forms are on our website at www.cfsnwm.org/legacygifting.

Major Gifts, Tribute Gifts, and Capital Campaign Naming Opportunities

Stocks, QCDs, Annuities and Other Gifts

Can provide tax savings now while you make an impact for the future.

Sponsorships

Various opportunities to visibly support CFS and market your business.

In-Kind Gifts

Please see our wish list on the Donate page on our website.



For more information about how you can help make a difference, visit cfsnwm.org/donate or email us at cfs@cfs3L.org

Consider a Legacy Gift for your vision and hope for the future!

Planned gifts allow you to contribute assets in the future in the form of bequests, charitable gift annuities, and gifts of stocks, while benefiting from tax exemptions and savings. Create a life-changing philanthropic decision to support our community's future generations.

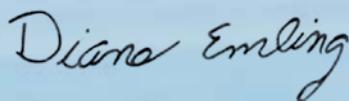
From our president



What a year it has been! On behalf of the Board of Directors I want to express our deep gratitude to everyone in the CFS family for going the extra mile this year. The families we serve, the staff and volunteers, the donors, our community partners - have all pulled together, creatively adapting to the ever changing environment.

From every individual at every level throughout CFS, the passion to continue their support for clients across our region has been met with resounding strength and creativity. Aware of how the continued need for social isolation, financial stress, and attempting to home school the region's children has exacted a toll on the families CFS serves, the entire CFS family has not missed a beat.

The whole community owes a debt of gratitude to the valiant and very essential staff at CFS. The Board of Directors is honored to be associated with such fine people, and with the volunteers and donors who've risen to the occasion to keep CFS such a vital anchor in this time of need.



Diane Emling
President, Board of Directors



connect with us

To learn more about Child and Family Services visit us at cfsnwmi.org, or keep up with us on Facebook and Instagram.



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Over 200 years of cumulative service to Child and Family Services.

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A Giving heart

Elise O'Dwyer has always had a big heart and thought of others. She recently dropped off a huge bag of new clothes, pajamas, and other goodies to us at CFS for children in foster care. She had just celebrated her 10th birthday and instead of presents she asked friends and family to bring donations to help children in need.

We were so touched by the thoughtfulness of this sweet girl, and were surprised to learn that it was actually the fifth birthday in a row that she decided to put others in need before herself. She has been doing it since her 6th birthday! Her mom thinks it was a radio commercial that she heard for Toys for Tots at Christmastime. Two months later for her February birthday she said, "I don't want anything for myself, just for others."

Thank you, Elise, for your kind heart and generosity. You are a perfect example of the hope and love in our community.

"I know there are kids who don't have many things, so I wanted to give them new things. I want them to be happy!"

Elise O'Dwyer

Della Lewis and Warren “Bud” Cline enjoying their retirement.



Dedicated to CFS and our community

Bud Cline first learned of Child and Family Services in the winter of '77 when he was sent to do the CPA audit of our organization. At that time, CFS was a small foster care and adoption agency that had about 20 staff members. There was no development department and the audit was quite simple for the recently graduated 22 year old auditor. When Bud was 32, he joined the United Way's board and was soon the Chair of the Annual Drive. CFS was one of the largest recipients of donations from the Grand Traverse Area United Way. This relationship between CFS and United Way became Bud's second connection to CFS. After completing his service on the UW board, Bud was recruited to join the CFS board in the early 1990s. He grew with the organization and soon became Treasurer and then President. After nine years on the Board of Directors, he became a Trustee. Bud is still serving in that capacity and taking an active role in the financial and accounting side of the organization. Along with CFS's other Trustees, he shares his historical perspective on our journey with the current leadership at Child and Family Services.

Della began volunteering with CFS after she retired from teaching first and third grades in Kingsley. She has a love for children and wanted to find something that combined that love and her interest in fiber art, which was her minor in college. She has helped with our annual children's art contest and show, and is looking forward to our new art celebration and summer show at Twin Lakes Park.

Bud and Della are now enjoying full retirement after Bud's career of 43 years working as a CPA and in business valuation and Della's 35 year elementary education career. In their 38th year of marriage, they love to travel, entertain family and friends, and give back to their community. CFS has been one of the organizations that continues to be near and dear to their hearts. Both of them value the work of CFS and plan to continue supporting the organization to help make a difference.

“I am repeatedly amazed by the success stories told by our staff at our Board Meetings. Volunteering my time and donations to CFS gives me an opportunity to support the work of counselors and social workers as they guide CFS's clients back on the road to success and happiness.”

Warren “Bud” Cline

“I have found that among its other benefits, giving liberates the soul of the giver.”

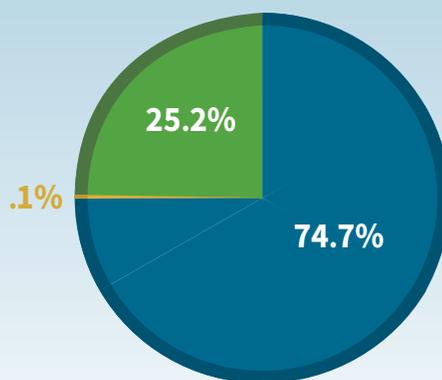
Maya Angelou

Financials

Our Board of Directors is committed to maintaining a financially sustainable organization by creating an infrastructure that supports our clients, grows our core programs and service offerings, and develops our team of employees and volunteers. Of course, none of this would be possible without the generous support of our corporate partners and individual donors. With that support, we are able to continue our mission of supporting northern Michigan’s children, youths, adults and families in need.

Income Sources

Total Income: \$6,134,928



Federal and State Grants, Contracts, & Private Pay: \$4,584,546

Development & Fundraising: \$1,547,200

Miscellaneous Income: \$3,182

Expenses

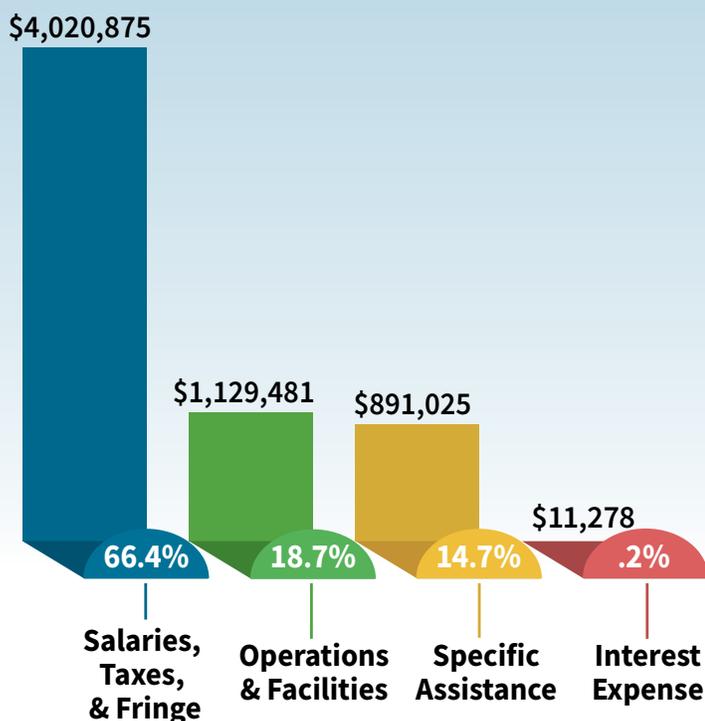
Total Expenses: \$6,052,659

Board Designated Fund:
\$839,369

Administrative Expenses:
8.1% of the budget

Fundraising Expenses:
5.1% of the budget

Combined Total: 13.2%



What your dollar does

- \$2,500:** Provides trauma assessment for a child
- \$1,500:** Provides a week's stay at Pete's Place Youth Shelter, plus counseling and supportive services for two homeless youth
- \$500:** Provides 6 counseling sessions to a child struggling with life's challenges such as grief and loss, anxiety, or depression
- \$400:** Provides 8 youth emergency supply backpacks
- \$250:** Provides 4 hours of supervised visitation for a family experiencing domestic violence or high conflict
- \$150:** Helps stock our teen pantry with food and supplies
- \$100:** Helps to provide toys and games for our family visitation and therapy rooms



Thank you to our generous donors

As we thoughtfully reflect on our values, including sustainability, we have decided to not print our donor names in this document but rather direct you to www.cfsnwmi.org/supporters to recognize the 1,800+ donors who supported us this past calendar year.



Thanks for making a difference.

You have
encouraged
strength,
given **hope**,
and brought
light. ←

Child & Family Services



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Peterson McGregor
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for sponsoring this Annual Report!

“**Hope** is being able to see the
light despite all the darkness.”

Desmond Tutu



CFS has achieved a 2020 Platinum Seal of Transparency with GuideStar, showing our commitment to integrity and accountability. By providing information about our goals, strategies, capabilities, and vision, we are highlighting the difference we help make in the world.

