

Building
Inspiring
Creating
Growing
Giving...

Hope

For 85 years.



Child &
Family
Services



of Northwestern Michigan

FY2021 ANNUAL REPORT



Our impact

In FY2021, Child and Family Services provided:

- 2,971** counseling sessions
- 1,629** supervised visits and safe exchanges
- 119** children a safe place to stay with loving foster families
- 36** forever families created through adoption
- 26,172** hours of community service performed by **61** YouthWork members
- 377** calls to our Youth Services crisis line
- 169** people with free legal advice

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



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Dear Friends:

This year, we celebrate CFS' 85 years of service to northwestern Michigan and beyond. From our beginnings keeping children safe from abuse and neglect, to our most recent goal to help young people hone their skills and beautify public spaces all over Michigan, CFS is still doing amazing work. I could not be prouder of each of our employees, and all the clients they care about and assist on their individual journeys.

The celebration is tempered by the many challenges the world seems to be facing. As I write we are dealing with the fallout of another racially charged mass shooting in Buffalo, followed by the unfathomable loss of 19 children gunned down in school in Texas. The war in Ukraine rages on. Families and communities struggle with epidemic levels of mental illness and suicide among people of all ages.

Whatever we are facing, personally and in community, we are always reminded of how fragile life is. So I ask you: what kind of a world do we want to live in? The one I hope to have, for my children and for us all, is:

A Peaceful World. Where people are not only free from war and tyranny, but free from violence and able to live in safety and security in their homes.

A Compassionate World. A world that cares if you don't have enough to eat, or are ill or disabled. A world that steps up to help the most vulnerable among us—especially our children.

A Green World. One of the ways we are choosing to celebrate this 85th anniversary year is our Green Initiative, which is exploring the ways we can reduce our carbon footprint—growing plants and eating more of them, reducing and reusing things we buy, upgrading our furnaces and installing energy-efficient lighting. And we've added a core value that commits us to environmental responsibility and protecting the world in which we all live.

A Free World. I see the children we serve at CFS, and those in my family, when they learn something new about the world that delights them, or when they hear a great piece of music or make something cool with their own hands, or ride a bike or score a touchdown for the first time. When they are free to explore their aptitudes and interests, safe enough to make mistakes or to fail, the light in their eyes is something to behold. It's why we come to work every day. It's one of the ways CFS leads — by assuring that all our children have those opportunities available to them with your support.

"Be the change you wish to see in the world," the saying goes. It starts with each of us. Thank YOU for all you do to help us bring about positive change for the people we serve, for our communities, and for our world.

Warmly,



Gina Aranki



our mission

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



Our core values



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

INNOVATION: We will respond to client and community needs with forward-thinking, trauma-informed, and evidence-based best practices in education and programming.

SERVICE: We will serve by providing high-quality, efficient, and versatile training and programs for the greatest benefit of all stakeholders in a clean, inviting environment.

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

STABILITY: We will consistently work together to maintain a stable organization to accomplish our mission.

SUSTAINABILITY: We are committed to environmental responsibility and protecting the world in which we and our stakeholders live.

85 years of service

Eighty-five! What does that number bring to mind for you? The size of a really big TV? An especially bad fashion year with shoulder pads, leg warmers, and stirrup pants? Or an older person full of wisdom and life experience?

Of course, 85 years of service describes something different when we talk about an organization like Child and Family Services. Organizations have a known life cycle just like other living, growing things. CFS has progressed from its humble but strong beginnings in 1937 to the multi-faceted organization we now know in 2022. Eighty-five years of looking out for children and families is impressive. But even more impressive is how this tiny organization has grown and flourished as it has changed to meet our community's needs.

No doubt the Start-up Stage of CFS (then the Children's Aid Society) was marked by the high energy level of the five staff members working out of one office in Traverse City, serving 350 clients annually. Though none of us were there, we can imagine how, at this stage of the organization's life, there was always more work than people, and everyone did a bit of everything.

As the organization grew, the name changed and the organization began standardizing and deepening its programs to reflect constituent needs. CFS was in the Growth Stage. To make it through this stage in a healthy way, CFS began to further develop its governance, capacity, funding methods, and systems. The first Advisory Board of Trustees was formed (and still continues today). The organization helped found the Michigan Federation of Private Child & Family Service Agencies (now the Michigan Federation for Children and Families) to support and advocate for agencies doing this good work. CFS programming grew, over the years adding the Murchie Youth Home in 1975, the Free Legal Aid Clinic and Counseling Department in 1976, and opening its Harbor Springs office in 1981.

We can't say exactly when CFS came to its Mature Stage, but it took steps toward that place as it got its 501(c)(3) nonprofit status in 1983, developed a Board of Directors, diversified its funding, and developed a strong reputation in the community. In this stage, it added services and programs that were well-aligned with its strategic plan, such as Safe Haven, Pete's Place, Third Level Youth Services, YouthWork, and telehealth services. In an organization's Mature Stage, there are policies and procedures in place, upgrades in technology happen as needed, and major donors are a critical part of making it all work. It is a wonderful place to be, and we couldn't have gotten here without the support of clients, community, and staff.

What's next? We are as eager as anyone to see. We predict continuous re-envisioning to keep the organization on target serving our community's needs. As these needs change, CFS plans to change right along with them, providing support to those we serve in times of challenge, crisis, and life transition.

"No act of kindness, no matter how small, is ever wasted."

Aesop

Serving our community





“Our foster son has brought more joy and laughter to our home than we could have ever imagined. For us, it’s about showing a precious young child every day that he’s not only safe and loved, but smart, brave, and capable of so many great things. It’s helping him write his own story, in spite of anything that he’s endured in his few short years.”

Vern and Rachel
CFS Foster Parents

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 foster homes for children, to provide treatment and support, and to resolve any issues that have made their homes unsafe. Our foster care program provides a temporary haven for children and youth up to age 21. **In FY2021, 119 children were placed in loving CFS foster homes.**

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. Our program helps find safe, forever families for children. **36 forever families were created through adoption in FY2021.**

Pregnancy Support

CFS offers free, compassionate, confidential, and non-judgmental counseling and support for women experiencing an unplanned pregnancy.

Always A Parent

For those wanting to improve their parenting skills or those who 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 FY2021.**

Counseling

CFS offers counseling to children, youth, adults, families, and couples on a variety of issues. When appropriate, our counselors utilize a trauma-informed approach as well as other evidence-based models of treatment. We also offer telehealth counseling in order to help our clients heal on their terms. **In FY2021, CFS provided 2,971 counseling sessions to the community. We saw 179 new clients and served an average of 98 clients per month.**

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, which served 150+ people in FY2021.**

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 1,629 visits and safe child exchanges in FY2021.**

Program highlights

A fostering hero

Frances Olson has been licensed to provide foster care since 1972, and has loved and cared for over 50 children. As a young mother herself, Fran felt that it was her calling to help support and care for other young mothers who were pregnant with no place to go. She was supported in this calling by her late husband Duane, and together the two of them began their journey as foster parents. When Duane passed, Fran continued to foster parent with the support of friends and family. It wasn't until many years later that she would reunite with an old friend from childhood, Chuck Roberts, and re-marry. Without hesitation, Chuck began his training as a foster parent and the two were soon co-parenting kids from all over northern Michigan. After Chuck's death in 2019, Fran continued on as a foster mom until 2020, when she decided it was time to retire. Apparently her former foster kids didn't get the memo, because they continue to contact her regularly and visit their former home on holidays, birthdays, and other family celebrations!

Fran was a pioneer in understanding the effects of trauma on kids, and her authenticity and kindness could put even the most hesitant kids at ease. Kids felt safe around Fran. They respected her firm but loving approach to parenting. She met kids where they were, and walked beside them as they began to heal and grow. Many of the children Fran cared for were returned home to their birth parents, but many stayed with Fran for years until they aged out of foster care. The unconditional love and support Fran has shown each child in her care is nothing short of extraordinary. Fran never turned her back on a child, no matter how challenging their behaviors. She would work directly with case managers and therapists and make every attempt to get kids back on track.

Countless times throughout the years, foster care staff would call Fran in the middle of the night, desperate to find a safe place for a child in crisis, and she welcomed them every single time. Not only did Fran put the needs of the kids in her care before her own, but she had a beautiful and graceful way of making them feel loved and cared for, even at 4 o'clock in the morning.

Fran is a true hero in every sense of the word. She has dedicated her life to helping kids and families heal and grow and become thriving members of society.

To know Fran is to know a real friend and we are beyond grateful for her many years as a servant warrior for CFS.

As a caseworker, you look for and depend on consistent and welcoming foster parents that you can trust to do what is needed for the children in their care. You look for foster parents who will look past the behaviors and offer children a safe space that allows them to grow and heal without judgment. After countless home visits in Fran's family farmhouse, you can almost hear the hundreds of different footsteps walking (or running) up and down the stairs and in and out of the front door. Working with her through several different placements, situations, and countless behaviors, I cannot help but admire her persistence and "come as you are" attitude. Fran is a foster parent, a mom, a teacher, a guardian, a shelter, a home. She is family to so many, and deserves every recognition there is for the heart she has poured into our community. – **Amanda Fisher**

Foster Care Worker

"Being a foster parent is so much more than providing food and shelter; it's about showing compassion, dedication, nurturance, and love for a child who desperately needs security and comfort."

Aprille Sutton
CFS Child Welfare Director



Moms Empowerment Group and Kids Club

This program is a resource for children ages 5-12 and their moms who have been exposed to domestic violence. Members share parenting experiences and concerns while receiving support from peers and professional experts. **This program is currently on hiatus due to Covid, but will return soon.**

Youth Services

Youth Services offers youth ages 12-20 alternative solutions for navigating 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 FY2021, 1,170 hours of youth counseling sessions took place, and we provided support to 377 young people who called the Youth Crisis Line.

Pete's Place Youth Shelter

Opened in 2007, Pete's Place is the region's first and only youth shelter, created to address our community's teens' need for 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 open to youth who are homeless, have been kicked out, or have run away. In addition to shelter, Pete's provides counseling, life skills education, food, clothing and hygiene items. **Pete's Place provided 204 bed nights in FY2021.**

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 and all across Michigan, including projects in each of Michigan's five national parks and in four national forests.

61 YouthWork members performed over 26,172 hours of community service for nonprofit and public partners in FY2021.



“In the end we will conserve only what we love, we will love only what we understand, and we will understand only what we are taught.”



Free Legal Aid Clinic

The Free Legal Aid Clinic (FLAC) 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 FY2021, we served 169 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 trainings on suicide prevention (QPR), trauma-informed parenting, implicit bias, and other topics. **In FY2021, 7 sessions of QPR Training were held with 64 participants. We also held 1 trauma training, and 3 implicit bias trainings.**



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 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, and Otsego Counties and beyond. Counseling services are also referred through the Behavioral Health program's contracted therapists in the northern counties. **346 counseling sessions were provided in FY2021. 25 children were served through our foster care program and 17 children were adopted into forever families. In FY2021 the Harbor Springs office managed an average of 19 licensed foster homes each month.**

Gaylord Office

Our Gaylord location offered behavioral health services for clients in Charlevoix, Cheboygan, Otsego, Emmet, Presque Isle, and Antrim counties. **236 counseling sessions were provided in FY2021.**

YouthWork's impact

YouthWork provides vulnerable young adults with hands-on experience while they earn a living stipend, scholarships, and job skills. The conservation and skilled trades projects completed by YouthWork achieve three objectives: 1) they build job and life skills, increasing opportunities for these youth; 2) they save valuable resources for nonprofits and government agencies, as projects are completed at reduced rate by leveraging strategic partnerships and diverse funding sources; and 3) they enhance and improve community spaces for all to enjoy.

As residents in areas with rural poverty, YouthWork members often lack stable homes, access to services, and positive role models. Some may go to bed hungry and show up for the day without a lunch. YouthWork teaches professional skills like completing paperwork, setting an alarm to show up on time, looking someone in the eye as they are introduced, and sometimes even basic hygiene. We serve these vulnerable youth, who in turn serve their community.

In just three years, YouthWork has grown exponentially and has achieved some remarkable results! **More than 275 youth participants have provided nearly 90,000 hours of community service at 325+ project partner sites** contributing to: 300+ miles of trails constructed/improved including several miles made ADA-accessible; 2,500+ acres of public land improved; 100,000+ native plants and trees planted; 250+ public/historic structures restored/improved/constructed; 75+ boardwalks, observation decks, and staircases constructed/repaired on public lands; and 30+ tons of recycled materials removed from the waste stream. YouthWork has completed projects in each of Michigan's five national parks and in four national forests.

The impact of these projects on YouthWork members is life-changing. Young people who have never been able to trust adults build meaningful relationships with their crew leader and begin to trust again. Members who are autistic realize the gifts they have are perfect for focused, detailed work like historic preservation. Others have never before spent time in or appreciated the outdoors because they have been concentrating on surviving abuse and neglect. For our members, YouthWork is more than just an opportunity to serve their communities and gain valuable experience. Rather, it is that place of safety and comfort that is desperately needed.

Last summer, a group of young adults from the Detroit area joined YouthWork in a new collaboration with the nonprofit SER Metro-Detroit. These young adults stepped way out of their comfort zones hundreds of miles from home. The crew completed incredible projects at Sleeping Bear Dunes National Lakeshore, Chippewa Run Natural Area (Empire), Twin Lakes Park (Traverse City), Maple Bay Natural Area (Traverse City), and the Hiawatha National Forest (Munising, Upper Peninsula). Next, the crew went back home where they served their own region at River Raisin National Battlefield Park in Monroe. We are excited to grow this partnership in 2022 and expect 2-4 crews from the Detroit area. We are grateful to YouthWork's many supporters who made this collaboration possible, including the National Park Foundation, the National Forest Foundation, SER Metro-Detroit, AmeriCorps, our partners at the National Park Service, the US Forest Service, and many individuals.



“Our financial partners, grantors, individual donors and contributors are vital to YouthWork’s success which in turn provides more opportunities for our youth, more savings for our project partners and more benefits for our local communities. We hope you’ll help us grow the program and make a greater impact! The demand for our services is higher than ever and the life-changing experience for our young people is priceless. Please get in touch to learn more, see a crew in action, and tour our educational campus at Twin Lakes Park in Grand Traverse County.”

Linda Sommerville
CFS Development Director

Former foster youth Sean Miles (on right) joined YouthWork after learning about our program through a referral his family received from a YouthWork partner serving individuals like Sean who live with a variety of physical and developmental disabilities.

When Sean entered YouthWork, he was quiet, withdrawn, and lacked confidence. Despite this, he showed up every day, on time and ready to work. He quickly took on a leadership role, wanting to serve on more complicated tasks and projects. Now, he constantly seeks to learn more and contribute to his team. Sean has been hired to be a crew leader in 2022, and has completed dozens of trainings on safety, conservation, construction, and community service. He is always the first to volunteer and encourages others to do the same. Sean provides one-on-one support and mentors younger members who also struggle with challenges of their disabilities. He does it with great empathy and patience, never questioning their abilities or his own. His leadership abilities are exemplified not just by doing things for others, but by showing and explaining the hows and whys of the work – instilling a deeper understanding and appreciation in his fellow members. Through his time with YouthWork his mom has noted his increased confidence and empathy for others. Sean's pride is visible when he tells others about YouthWork and what the crews are accomplishing.



Volunteer angels

Recognizing the need to get things done despite having a limited number of volunteers we could host at the office due to the pandemic, our board members filled in and did many of the much-needed volunteer jobs! Last November, Amber McKinney and Nicola Philpott spent weeks at our office managing the Paper Angels campaign. Amber and Nicola divided the shifts that 20+ volunteers typically shared, and continued the program of matching donors to our wish lists – resulting in another successful year fulfilling 329 lists!



Amy Endresen is another veteran volunteer. She joined our board in January and helped assist our QPR (Question, Persuade and Refer) trainer, Allison Zimpher, in doing virtual trainings and mailing follow-up booklets. Amy then decided to step up and co-chair our Tee Up Fore Kids fundraiser with Caroline Coates from Real Estate One.

Board members took on important projects such as updating by-laws and strategic planning (Debbie Hershey), and deep-diving into various programs. Others served on the Finance, Services and Governance Committees. Our new board leadership team (Krista Goldman, President; Chris Mohrhardt, Vice President; Bob Needham and Kaylee Simerson, Co-Treasurers; and Nicola Philpott, Secretary) have all been vital to the health and well-being of our organization in this 85th year! **Many thanks to each of you for "Saying YES to CFS!"**



VOLUNTEERS are an important link to our community and are integral to our mission and the vital work that we do in northern Michigan. Consider joining us to help make a difference in the lives of kids and families! Visit cfsnwmj.org/volunteer to learn more.

Board members Amber McKinney (top), Nicola Philpott (left), and Amy Endresen (above).

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 express your philanthropic 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, all of us trying to improve the lives of those who have suffered great traumas, and those who are faced with many injustices because of the color of their skin, their place in society, being differently abled, or their sexual orientation or gender identity. Throughout the challenges of this year, we have grown to appreciate even more our loved ones, our friends, our communities, our natural environment, and our connectedness to one another.

Our legacy and mission

For 85 years, CFS has been serving the northwestern Michigan region providing foster care and adoption. In 1937, Dr. Mark Osterlin, a local pediatrician, recognized the need to have safer home alternatives for children whom he saw in his practice, and spearheaded founding a Michigan Children's Aid Society chapter here in northern Michigan (read more about it in our special history spread!). CFS has always served children with that same mission in mind, and continues today in supporting "the safety and well-being of those we serve in times of crisis, challenge, and life transition." Our programs continue to expand to meet the needs of our community and create a lasting impact for those we serve.

Goals and challenges

The stresses of today's challenges have become more pronounced, as clients struggle with anxiety, depression, thoughts of suicide, substance abuse, violence, and mental illness. As a result one of our goals is to continue to learn more about the connection between behavioral and mental health and childhood traumas. We help our clients develop the tools with compassion to work through these traumas to building resilience and promoting a more constructive life.

How you can support us

It's in our nature to want to be helpful and contribute to our communities, and it's our hope that we will grow stronger together! As we 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. Consider making an impact gift that will serve others now and into the future.

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

LEGACY GIFTS

You can make 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.cfsnwmi.org/legacy gifting.

MAJOR GIFTS, TRIBUTE GIFTS, AND CAPITAL CAMPAIGN NAMING OPPORTUNITIES

These donations contribute to our programs that help us accomplish our important mission.

STOCKS, QCDS, ANNUITIES, AND OTHER GIFTS

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

SPONSORSHIPS

There are 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 cfsnwmi.org/donate or email us at cfs@cfs3L.org.



Consider a Legacy Gift to realize 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. Make a life-changing philanthropic decision to support our community's future generations.



Dr. Mark Osterlin

85 years of care

This year we celebrate our 85th Anniversary! It's been 85 years of serving vulnerable children and families throughout northwestern Michigan, which is certainly a remarkable achievement. We consider ourselves strong and resilient, having weathered many storms and changes, while continuously working on and promoting our mission to support the safety and well-being of those we serve in times of crisis, challenge and life transition. It could not have happened without a combination of a great staff's work ethic and strong community support.

CFS was the brainchild of Dr. Mark Osterlin, a local pediatrician. Concerned with the growing problem of childhood abuse and neglect, he sought to create a place that would serve as a safe harbor for children. Dr. Osterlin partnered with the Michigan Children's Aid Society in 1937 to open an office in Traverse City that provided medical attention and protective services for abused and neglected children in northern Michigan. By serving as a mentor, innovator, and advocate for children, Dr. Osterlin created an organization that has been a lasting resource and safety net for the area's most vulnerable.

To put the history of the area in perspective:

- Munson Hospital was dedicated July 1926
- WTCM radio was yet to be established; that happened in 1941
- Northwestern Michigan College was established in 1952

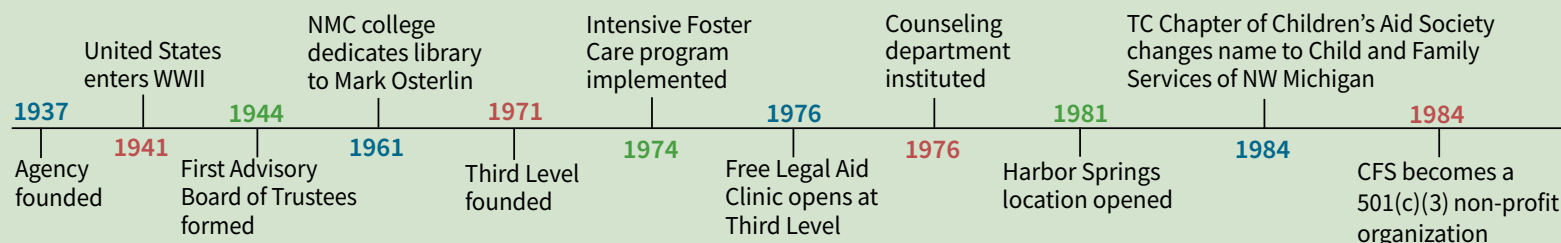
What was going on in America at that time? Here are some 1937 news stories:

- Amelia Earhart disappeared in July
- The State of Michigan celebrated its statehood centennial in January
- Batman first appeared in Detective Comics
- The Hindenberg airship caught fire in the sky and crashed
- The first blood bank system was started at the Cook County Hospital in Chicago, Illinois
- The Golden Gate bridge opened to traffic

Notes from one of our Aid Society meetings held November 18, 1943:

"The Michigan Children's Aid Society has to play the part of a sort of over-all parent to a family of 45-50 youngsters all the time. And that's quite a family. Sometimes we feel a bit like the old woman who lived in a shoe. It really helps us keep going, seeing to it that Sally Ann and May Lou have snowsuits and galoshes and warm underclothes; that baby George gets in to the Clinic on time for his third shot of whooping cough preventative serum; that toddler Eddie takes his cod liver oil per doctor's orders; that teen aged Tom gets that farm job he's been wanting so long; and that sweet sixteen Sally goes to the high school parties with high school boys and not to the U and I with sailors"

Over the years there have been many significant moments and challenges for Child and Family Services, starting with overcoming the diaper and safety pin shortages for children in care during World War II, while the number of children needing adoptive homes increased when fathers were killed or missing in action..



Things have certainly changed, but what has not changed is what our committed caseworkers encounter every day. Another quote from 1943:

“Billy is an adorable, chubby, rosy-cheeked, 4-year old who lives in one of our farm boarding homes. He has been with us since he was 20 months old. We were asked to board him by Dr. Osterlin of the clinic. We don’t have to go to the Nazi concentration camps to find hatred and cruelty. Billy had been severely abused by his mother. The poor baby was so completely hurt and afraid he couldn’t make a sound and hardly moved, but in a few weeks of good care he began eating more heartily as life took hold in him. Now he’s a jolly, warm, cheerful fellow who is loved very much as part of his boarding family.”

Billy’s story continues with a history of his birth family and the expectation that he will not return to them. The report concludes that this is the best thing that can happen to him. Unfortunately, this is something we still face today. The goal for a child in foster care is always reunification with their birth family, but when reunification is not possible, CFS’ Adoption Program finds them a safe, forever family.

One of our first “boarding mothers,” Mrs. Orval Page, known as “Aunt Hazel,” fostered from 1937 until 1966, caring for more than 70 children and adopting two. The Children’s Aid Society annual budget in 1955 was a little more than \$44,000. From \$44,000 to about \$6 million today, our budget is one thing that has changed considerably! Check out more CFS milestones in our timeline below.

Since 1937 Child and Family Services has grown immensely in order to provide the necessary services deserved by our community. We started with just five employees in 1937 and one location. At the time of our merger with Third Level Youth Services we had roughly 90 employees at two locations.

Today we have an incredible 102 employees with an additional 75+ YouthWork members in the summer months, and four locations! The number of clients of all ages has also increased dramatically since our doors first opened. In the early years we served on average 350 clients annually. Today we serve over 1,500 clients annually with all of our departments and programs. The ever-growing need of children and families in our community reminds us of why we continue to do what we do here at Child and Family Services.

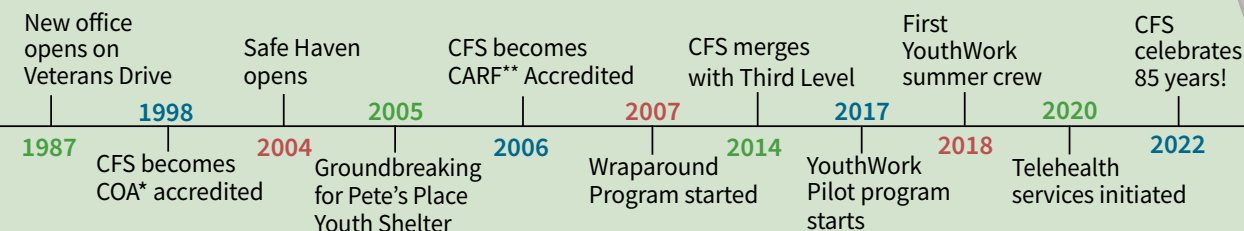
We will continue to be here until every need is met. Our staff are here to support those who need us most seven days a week, 365 days a year.



Mrs. Orval Page (Aunt Hazel)



Planning committee for the 1970 Home Tour fundraiser!



*Council on Accreditation of Services for Families and Children
 **Commission on Accreditation of Rehabilitation Facilities



Child and Family Services of Northwestern Michigan is future-ready with the recent completion of a strategic plan to advance its vision to create resilient, strengths-based communities where people of all ages are safe, healthy, and thriving. Goals for the next three years include engaging in long-term financial planning, securing a sustainable home for YouthWork, expanded prevention preparation and training, developing a diversity, equity and inclusion program, and providing leadership in community mental health access efforts.

Professional development and staff retention are priorities in the strategic plan. The success of CFS is due to the dedication, expertise and indispensable achievements of its staff. The Board of Directors is grateful for these healing and determined individuals, as well as the volunteers and contributors who join them in supporting families in our community.

A handwritten signature in black ink that reads "Krista Goldman".

Krista Goldman
President, Board of Directors

Board of Directors



Chris Mohrhardt
Vice President



Diane Emling



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Bob Needham
Co-Treasurer



Amy Endresen



Amber McKenney



Kaylee Simerson
Co-Treasurer



Joanie Hazelton



Rachel Wasserman



Nicola Philpott
Secretary



Debra Hershey

Our Board of Trustees

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

Terry Paquet, **President**

EmmLee Cameron

Galen Krupka

Ken Petterson, **Vice President**

Bob Cornwell

Rob Tubbs

Warren "Bud" Cline III, **Treasurer**

Jeremy Hawke

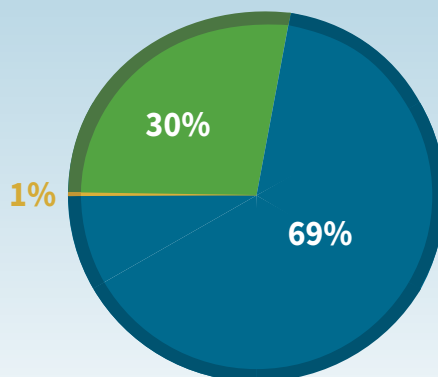
The Numbers

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 and foundation partners and individual donors. Thanks to you, we are able to continue our mission of supporting northern Michigan's children, youths, adults and families in need.

Income Sources

FY2021

Total Income: \$6,684,389



Federal and State Grants, Contracts, & Private Pay: \$4,643,312

Development & Fundraising: \$2,020,436

Miscellaneous Income: \$20,641

Expenses

FY2021

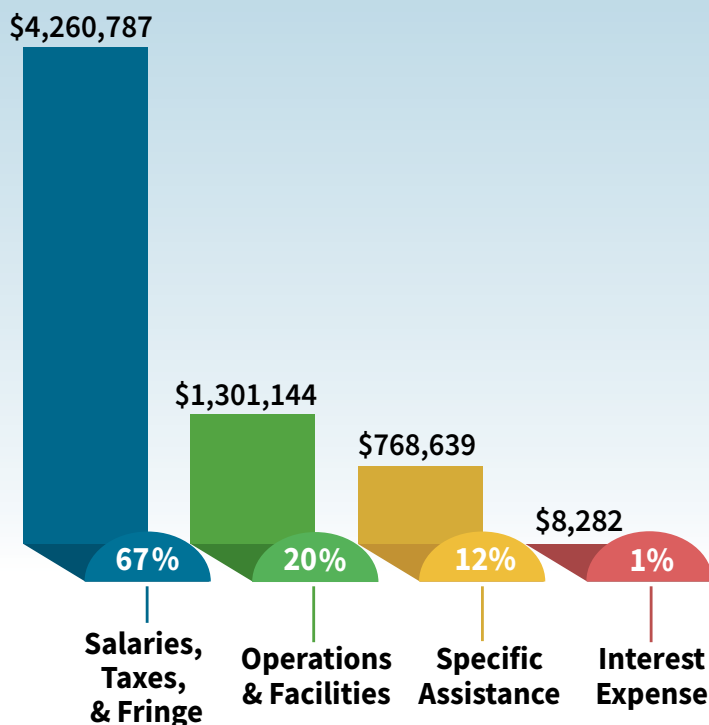
Total Expenses: \$6,338,852

Board Designated Fund:
\$225,701

Administrative Expenses:
9.6% of the budget

Fundraising Expenses:
5.3% of the budget

Combined Total: 14.9%





What your dollar does

- \$2,500:** Provides **8-10 children with recreational therapy** camp sessions
- \$1,500:** Provides **a week's stay** at Pete's Place Youth Shelter, plus counseling and supportive services **for two homeless youth**
- \$500:** Provides **5 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**
- \$300:** Provides **4 hours of supervised visitation for a family** experiencing domestic violence or high conflict
- \$150:** Stocks our **teen pantry with food and supplies**
- \$100:** Provides **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 cfsnwm.org/supporters to recognize the 1,800+ donors who supported us this past calendar year.

To celebrate 85 years of service and to demonstrate our commitment to creating a healthy environment for all our community's children and adults, the staff and board of CFS formed the *85 and Green!* team. This lively group is planning monthly green activities for staff and is taking several energy conservation measures at the Veterans Drive office. The organizational commitment of CFS to a cleaner, greener earth for all is described in a new sustainability core value found on the CFS website.



“We live in a world in which we need to share responsibility. It’s easy to say it’s not my child, not my community, not my world, not my problem. Then there are those who see the need and respond. I consider those people my heroes.”

Fred Rogers



connect with us

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



Child & Family Services



of Northwestern Michigan

3785 Veterans Drive
Traverse City, MI 49684

Nonprofit Org.
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Traverse City, MI
Permit No. 171

A special thank you to



Peterson McGregor
INSURANCE

for sponsoring this Annual Report!



Serving children and families since 1937!

“Philanthropy should help in the now and in the future. Our children are our future, and there is a cost to society if we don’t do something now.”

Alan Newton, *Donor and Volunteer*



Our child welfare, counseling, and shelter programs are accredited by CARF International, assuring the more than 2,500 businesses, individuals, and organizations who contributed to our work last year of our commitment to clinical, administrative, and fiscal excellence.

Candid has awarded CFS the highest level of organizational transparency, showing our commitment to integrity and accountability.