GROWING
so we can help even more children lead successful lives

THE CHILDREN’S HOME OF CINCINNATI
2015-16 ANNUAL REPORT
Dear Friends,

As defined by the Merriam-Webster dictionary, The Children’s Home fits that definition. During the past 12 months, we have grown in size and quality, and we are confident we will continue to grow in the years to come. In this year’s Annual Report, you will read about our new initiatives, service expansion and accomplishments.

You will see how we have served more than 7,800 children and families, and you will gain a deeper picture of some of the children with whom we have worked. You will experience the transformation of James, Grayson, Kayla and Soroya’s lives. And you will come to appreciate that each child’s potential can be realized if given the specialized support The Children’s Home provides.

You will see our commitment to quality in the stories we’ve shared and in the fact that 95 percent of our parents would recommend our services to others. You will understand how we have differentiated ourselves through the growth in our autism, early childhood day treatment, nutrition and health care programs. And you will meet three staff members who represent the skills, talents and dedication of our 320 (and growing!) employees.

We are understandably proud of our children, our services and our staff. But we also know we couldn’t do it without you – our donors, volunteers and other supporters. On behalf of the children we serve, thank you for your continuing support.

Sincerely,

John Banchy
President & CEO
For more than 150 years, The Children’s Home of Cincinnati has transformed the lives of vulnerable children, helping to launch them on successful life journeys.

OUR PROGRAMS REACH THOUSANDS OF CHILDREN

Our treatment and education programs help more than 7,800 children overcome their social, behavioral and learning challenges. We provide those programs to children who live in 177 neighborhoods and communities across Greater Cincinnati, improving the lives and futures of the children, their families and communities. Although our Madisonville campus is the hub of our organization, our services also are offered at schools and health centers and in children’s homes. Our private, nonprofit organization is no longer a home for children in the literal sense, but a home for a variety of services that help children develop skills and build confidence.

These are some of our programs:

- **K-12 School**
  - For students with behavioral and learning challenges
- **Counseling for Children**
  - Behavioral treatment in schools, homes and on our campus
- **Integrated Health Care Services**
  - Combines physical and behavioral care
- **Early Childhood Day Treatment**
  - For children ages 3-8
- **High School for Students with Autism and Related Disorders**
  - Accredited education and social skills program
- **Preschool**
  - Highest state rating — 5 stars

**Every Child Succeeds**
- Home visitation for at-risk mothers
**SPARK**
- Literacy program for preschool children
**Counseling for Caregivers**
- For parents and other caregivers of children already receiving services.
**STAR**
- Treatment for teens with mental health and substance abuse challenges
**Partial Hospitalization**
- Therapeutic day treatment for children
**Camp-I-Can**
- Summer day camp
**After-School Enrichment**
- For children ages 5-12

**OUR IMPACT IS BROAD**

This map shows the locations of 173 schools across Greater Cincinnati where The Children’s Home provided behavioral health services in the last year.

**EARLY CHILDhood TREATMENT PROGRAM EXPANDS**

More Children Experience Successful Outcomes

A program that treats young children with severe behavior and emotional problems is among the fastest-growing programs at The Children’s Home. The Early Childhood Day Treatment program provides therapy in small groups to children who have inappropriate behavior in their homes, schools and community settings. The goal: to help them progress so much that they no longer need our services.

If they can be treated early enough, more severe problems can be avoided as they grow older, such as involvement with the juvenile justice system. “Intervening early is the key,” said Stacey Cornett, senior director of our campus-based services. “That translates into better outcomes for these kids.”

The effectiveness of the half-day program – for children 3 to 8 years old – has been rising. Three years ago, 71 percent of the students could return to their regular environment. In the last year, 90 percent have returned. “That means we’ve been able to help a greater percentage of children meet their full potential,” Cornett said.

A key to the program’s success is that the staff has been increasingly reaching out to the children’s families and schools, helping the families and schools to provide consistency in the way the children are taught to manage their emotions and behavior.

To meet the demand for the program, two more classrooms have been built for the program – the fifth and sixth classrooms – allowing us to serve up to 32 more children. The program now has space for 96 kids.

The program has been so successful that we’ve created a related full-day program at the request of the Cincinnati Public Schools. The Integrated Therapeutic Classroom program provides therapy as well as the added component of education in group settings for children 5 to 8 years old.
WITH STUDENT ACHIEVEMENT, OUR AUTISM SCHOOL GROWS

“The story of The Children’s Home High School for Students with Autism and Related Disorders is simple: Our students have made great progress, causing our enrollment to soar.

To handle the demand, The Children’s Home is planning to acquire a location near our Madisonville campus, allowing us to consolidate into one location the three campus spaces we now use for the autism school.

“They can actually see a future that isn’t dependent on other people,” said Amanda Tipkemper, autism services manager for The Children’s Home. “Even their parents can imagine that same future. That’s huge.”

Our newest programs for autism include:

• Transitional services — helping young adults to bridge the years from high school to adulthood with classroom instruction, hands-on learning and community outings. No one else in Greater Cincinnati is providing such a service now.

• Ready 2 Work! — A 10-week paid summer internship program, providing hands-on job experience. Interns are trained and supervised by one-on-one job coaches.

After being launched in 2011, the school is now serving more than 50 students. It’s growing because families are hearing about the transformation our students are making. Initially, some students don’t want to be involved in their Individualized Education Program meetings, designed to customize their educations. By the time they leave, many are leading the sessions.

Grayson Has Made Great Strides

Before he came to The Children’s Home, autism had made it difficult for Grayson to succeed in a typical high school.

“I struggled a lot with making friends. I’d be sitting alone at lunch... No one would want to sit next to me on the bus. Everyone would pretty much avoid me at all costs. The most difficult part was the bullying. I was frequently teased, pushed around a lot, made fun of. . .I didn’t fit in much so I came to The Children’s Home.

The first day I came, it was really nice. People were generous, kind and accepting. I liked how people would just come up to me and say hi and introduce themselves. I felt like I really fit in. It’s very enjoyable to have people that know how you feel and then they can adjust you to your surroundings.

Throughout my experience here, I’ve gotten to learn how to maintain a job, how to go through interviews, how to manage a budget, work with money. . .I love that I have these new skills.

I got to meet a young man named Antonio. He became one of my best friends here.

And over time, I’ve gotten to meet his friends and they were really accepting as well. . . I would say this has been a life-changing experience. I feel like The Children’s Home High School has helped me a lot in many ways.”

In May 2016, Grayson, now 18, graduated from The Children’s Home High School for Students with Autism and Related Disorders. Since then, he’s moved back to Loveland High School to take courses to prepare him for college. He attributes his success to The Children’s Home.

Amanda Tipkemper, manager of autism services, celebrating with 2016 graduates of our Autism High School, William, Grayson, Laura and Micah.

“For the families, the most powerful thing is seeing their kids being part of a community.”

— Amanda Tipkemper, autism services manager, The Children’s Home
A RECIPE FOR GROWTH:
COMBINE TWO NONPROFITS, MIX AND SAVOR THE OUTCOME

Nutrition Council
Becomes Part of
The Children’s Home

What happens when you take a 152-year-old children’s organization, add a small nonprofit and stir thoroughly? You get a program to promote healthy eating that’s able to serve more children in even more ways.

That’s what happened when The Children’s Home acquired the Nutrition Council. Until this year, the 42-year-old Council had been independent. But both nonprofits recognized that the Council would be stronger as part of The Children’s Home.

A year later, the Council has achieved more than what Lauren Lancaster, its director, believed it could accomplish by now, thanks to the backing of The Children’s Home. “Combining our efforts has substantially expanded our capacity to provide nutritional education and advocacy to the community.”

For the first time, the Council has a teaching kitchen, created by renovating space in the Emery Building on The Children’s Home Madisonville campus. It has a stove, oven, sink, refrigerator, tables, chairs and more. Campers from Camp-I-Can, the summer day camp of The Children’s Home, have been introduced to nutrition education there. And new mothers have been able to improve their cooking skills there in a series called “Lunch and Learn,” offered through Every Child Succeeds.

Overall, the Council educates children and their families about healthy eating, providing the knowledge, skills and motivation that people need to make healthy food choices. Among its outside partners are early childhood programs, schools, businesses, churches and other community organizations, helping it reach some of the region’s most vulnerable children.

The acquisition of the Council was natural for The Children’s Home, a continuation of an effort started in 2011 to integrate behavioral and physical health care.

Now, partnerships have been formed between programs of The Children’s Home and Nutrition Council, including:

- Ready Set Work!: Students at the High School for Students with Autism and Related Disorders have raised vegetables and fruit in the campus garden, selling it at a farm stand, all under the Council’s guidance. The program has given students exposure to the work world as well as the opportunity to assess their skills and get specialized training.
- Wellness Wednesday: Students at the Lower School have tasted a different fresh fruit or vegetable every week. Some had never tasted fresh produce before.
- Nutrition counseling: In a program that will be tested at the new Levine Family Health Center on the Madisonville campus, the Council plans to provide nutrition counseling to children who are overweight, obese or suffering from nutrition-related health conditions. Then, if it’s successful, the plan is to expand it to other school-based health centers across Cincinnati.

Said Lancaster, “We’re planting the seeds for good nutrition.”

Therapy Has Made a Difference
For Mother and Daughter

Life is better for Kayla and her mother, Ashley, since they started getting counseling at The Children’s Home.

Previously, Kayla had been crying every day after school. Bullying and worrying about tests had taken a toll on her.

Her mother had emotional ups and downs, including angry outbursts. She also had problems with self-confidence. Their symptoms were affecting each other and their relationship.

In a program launched in 2014 called Counseling for Caregivers, The Children’s Home has provided care to both, extending our counseling services to some of the parents of the children we treat. It makes sense to treat caregivers because a parent’s well-being can have such a big effect on a child.

With her therapist’s help, Kayla learned coping skills for anxiety and dealing with bullies. She now knows how to express herself without being mean back to them. “My grades have been going up a lot because I have not been getting as anxious and as worried on tests and on little quizzes,” she said. “My friends have even said they’ve noticed a difference in me, a good difference.”

After receiving counseling from a therapist for adults, her mother now has more control of her emotions and greater self-confidence too.

And our Counseling for Caregivers program — aimed at promoting family healing — is growing. More than 90 parents and other caregivers are receiving counseling.

“Amazing stories are abounding,” said Debbie Gingrich, director of behavioral health for The Children’s Home. “Reports of increased child success — coupled with caregiver success — let us know we are on the right track to addressing a gap in our services.”
BEHAVIORAL HEALTH CARE + PHYSICAL HEALTH CARE = HEALTHIER CHILDREN

New Levine Family Health Center Makes It Easier for Children to Receive Care

The Children’s Home has taken another major step in caring for children: We’ve opened a health care center on our Madisonville Campus, combining behavioral and physical health care in one location.

For years, we’ve been known for our behavioral health care. But with re-search showing the strong relationship between mental and physical health problems, The Children’s Home decided in 2011 to take steps to integrate our care. The Levine Family Health Center is a continuation of that effort.

“Families are excited about the convenience of the Health Center,” said Barbara Terry, The Children’s Home chief operating officer. “And we’re excited too because we’ve been able to remove logistical barriers to medical care. The net result – the health of our children is improving.”

Busy lives, transportation problems and the challenges in navigating complex health-care systems have prevent-ed many families from obtaining adequate medical care for their children. But now, they’re receiving medical care when they’re at The Children’s Home for other services.

Neighborhood children and students at several nearby schools also are using the Health Center. No one is being turned away.

The Health Center, which has four full exam rooms and a lab, is located in our 5051 Building on the Duck Creek Road side of our campus. The Cincinnati- it Health Department is staffing it with a nurse practitioner, registered nurse and medical assistant. A physician is making regular visits.

We’re projecting that the Health Center will have more than 1,000 visits in its first year.

The Children’s Home has taken another major step in caring for children: We’ve opened a health care center on our Madisonville Campus, combining behavioral and physical health care in one location.

For years, we’ve been known for our behavioral health care. But with re-search showing the strong relationship between mental and physical health problems, The Children’s Home decided in 2011 to take steps to integrate our care. The Levine Family Health Center is a continuation of that effort.

“Families are excited about the convenience of the Health Center,” said Barbara Terry, The Children’s Home chief operating officer. “And we’re excited too because we’ve been able to remove logistical barriers to medical care. The net result – the health of our children is improving.”

Busy lives, transportation problems and the challenges in navigating complex health-care systems have prevent-ed many families from obtaining adequate medical care for their children. But now, they’re receiving medical care when they’re at The Children’s Home for other services.

Neighborhood children and students at several nearby schools also are using the Health Center. No one is being turned away.

The Health Center, which has four full exam rooms and a lab, is located in our 5051 Building on the Duck Creek Road side of our campus. The Cincinnati- it Health Department is staffing it with a nurse practitioner, registered nurse and medical assistant. A physician is making regular visits.

We’re projecting that the Health Center will have more than 1,000 visits in its first year.

The major donors who helped to pay for the Levine Family Health Center’s renovations and medical equipment include the Edward L. Levine Family Foundation, Interact for Health and the Heidt Family Foundation.

FINANCIALLY STRONGER

Revenue and Expenses Increased; Employee Turnover Decreased

Revenue of The Children’s Home increased in fiscal 2016 by nearly 9 percent as we served more children in more ways than ever before. Leading the way were our behavioral health and education programs, which grew by a combined $1.3 million.

We also initiated an effort to reduce employee turnover while enhancing employee recruitment. After an extensive compensa-tion market analysis, we increased the salary range and retirement benefits for key positions, increasing our expenses by more than $1.1 million. It worked: Turnover decreased by more than 25 percent.

We also continued to invest in our facilities and equipment, spending $1.6 million, which included more space for our Early Childhood Day Treatment program and Autism High School, creation of the Levine Family Health Center and more.

FISCAL YEAR 2016 CONSOLIDATED

Statement of Financial Position ($000)

<table>
<thead>
<tr>
<th>Assets</th>
<th>Amount</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$3,635</td>
<td>4.1%</td>
</tr>
<tr>
<td>Accounts Receivable, Prepaid Expenses &amp; Other</td>
<td>$1,938</td>
<td>2.2%</td>
</tr>
<tr>
<td>Investments and Benefit/Loss in Trusts</td>
<td>$66,940</td>
<td>76%</td>
</tr>
<tr>
<td>Property and Equipment</td>
<td>$15,583</td>
<td>17.7%</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$88,096</td>
<td>100%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>Amount</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable and Accrued Expenses</td>
<td>$2,037</td>
<td>2.3%</td>
</tr>
<tr>
<td>Bonds Payable</td>
<td>$8,740</td>
<td>9.9%</td>
</tr>
<tr>
<td>Pension Liability</td>
<td>$9,269</td>
<td>10.5%</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$20,046</td>
<td>22.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
<th>Amount</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$89,790</td>
<td>67.9%</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>$2,628</td>
<td>3%</td>
</tr>
<tr>
<td>Permanently Restricted</td>
<td>$6,632</td>
<td>4.4%</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$86,050</td>
<td>77.3%</td>
</tr>
<tr>
<td>Total Liabilities and Net Assets</td>
<td>$88,096</td>
<td>100%</td>
</tr>
</tbody>
</table>

Our success depends upon our ability to retain talented employees. Our strategy in fiscal 2016 succeeded. We substantially reduced employee turnover by enhancing benefits, increasing compensation and continuing to maintain a supportive work environment.
LEADERSHIP CONTINUES

For 152 years, The Children’s Home has been known for its leadership. Now, that strong leadership is continuing but with some new faces.

Lawrence A. Glassmann, who has served on the board of trustees for five years, is the new board chair. Glassmann, of Indian Hill, owns The Glassmann Law Firm, devoted solely to resolving legal disputes. Previously, he pursued a varied legal career as in-house and outside counsel, including serving as vice president of Avantis Pharmaceuticals and the senior vice president and general counsel of Duramet Pharmaceuticals.

John Banchy became president and chief executive officer of The Children’s Home after serving as chief operating officer. Before joining The Children’s Home, Banchy had been area director of an eight-state region for a national nonprofit and served in leadership roles for a Fortune 100 company.

Banchy has restructured the leadership team with the goal of efficiently managing growth and providing strong support for employees.

Barbara Terry became chief operating officer. She joined The Children’s Home in 2013 as vice president of health care integration.

Joe Carolin became chief financial officer. He previously served as finance director for The Children’s Home, joining the staff in 2012.

Roderick Hinton became vice president of advancement and community engagement. He spent 20 years on the staff of St. Xavier High School, most recently as assistant vice president for enrollment management and strategic initiatives.

Amy Avera became vice president of human services. She has more than 25 years of experience in human resources, including with The Business Banker, a financial services company in Blue Ash, and McGuire Co., a software development company in Mason.


counsel, who pursued a varied legal career as in-house and outside counsel, including serving as vice president of Avantis Pharmaceuticals and the senior vice president and general counsel of Duramet Pharmaceuticals.

John Banchy became president and chief executive officer of The Children’s Home after serving as chief operating officer. Before joining The Children’s Home, Banchy had been area director of an eight-state region for a national nonprofit and served in leadership roles for a Fortune 100 company.

Banchy has restructured the leadership team with the goal of efficiently managing growth and providing strong support for employees.

Barbara Terry became chief operating officer. She joined The Children’s Home in 2013 as vice president of health care integration.

Joe Carolin became chief financial officer. He previously served as finance director for The Children’s Home, joining the staff in 2012.

Roderick Hinton became vice president of advancement and community engagement. He spent 20 years on the staff of St. Xavier High School, most recently as assistant vice president for enrollment management and strategic initiatives.

Amy Avera became vice president of human services. She has more than 25 years of experience in human resources, including with The Business Banker, a financial services company in Blue Ash, and McGuire Co., a software development company in Mason.


counsel, who pursued a varied legal career as in-house and outside counsel, including serving as vice president of Avantis Pharmaceuticals and the senior vice president and general counsel of Duramet Pharmaceuticals.

John Banchy became president and chief executive officer of The Children’s Home after serving as chief operating officer. Before joining The Children’s Home, Banchy had been area director of an eight-state region for a national nonprofit and served in leadership roles for a Fortune 100 company.

Banchy has restructured the leadership team with the goal of efficiently managing growth and providing strong support for employees.

Barbara Terry became chief operating officer. She joined The Children’s Home in 2013 as vice president of health care integration.

Joe Carolin became chief financial officer. He previously served as finance director for The Children’s Home, joining the staff in 2012.

Roderick Hinton became vice president of advancement and community engagement. He spent 20 years on the staff of St. Xavier High School, most recently as assistant vice president for enrollment management and strategic initiatives.

Amy Avera became vice president of human services. She has more than 25 years of experience in human resources, including with The Business Banker, a financial services company in Blue Ash, and McGuire Co., a software development company in Mason.


counsel, who pursued a varied legal career as in-house and outside counsel, including serving as vice president of Avantis Pharmaceuticals and the senior vice president and general counsel of Duramet Pharmaceuticals.

John Banchy became president and chief executive officer of The Children’s Home after serving as chief operating officer. Before joining The Children’s Home, Banchy had been area director of an eight-state region for a national nonprofit and served in leadership roles for a Fortune 100 company.

Banchy has restructured the leadership team with the goal of efficiently managing growth and providing strong support for employees.

Barbara Terry became chief operating officer. She joined The Children’s Home in 2013 as vice president of health care integration.

Joe Carolin became chief financial officer. He previously served as finance director for The Children’s Home, joining the staff in 2012.

Roderick Hinton became vice president of advancement and community engagement. He spent 20 years on the staff of St. Xavier High School, most recently as assistant vice president for enrollment management and strategic initiatives.

Amy Avera became vice president of human services. She has more than 25 years of experience in human resources, including with The Business Banker, a financial services company in Blue Ash, and McGuire Co., a software development company in Mason.


counsel, who pursued a varied legal career as in-house and outside counsel, including serving as vice president of Avantis Pharmaceuticals and the senior vice president and general counsel of Duramet Pharmaceuticals.

John Banchy became president and chief executive officer of The Children’s Home after serving as chief operating officer. Before joining The Children’s Home, Banchy had been area director of an eight-state region for a national nonprofit and served in leadership roles for a Fortune 100 company.

Banchy has restructured the leadership team with the goal of efficiently managing growth and providing strong support for employees.

Barbara Terry became chief operating officer. She joined The Children’s Home in 2013 as vice president of health care integration.

Joe Carolin became chief financial officer. He previously served as finance director for The Children’s Home, joining the staff in 2012.

Roderick Hinton became vice president of advancement and community engagement. He spent 20 years on the staff of St. Xavier High School, most recently as assistant vice president for enrollment management and strategic initiatives.

Amy Avera became vice president of human services. She has more than 25 years of experience in human resources, including with The Business Banker, a financial services company in Blue Ash, and McGuire Co., a software development company in Mason.
INVESTING IN THE FUTURE

We’re grateful to our supporters for giving so generously to The Children’s Home. Because of your contributions, we’ve been able to transform more children’s lives in more ways than ever before. Due to space restrictions, gifts listed here are limited to those of $100 and more received between July 1, 2015 and June 30, 2016.

CLASS CHAMPION DONORS

Our Class Champion donors have given unrestricted gifts of $2,500 or more, which enable The Children’s Home to meet the growing need within our community for quality treatment and education services. The following gifts generously between July 1, 2015 and June 30, 2016.

GOLDEN HEART SOCIETY

MURRAY SHIPLEY SOCIETY

Soroya Achieved Her Dream

As a teen-age mother in high school, Soroya could have been overwhelmed trying to care for her infant son.

But she wasn’t alone. She had a home provider, Lora Kurtz, from The Children’s Home, who gave her tips for raising Micah and provided other support and encouragement.

Every time she’d see Lora drive up, she’d get excited. “I would just pick her up.”

That was more than a decade ago. Soroya, now 30, has a master’s degree. She is married with three children. And Micah, an Honor Roll student.

Even more amazing, thanks to Lora’s positive influence, Soroya has achieved her dream of becoming a kindergarten teacher, whose main job is helping to provide the best possible start for other children too.

The Children’s Home provided Lora’s visits through its Every Child Succeeds program. The program offers home visits for first-time at-risk mothers, helping them create a nurturing, healthy environment for their children. The Children’s Home has the largest Every Child Succeeds program in Hamilton County, serving more than 1,800 families since becoming an Every Child Succeeds partner.

Soroya hasn’t forgotten the role Lora, a family education support specialist, and The Children’s Home played. “You made me a more confident, competent parent,” she told Lora recently. “The lessons I learned with Every Child Succeeds, I’ve used with all my children.”
“My mom told me I need to keep up the good work at school.”

By the time 2016 had arrived, James had become a leader among his peers, earning awards for his behavior. It was a remarkable transformation. When he arrived at The Children’s Home two years earlier, James was known for physically and verbally lashing out at staff and other students. He would leave the classroom for long periods of time, refusing to comply with directions.

“When I started getting in trouble, I started realizing I had to stop doing this,” he said. Teachers used various approaches to help him control his anger, including sports and workouts. His built up relationships with staff, who led to his willingness to learn and practice appropriate behaviors. He has been able to handle his anger in an appropriate manner and maintain good grades.

Now, his mother is proud of him again. “My mom told me I need to keep up the good work at school.”
Invest in Vulnerable Children

Your generous support will help transform the lives of more than 7,800 children in Greater Cincinnati. Donate your time or money or schedule a tour. Go to www.thechildrenshomecinti.org or call 513-272-2800.