

5233 South 50 East Wabash, Indiana 46992 260-563-1158 www.whitesrfs.org www.compassroseacademy.org

WHITE'S RESIDENTIAL AND FAMILY SERVICES IS A CHRIST CENTERED ORGANIZATION COMMITTED TO ENRICHING THE LIVES OF CHILDREN AND FAMILIES THROUGH EMOTIONAL HEALING, PERSONAL DEVELOPMENT AND SPIRITUAL GROWTH.

#### LOCATIONS

MAIN LOCATION

**WABASH** 5233 South 50 East Wabash, Ind. 46992 260-563-1158

**REGIONAL OFFICES** 

**COLUMBUS** 4535 Progress Drive Columbus, Ind. 47201 812-375-9901

CROWN POINT 115 S. Court Street, Suite A Crown Point, Ind. 46307 219-663-8640

FORT WAYNE 11809 Lima Road Fort Wayne, Ind. 46818 260-484-6500

INDIANAPOLIS 9850 Westpoint Drive, Suite. 300 Indianapolis, Ind. 46256 317-577-5948

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## **INFOCUS** 2020 ANNUAL REPORT



## WE EXIST TO OFFER...

# HOPE AND TRANSFORMATION

THROUGH CHRIST TO CHILDREN AND FAMILIES IN CRISIS

# **PRESIDENT'S MESSAGE**

#### "THE LORD HAS DONE GREAT THINGS FOR US, AND WE ARE FILLED WITH JOY." PSALM 126:3

God was faithful to do great things in and through our ministry in 2020, things we celebrate in these next pages. Let me quickly summarize just a few of the highlights:

- By God's grace and provision, an **Impact Partner Program** was established that gives business leaders the opportunity to provide corporate sponsorships and be recognized for their generosity.
- The Lord also led us to form a **Workforce Development Advisory Team** (p. 13) to provide counsel and build on the successes of our Growing Teens for Life vocational program.
- Our staff began training in the **Teaching-Family Model** (p. 7), an evidence-based, trauma-informed model of care, used within our foster care and residential programs.
- Because of the increased need for Compass Rose Academy's services, an \$8 million capital campaign was launched to build a **new campus** (p.12).
- The newly added **Family Preservation Services** program (p. 14) began reconnecting and reestablishing family bonds and keeping children in their own home whenever possible.
- We were also blessed to witness local churches meeting the needs of families in Wabash County through our new partnership with **CarePortal** (p. 14).

Thank you to the staff, board members, and donors that made all of this possible. You all stepped up to the challenges you faced and remained resilient, effective, and mission-driven in the face of ever-changing circumstances.

2021 brings even more new possibilities for our organization. We plan to continue our accreditation process in the Teaching-Family Model through the Family Teaching Association. We look forward to the ribbon cutting ceremony of the new Compass Rose campus and the start of Conexus Indiana's Catapult training module on our Wabash campus. All of

these projects further our commitment to offer hope and transformation through Christ to children and families in crisis. Thank you for being a part of our story.

"Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen." Ephesians 3:20-21





# Families In Crisis

NO ONE IS EXEMPT FROM TOUGH TIMES. WE ALL KNOW SOMEONE WE LOVE WHO IS DEALING WITH

TRAUMA MENTAL HEALTH CONCERNS ADDICTIONS FAMILY OR RELATIONAL STRUGGLES

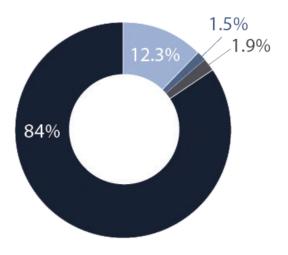
WE ARE ALL ASKING FOR SOLUTIONS. WE ARE ASKING FOR HELP, HOPE, HEALING. There is an answer...

# YOU DON'T HAVE TO CHOOSE...

# CHRISTIAN OR CLINICAL

# YOU CAN HAVE BOTH

# **Financial Report**



## 2020 Contributions by Donor Source

| \$4,070,359              |  |  |
|--------------------------|--|--|
| Individuals<br>84%       | Churches/<br>Ministries<br><b>1.5%</b> |  |
| Foundations <b>12.3%</b> | Businesses <b>1.9%</b>                 |  |

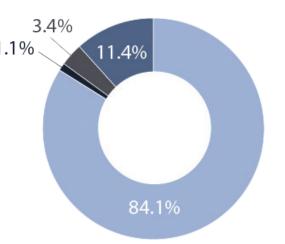


#### Ways to Leave Your Legacy:

- Josiah White Heritage Society (Planned Giving)
- Charitable Gift Annuities
- Gifted Life Insurance
- Bequest
- IRA Rollover

Contact Dana Brady: dana.brady@whitesrfs.org

| <b>2020 Functional Expenses</b><br>\$22,273,000 |                            | 3.4%<br>1.1% 11.4 |
|---|----------------------------|-------------------|
| Programs <b>84.1%</b>                           | Fundraising<br><b>3.4%</b> |                   |
| Management/<br>Administration<br>11.4%          | Farm/Other<br>1.1%         |                   |



## **Teaching-Family Model**

Children, teens, and families deserve extraordinary care. By recently implementing the Teaching-Family Model (TFM), WRFS staff and foster parents are empowered to provide that level of care.

The Teaching-Family Model is a relational, evidenced-based, traumainformed model of care focused on increasing life skill development in children and teens. Adopting this model ensures that we are able to provide the most effective training for our ministry staff and foster parents, and the best possible outcomes for the children, teens, and families we serve.

When using the TFM, caregivers engage in daily teaching interactions to help children and teens learn social and relationship skills. Residential house parents, now called Family Teachers, develop these skills using a motivation system that is positive and strengths-based, while still holding youth accountable for their choices. In addition, it equips foster parents with parenting skills and strategies aimed at quality care for children and teens. The skills children and youth learn through the model will then translate to better parent-child interaction, improved school behavior following placement, and enhanced work readiness.

The staff at White's can already testify to the success of using the Teaching-Family Model. A set of foster parents followed the model when caring for two toddler-age brothers.

"Within three months in this foster home, the constant and unchanging use of the Teaching Family Model with these young boys turned their violent behavior on its head," said Jennifer Hochstedler, Resource Family Developer. "The use of this model took what seemed impossible for these little guys, and made it possible for them to pause long enough to learn what can come from being shown consistent and unconditional love."

Through observing a firm and

consistent response to behavior, these young boys felt a sense of stability and began to trust.

The model has also proved beneficial within our residential programs.

"When 'Olivia' first came to White's, she struggled to make connections with the staff and follow the rules and expectations of the program," said Josh Bowyer, Staff Development Director. "She now has a close relationship with her treatment team, and she has been able to accept feedback without any issues. This is because of the TFM. She thrives off of the positive reinforcement and opportunities to practice skills. TFM has offered her hope for her future."

WFRS is in the process of becoming accredited with the Teaching Family Association and is hoping to be fully accredited by the fall of 2022. We are blessed to be able to invest in our most valuable resources: our children and teens, our foster parents, and our staff.

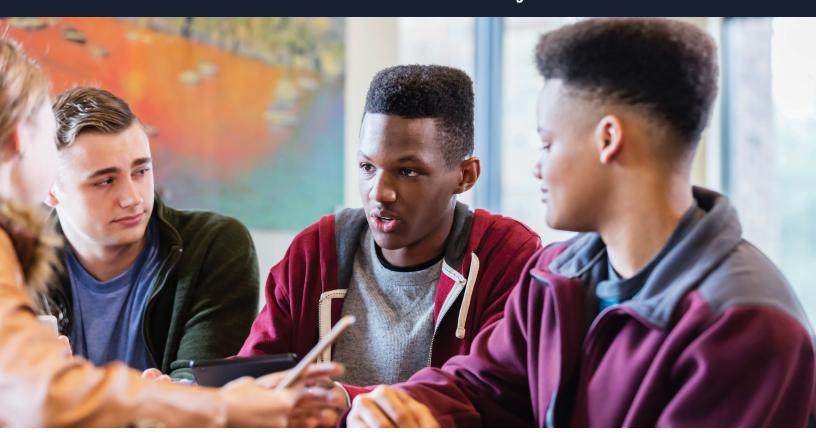
2020 Ministry Impact

# CHILDREN, TEENS, & FAMILIES SERVED

# TOTAL DAYS OF IMPACT

THROUGH FOSTER CARE FAMILY PRESERVATION RESIDENTIAL TREATMENT COMPASS ROSE ACADEMY

# Spiritual Life



As with most years, 2020 began with great hope and expectation. Our year started with a study on unity through the book of Ephesians called "Come Together." In Ephesians, Paul demonstrates how God is in unity with the Son and the Spirit, how He desires to be in unity with His creation through Jesus and how we must strive to be in unity with one another as His representatives. We enjoyed gathering together monthly as a staff to fellowship, worship, and learn from the first two chapters of Ephesians, but none of us could foresee the pandemic that was going to shut the world down and keep us apart a mere three months later.

Ephesians 4:2-3 says, "Always be humble and gentle. Be patient with each other, making allowance for each other's faults because of your love. Make every effort to keep yourselves united in the Spirit." As demonstrated by these verses, unity is not something that we only exhibit when the other person is worthy, everything is going well, or our circumstances are favorable. Instead, unity is something that can only come from a growing relationship with Jesus and stands out in the midst of difficult times and in spite of trying circumstances. Because of this truth, the pandemic of 2020 gave us all ample opportunities to grow in our unity despite being physically apart.

In the midst of the difficult times that we faced this past year, it was great to see us come together in so many ways. As cottages went on lock down, eliminating the routine of school, counseling sessions, home visits and most student activities, I saw so many staff make sacrifices to pitch in and make the best of the situation. As gatherings became extremely limited and churches closed their doors, I saw our teams get creative in order to ensure that we continued studying God's Word and interacting as a staff. As people became isolated by the mandates that were issued by our governments, I saw people checking up on, caring for, and lifting each other up in prayer in organically developed support systems. Basically, in the midst of our difficulties, I was

able to tangibly see the unity of Christ! As we look toward 2021, I am excited to see how God continues to bring about unity among us over the next year.



JOHN TRIMBLE Director of Spiritual Life

# WHITE'S CREATES NEW POSSIBILITIES

FOR CHILDREN, TEENS, AND FAMILIES.

Employee Thoughts

#### **KEVIN TROTTER**

Vice President of Advancement



"I joined the team at White's to be part of an organization that has Christ at the center and a long history of caring for the most vulnerable. I am thankful everyday for the privilege of serving with such an incredible ministry!"

"I was in ministry in South Africa off and on for six years. I received a random email from Handshake (college networking platform for jobs and internships) and felt called to support families in need back in the US."



Kaitlyn Rhode

CRA Family Teacher

#### MICHAEL RAMEY

Residential Family Teacher



"I love working at White's because it gives me the opportunity to speak into the lives of our kids things I wish I would have known when I was a kid. I love the saying 'Bloom Where You Are Planted' and the Scripture verse that admonishes us to work as if we are working for Jesus. (Col. 3:23)."

"I feel like God chose me to be here at this time in my career. White's provides that prayer covering that I needed for my practice. The Christian atmosphere has been a great benefit in my Christian belief and growth. The people here are so welcoming and caring. I enjoy what I do, and I enjoy coming to work everyday.



#### Dana Gault, msw

Family Services Regional Manager



## **Compass Rose Academy**

After being in foster care for nearly three years, Audrianna was adopted by her forever family. Things were looking up for her, and her adoptive parents assumed all was well for the most part, but internally, Audrianna was struggling to cope with past trauma and abandoment issues.

In middle school, Audrianna began revealing her internal struggle by acting out and engaging in toxic friendships and romantic relationships. When all this culminated in Audrianna running away for two days, her parents knew they needed a solution. They began looking into programs and found Compass Rose.

Before coming to Compass Rose, Audrianna said she felt numb, often unaware that her emotions were bottling up underneath until she exploded. Through group therapy sessions at Compass Rose, she became in touch with her emotions and learned how to express them in a healthy way.

"I learned a lot about finding who I was and what I needed and how to communicate that," said Audrianna. "One of the biggest things I had to learn was how to let people in and how to let people help me." By the end of her time here, Audrianna became someone the other students looked up to.

Since graduating from Compass Rose, Audrianna's dad, David, describes Audrianna as "radically different" than who she was when she started at Compass Rose.

"The things that she learned through the Compass Rose program, she continues to, not only



MIKE HAARER Vice President and Executive Director

just apply, but she says she sees how she needs to grow, so she's taking the principles and expanding on them," said David.

In order for Compass Rose to help more students like Audrianna and to offer an ideal setting for growth and healing, we broke ground on a new uniquely Christian and clinical campus, expanding our ability to serve more teen girls and their families. We are so excited for this next chapter in the Compass Rose story!



### **42** STUDENTS SERVED IN 2020

## **17** STATES

ARKANSAS, FLORIDA, GEORGIA, IOWA, ILLINOIS, INDIANA, KENTUCKY, MARYLAND, MICHIGAN, MISSOURI, NEW YORK, OHIO, PENNSYLVANIA, SOUTH CAROLINA, TENNESSEE, TEXAS, WEST VIRGINIA

## **3** COUNTRIES

COUNTRIES

MEXICO, SADIA ARABIA, UNITED STATES OF AMERICA



258 STUDENTS SERVED IN 2020

**14,021** GROWING TEENS FOR LIFE INTERNSHIP HOURS IN 2020

**119** GROWING TEENS FOR LIFE INTERNS IN 2020



## **Residential Services**

When 17-year-old "Drew" arrived at White's towards the beginning of COVID-19, he was angry, impulsive, and didn't want to be here. In fact, he was fired on his first day working at 50 East for cussing out one of his supervisors. However, a few weeks later, Drew returned to 50 East, apologized, and began work again.

Over the course of his eight months here, Drew changed, motivated by recently becoming the father of a baby girl. He earned his high school diploma as well as his ServSafe and Bellisimo Barista Training certifications through the Growing Teens for Life vocational development program. Since graduating, he has used the work experience he gained at White's RFS to obtain a full-time job at a greenhouse in his home community, enabling him to support his young family.

"When Drew left White's, he was more calm and motivated," said Megan Vanhoose, his Case Manager. "Not only was he determined to remain sober for himself, but for his daughter as well."

In order to empower more teens like Drew, Growing Teens for Life is working towards expanding through new programs and partnerships, including a welding program through Heartland Career Center, a CNA program through Magnolia Health, and a manufacturing

program through Conexus Indiana. In 2020, we established a Workforce Development Advisory Team to provide counsel and build upon the already successful program. We also received \$50,000 through the NBA All-Star Legacy Project Grant and acquired a cuttingedge hydroponic farming system to grow and provide fresh produce. We are so thankful for all our Growing Teens for Life supporters who impact the futures of teens across our state.



MATT RIGGLE Vice President of Residential Services

## **Foster Care**

Felicia had plenty of reasons not to become a foster parent. The selfmade entrepreneur had her own flourishing boutique in downtown Indianapolis, and she had lived on her own for many years. But, God had given her a desire to adopt a child during her first mission trip at just 12-years-old, opening her heart to God's plan for her.

"I have a friend on Facebook who fostered, and one day, she said her church was hosting a 'why foster?' class," said Felicia.

Shortly after Felicia attended the class, a White's staff member happened to come into her store. She was just there to shop, but the two of them ended up talking about kids in need. After this encounter, Felicia began the 3-6 month process of becoming a licensed foster parent. Soon after, a 3-month-old girl was placed in Felicia's home.

"I had Starr (not her real name) for almost 7 months. It took her weeks to smile," Felicia said, tearing up. "But once she did smile, she was smiling all the time."

When Starr was almost a year old, she was reunited with her biological mom. However, Felicia remains in Starr's life by babysitting her every Tuesday.

"It changed my heart for the 'biological moms" she said.

309 CHILDREN SERVED IN 2020
 30 TOTAL ADOPTIONS IN 2020

## **Family Preservation**

#### **19** FAMILIES SERVED IN 2020

White's Residential & Family Services is pleased to have launched Family Preservation Services in 2020. Based out of the Wabash office, this new program within Family Services seeks to reconnect and reestablish family bonds and keep the child in the home whenever possible.

Our team works with each family in their home to work toward goals and connects families to community resources to ensure lasting change.



Felicia, WRFS foster parent, balances caring for foster children with running her own boutique in downtown Indianapolis.

Felicia was able to connect Starr's mom with services she needed, introducing her to a whole new component of fostering she hadn't considered – mentoring the biological parent.

And perhaps, Felicia's mentoring of Starr's mom will have a positive impact for generations to come.



KURT GARD Vice President and Executive Director of Family Services

**79** REUNIFICATIONS IN 2020

**48** LICENSED FOSTER HOMES IN 2020

## CarePortal

#### **20** CHILDREN SERVED IN 2020

White's Residential & Family Services has the privilege of serving as the bridge between local congregations in Wabash County and families in need through our new partnership with CarePortal. CarePortal is an organized platform that allows case workers to communicate the needs of families in crisis to local churches and community members that want to help.

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We are grateful for the support of the following foundations...

NBA All Star 2021 Legacy Committee

The Dekko Foundation

The Boren Foundation

The Leah M. Sundheimer Foundation

The Floyd A. and Frieda S. Guynn Foundation

The Duke Energy Foundation

The John W. Anderson Foundation

The Community Foundation of Wabash County

2020 Kids Run the Nation, Road Runners of America

The Bertsch Family Charitable Foundation



We thank and honor those who supported White's ministry during 2020. These groups and individuals gave to provide a better life for the children in our care. Although care was taken to include all who gave, we apologize to anyone we may have unintentionally left out.

Like investing in a 401(k) retirement plan, White's 401(k)ids plan members invest in young lives each month through check, automatic credit card charges, electronic fund transfers or, for White's staff, payroll deductions. This easy way of giving provides enrichment experiences for the children in our care.

We appreciate those donors who wish to remain anonymous.

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