



Josiah  
**white's**

in  
**focus**

**ANNUAL REPORT**  
**2022**

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**inherent worth**

**healthy second chances**

**persevering hope**

**new possibilities.**

**thoughtful ingenuity**

**extraordinary care  
and competence**

**faithful presence**

# PRESIDENT'S MESSAGE

*In that day  
you will say:*

*“Give praise to the  
Lord, proclaim His name;  
make known among the  
nations what He has done,  
and proclaim that His  
name is exalted. Sing to  
the Lord for He has done  
glorious things; let this be  
known to all the world.”*

— Isaiah 12:4-5



**Ron Evans**  
President & CEO

**God was faithful** to do glorious things in and through our ministry in 2022. Throughout these pages, we celebrate what the Lord has done!

- Through a partnership with Parkview Health, we launched a specialized substance use **Recovery Services** (p. 11) program to serve adolescents and their families who are being impacted by a substance use disorder.
- The South Bend team, along with the surrounding community, raised awareness about foster care through **I Walk with Fosters**, a 1-mile walk and community event.
- In an effort to provide graduates of our residential program with the best chance at success, we established the **Student Success Store**, a fund to buy graduating students the clothing or equipment they might need to acquire and accept a job in their chosen field, as a result of a grant from the Don Wood Foundation.
- We celebrated 10 years of hope and healing at **Compass Rose Academy** (p. 8–9), as well as accreditations from the Association of Christian Schools International, Cognia, and the Commission on Accreditation of Rehabilitation Facilities.
- We were honored and grateful to become an accredited **Teaching Family Association** agency (p. 7).

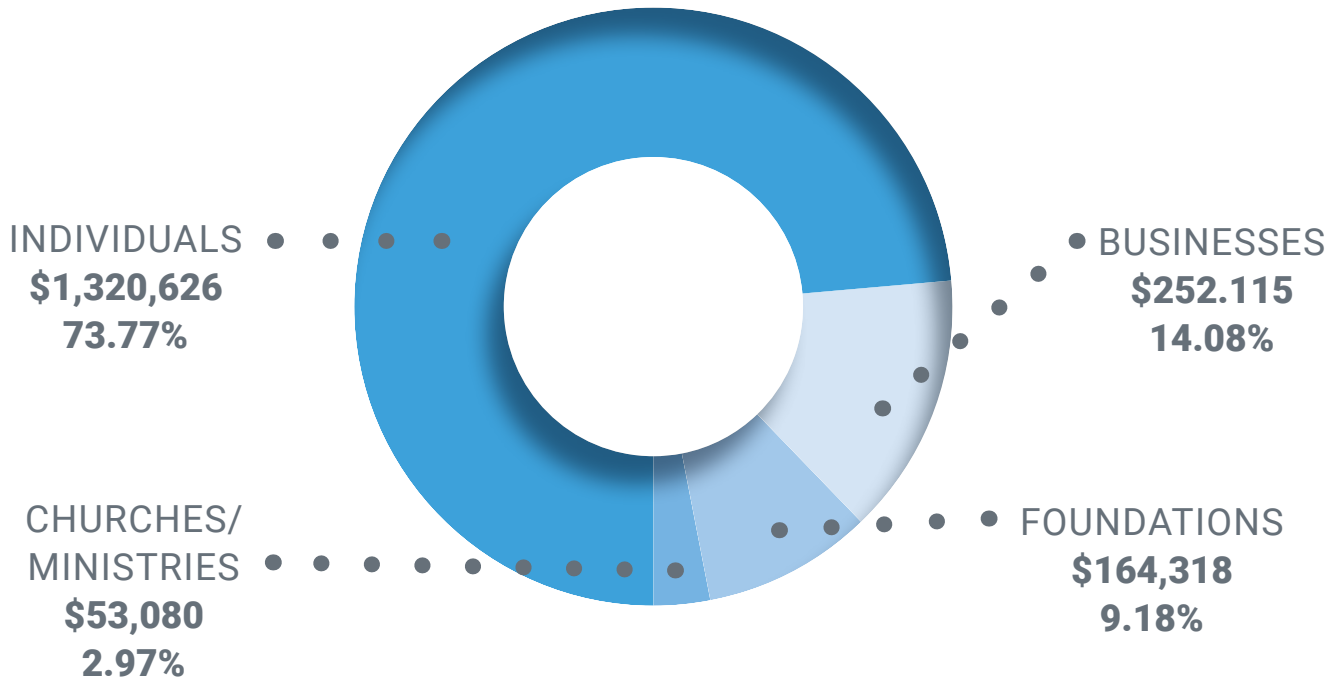
As we look back on everything that happened at and through Josiah White's in 2022, we are overwhelmed with gratitude. We're thankful that He chose our organization to be a part of bringing hope and transformation into the lives of those we serve. Thank you to the staff, board members, and donors that made all of this possible.

We are excited for the new possibilities that are in store for our organization in 2023. We are looking forward to continuing to improve our organizational health, further developing the Compass Rose Academy campus, and expanding Family Preservation Services and CarePortal to other counties.

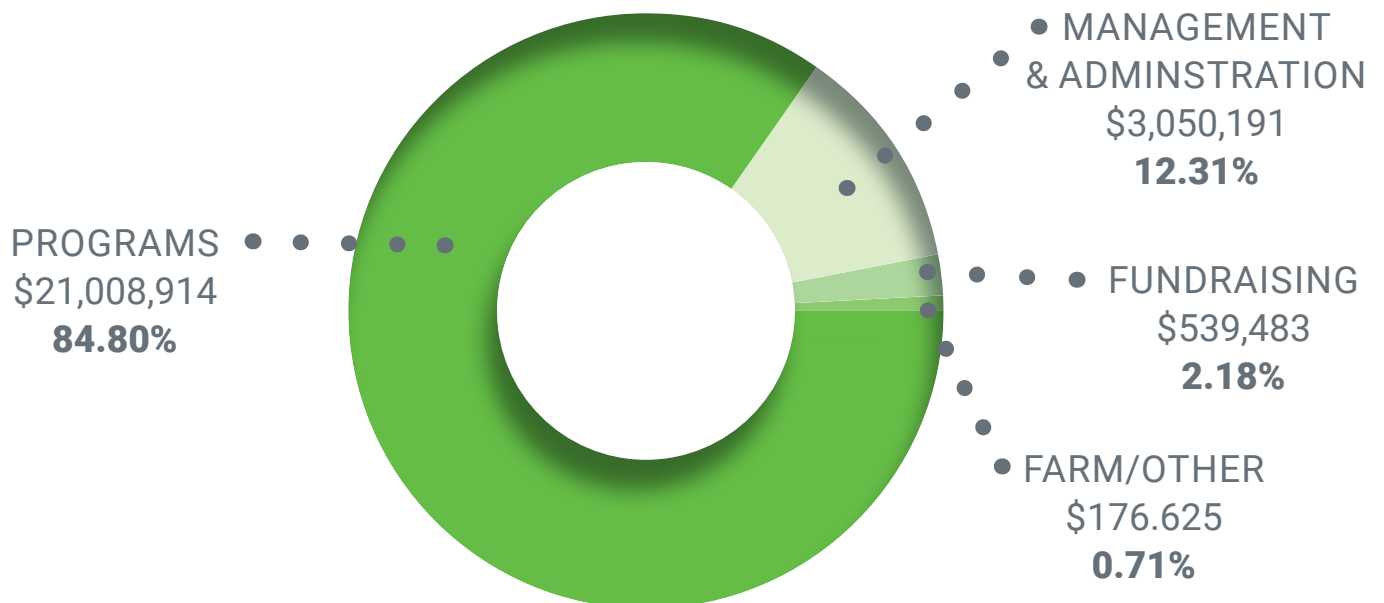
All of these projects further our commitment to create new possibilities for children, teens, and families through foster care, residential treatment, and family preservation services. Thank you for being a part of our story.

# 2022 FINANCIAL REPORT

## CONTRIBUTIONS \$1,790,140



## FUNCTIONAL EXPENSES \$24,775,214



# MINISTRY IMPACT

CHILDREN, TEENS  
AND FAMILIES SERVED

610

TOTAL DAYS OF IMPACT

79,318

# SPIRITUAL LIFE

## COURAGE IN THE MIDST OF FEAR

As 2022 began, our world seemed to be returning to a new normal as the craziness, restrictions, and isolations that Covid brought were being relaxed or removed all together. As I reflected back over the almost two years of dealing with Covid, I noticed that there was a significant increase in fear for most people. Fear of the unknown, fear of getting sick, fear of being isolated and alone, fear of never returning to normal, etc. As I prayed about what God wanted us to study as an organization for 2022, I was drawn to the questions of what to do in difficult situations, when we cannot see God at work, when we don't understand what He is doing or why He is allowing something to happen. This led me to our year-long study through the book of Esther called "Courageous". This study focused on a believer's responsibility to stand firm and have courage when we cannot see God working or understand what He is doing.

While Esther is the only book in the Bible that never actually mentions God's name, God is everywhere within it! We learn right from the beginning of the book that the presence of absence does not mean the absence of presence when it comes to God. Esther, a very young and faithful Jewish girl in the middle of a pagan culture, is allowed to experience the horrors of being forcefully taken from her uncle, Mordecai, basically sex trafficked, and prepared for a year to be "tried out" by the King. She was eventually chosen to be the new Queen, and just when she thought that her troubles were over and she could return to a new normal, she was informed about a plot to kill all of the Jews. Her uncle Mordecai begged her to use her position to go before the King to try and save the Jews. Although she knew that she would probably die if she went before the King without being asked, after much prayer and fasting, Esther said this in Esther 4:16b, "though it is against the law, I will go in to see the king. If I must die, I must die." In that moment, Esther demonstrated courage in the midst of overwhelming odds, even though she could not see God working and didn't understand His ways. God went on to use both Esther and Mordecai to faithfully deliver the Jewish people and bring glory to His name.



**John Trimble**  
*Director of Spiritual Life*

As we walked through this study, we took a look at all of the opportunities for fear to overwhelm us in our own lives. We discussed the difference between allowing our fear to paralyze us and keep us from moving forward and having the courage to trust God and move forward even when we were unsure. Courage does not mean an absence of fear, instead it means that we have the willingness to move forward in spite of the fear! This perspective only comes as we learn to trust that God is truly in control and that His ways are always best, even when we cannot see or understand. As we learn to daily walk with and grow in Him, just like Esther and Mordecai, having courage moves from the exception to the norm. As always, I have loved to get to see how God continues to lead and grow us as a staff and an organization as we seek Him!

# ACCREDITATIONS AND AWARDS



One of the highlights of our year was becoming an accredited Teaching Family Association agency.

Teaching Family Association is the accrediting agency of Teaching Family Model (TFM), a relational, evidenced-based, trauma-informed model of care focused on increasing life skill development in children and teens. The accreditation process took almost two and a half years.

“One of our core definitions of how we will succeed as an organization is to provide a superior model of care,” said Ron Evans, President and CEO. “This accreditation emphasizes our commitment to have the best people using the best practices for the best result. As a distinctively Christian mission organization, it is imperative that we do all things with excellence as a reflection of Christ’s love for all people.”

Josiah White’s is honored to be an accredited TFA agency and is excited for what this accreditation will mean for our future as an organization.



We celebrated being recertified as a Best Christian workplace through the Best Christian Workplaces Institute.

Best Christian Workplaces Institute is an employee engagement ministry dedicated to helping Christian leaders and organizations achieve their full potential by creating flourishing staff workplaces.

In order to achieve this certification, organizations undergo a process involving surveys, a leadership review, and consulting services. The results of an agency-wide employee survey must attain an overall score of 4.0 or higher for the certification to be granted.

Josiah White’s is honored to once again be certified as a Best Christian Workplace and looks forward to continuing their efforts to improve their workplace culture.



Josiah White’s celebrated our history by being nominated and accepted to join The National Register of Historic Places!

The campus located south of Wabash, IN, was established in 1850 and continues in operation today. Approval for the National Register was granted by the Indiana Historic Review Board and is listed through the National Park Service.

Many of the buildings date back to the early 20th century including the stone pillar gateways, Gilbert Hall, the boys’ gym, and many other structures. It is with great honor we recognize our history and continued importance in serving youth and families throughout Indiana.

EMPLOYEES HIRED  
IN 2022

89

MONTHLY RECOGNITION  
NOMINATIONS

153

# COMPASS ROSE ACADEMY

# JAN

## ACSI Accreditation

Compass Rose Academy (CRA) was accredited by the Association of Christian Schools International (ACSI), an internationally recognized accreditation program that aids schools in evaluating their academic excellence and spiritual formation. CRA is committed to continuously providing high quality, Christian education and programming for our students. The Academy at Compass Rose embraces a project-based learning approach, encouraging students' choice, intellectual curiosity, and, ultimately, ownership of their education as integral parts of their progress. The Academy at Compass Rose is honored to be accredited by ACSI, and we are excited for what this accreditation will mean for our future as an organization and the futures of our students!



# MAY

## Ruby Joins the Team!

CRA's fourth therapy dog, Ruby, is a golden retriever. Her sister, Dea Dea, is also a therapy dog in training and serves as the therapy dog for Josiah White's Recovery Services.

# AUG



## Cognia Accreditation

CRA was accredited by the Cognia Global Accreditation Commission,

a global nonprofit that offers accreditation and certification, assessment, professional learning, and improvement services to institutions and other education providers.

"School accreditation as conferred by the Cognia Global Accreditation Commission provides Compass Rose Academy a nationally recognized mark of quality for our school," shared Head of School Mike Haarer. "It demonstrates to our community our commitment to excellence, our openness to external review and feedback, and our desire to be the best we can be on behalf of the students we serve."



## MKS Pavilion Ribbon Cutting

CRA held a ribbon cutting ceremony on Friday, August 26th to celebrate the completion of their new MKS Pavilion. The pavilion was generously donated by Michael Kinder & Sons (MKS), who partnered with CRA to build their new campus, which opened in 2021.

"The MKS Pavilion provides a beautiful outdoor space for students, staff, and families to gather and enjoy a variety of meals and activities throughout the spring, summer, and fall," said Mike Haarer, Vice President and Executive Director of CRA. "Our campus is so blessed to have this and other outdoor spaces that provide the opportunity for connection, healing, and fun, all while taking in the beauty of nature."

COMPASS ROSE ACADEMY

STUDENTS SERVED

44





# OCT

# SEP

## **10th Anniversary Celebration and Alumni Reunion**

The last weekend of September, CRA officially celebrated 10 years of providing hope and healing to teen girls and their families during their Alumni Reunion. Everyone came together on Friday night to enjoy an outdoor celebration complete with food trucks and live music. The weekend also included a seminar led by guest speaker Tim Thayne, Founder of Homeward Bound, an organization that helps families with the transition of bringing their teen back home after residential treatment.

## **Teaching Family Association Accreditation**

CRA was accredited by the Teaching Family Association (TFA), the accrediting agency of Teaching Family Model (TFM), a relational, evidenced-based, trauma-informed 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 the best possible outcomes for the teens and families we serve. The accreditation process took almost two and a half years. Compass Rose is honored to be an accredited TFA agency and is excited for what this accreditation will mean for our future as an organization.

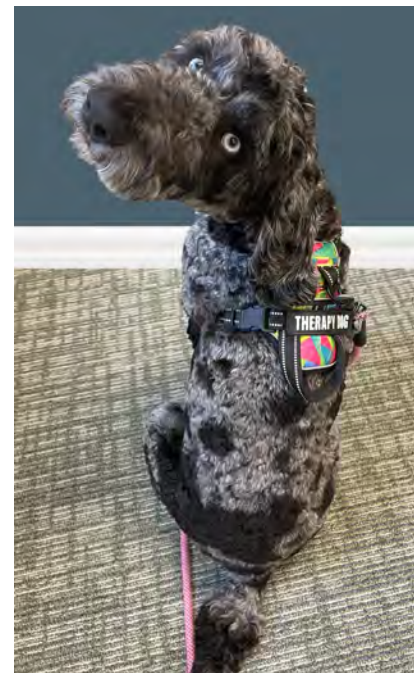
# DEC

## **CARF Accreditation**

CRA was accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF), an independent, nonprofit accreditor of health and human services. Meeting the standards to achieve this accreditation is one way CRA ensures that the students in our program are receiving the highest quality of care available. This accreditation requires our staff to participate in frequent and intensive training, and many mental health professionals look for CARF accreditation when making referrals. Compass Rose is grateful to receive CARF accreditation and looks forward to how this will further our work of providing hope and healing to teen girls and their families.

## **Opal Becomes a Certified Therapy Dog**

CRA's first therapy dog became officially certified after many hours of training. We are so proud of her hard work!



# RESIDENTIAL SERVICES

## *Meet Henok.*

Henok's journey to Josiah White's began with him being adopted at 12-years-old from Ethiopia. When Henok came to the United States, he experienced a different life where everything was provided for him, and he no longer had to rely on God out of necessity. This led him down a path of poor decision making, which eventually brought him to Josiah White's.

When Henok came to Josiah White's at 15 years old, he learned to trust God again, and he also learned to trust those that were trying to help him and built life-long friendships with some of the staff.

After leaving Josiah White's, Henok went on to play varsity soccer at his high school and received the 21st Century Scholarship for college tuition.

Henok is currently a senior at Indiana University-Purdue University Indianapolis (IUPUI) studying policy and political science. He recently had the opportunity to intern at Mayor Joe Hogsett's office in Indianapolis, where he worked with the Office of Public Health and Safety. In this role, he helped people with small criminal records find jobs, educational opportunities, places to live, and organizations that would help them succeed.

"I would not be where I am today without people helping me," said Henok. "Right now, I'm trying to use my policy degree to help people."

After he graduates from IUPUI in May, Henok is looking forward to taking a trip back to Ethiopia this summer to see his biological family.

We are so proud of Henok and can't wait to see what God has in store for his future!

● ● ●  
RESIDENTIAL SERVICES

STUDENTS SERVED

**191**

# RECOVERY SERVICES



In March of 2022, Josiah White's launched our new Recovery Services program serving adolescents and their families impacted by a substance use disorder. In our first nine months of the program, we served 44 teens from 20 different counties across the state of Indiana. This program is the first and only program in the state providing treatment at American Society of Addiction Medicine (ASAM) 3.5 Level of Care, which means teens in the program receive a minimum of 20 hours of clinical addiction treatment per week. Teens in the program are required to complete a summary of what they learned in group each day and give a weekly presentation on the recovery principle they studied that week.

Josiah White's Recovery Services staff also led a total of 108 trainings on how to recognize the signs of an opioid overdose as well as how to properly administer NARCAN, a FDA-approved medication that is designed to rapidly reverse overdoses. Each teen that completes the program is given four doses of NARCAN when they return to their home communities.

Josiah White's Recovery Services staff also provided weekly parenting classes to educate and support families of youth receiving treatment in Josiah White's Recovery Services. Families were welcome to still attend once their teen returned to their home community. In these classes, families learn about stages of recovery, common triggers to relapse, medical aspects of Substance Use Disorders, and an introduction to the 12 Steps. These classes provide parents an opportunity to be educated on multiple aspects of addiction and recovery while receiving support from the professionals who are caring for their child.

We are excited to see how this program continues to develop and how God uses it to bring hope to teens and families in crisis.

# FOSTER CARE

## FOSTER CARE

CHILDREN SERVED

252

2022 REUNIFICATIONS

47

NEW FOSTER FAMILIES

22



After their two biological children moved out, Matt and Katrina Arbuckle decided to continue their parenting journey in a new way by becoming foster parents.

Seeking the Lord's direction on the next steps for their life, Matt and Katrina felt God calling them to foster. Even though they weren't originally intending to adopt through foster care, they followed God's call once again when the courts determined their second placement of three siblings could not be reunified with their birth family.

"We were both 50-years-old, so adopting a 5-year-old, a 7-year-old, and a 10-year-old was a huge, life-changing decision," said Katrina. "Despite our fears, God gave us two very distinct confirmations that adopting our kids was what He had in mind the whole time."

Matt and Katrina have enjoyed watching their children grow emotionally, physically, academically, and especially spiritually. Xyler, Xalen, and Xeliah had never been to church when they first came to live with the Arbuckles just a few weeks before Easter.

"What a joy it was to do the Resurrection Eggs with them, and share the true meaning of Easter on Resurrection Sunday," said Katrina. "They were SO engrossed in the story and so excited, and their excitement stirred up new joy for us over a familiar story. The boys accepted Jesus into their hearts after reading with them the children's version of The Chronicles of Narnia. They also were so warmly welcomed and loved by our church family, and to this day they still LOVE going to church, even cheering when they find out it's a church day! To sum it up, one evening recently Xalen and I were cuddling on the couch when he randomly said, 'Mom, I didn't even know about God at all until I came here.'"

Katrina attests that they have felt God's faithful presence throughout their fostering journey. She encourages those considering fostering that "you will never regret investing time and spending your life in a way that lasts for eternity. What a privilege that we get to partner with God in His kingdom work, doing something that truly makes a difference!"

# FAMILY PRESERVATION



FAMILY PRESERVATION

FAMILIES SERVED IN 2022

48

Josiah White's Family Preservation team recently helped a young couple find persevering hope while facing the grief of losing a loved one.

When Luke\* and Natalie\* were referred to Josiah White's Family Preservation team, they had just recently gotten married and were young parents, and Luke's mom was on hospice and living in their home. At the same time, DCS had concerns about how Luke and Natalie were parenting, causing them to remove Luke from the home.

While Luke was away, Josiah White's Family Preservation team members began working with Natalie to help her through her own past trauma using Cognitive Behavioral Therapy, a type of talk therapy that helps address negative thinking patterns. Soon after they began working with Natalie, Luke's mother passed away, which resulted in Luke's grief deepening, since he was not able to be with his mom when she passed.

When Luke was allowed to return home, the Family Preservation team utilized

Cognitive Behavioral Therapy once again to help Luke work through the trauma he was facing and help him process his emotions around his mom's death. Shortly after, Luke and Natalie started connecting with their pastor regularly.

In the end, Luke learned to trust again and was so grateful for the team's help that he did not want to stop meeting when the case was closed successfully.

We are so grateful God allowed us to be a part of His work in Luke and Natalie's lives!

*\*Names changed for anonymity*

# A LEGACY OF IMPACT



The legacy of Lisle and Cleo Gibson began on Josiah White's campus nearly 60 years ago when they visited as volunteers from Maple Run Friends Church. This experience shaped Lisle Gibson's heart and formed a commitment to this ministry for the duration of his life.

Lisle and Cleo first came to Josiah White's campus for Indiana Yearly Meetings' Annual Church Representatives Day. Each church belonging to the Indiana Yearly Meeting would send a representative to hear about and experience the ministry of Josiah White's firsthand. This particular Sunday afternoon, the sight of 200 children walking single file into the campus chapel for a worship service captured the hearts of Lisle and Cleo.

A young boy wearing a red coat from the youngest cottage, called the "Mighty Mites," caught Uncle Lisle's attention. He learned that day that the boy in the red coat and all 200 other children walking into the campus chapel each had their own story, often starting with a family crisis. His heart broke for each child when he discovered they had all experienced challenging circumstances throughout their young lives.

I know this story well. It has been my privilege to know Uncle Lisle both as my biological uncle (my dad's older brother who looked so much like my own dad they could have passed as twins) and as a friend of the ministry during my time as the CEO of Josiah White's. Almost every time we visited him, he would retell this story to me. Uncle Lisle was a big man with a deep baritone voice, and he was so tender-hearted he would rarely finish the story without breaking into tears, only to say "that no child should be without a home." One of the biggest lessons I learned from Lisle's passion for the children at Josiah White's was the privilege and honor of opening those chapel doors and welcoming children in - just like the young boy in that red coat - for over 170 years of ministry.

Uncle Lisle's passion for the children at Josiah White's never wavered or waned in all the years I visited him. He was not only a very godly and kind man, but also a very generous man as well. His legacy gift will provide the opportunity for children to have a loving connection in their life when they need it most. The Board of Directors has chosen to use this generous gift for student scholarships, spiritual life, and current operations.

His legacy as a champion for children will be remembered for many years to come. I am hopeful that Uncle Lisle's legacy gift might inspire others to consider a gift in their estate. If you are interested in including a gift in your estate, please contact Dana Brady at [dana.brady@whitesrfs.org](mailto:dana.brady@whitesrfs.org).

## Dee Gibson

*Retired CEO of Josiah White's*

# BOARD OF DIRECTORS

2022

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# DONORS

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## DONORS

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- Alliance Community Church
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- Amboy Friends Church
- Missions Committee
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- Arba Friends Church
- Arise Roanoke Church
- Bear Creek Friends
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- Calvary Presbyterian Church of Logansport
- Carmel Friends Church
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- Cornerstone Lutheran Church
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- First Brethren Church
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- Georgetown Friends Meeting
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- Harmony Christian Church
- Hazel Dell Friends
- Hemlock Friends
- Hobart Assembly of God
- Hope Community of Rochester
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- Jericho Friends
- Jonesboro Friendly Quaker Class
- Jonesboro Friends Church
- Kings Four Ministries
- Knightstown Friends
- LaFontaine UMC Wesleyan Circle
- LaFontaine United Methodist Joy Class
- Laketon Wesleyan Church
- Liberty Mills Church of the Brethren
- Little Blue River Friends Church
- Living Faith Lutheran Church
- Logansport Church of the Brethren
- Maple Run Friends
- Marion First Friends
- Meridian Street Christian Church
- Mission Evangelism Zion Chapel
- Mooreland Friends Meeting
- New Life Baptist Church
- North Manchester Congregational Christian Church
- North Manchester United Methodist Church
- Oasis Baptist Church
- Portland Friends
- Roann Christian Church
- Rural Friends
- Salem Friends Meeting
- Sandcreek-Azalia Friends
- Shirley Friends Church
- South Marion Friends
- Spencerville Friends
- Sunnycrest United Methodist Church
- Sycamore Friends
- Tangier Friends Sunday School
- The City of Refuge Christian Church
- The Ruwm, Inc.
- Upland Friends Church
- Vermilion Quarterly Meeting
- Vermillion Friends
- Wabash Alliance Church
- Wabash Friends
- Wabash Presbyterian Church
- Walk By Faith Community Church
- West River Friends
- Zion United Methodist Church



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