



Serving Children.
Equipping Parents.
Transforming Lives.

2020
ANNUAL REPORT



2020



When reflecting on this past fiscal year, it can be difficult to think pre-pandemic. So much of 2020 has been dominated by our efforts to navigate through the very significant challenges brought on by the COVID-19 global pandemic. Closing down our physical office space for two months, transforming our Behavioral Health program from in-person to telehealth within a week's time, conducting virtual home visits with children in our foster care program and their resource families, and transforming our office space to accommodate our new hybrid work model of in-office and remote work are just a few of the very significant changes that occurred in our efforts to continue our critical mission to improve the lives of the children and young adults we serve. To say I am extremely proud of our employees, resource parents, and the children and young adults we serve is an understatement. The resilience that has been demonstrated through an unprecedented year of challenges is remarkable and admirable. And through it all, staying true to our core mission to improve the lives of the children, families, and young adults we serve and staying focused on providing the highest quality services and achieving great outcomes for our service recipients. I invite you to take a few minutes to look through our annual report and celebrate with us on the various ways we were able to help children, families, and young adults this year.

As we look to FY 2020-2021 and eagerly anticipate the end to this global health crisis, we are preparing for the new crisis that is emerging from this year – increased mental health needs, increased substance abuse, increased anxiety and depression, and increased incidents of child abuse and neglect. This new crisis is very real and will require a dedicated and coordinated effort among partners committed to helping children and families. Please consider ways you can partner with us as we continue to help children, families, and young adults throughout southwest Ohio and beyond.

Blessings,

Bryan Forney
Executive Director

OUR VISION:

Focus on Youth is the chosen provider of quality foster care, adoption, and mental health services to children, families, and helping professionals.

OUR MISSION:

Improve the lives of children by providing strengths-based foster care, adoption, and mental health services that promote the permanency, safety, and well-being of youth.

BOARD MEMBERS:

Bill Hensly

Board Chairperson
Board Member Since: 2015
Committee: Executive, Audit

Daryl Nelson

Vice Chair
Board Member Since: 2014
Committee: Executive, Policy

Will Davis

Treasurer
Board Member Since: 2018
Committee: Finance, Audit, Policy

Steve Connell

Secretary
Board Member Since: 2018
Committee: Executive, Fundraising

Annie Roettker

Board Member Since: 2014
Committee: Executive, Audit, Finance

Sharline Martin

Board Member Since: 2015
Committee: Policy, Fundraising

Debra Meyer

Board Member Since: 2017
Committee: Policy

April Johnson

Board Member Since: 2020
Committee: N/A

Diane Spitznagel

Board Member Since: 2020
Committee: N/A

Debra Lopez

Board Member Since: 2019
Committee: N/A



Program Manager
Christina Kappen

[Foster Care and Adoption]

Our Foster Care and Adoption program provides safe, stable, nurturing homes for children in our community by matching families to youth based on the strengths and needs of each. The needs of these children are diverse, and our staff work diligently to find equally diverse foster parents uniquely equipped to meet their needs and provide training needed to respond appropriately to trauma experienced by children. Focus on Youth is a trauma-informed care provider known for empowering our community to embrace resilience and hope, knowing that healing is possible.

This fiscal year, the program served 222 children. Foster parents continue to be satisfied with 90% of them finding their involvement with Focus on Youth a positive experience. During the 2019-2020 fiscal year, the program:

- Doubled the number of young adults in our Bridges program, supporting former foster youth transition to adulthood.
- Collaborated with Warren County Juvenile Detention Center and the Warren County Family & Children First Council, providing respite services.
- Provided Community psychiatric supportive treatment (CPST) to children and families within our community.
- Helped to find forever homes for six children on Ohio's waiting children list.
- Finalized adoptions for several children who have had multiple placements and have experienced a longer stay in care than most.



“Our Youth Specialist has been an extremely helpful and nurturing social worker for us. She worked well with our family and was very accommodating. I appreciate her going out of her way to help our family.”
- FOSTER PARENT



Clinical Director
Tracy Faber

[Behavioral Health]

Our Behavioral Health program provides comprehensive mental health services for children of all ages, as well as their families, both within our foster care program and in the community. Focus on Youth provides a safe and comfortable environment with regular communication and support. We believe all individuals and families have inherent strengths, and we strive to identify and build upon them. Through a variety of interventions and individualized treatment approaches, our therapist guide clients in obtaining the tools and resources necessary to reach their full potential.

We have skilled therapists who are trained in Trauma-Informed Care, Certified Trauma Practitioners through the National Institute for Trauma and Loss in Children (TLC) and are experienced in a range of treatment approaches. These approaches include trauma focused-cognitive behavioral therapy, structured sensory interventions for traumatized children, adolescents, and parents (SITCAP), cognitive behavioral therapy, motivational interviewing, play therapy, trust based relational intervention (TBRI), and eye movement desensitization and reprocessing (EMDR). Children receive mental health assessments, individual counseling, community supportive psychiatric treatment (CPST), therapeutic behavioral services (TBS), crisis intervention, family therapy, group therapy, and more.

Over the fiscal year, we have:

- Collaborated with Edge Teen Center in Liberty Township and Midwestern Children's Home in Warren County to provide counseling and life skills groups.
- Implemented Telehealth services to continue services through the COVID-19 pandemic and meet the future needs of clients.
- Provided Therapeutic Intervention Services to children and families in our community.
- 94% of our clients recommend our services.
- 92% of our clients state they would return if services were needed in the future.

[353 children impacted

86% average 7-day follow-up after hospitalization

88% average 7-day follow-up after emergency department visit

[95% agree that staff is knowledgeable about trauma and interact with trauma sensitivity.



"I like the thoughtful and considerate approach that the staff provides as well as the knowledge they have on trauma." - BEHAVIORAL HEALTH CLIENT

"Helpful and answer questions we may have regarding treatment, behavior, etc. Easy to talk to and very friendly. Make all of us feel good and trusting, very comfortable about treatment plan." - BEHAVIORAL HEALTH CLIENT



Training Coordinator
Rachel Smith

[Training]

85
trauma-informed
trainings

97%
foster parents
satisfied that our
trainings are useful,
relevant, and helpful

100%
caregiver satisfaction
with training department.

 **283**
trainings

Focus on Youth's Training Institute offers evidence-based, trauma-informed, and research-based training to support the well-being of all children. A variety of quality, affordable, and accessible training opportunities designed to help individuals gain skills to work with kids who have experienced trauma are provided. Numerous topics are available for caregivers, foster/adoptive parents, and social service professionals, including counselors, social workers, marriage and family therapists, psychologists, childcare providers, and educators. The Training Institute equips attendees with the tools they need to handle what comes with children impacted by trauma.

This year, we promoted a new Training Coordinator. A new training plan was created, and Trauma Competent Caregiver (TCC) training was added. TCC provides in-depth examination of all nine modules of trauma content including assessment tools and care strategies for use in the field, examines real-life case studies, and allows for extended time in small group learning activities. All in person trainings were converted to a virtual format to meet needs during the COVID-19 pandemic. We also continued to provide community agencies with trauma informed trainings.

“How do you have all these nice families?!?!? I have really enjoyed every Focus on Youth family I have worked with so far. Definitely my favorite network.”

- County Worker

[Administration and Finance]

Financial Manager
Penny Dougan



“Please know how great your staff has been with supporting our family. I am not good at asking for help but once I did, a foster care supervisor could not do enough to make arrangements for us to get some breaks as well as support us. The Clinical Director was amazing during that time as well. You all are doing a fantastic job when many agencies are struggling to provide good, basic support and care for families and children.”

– FOSTER PARENT

The Finance and Administrative department determine the financial impact of strategic initiatives and longer-term financial goals, clarifies the linkage between planning and budget resource allocation decisions, and promotes long-term financial sustainability. Growth and development are supported, assistance is provided with workforce needs, business demands, cost, benefits, and compliance. This department is the backbone of the organization, managing the flow of information throughout and providing an efficient work environment. Administration protects the health and safety of clients and employees and maintains the facility and equipment. Caregivers are 100% satisfied that Focus on Youth provides a safe, pleasant, and inviting environment. While maintaining our high standard of customer service, the team also:

- Diversified revenue stream through increased grant writing, fundraising, and donations.
- Completed the first electronic donation campaign.
- Executed a Virtual 5k fundraiser with the community.
- Managed resources for financial sustainability during the COVID-19 pandemic.
- Increased office security, improving safety for staff, clients, and protected information.
- Improved billable claims process, increasing behavioral health revenue.
- Maintained services for all our clients by working diligently to ensure that secure video conferencing technology was available to clinicians, providing training, and billed according to the quickly changing environment generated by the COVID-19 pandemic.
- Took advantage of reduced number of staff in the office to complete necessary office updates and redesigned the Foster Care staff area for better staff efficiency and workflow.

FINANCIAL

Total Public Support and Revenue \$3,745,084

Breakdown of expenses:

Program expenses (88.6%)	\$3,053,521
Management & General (11.2%)	\$387,178
Fundraising (00.2%)	\$5,367

Total Expenses:	\$3,446,006
Year End Assets:	\$1,079,267

Over \$45,000 in grants for the Behavioral Health Program provided by:

Smith (Jack Jr.) Charitable Trust | Healthpath Foundation
Weaver Foundation | Molyneaux Foundation
Morgan Family Foundation | People's Bank
Anonymous Donor



PQI Manager
Jeanie Kleiber

During the fiscal year, the PQI department:

- Assisted in the expansion of services, identifying incentives, and pay for performance contracts to improve revenue.
- Managed technology and information through the development of a Risk Management Plan, including improvements in data security and incorporating the HHS Security Risk Assessment Tool and NIST HSR Toolkit. Improved technology by upgrading devices, systems, and utilizing applications.
- Began electronic health information exchange to provide better patient care and become eligible to receive reimbursements for timely follow-up.
- Expanded behavioral health key performance indicators to align with value-based contracts, pay for performance, and quality based assignments.
- Participated in the implementation of telehealth services, managing compliance, privacy, and technology.
- Developed a "Data All Stars" incentive program for staff who support PQI and data outcomes.
- Improved stakeholder communication with additional outcome information on the FOY website.

[Performance and Quality Improvement]

The Performance and Quality Improvement (PQI) department is committed to continuously improving services to provide the best quality programs possible. Using quantitative and qualitative data, PQI advances efficient, effective service delivery, effective management practices, and achievement of strategic and program goals. Focus on Youth incorporates the Child and Family Service Review (CFSR) Outcome Measures and Systemic Factors, the Healthcare Effectiveness Data and Information Set (HEDIS), the Ohio Department of Medicaid's (ODM) Quality Strategy and Measures, internal key performance indicators, and stakeholder input to improve the permanency, safety, well-being, and health outcomes of youth. To promote better outcomes for children and families in our community and state, Focus on Youth's PQI department remains a member of the following committees:

- Ohio's CQI Statewide Subcommittee, responsible for establishing a mechanism for ODJFS, counties, and private agencies to share CQI policies, protocols, tools, resources, and recommendations to support a statewide "CQI Community of Practice" improving outcomes that promote safety and well-being.
- The Child and Family Health Collaborative of Ohio's Quality Committee, promoting performance on outcomes included in value-based payment agreements to improve the provisions of services to children, young adults, and families.

"My team is highly skilled but also ethical and supportive of one another."

-FOY Employee



Focus on Youth

Focus on Youth is a trauma-informed care provider known for empowering our community to embrace resilience and hope, knowing that healing is possible.

Within each of us is the power to change a child's life forever. Focus on Youth is committed to meeting our community's growing need for foster care, behavioral health services, and parent training.

Will you join us?



Volunteer



Give



Pray



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