

# every minute counts



2022-2023

Annual Report | Research & Review

The beginning is always today.

MARY WOLLSTONECRAFT SHELLEY



When asked why we do the work we do, we often say simply **Every child deserves a chance.**

There is a longer answer, of course, but – truthfully – those five words sum it up. And of those words, the first is the most important.

***Every.***

*Every* defines our long-term decisions and our day-to-day care. It means we get to know the children and teens – by name and circumstance. It means we use all available resources. It means we never give up.



**Welcome to our year in review**

There were challenges in FY2023. Yet even as we struggled to recruit experienced employees and qualified foster families, we provided unwavering support for those in our care. Our residential programs increased stabilization for our youth. We made great strides in education, from preschool through high school, and created opportunities for our young adults to attend trade school and college. We expanded our family preservation services and provided safe, stable, and nurturing homes to our children in foster care.

In addition, we broke ground on a high-concept transitional living program that combines increased levels of responsibility with the opportunity for unlimited personal growth and achievement. Beds are ready, seeds are planted, and The Farm will officially open in Goldsboro in fall 2023. And elsewhere in our residential programs a new technology was developed to our specifications. It's called Motivate and it allows our direct care workers to digitally document youth behaviors in real time, noting the corrective actions taken and ultimately revealing trends in youth-staff interactions that can be used to further hone our services. Motivate is currently being beta tested at our Insight Crisis & Assessment Center.

**But there's still much to do**

One of our great concerns has always been what happens when children leave the safety of our group homes. When we analyzed self-reporting data from our older youth, we noted a trend of growing anxiety as their discharge date grew nearer. As a result, this year we will focus on our aftercare services – broadening them in ways that will help our youth make more positive connections in their community and creating a wider support system for them. Based on the strength of our three crisis & assessment centers, a fourth is slated to open in Kinston (November 2023). And we will continue to face head-on the nationwide challenge of recruiting qualified foster families. Rebuilding this program is a top priority.

It's heartbreaking that we have to exist – that every day we meet children who have experienced more trauma than their lives can hold. But we are committed to giving everything we have to every family, every child.

Every minute counts.

*Bruce E. Stanley*

Bruce E. Stanley, President / CEO



*MHC is accredited or has membership with these organizations*

THE YEAR IN REVIEW

number of  
unique  
MHC services

25

percentage of eligible  
transitional living youth  
who held jobs

100

1,346

children and families received  
sustaining care

75

North Carolina  
counties have  
residents in our care

\$21,177

amount donated to MHC  
by our own employees

dollars spent on rent, utilities, and  
food to support our at-risk families

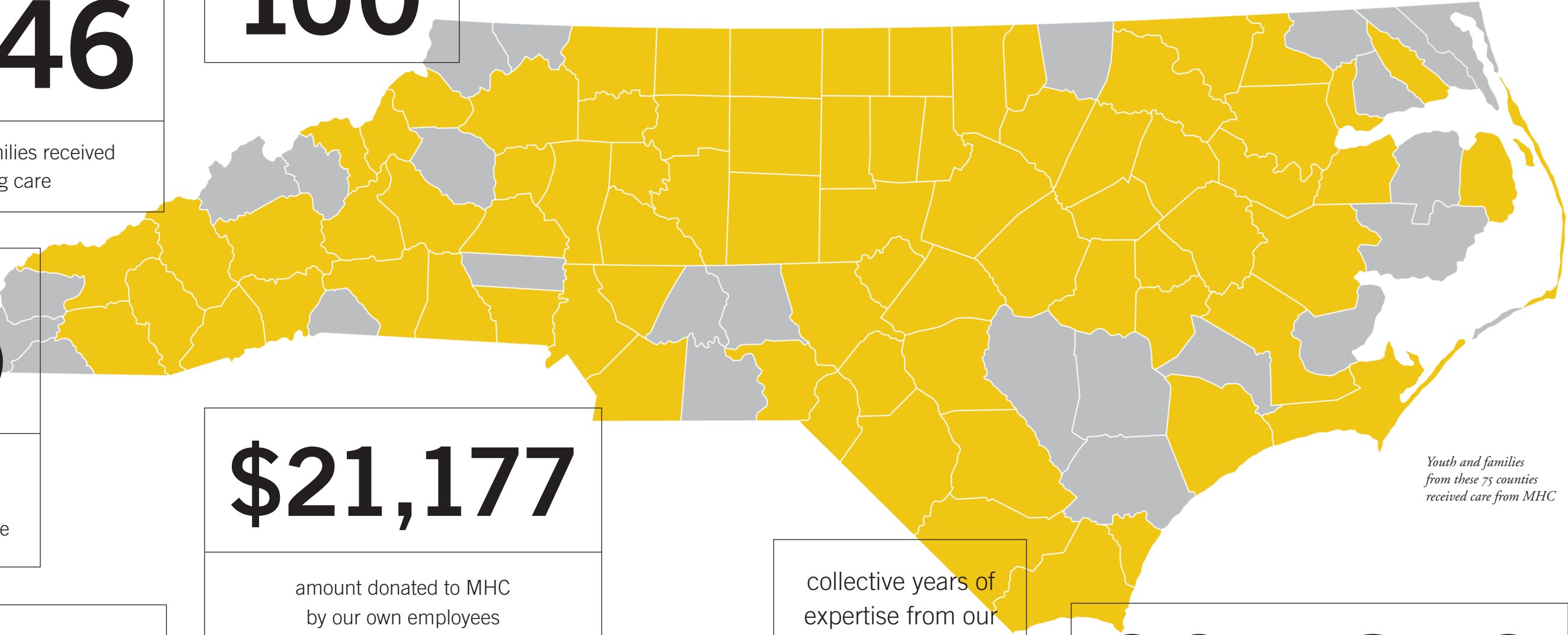
90,560

number of  
statewide services  
provided exclusively  
by MHC

4

the mission

In service to God, our mission is to build upon the social, physical, emotional, and spiritual strengths of children, youth, and families, and to affirm their worth.



Youth and families  
from these 75 counties  
received care from MHC

collective years of  
expertise from our  
leadership team

193

204,879

miles driven by our four group home specialists  
while serving youth in our care



OUR PROGRAMS AND SERVICES

foster care | adoption

(Traditional) Family Foster Care

Children who come into a traditional (or family) foster home need basic care until a permanent plan is ready. Most children in this program are 5 years or older and are part of a sibling group. (6-12 months)

Therapeutic Foster Care

While every child in foster care has special needs, those in therapeutic care have a specific and chronic mental health diagnosis that requires intensive, ongoing intervention. Foster families serving these children receive extensive and specialized training. (6-9 months)

Kinship Care

Sometimes the best care for a child can be provided by a family member – for example, an aunt or grandparent – or close family friend. This is kinship care. (up to 12 months)

Respite Care

This is care provided by one foster family to another family’s foster children. Respite care is short – typically for a weekend – and it gives everyone, the foster children as well as their host family, time to rest and regroup.

Juvenile Justice Foster Care

These homes provide a family setting and services for runaways, gang-affiliated teens, or other court-involved youth. (90 days)

Adoption

Our foster to adopt program works with families wanting to adopt foster children who are unable to reunite with their biological families. (permanence)

early childhood services

Our two childcare centers provide high-quality education and all-day care for children age 6 weeks up to 6 years old. Blended classrooms bring together children with typical development, special needs, and diverse family backgrounds. (up to 6 years)

specialized services

Our specialized services, known as FACT, help young people who are dually diagnosed with mental illness (or severe emotional disorders) and underlying developmental disabilities such as autism or intellectual disabilities. Our services are delivered in the following two ways:

Day Treatment

Children between the ages of 8 and 18 who need help learning to manage their behaviors benefit from this weekday program. An on-site school provides skill-appropriate curricula. (ongoing)

Group Homes

This home is for youth who need out-of-home care but who do not meet the criteria for inpatient psychiatric services. It is a highly structured program where youth learn to live as productively and independently as possible. (6-9 months)

family preservation services

Family Preservation and Intensive Family Preservation

When parents are in crisis – struggling with addiction, mental illness, employment, or housing – the children often suffer the most. We work directly with parents, teaching social and parenting skills and connecting them to resources in their community. (FP: up to 6 months) (IFP: 4-6 weeks)

Family Prevention

When the stress imposed by outside circumstances – such as housing insecurity or lack of access to healthcare – threaten families, we become their first line of defense. Each situation is different, but in all we forge connections between the immediate need and available community resources. (2-6 weeks plus aftercare)

Family Reunification

Parents who have lost their children – due to foster care or residential placement – face insurmountable grief. We work to help parents overcome problems, adjust expectations, and ease tensions ensuring their children have a safe home and successful transition. (6-20 weeks)

Comprehensive Clinical Assessments

Severe mental health issues, developmental disabilities, or substance abuse can rip families apart; often the parents don’t know how or where to find help. We work face-to-face with families, assessing their needs and matching them with local community partners that can provide support. (30 days)

in-home services

Family Preservation Community Commitment (formerly Alternatives to Commitment)

Kids make mistakes, but not every mistake deserves incarceration. By teaching these youth to respect authority and control impulses while encouraging them to finish school and find jobs, we can strengthen the community and save lives otherwise lost to incarceration or dependency. (6 months)

Family Preservation

Strong families can save children who are on a path leading to incarceration. Yet parents are often at a loss – not knowing what to say or do. We work with these families to end unproductive patterns of interaction and build skills that will keep the family together. (5 months)

Transition and Reentry

Going home can be difficult for teens who have been living in a Youth Development Center (or another residential court placement). Our staff helps ease the tensions of transitioning back into the home and community. (up to 6 months)

Vocational Training

Having a job can be a game-changer – providing purpose, skills, and hope for the future. This partnership program matches court-involved teens with jobs within the community. (4-6 months)

crisis & assessment centers

These residential centers serve juvenile court-involved youth between the ages of 10 and 17 and offer three levels of care: crisis, assessment, and secure. The primary goal is to complete a comprehensive juvenile assessment that will match the youth to the most appropriate diversion services in their community. The assessment process takes place under the supervision of a licensed psychologist and licensed clinical case managers. (14-30 days)

multipurpose group homes

Our co-ed group homes serve boys and girls whose repeat offenses are leading them toward more serious involvement in the juvenile justice or adult corrections system. We teach social skills to address the factors which led to their criminogenic behavior and make it possible for them to replace negative habits, catch up in school, and set positive goals for themselves. For youth completing the program, we also offer aftercare services. (MPH: up to 8 months) (Aftercare: 6 months)

transitional living homes

Older teens (age 16-20) who are on probation but cannot safely return to their homes live here. While part of the home, the youth work to finish high school or earn their GED, identify career goals, get jobs, volunteer in the community, complete driver’s education, and learn to budget, cook, and manage bills. Aftercare services are also offered. (TL: up to 12 months) (Aftercare: 6 months)

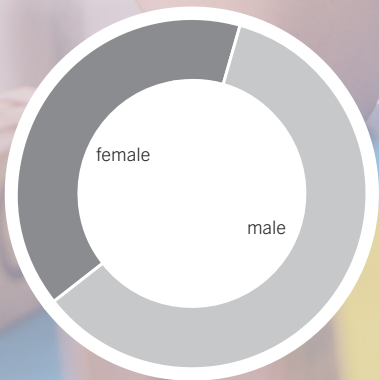
hackley education and learning program

HELP supports the higher-education goals of students who have been in our care. Many have overcome abuse, neglect, and other childhood obstacles to finish high school and now aspire to attend college or trade school. HELP provides mentoring and financial assistance to these students. (ongoing)

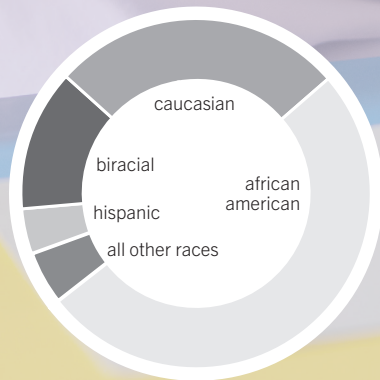




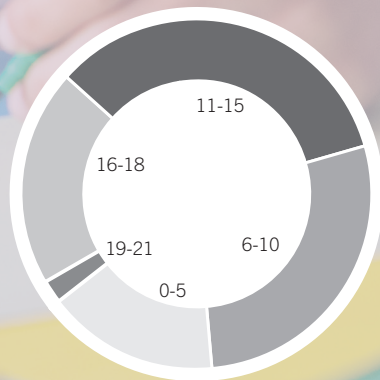
91 youth served



GENDER



RACE



AGE

foster care | adoption

# we need more foster families; it's a nationwide crisis

The goal of this program is simple and clear: To provide safe, stable, and nurturing homes to foster children in North Carolina. The process of identifying, recruiting, training, and licensing foster families is thorough and intense; no short-cuts allowed. MHC remains vigilant in our mission to safeguard every child in our care.

This year saw immense internal change in our foster care program. We restructured leadership, creating the position of senior director of family-based services and, in February, we hired a new foster care director. Staffing and processes were refined and realigned. After careful study, we discontinued use of state-provided training materials. Working with the MHC staff development team, proprietary materials built on our model of care were developed. These materials were approved and licensed for use in early spring. During all of this change, we maintained our high level of service for every child. We are now poised to rebuild and grow.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
individual children served	108	91
total services provided	138	104

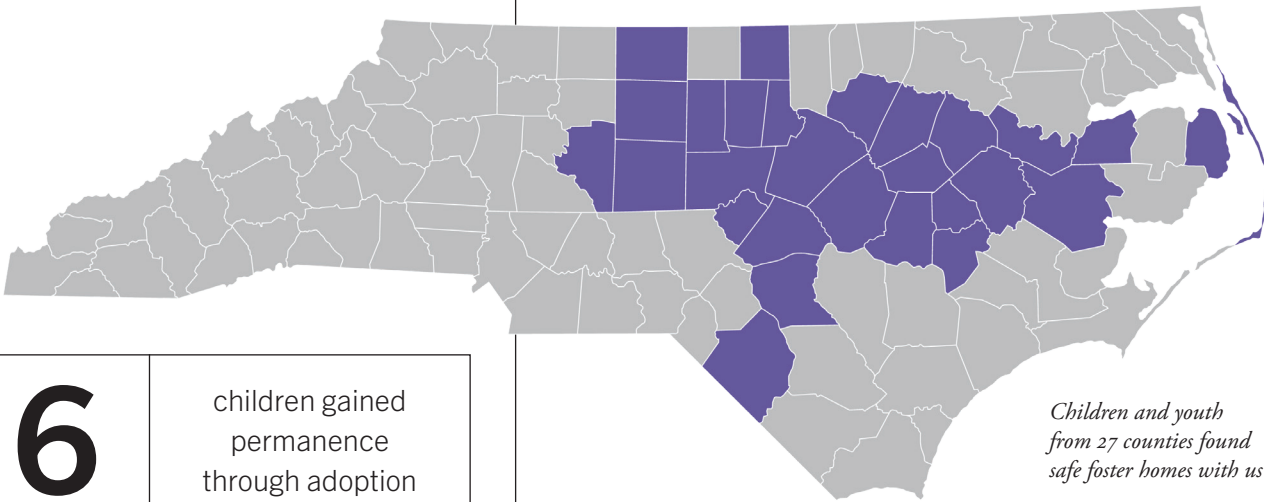
outcomes

- ▶ 91 individual children received care
  - ▶ 53 received family (traditional) foster care
  - ▶ 22 received therapeutic care
  - ▶ 18 received court-referred care (Department of Juvenile Justice)
  - ▶ 5 received respite care
  - ▶ 6 adopted (after being in foster care)

Total is greater than 91 because some youth received multiple services.

program overview

- ▶ 59 foster homes
  - ▶ 38 re-licensed
  - ▶ 21 new foster homes
- ▶ 15 families completed MHC training
  - ▶ MHC-developed curriculum
  - ▶ 40 hours of classes
  - ▶ all classes conducted face to face (not virtual)
- ▶ highest number of children served in one day: 57
- ▶ average number of children served per day: 45
- ▶ youngest child in care: 2 years old
- ▶ oldest child in care: 19 years old
- ▶ average length of stay: 11.2 months



6

children gained permanence through adoption

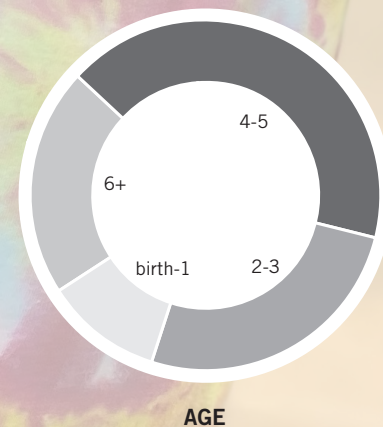
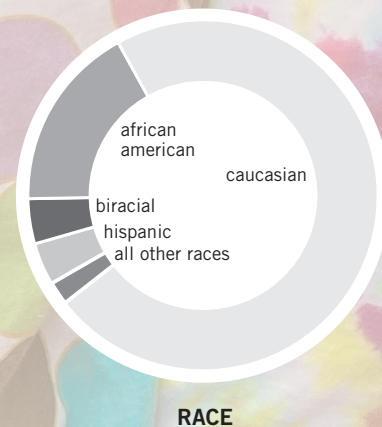
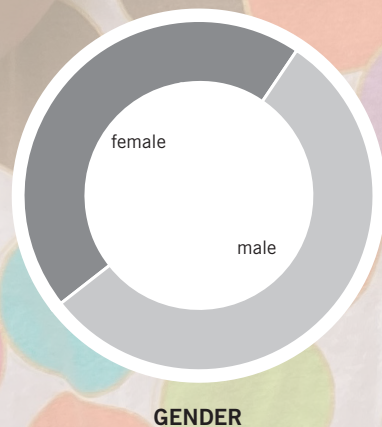
Children and youth from 27 counties found safe foster homes with us





What's a typical time frame?  
**up to  
6 years**  
every minute counts

207 children served



early childhood services

the lessons we teach make a lifelong difference

For a young child, the benefits of high-quality early childhood education are lifelong and include an increased likelihood for elementary school success, high school graduation, college attendance, and job readiness.

Our program provides a strong foundation for each student. Year after year 100 percent of our rising kindergartners meet standardized readiness goals. Children leave our program equipped and ready to learn. Our goal has always been to be a leading provider to at-risk children and, going forward, we will increase efforts to serve more of this population.

This year we continued to be affected by a nationwide staffing challenge and our four closed classrooms are a direct result of not being able to hire enough teachers who meet our requirements. Recruiting, retaining, and reopening are our top priorities.

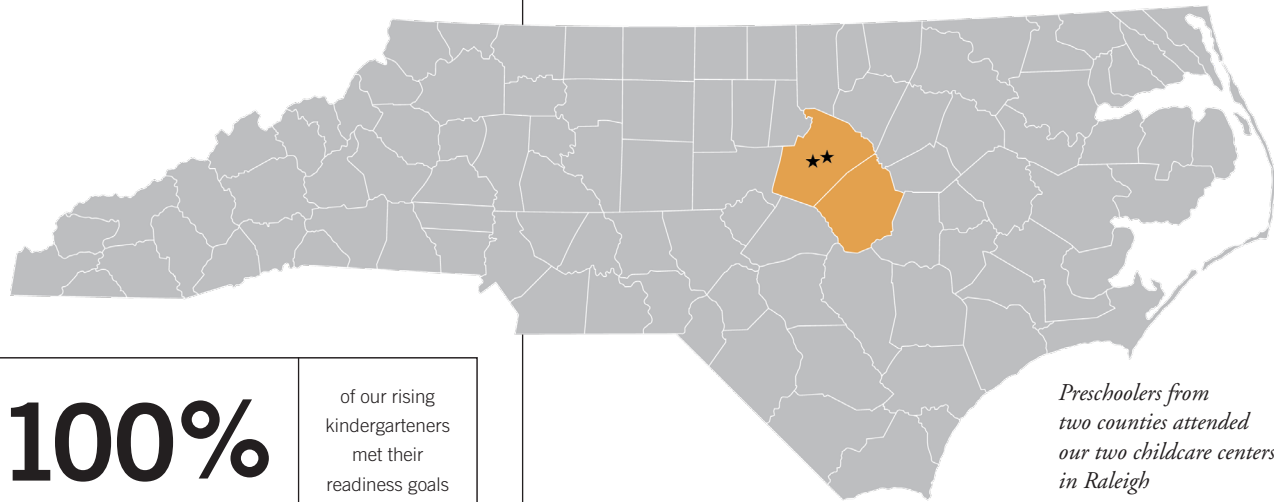
2-YEAR PROGRAM ANALYSIS	FY22	FY23
individual children served	197	207
▸ received financial support	40%	31%
▸ received therapeutic support	18%	29%

outcomes

- 207 children served
- 31% received financial support
  - 52% scholarship
  - 39% scholarship and subsidy
  - 9% subsidy
- 29% received therapeutic support while in care (speech, occupational, physical therapy, and early childhood mental health)
- 100% of rising kindergartners achieved readiness goals (standardized assessment)

program overview

- evidence-based Conscious Discipline model
- research-based curriculum
- 5-star license from N.C. Division of Child Development and Early Education (DCDEE)
- 92% of lead teachers have an associate degree or higher in early childhood education or a related field
- classrooms are open year round
- quality of life support for families (i.e., community resources for housing, food, clothing, SafeChild and Project Enlightenment parenting trainings, parent counselor services, referrals for services, early interventions, and preschool special education services)



100%

of our rising  
kindergartners  
met their  
readiness goals

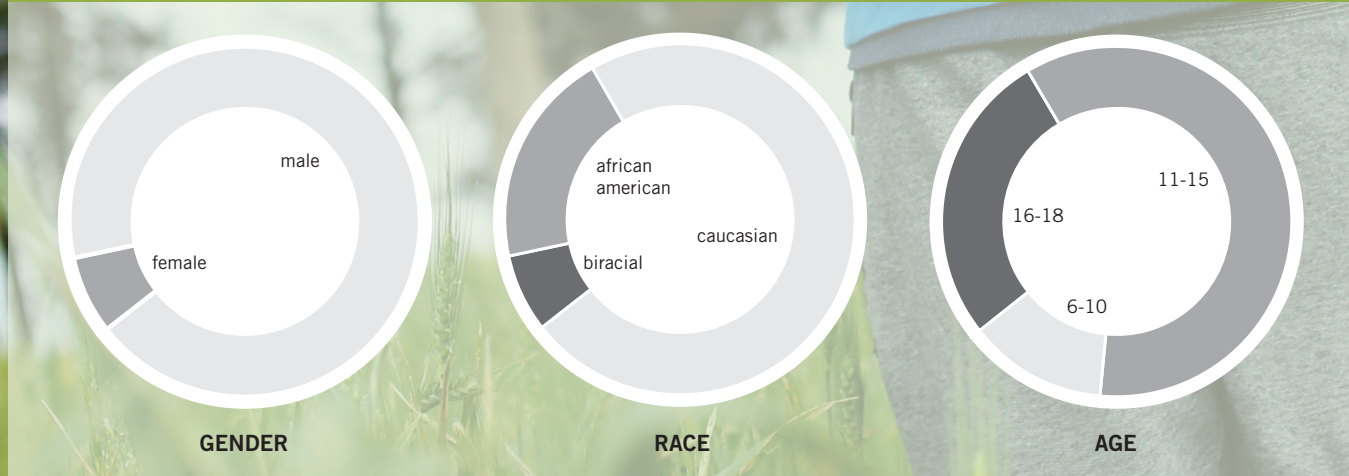
Preschoolers from  
two counties attended  
our two childcare centers  
in Raleigh





What's a typical time frame?  
**ongoing treatment**  
every minute counts

15 youth served



specialized services

these children have dreams and potential; we help them achieve both

Among all of the youth we serve, one population stands apart – in many ways exhibiting more creativity, more resilience, and more courage than other groups. They are the young people enrolled in our specialized services program. **MHC is the only provider of this service in North Carolina.**

Specialized services is a broad title for a very specific MHC mission: serving youth with a developmental disorder and a mental health concern. The strategies and model of care we teach are highly effective in helping them manage their behavior and trauma.

Our program – which typically lasts at least a year – is highly structured. Working in both residential and classroom settings, we teach the youth to live as productively and independently as possible. By learning to manage behaviors, the youth work toward the goal of returning to their home, community, and school.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
individuals served	48	15
total services provided	77	26

outcomes

- ▶ 15 youth received care

Day Treatment

- ▶ all 15 youth in our care
  - ▶ 11 currently progressing in the program
  - ▶ 4 completed the program, all went to a lower level of care
- ▶ average length of stay: 24.7 months

Group Homes

- ▶ 11 of the youth in our care
  - ▶ 6 currently progressing in the program
  - ▶ 5 completed the program, all went to a lower level of care
- ▶ average length of stay: 15.7 months

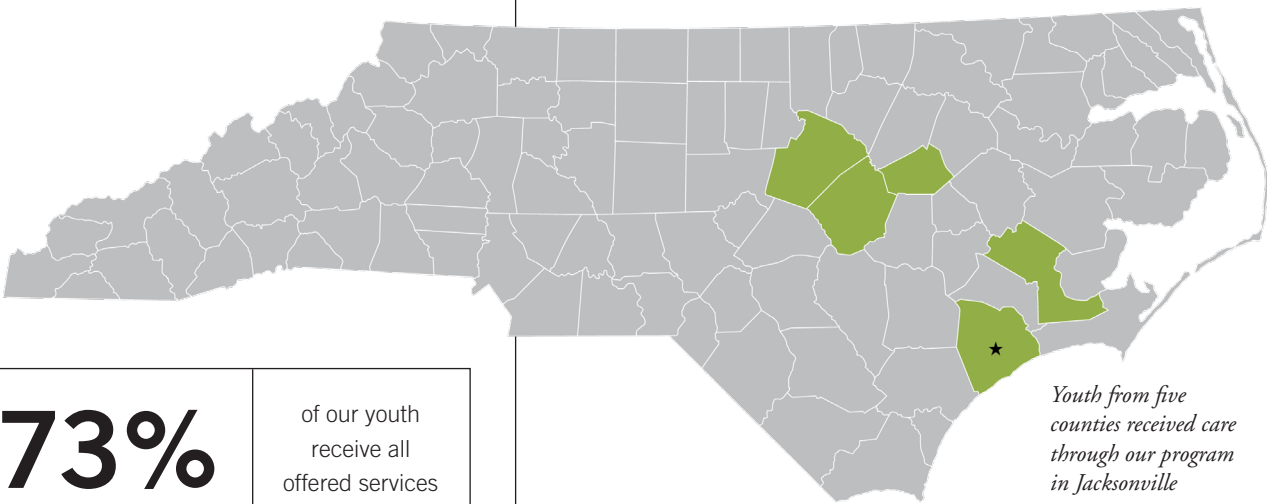
most common mental health diagnoses

- ▶ 80% Attention Deficit Hyperactivity Disorder (ADHD)
- ▶ 80% Autism Spectrum Disorder
- ▶ 40% Disruptive Mood Dysregulation
- ▶ 27% Oppositional Defiant Disorder
- ▶ 20% Various learning disability disorders

*Total is greater than 100% because the youth in our care have multiple diagnoses.*

experience

- ▶ 24/7 care
- ▶ intensive therapies which may include individual and group psychotherapy, psycho-educational groups, recreational therapy, and parent counseling
- ▶ phased return to the community with local support services in place





What's a typical time frame?  
**1-6 months**  
every minute counts



family preservation services

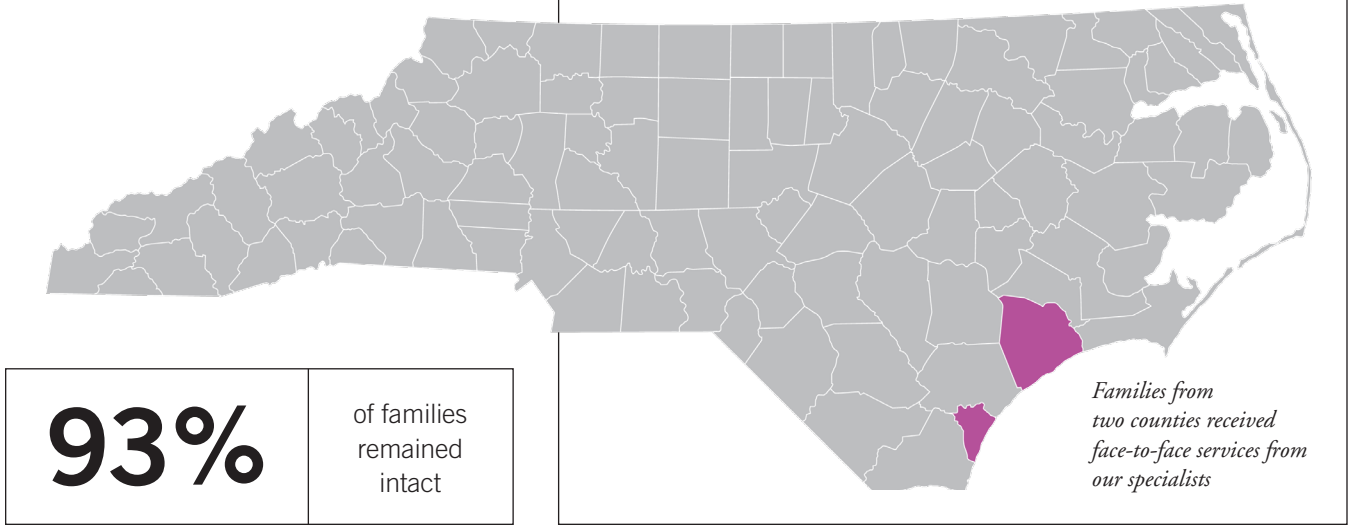
our mission is to restore unity, one family at a time

By the time families reach us for these services, they are in crisis and we must work quickly. The intense interventions we provide have short timelines; immediate goals are safety and family stability.

Crisis situations can arise when parents struggle with issues as diverse as addiction, mental illness, unemployment, lack of healthcare, or housing insecurity. Our specialists meet families where they are – traveling to their homes and tailoring the approach to each situation. Services include assessment, counseling, skills training, referral, and advocacy.

Based on the strength of our family preservation program in New Hanover County, this year we expanded to include Onslow County.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
families served	61	198
total family members served	249	408
total services provided	61	198



- outcomes**
- ▶ 198 adults and their families (408 individuals) received care
- Our staff also worked with eight families (30 total family members) who ultimately declined or were deemed not eligible for full services. Their data are not included in this report.*
- Family Reunification**
- ▶ 14 families (49 family members)
  - ▶ 77% of the disrupted families were reunified
- Family Preservation**
- ▶ 70 families (245 family members)
    - ▶ 67 families completed the program
      - ▶ 93% were successful
- Family Prevention**
- ▶ 99 adults received care
- Comprehensive Clinical Assessments**
- ▶ 15 adults received comprehensive clinical assessments

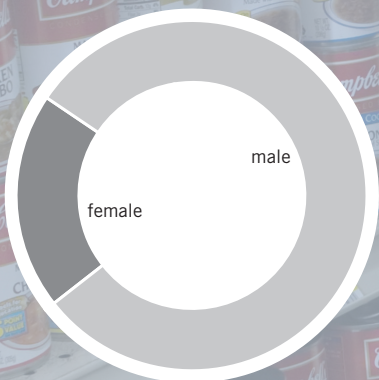
- program overview**
- ▶ all services are in partnership with the N.C. Department of Social Services
  - ▶ our assistance extends to emergency help with rent and utilities, crisis support, medical equipment, school supplies, food, and clothing



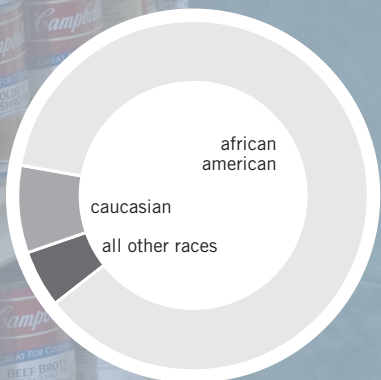


What's a typical time frame?  
**1-6 months**  
every minute counts

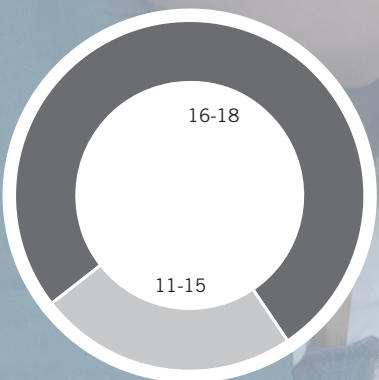
113 youth served



GENDER



RACE



AGE

in-home services

# we strengthen bonds between teens, parents, and community

There are many reasons adolescents and teens get in trouble: substance abuse, peer pressure, poverty, mental disorder, school problem, learning disabilities, or boredom.

We work with kids who are on the line – helping them change their course either through a new job, community resources, or by strengthening the family.

We also work with teens who have crossed the line; they have broken laws and been in a residential program – either a Youth Development Center (YCD) or a center such as our multipurpose group homes. When their residential time is complete, “re-entry” can be challenging. Working with both the teen and their family, we help ease them back into their homes, neighborhoods, schools, and communities. Our goal is always to keep them safe and equipped for lifelong success.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
individual youth served	121	113
▶ successfully completed the program	70%	88%

outcomes

- ▶ 113 individual youth received care
  - ▶ 84 discharged
    - ▶ 88% successfully completed the program

Family Preservation Community Commitment (formerly Alternatives to Commitment)

- ▶ 100% showed improvement in their home environment
- ▶ 100% completed services successfully or satisfactorily
- ▶ 83% had no new adjudications 12 months after leaving

Family Preservation

- ▶ 67% showed improvement in their home environment
- ▶ 100% completed services successfully or satisfactorily
- ▶ 100% had no new adjudications after admission

Transition and Re-entry

- ▶ 89% showed improvement in their home environment
- ▶ 81% completed services successfully or satisfactorily
- ▶ 100% had no new adjudications after admission
- ▶ 86% had no new adjudications 12 months after leaving

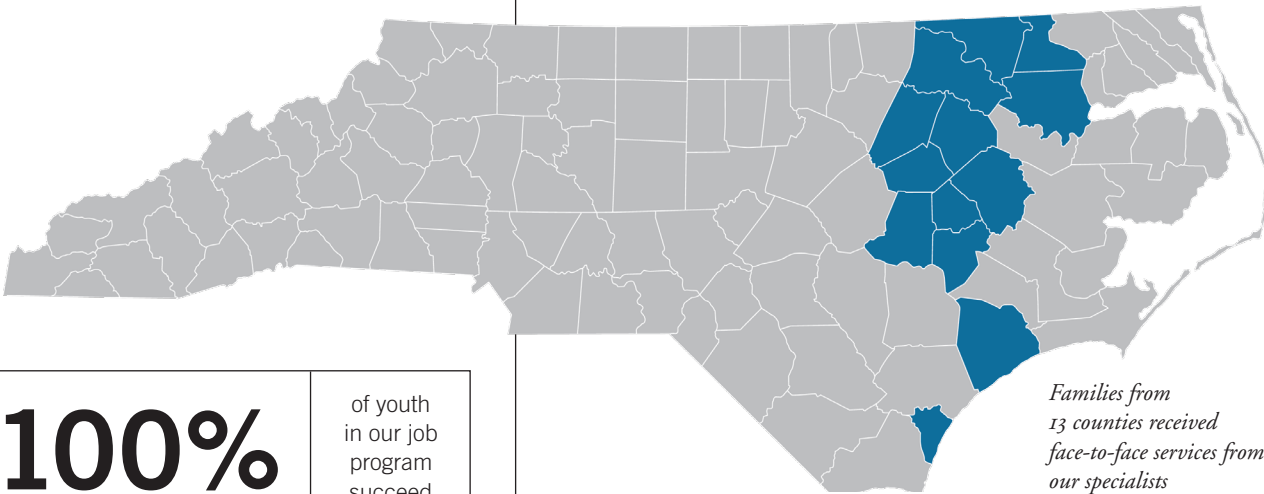
Vocational Education

- ▶ 100% showed improvement in their home environment
- ▶ 100% completed services successfully or satisfactorily
- ▶ 62% had no new adjudications after admission

Information provided by the N.C. Department of Public Safety for calendar year 2022.

program overview

- ▶ all services are in partnership with Juvenile Crime Prevention Councils (JCPC), a division of the N.C. Department of Public Safety
- ▶ youth in our vocational education program held MHC-sponsored jobs at small business, restaurants, and retail stores. This allows them to gain the skills they need to become successful young adults.

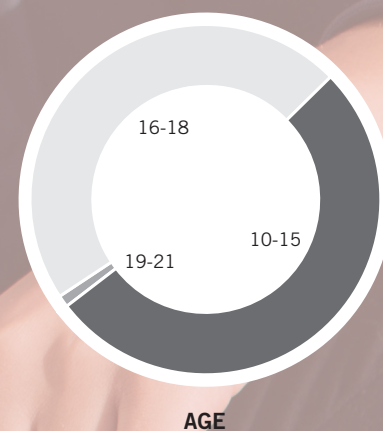
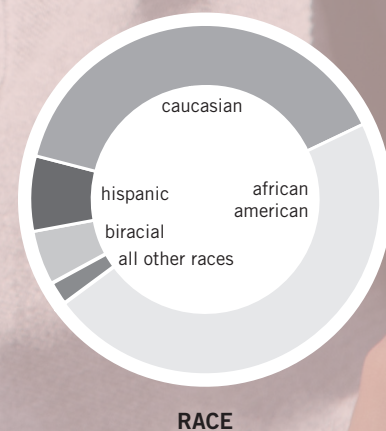
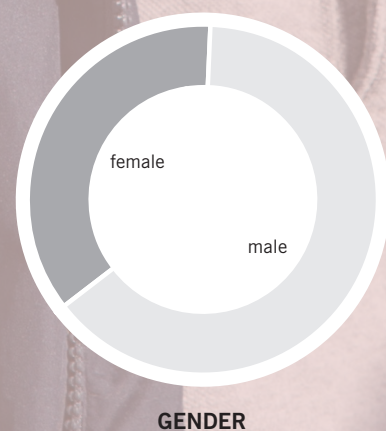






What's a typical time frame?  
**14-30 days**  
every minute counts

303 youth served



crisis & assessment centers

## these youth are in crisis; we uncover why

Our crisis & assessment centers (contracted through the N.C. Department of Public Safety) provide urgent care for youth who need a safe place to be for a short period of time. Our goal is to identify behaviors, determine effective interventions, and recommend services that will decrease their criminogenic activities. We provide three distinct levels of care: crisis, assessment, and secure. **MHC is the only provider of this service in North Carolina.**

An integral part of assessment is the youth outcome questionnaire (YOQ), designed to evaluate each youth's weekly status. Comparing the total scores of assessment youth who successfully discharged with valid YOQ scores shows clinically significant improvement in well-being. Their average admission score was approaching the distress mark; in fact 43% indicated high distress. Yet, by the time they discharged, these youth reported decreased distress levels and were testing within normal limits.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
individual youth served	276	303
total services provided	299	318

### outcomes & overview

- ▶ 303 individual youth received care
- ▶ all services in partnership with N.C. Department of Public Safety

### Crisis

- ▶ 158 crisis youth (average length of stay: 16 days)
  - ▶ 10 moved from crisis to assessment

### Assessment

- ▶ 141 assessment youth (average length of stay: 34 days)
  - ▶ 3 moved from assessment to crisis
  - ▶ 128 were discharged
    - ▶ 77% completed the program with full assessment reports and recommendations
    - ▶ Top 3 recommendations
      - Functional Family Therapy
      - Psychiatric Residential Treatment Facility (PRTF)
      - Multi-systemic Therapy

### Secure

- ▶ 19 secure youth (average length of stay: 32 days)
  - ▶ 2 moved from secure to assessment

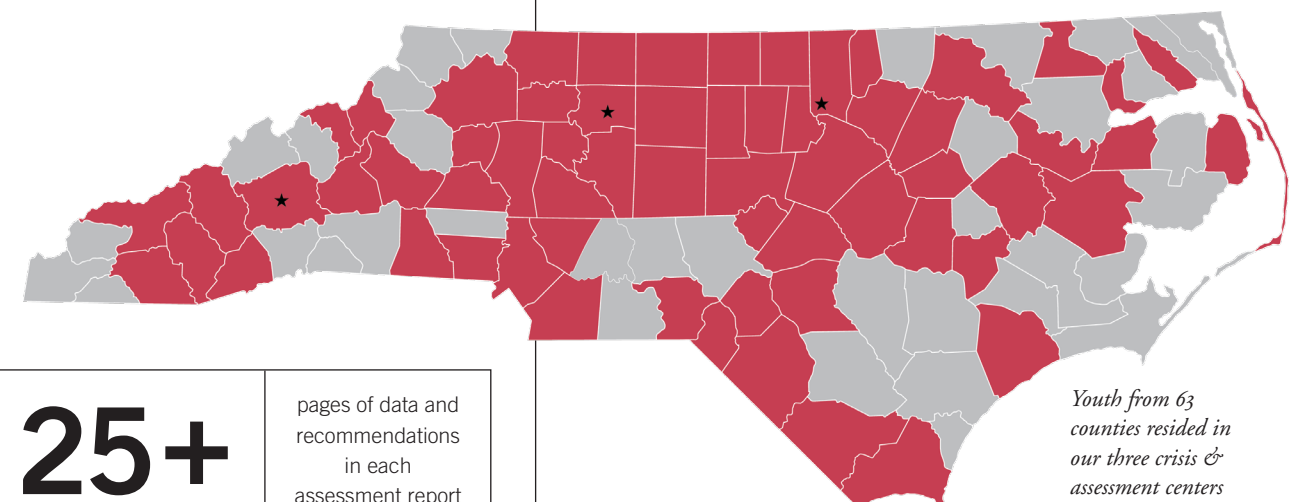
*Total is greater than 303 because some youth received multiple services.*

### most common diagnoses

- ▶ 37% Attention Deficit Hyperactivity Disorder (ADHD)
- ▶ 32% Oppositional Defiant Disorder
- ▶ 20% Anxiety

### experience

- ▶ 24/7 monitored care
- ▶ highly structured, daily programming in a safe, predictable atmosphere



**25+**

pages of data and recommendations in each assessment report

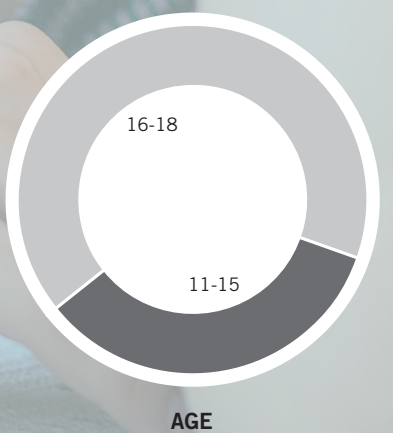
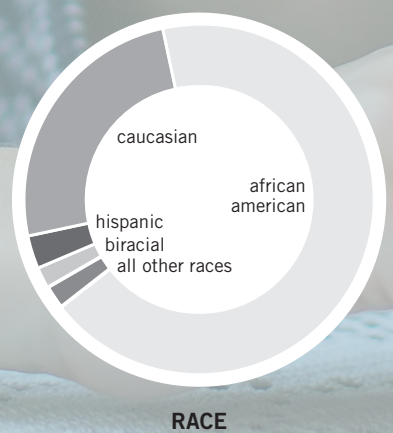
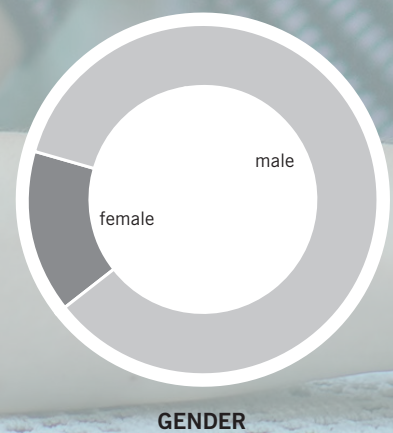
Youth from 63 counties resided in our three crisis & assessment centers



What's a typical time frame?  
**up to 8 months**  
every minute counts



130 youth served



multipurpose group homes

# the structure and stability we provide lets teens excel across the board

This program provides residential services to adjudicated youth; it is a diversion placement that holds youth accountable without the threat of confinement in a Youth Development Center (YDC). The goal is to prevent them from moving deeper into the justice system. **MHC is the only provider of this service in North Carolina.**

Our program is highly structured, multi-layered, and effective. The evidence-based model of care builds on each person's strengths. Classroom teachers provide individualized educational instruction. And, by using the youth outcome questionnaire (YOQ) we know we are attending to their needs and safety. This year, among youth who successfully completed our program, 71% showed clinically significant reductions in distress.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
individual youth served	134	130
▶ successfully completed the program	75%	70%
total services provided	150	155

outcomes & overview

- ▶ 130 individual youth received care
- ▶ all services in partnership with N.C. Department of Public Safety

Multipurpose Services

- ▶ 119 youth received multipurpose services
  - ▶ 109 youth were discharged
    - ▶ 70% successfully completed the program
- ▶ average length of stay: 4.23 months
- ▶ recidivism shows program effectiveness
  - ▶ 84% no juvenile complaint after 6 months
  - ▶ 77% no juvenile complaint after 12 months (national average is 45%)

*Recidivism data provided by the N.C. Department of Public Safety.*

Aftercare Services

- ▶ 29 youth received aftercare services (completely voluntary)
  - ▶ 25 youth started aftercare following discharge
  - ▶ 4 youth completed aftercare that began during FY22
- ▶ length of program: up to 6 months

Crisis Care

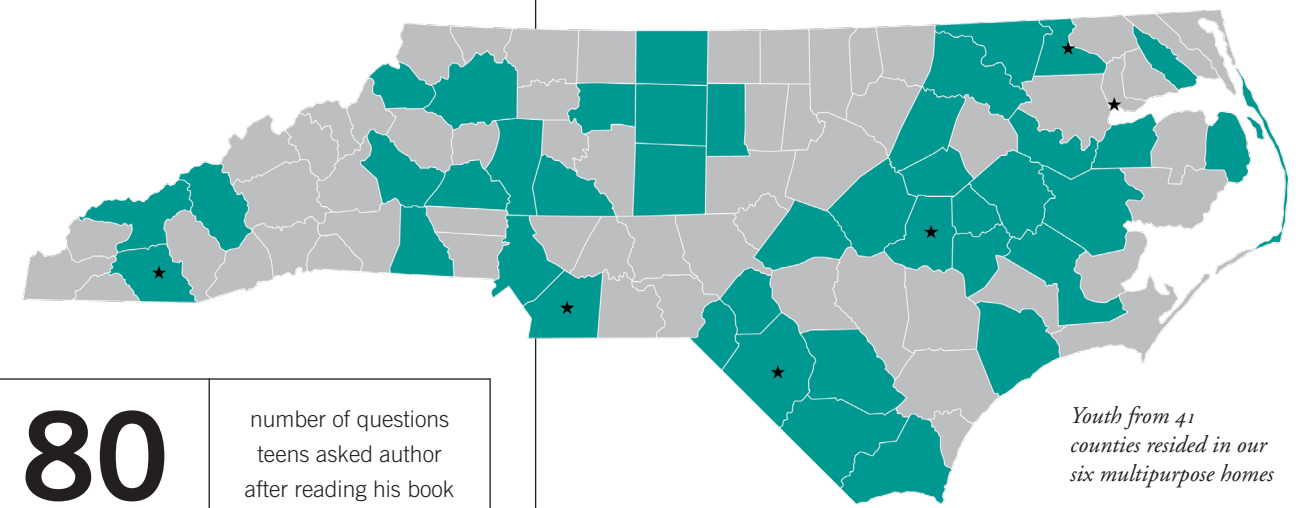
- ▶ 7 youth received care (no reporting data)

*Total is greater than 130 because some youth received multiple services.*

education

Youth come into our care two or three years below grade level yet make measureable gains in our classrooms.

Reading Composite FY22	GRADE LEVEL	5.4	8.5
Reading Composite FY23	GRADE LEVEL	4.8	9.1
Math Scores FY22	GRADE LEVEL	5	5.7
Math Scores FY23	GRADE LEVEL	5.4	6.2



**80** number of questions teens asked author after reading his book

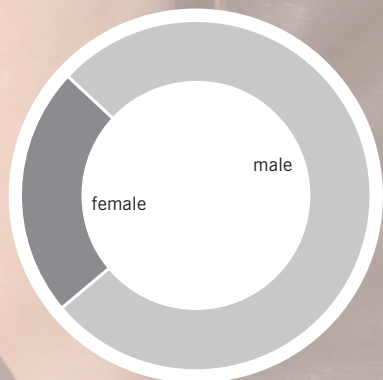
Youth from 41 counties resided in our six multipurpose homes



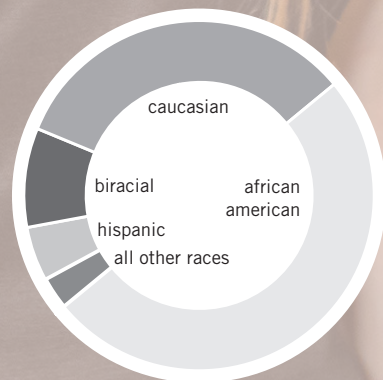


What's a typical time frame?  
**up to 12 months**  
every minute counts

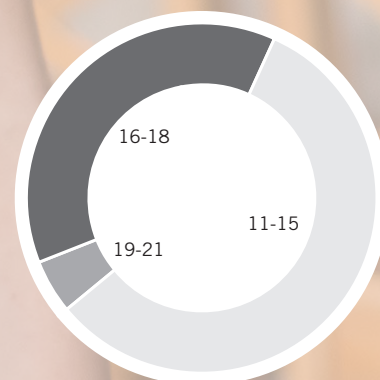
64 youth served



GENDER



RACE



AGE

transitional living

## when they leave us, our youth are equipped to succeed

Transitional living is a voluntary program for older youth who are on juvenile probation after being in a court-based residential program. Without intervention and guidance, this population is at high risk of failure. **MHC is the only provider of this service in North Carolina.**

In this program, youth are required to continue their education and get a job. They are accountable for their time and self-define daily and weekly goals as they build skills – social and vocational – necessary for independent living. When youth leave our care, they are better equipped for life.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
individual youth served	65	66
▶ successfully completed the program	70%	61%
total services provided	80	85

### outcomes & overview

- ▶ 64 individual youth received care
- ▶ all services in partnership with N.C. Department of Public Safety

### Transitional Living Services

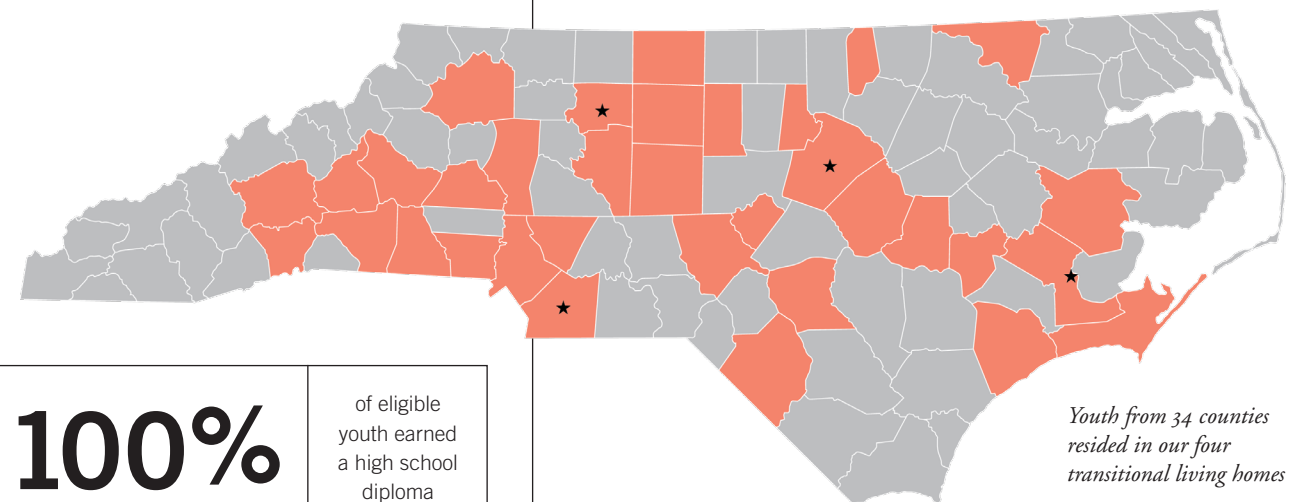
- ▶ 61 youth received transitional living services
  - ▶ 33 youth were discharged
    - 61% successfully completed the program
  - ▶ average length of stay: 3.97 months
- ▶ 100% of eligible youth earned high school diploma or equivalent
- ▶ 100% of eligible youth attended the VOLT Center (Craven Community College)
  - ▶ 4 earned forklift certifications
  - ▶ 1 earned HVAC certification
  - ▶ other classes included diesel engine technology, small engine repair, carpentry, and welding
- ▶ professional certifications earned
  - ▶ 3 earned ServSafe (hospitality industry)
  - ▶ 1 earned Basic Life Support
- ▶ 100% of eligible youth were employed
- ▶ recidivism shows program effectiveness
  - ▶ 92% no adjudications or convictions after 6 months
  - ▶ 93% no adjudications or convictions after 12 months

*Recidivism data provided by the N.C. Department of Public Safety.*

### Aftercare Services

- ▶ 22 youth received aftercare services
  - ▶ 19 youth started aftercare following discharge
  - ▶ 3 youth completed aftercare that began during FY22
- ▶ completely voluntary
- ▶ length of program: 6 months

*Total is greater than 64 because some youth received multiple services.*

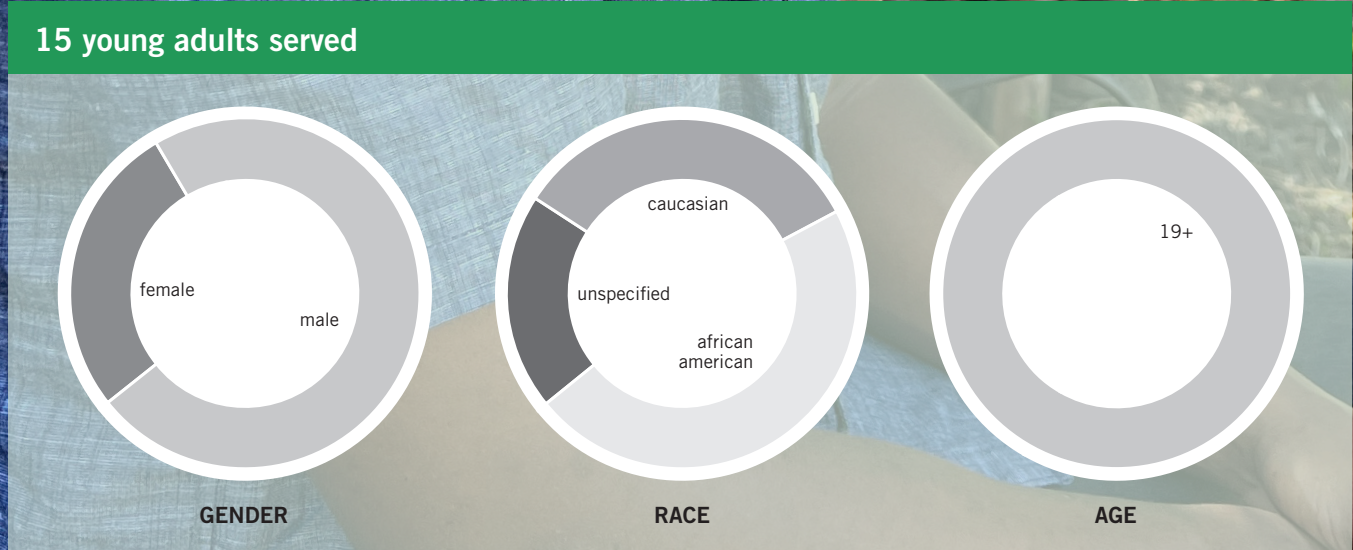


100%

of eligible youth earned a high school diploma

Youth from 34 counties resided in our four transitional living homes





HELP

beating the odds: our adults earn degrees and take control of their future

For more than 43 years we have supported the higher education ambitions of young adults who have been in our care. Many have overcome abuse, neglect, and other childhood obstacles to complete high school and now aspire to attend college or trade school. HELP makes that possible.

Assistance is available to anyone who – as a youth – lived in one of our foster care, multipurpose, or transitional living homes.

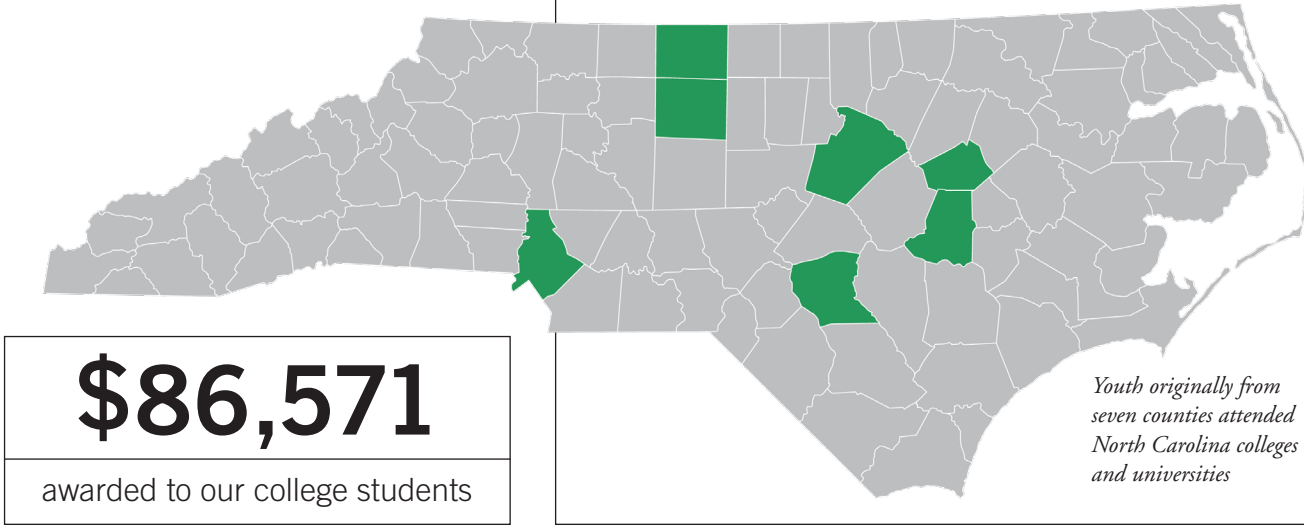
This program provides not only financial assistance but also valuable face-to-face mentoring. Mentoring relationships often continue beyond the traditional college years, extending to conversations about jobs, careers, and families.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
young adults served	13	15
▶ degrees earned	1	1
▶ certifications earned	NM	11

- outcomes
- ▶ 15 young adults served
  - ▶ 1 graduate
    - ▶ Associate in General Education from Fayetteville Technical Community College
  - ▶ 11 continuing studies
  - ▶ 11 certifications earned
    - ▶ certified nursing assistant
    - ▶ cosmetology
    - ▶ cybersecurity
    - ▶ forklift\*
    - ▶ heavy equipment operations
    - ▶ HVAC\*
    - ▶ ServSafe\*
    - ▶ truck driving
    - ▶ wildlife rehabilitation
  - ▶ 33% already employed in their field

\*Certifications earned while in Transitional Living program.

- service overview
- ▶ 8 academic institutions
    - ▶ Craven Community College (including The VOLT Center)
    - ▶ East Carolina University
    - ▶ Fayetteville Technical Community College
    - ▶ Lenoir Community College
    - ▶ Louisburg College
    - ▶ North Carolina Central University
    - ▶ North Carolina State University
    - ▶ Wake Technical Community College
  - ▶ students receive scholarships plus a dedicated mentor
  - ▶ scholarships help cover costs for tuition, transportation, parking, test-prep classes, and meal plans
  - ▶ MHC employees and former HELP recipients serve as mentors to program participants
    - monthly meetings with students
    - approximately 240 volunteer hours invested







staff development

# continuous training strengthens our programs

MHC believes high-quality, continuous employee training is essential if we are to provide the best possible care for our children and families; our investment in staff development ensures full and consistent implementation of our model of care.

Staff development begins at recruitment and this year had its challenges. We continue to feel the effects of a nationwide labor shortage. Strategies employed this year (including raising minimum pay and expanding the use of targeted recruitment ads) brought in higher-quality applicants, but we are never fully staffed. Although MHC provides services that are vital and rewarding, it is difficult work.

For employees, training and development is ongoing. Monthly workshops teach and reinforce skills and this year training materials were revised and expanded. For the first time, we added a two-day workshop for our early childhood staff. And we created proprietary materials to train foster parents. This new curriculum was approved and licensed by the state.

2-YEAR PROGRAM ANALYSIS	FY22	FY23
employment capacity	358	333
new hires	162	182

70

hours of pre-service CORE training available to each new employee

outcomes

- ▶ 333 MHC agency positions

Recruitment

- ▶ 17 college and recruiting fairs attended
- ▶ 1,450 applications submitted
  - ▶ 120 per month (avg.)
- ▶ 182 new hires
  - ▶ 15 per month (avg.)

Training

- ▶ CORE training (monthly) for all new employees
  - ▶ 176 participants
- ▶ 14 advanced workshops and in-service programs
  - ▶ 108 participants

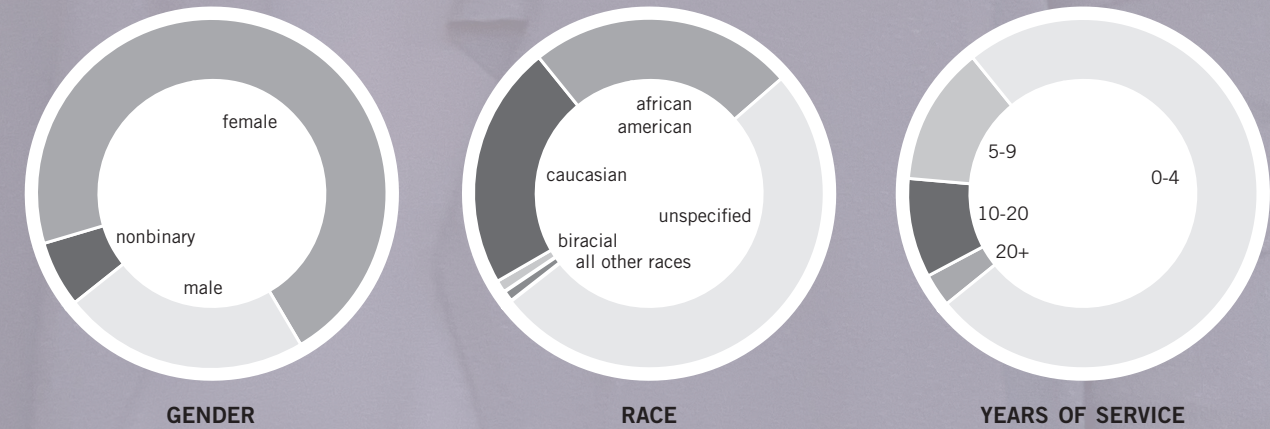
Development

- ▶ 18 staff promotions
- ▶ 6 staff members qualified as new trainers
- ▶ 72 employees eligible for MHC Lighthouse certification
  - ▶ 83% earned certification

program overview

- ▶ all new employees attend CORE training
  - ▶ full day of orientation to MHC, our mission, values, and policies
  - ▶ direct care staff attend 6 additional days of intense training and evaluation for our model of care
- ▶ workshops and in-service programs offered year round
  - ▶ Model Booster
  - ▶ Consultation Workshop
  - ▶ Evaluation Workshop
  - ▶ Supervision Workshop
- ▶ Lighthouse certification
  - ▶ required annual evaluation of all direct care staff and foster parents
  - ▶ recognized internationally through Teaching-Family Association

461 MHC employees (employment capacity 333)







## consultation and program development

# we share our knowledge and expertise; strengthening families nationwide

MHC was first accredited in 1986 by the Teaching-Family Association (TFA), one of the first associations approved for accrediting by the Family First Prevention Services Act. As a TFA Sponsor Site, we train other agencies to use the model of care and we guide them through the accreditation process.

Agencies seek our help because of our strong reputation for program fidelity and the support we offer to all levels of programs for youth and families. Our work helps agencies shift practices away from monitoring youth to teaching and restoring youth and – as a result – helps agencies reduce the financial liabilities associated with unsafe practices.

This service area is small – only two dedicated consultants, four people total – but a contract with MHC carries whole agency support. If a client has questions or needs help from any department, MHC leadership and directors answer the call. And, through a value-added program we call Boots on the Ground, clients are offered on-site support from all MHC departments. Requests may include leadership, accounting, or human resources in addition to program areas. In every case, MHC personnel have provided side-by-side guidance in real time.

### outcomes

- ▶ 53 people trained
- ▶ 111 youth and families supported
- ▶ 6 clients
  - ▶ 2 new clients
    - Thornwell Charter School (Clinton, South Carolina)
    - Boys and Girls Home of North Carolina (Lake Waccamaw, North Carolina)
  - ▶ 4 ongoing clients
    - Childhelp (Beaumont, California)
    - Hope Ranch (Sullivan, Missouri)
    - Eliada Family Services (Asheville, North Carolina)
    - Gift of Hope (Boones Mill, Virginia)
- ▶ 1 successful accreditation
  - ▶ Thornwell Charter School (Clinton, South Carolina)

### program overview

- ▶ 2 dedicated staff members
- ▶ 35 weeks of travel
- ▶ consulting topics
  - ▶ Teaching Family model consultation and development
  - ▶ Comprehensive best practices
  - ▶ Foster care
  - ▶ Residential treatment
  - ▶ Juvenile delinquency
  - ▶ In-home services
  - ▶ Early childhood development
  - ▶ Adoption
  - ▶ Facility management
  - ▶ Administrative processes and practices
  - ▶ Community integration
  - ▶ Supervision and management
  - ▶ Quality assurance and improvement

# 25

years we have  
served as a  
TFA Sponsor Site





CONSOLIDATED STATEMENT OF FINANCIAL POSITION

June 30, 2023 (with comparative totals for 2022)

	2023	2022
<b>ASSETS</b>		
Cash and cash equivalents	\$ 1,650,775	\$ 2,383,058
Common investment fund	22,233,973	20,928,065
Accounts receivable	1,674,366	1,859,882
Pledges receivable	160,000	4,050
Prepaid expenses	247,142	208,442
Annuities contracts	1,179,423	956,989
Beneficial interests in trusts and perpetual trusts	825,080	810,579
Property, equipment, and right of use assets	4,399,173	3,176,513
Total assets	\$32,369,932	\$30,327,578

LIABILITIES AND NET ASSETS

<b>LIABILITIES</b>		
Accounts payable	\$ 393,246	\$ 467,297
Accrued pension liability	704,509	736,018
Accrued salaries and vacation	814,576	763,366
Deferred compensation	1,179,423	956,989
Other liabilities	139,695	-
Lease liabilities	1,327,456	624,456
Total liabilities	4,558,905	3,548,126

<b>NET ASSETS</b>		
Without donor restrictions:		
Undesignated	4,751,974	5,040,808
Board designated	18,599,395	17,620,242
Total without donor restrictions	23,351,369	22,661,050
With donor restrictions:		
Purpose restricted	3,141,413	2,812,435
Perpetual in nature	1,318,245	1,305,967
Total with donor restrictions	4,459,658	4,118,402
Total net assets	27,811,027	26,779,452
Total liabilities and net assets	\$32,369,932	\$30,327,578

2023 REVENUES

TOTAL: \$25,006,234



- 74% Fees for service  
\$18,540,327
- 17% Donations and grants  
\$4,296,554
- 9% Other income  
\$2,169,353

2023 EXPENSES

TOTAL: \$24,324,373



- 84% program services  
\$20,420,870
- 6% fundraising  
\$1,516,870
- 10% general and administrative  
\$2,386,633

CONSOLIDATED STATEMENT OF ACTIVITIES

For the Year Ended June 30, 2023 (with comparative totals for 2022)

	2023			2022
	Without Donor Restrictions	With Donor Restrictions	Total	Total
<b>SUPPORT AND REVENUE</b>				
Fees for service	\$18,540,327	\$ -	<b>\$18,540,327</b>	\$18,787,912
Donations and grants	4,146,554	150,000	<b>4,296,554</b>	3,525,436
Investment income (loss)	1,597,178	315,414	<b>1,912,592</b>	(2,611,081)
Change in value of annuities and trusts	222,434	14,501	<b>236,935</b>	(273,223)
Other income	19,826	-	<b>19,826</b>	216,455
Total support and revenue	24,526,319	479,915	<b>25,006,234</b>	19,645,499

<b>RECLASSIFICATIONS</b>				
Net assets released from restrictions	138,659	(138,659)	-	-
Total reclassifications	138,659	(138,659)	-	-

<b>EXPENSES</b>				
Program service expenses				
Foster care and adoptions	1,971,930	-	<b>1,971,930</b>	2,192,391
Early childhood	4,028,846	-	<b>4,028,846</b>	3,603,310
Family preservation and in-home	1,589,890	-	<b>1,589,890</b>	1,338,927
Mental health	1,416,421	-	<b>1,416,421</b>	1,339,068
Assessment centers	4,493,508	-	<b>4,493,508</b>	4,270,261
Juvenile homes	6,549,323	-	<b>6,549,323</b>	6,223,266
Scholarships	91,364	-	<b>91,364</b>	72,660
Consultation and program development	279,588	-	<b>279,588</b>	300,246
Total program service expenses	20,420,870	-	<b>20,420,870</b>	19,340,129
Supporting activities				
Fundraising	1,516,870	-	<b>1,516,870</b>	1,249,717
General and administrative	2,386,633	-	<b>2,386,633</b>	1,734,789
Total expenses	24,324,373	-	<b>24,324,373</b>	22,324,635
Change in net assets	340,605	341,256	<b>681,861</b>	(2,679,136)
Other pension-related changes	349,714	-	<b>349,714</b>	296,768
Net assets at beginning of year	22,661,050	4,118,402	<b>26,779,452</b>	29,161,820
Net assets at end of year	\$23,351,369	\$4,459,658	<b>\$27,811,027</b>	\$26,779,452

Methodist Home for Children was founded as a campus-based orphanage in 1899. Our commitment to North Carolina families is as strong today as when we began, yet our services far exceed that original vision.

Our work continues thanks to benevolent support.

If you would like to make a gift that will lead us forward, please visit **[mhfc.org/donate](https://mhfc.org/donate)** or scan the QR code for a secure giving page.



