

# every minute counts



2024-2025

Annual Report | Research & Review

The future depends on what you do today.

MAHATMA GANDHI

**We have to go** — There were no passable roads, no cell phone service, no way to know if they would make it. But still they said, we have to go.



It was Saturday, Sept. 27, the morning after Hurricane Helene swept through western North Carolina. We had lost all contact with our Asheville center and news reports were showing utter devastation. Yet two MHC managers understood their calling to keep our children safe.

They found a way to go.

In many ways, our work this year — and the urgency of our mission — can be found in those four words: We have to go.

Every day this year, we had social workers traveling to remote areas, foster teams answering the call, and group home workers connecting youth with care. Requests came in daily — from the Department of Social Services and the Division of Juvenile Justice — telling us about youth no one else would take. When we heard these reports, our response would be immediate and unwavering: We have to go. We will answer the call.

*What's next?*

We begin the year with new leadership and three program expansions.

Ben Williams — a strong advocate of MHC for over 20 years — steps into the role of president and CEO. He comes with passion and determination, ready to lead us into our next era of service.

We are preparing to launch Pathways to Remediation, a statewide, court-ordered program for children and youth facing their first court appearance; our Chowan multipurpose home becomes a transitional living home, meeting North Carolina's increasing need to serve older teens; and our family preservation services expand into Craven County.

It's heartbreaking that we meet children every day who have experienced more trauma than their lives can hold. But we are committed to going — serving them in the moment and giving them the chance to grow into their God-preferred future. The clock is ticking.

Every minute counts.



*MHC is accredited or has membership with these organizations*

LISTEN TO THE VOICES OF MHC

**I'm going to be something in this life.**

— ANTHONY, AGE 18



**Tickle, tickle, pickle, pickle!**

— INGRID, AGE 3

**Every child deserves a chance.**

— JOSIAH, AGE 11 AT MHC EDUCATION FAIR



**Does Mr. P still work here? I want to tell him about my job —**

— ERIC, 7 YEARS AFTER LEAVING OUR CARE



**May I feed your goat?**

— EVERYONE WHO VISITS THE FARM



**I am free.**

— KING, AGE 9 WHEN THE JUDGE DECLARED HIM LEGALLY ADOPTED



THE YEAR IN REVIEW

1,225

individual people received care

days of care

132,864

*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.

number of  
unique  
MHC services

26

73

North Carolina  
counties have  
residents in our care

teaching moments goal,  
per youth, per day

20

number of  
statewide services  
provided  
exclusively  
by MHC

4

number of  
goats who live  
at our farm

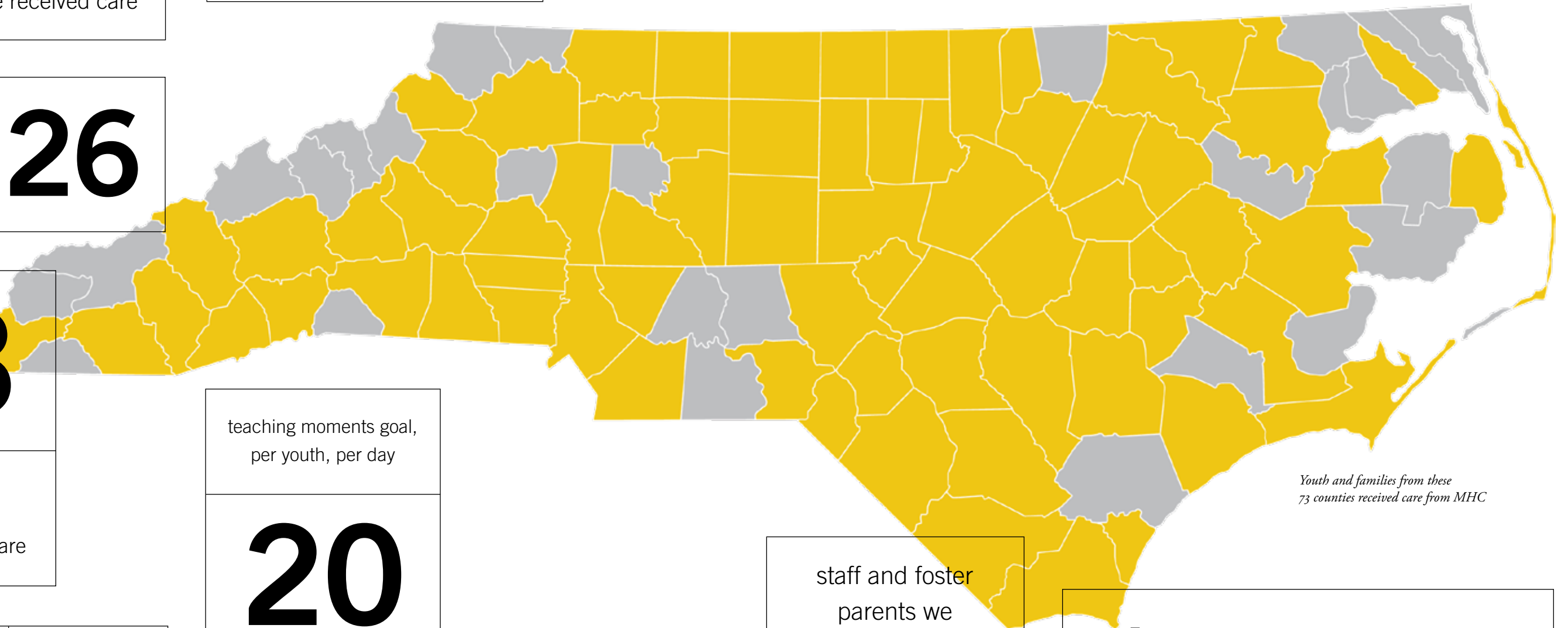
3

staff and foster  
parents we  
certified in CPR

166

\$1.05m

contributions to the MHC endowment



*Youth and families from these  
73 counties received care from MHC*

## 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 Therapeutic 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**

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)

#### **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. For youth in assessment care, 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 | independent living

#### **Transitional Living**

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)

#### **Independent Living**

A new step-down program offers a layer of guidance to young adults striving to be completely independent. Available to a select few young men who have successfully completed our transitional living program, independent living provides housing and supervision. All participants are required to attend trade school or college and maintain good standing in the community. (up to 1 year)

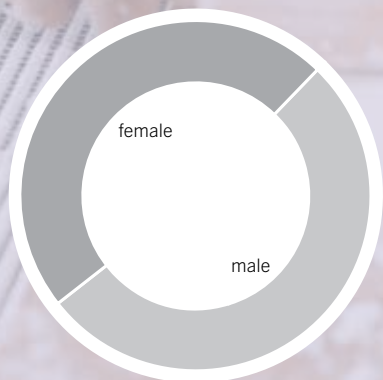
### hackley education and learning program

The 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)

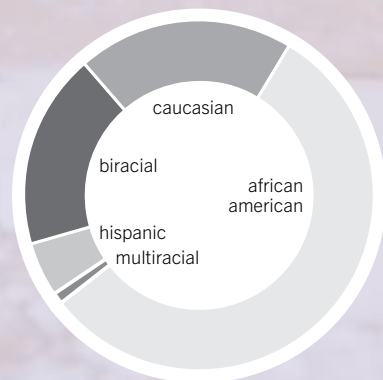


What's a typical time frame?  
**ongoing**  
 every minute counts

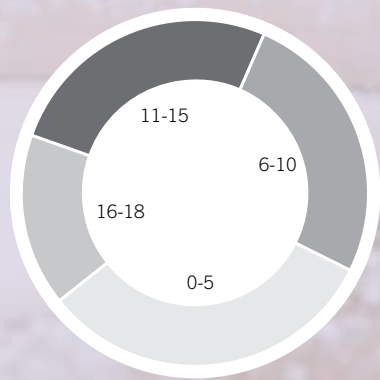
87 youth served



GENDER



RACE



AGE

foster care | adoption

## homes are needed; we're committed to finding them

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 and can take up to 6 months to complete.

This year, we grew by increasing online advertising and the number of information sessions we hosted for interested families. But the need in North Carolina is great and we have pledged to intensify our efforts: Next year we will double both the number of information sessions and the number of licensing training periods.

Children in our care saw many successes. We celebrated when four siblings found permanence through adoption. We also celebrated with 18 children who – after a period in our care – were able to be reunited with their biological parents.

**3-YEAR ANALYSIS**      FY23    FY24    FY25

individual children served	91	80	87
total services provided	104	100	100

**outcomes**

- ▶ 87 individual children received care, average age: 9
  - ▶ 13 sibling groups, 30 siblings
- ▶ 61 foster homes

**program overview | services**

- ▶ 100 services
  - ▶ 58 received family (traditional) foster care
  - ▶ 13 received therapeutic care
  - ▶ 13 received court-referred care (N.C. Department of Public Safety)
  - ▶ 10 received respite care
  - ▶ 2 received kinship therapeutic care
  - ▶ 4 adopted (after being in foster care)

*Service total is greater than 87 because some children received multiple services.*

- ▶ highest number of children served in one day: 54
- ▶ average number of children served per month: 38
- ▶ youngest child in care: 3 months old
- ▶ oldest child in care: 18 years old
- ▶ average length of stay: 10.8 months

**program overview | families**

- ▶ 13 new licensed foster homes

**Recruitment**

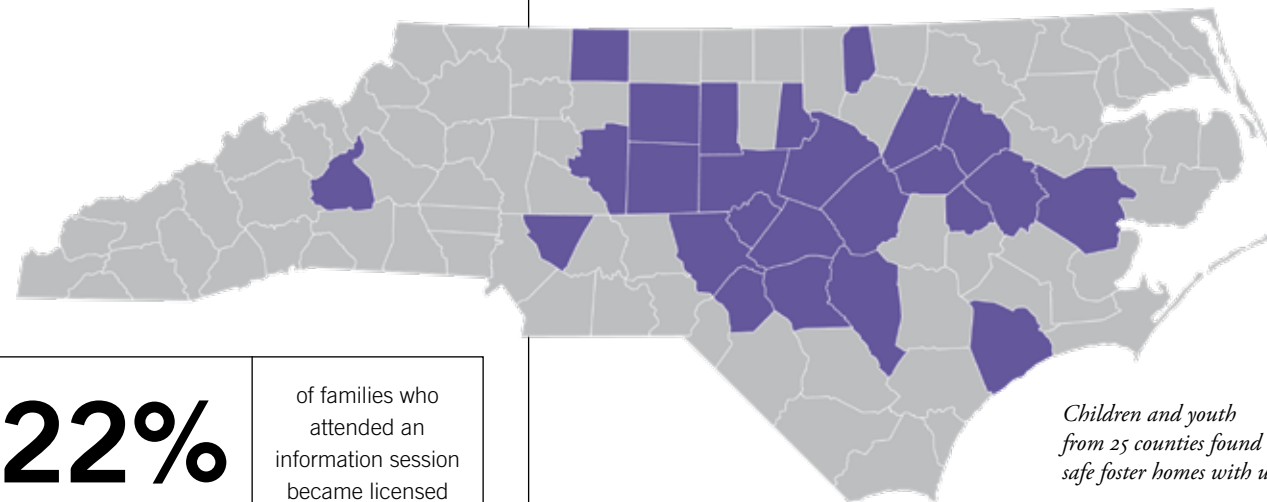
- ▶ 4 events
- ▶ 12 online information sessions
  - ▶ 60 families participated
    - ▶ 23 families began training to become foster parents

**Training**

- ▶ 3 training periods (6 weeks each)
- ▶ MHC-developed curriculum (55 hours of instruction)
- ▶ 19 families completed MHC training
  - ▶ 13 families became licensed

**Development**

- ▶ 11 in-service programs offered year-round



**22%**

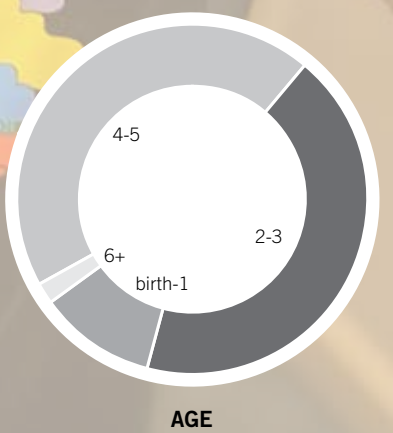
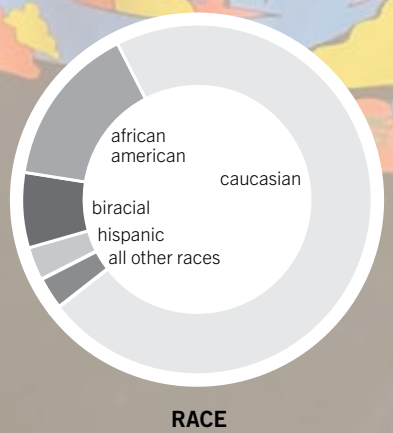
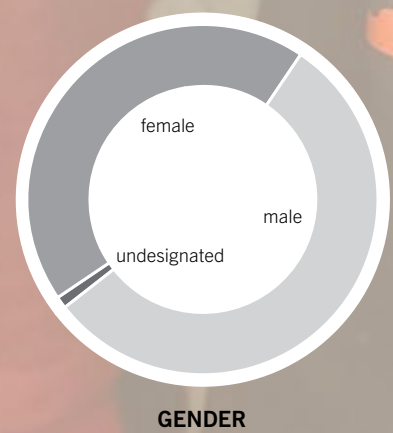
of families who attended an information session became licensed

*Children and youth from 25 counties found safe foster homes with us*

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



**236 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 kindergarteners meet standardized readiness goals. Children leave our program equipped and ready to learn.

Two years ago, we set a clear goal to reopen all classrooms and our program is now operating at 95 percent capacity. Growth was possible after we successfully recruited additional lead teachers who met our exacting requirements. A highlight this year was building new teams – blending the strength of our long-term teachers with our newest recruits. The resulting partnerships have enabled us to grow quickly while maintaining the high quality education and classroom results we've always known.

3-YEAR ANALYSIS	FY23	FY24	FY25
individual children served	207	225	236
▶ received financial aid	31%	27%	25%
▶ received therapeutic aid	29%	14%	28%

**outcomes**

- ▶ 236 children served
- ▶ 25% considered at risk due to low income or disability
- ▶ 25% receive financial support
  - ▶ 53% scholarship
  - ▶ 47% subsidy
  - ▶ 3% both scholarship and subsidy
- ▶ 28% receive therapeutic support while in care (speech, occupational, physical therapy, and early childhood mental health specialist)
  - ▶ 72% as a result of early detection by MHC
- ▶ 6% have received an Individualized Education Plan (IEP) or an Individualized Family Service Plan (IFSP)
  - ▶ 60% as a result of early detection by MHC
- ▶ 100% of rising kindergarteners achieved readiness goals (standardized assessment)

**program overview | centers**

- ▶ 19 classroom capacity
  - ▶ 18 classrooms open (as of June 30, 2025)
- ▶ 18 lead teachers
  - ▶ 85% have an associate degree or higher in early childhood education or a related field
- ▶ 230 student capacity
  - ▶ 236 students enrolled (during fiscal year)

*MHC fiscal year spans portions of two school years.*

**program overview | instruction**

- ▶ evidence-based Conscious Discipline model
- ▶ research-based curriculum
- ▶ 5-star license from N.C. Division of Child Development and Early Education (DCDEE)
- ▶ classrooms are open year round
- ▶ quality of life support for families (i.e., community resources for housing, utilities, food, clothing, parenting trainings, parent counselor services, referrals for services, early interventions, and Wake County school registration)

**100%**

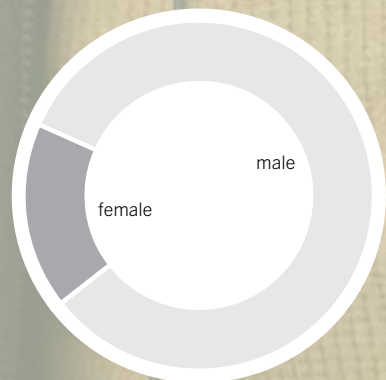
of rising kindergarteners met their readiness goals

*Preschoolers from two counties attended our two childcare centers in Raleigh*

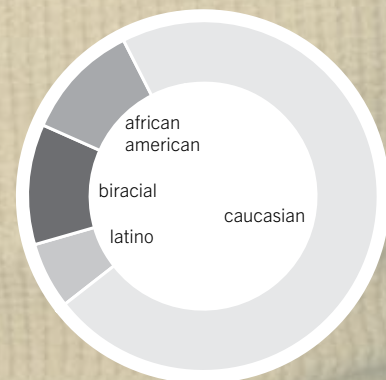


What's a typical time frame?  
**ongoing treatment**  
 every minute counts

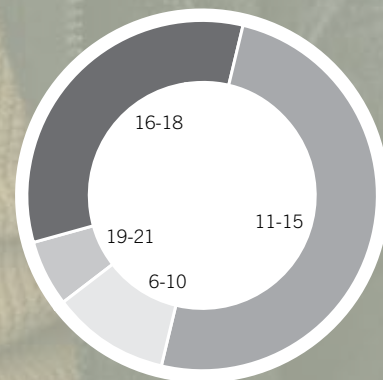
18 youth served



GENDER



RACE



AGE

specialized services

## we teach, build confidence, and unlock potential

Among all of the youth we serve, one group stands apart – in many ways exhibiting more creativity, resilience, and courage than others: the young people enrolled in our specialized services program.

Specialized services is a broad title for a very specific MHC mission: serving youth with both a developmental disorder and a mental health concern. **MHC is the only provider of this service combination in North Carolina.**

This year we saw an increase in client referrals from higher levels of care, leading to a population with more complex needs and greater behavioral concerns. Even so, the year brought two significant successes. Parental involvement remained high, creating consistency and stability for youth as they transition between environments. For the second consecutive year, our specialized services team took a top honor in the MHC education fair. For youth who are often overlooked and ignored, this achievement alone made it a pinnacle year.

3-YEAR ANALYSIS

	FY23	FY24	FY25
individuals served	15	15	18
total services provided	26	24	29

outcomes

- ▶ 18 youth received care
  - ▶ 100% categorized with complex needs

Day Treatment

- ▶ all 18 youth in our care
  - ▶ 9 currently progressing in the program
  - ▶ 9 completed the program, all went to a lower level of care
- ▶ average length of stay: 20.4 months

Group Homes

- ▶ 11 of the youth in our care
  - ▶ 5 currently progressing in the program
  - ▶ 6 completed the program, all went to a lower level of care
- ▶ average length of stay: 13.9 months

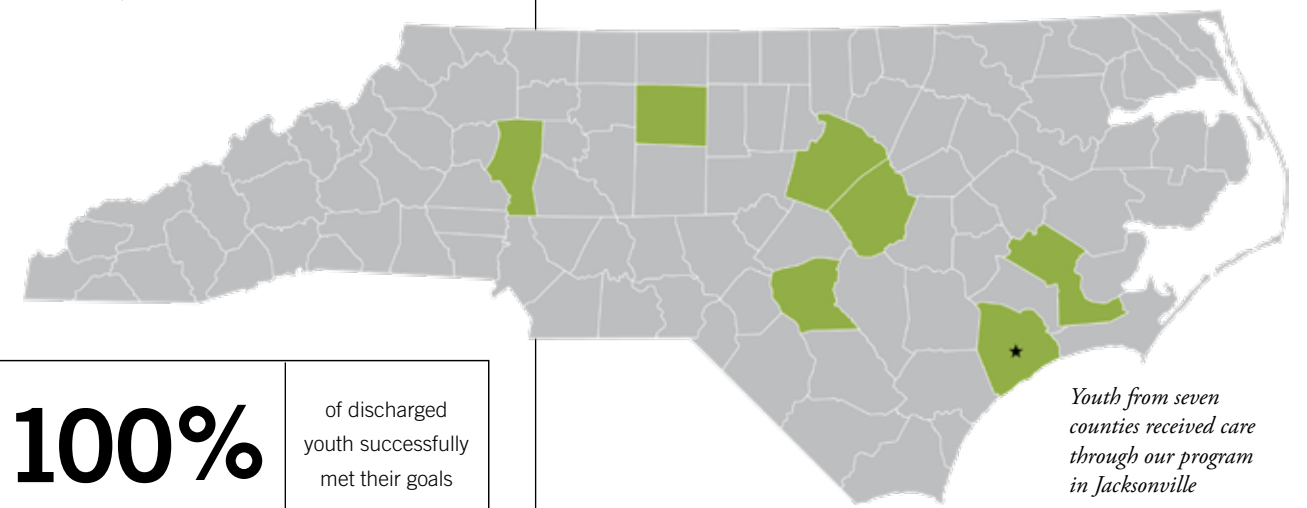
most common mental health diagnoses

- ▶ 89% Attention Deficit Hyperactivity Disorder (ADHD)
- ▶ 72% Autism Spectrum Disorder
- ▶ 33% Disruptive Mood Dysregulation
- ▶ 22% Anxiety
- ▶ 17% Post-traumatic Stress Disorder (PTSD)

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

experience

- ▶ 24/7 care (applies to youth who reside in our group homes)
- ▶ intensive therapies which may include individual and group psychotherapy, psycho-educational groups, psycho-social groups, life skills, synergy therapy, and parent counseling
- ▶ phased return to the community with local support services in place



**100%**

of discharged youth successfully met their goals

*Youth from seven counties received care through our program in Jacksonville*

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



family preservation services

**our mission:  
 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.

While our statistics report how many families complete each program, numbers can't capture the deep sense of trust, resilience, and renewed hope families experience through our support. Their emotional growth leads to stronger, healthier family dynamics.

This year, each family we met had unique needs and challenges including histories of trauma, substance abuse, mental health issues, and intergenerational patterns of dysfunction. Our staff, 89 percent female, visited in homes of families living in impoverished areas with high crime. Our nonjudgmental approach allowed genuine connections to be built between our staff and families other services had labeled "hopeless."

3-YEAR ANALYSIS	FY23	FY24	FY25
families served	198	219	115
total family members served	408	483	339
total services provided	198	219	115

**outcomes**

- ▶ 115 adults and their families (339 individuals) received care
- Our staff also worked with 17 families (207 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 (45 family members)
  - ▶ 10 families completed the program

**Family Preservation**

- ▶ 73 families (266 family members)
  - ▶ 23 families completed the program

**Comprehensive Clinical Assessments**

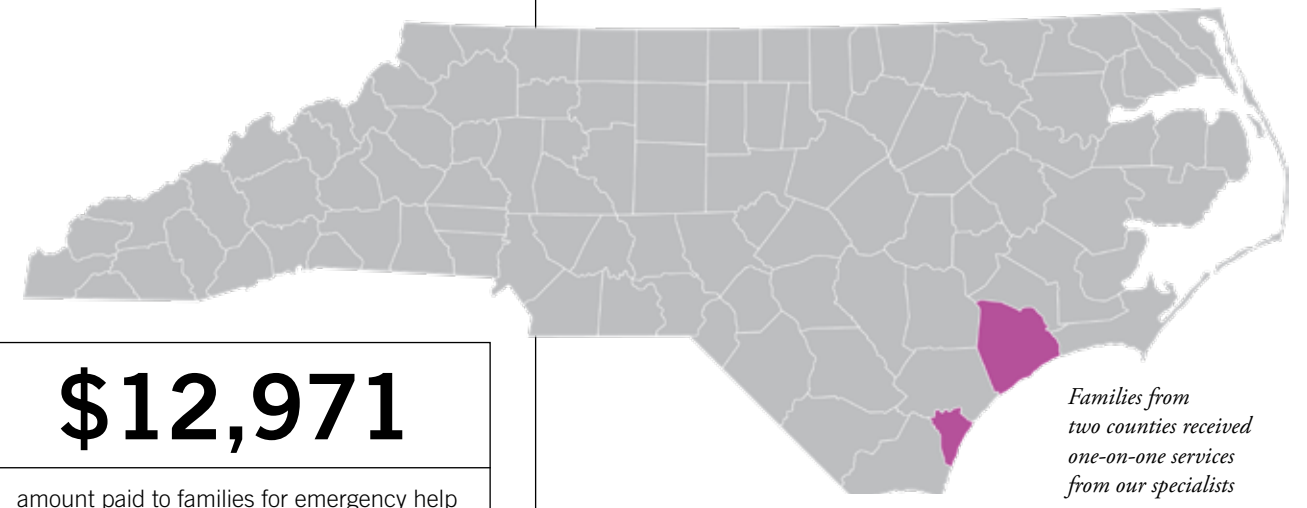
- ▶ 26 adults received comprehensive clinical assessments

**Family Prevention**

- ▶ 2 adults received care

**program overview**

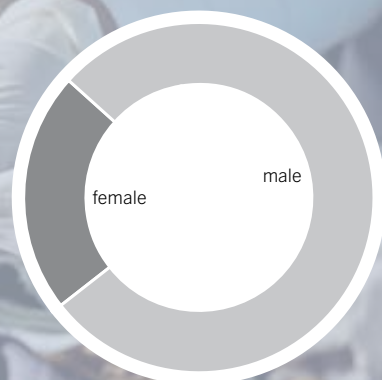
- ▶ all services are in partnership with the Department of Social Services from New Hanover and Onslow counties
- ▶ our assistance extends to emergency help with rent and utilities, crisis support, school supplies, food, and clothing



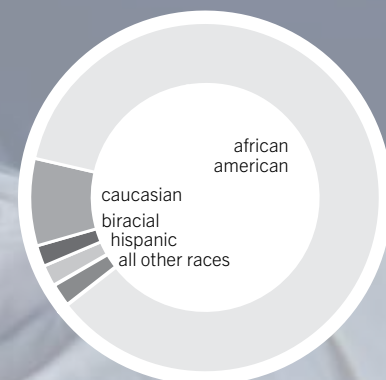
What's a typical time frame?  
**1-6 months**  
 every minute counts



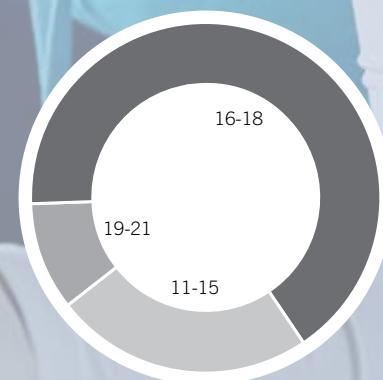
**110 youth served**



**GENDER**



**RACE**



**AGE**

**in-home services**

**we help teens mend, at home and in the community**

There are many reasons adolescents and teens get in trouble: substance abuse, peer pressure, poverty, mental disorder, school problems, 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 and have been in a residential program – either a Youth Development Center (YDC) or a center such as our multipurpose group homes. When their residential time is complete, “re-entry” can be challenging.

Many youth are returning to families and homes in high crime areas. Our work includes the teen, the family, and their collective trauma. Our goal is always to keep them safe and prepared to live a successful life.

3-YEAR ANALYSIS	FY23	FY24	FY25
individual youth served	113	97	110
▶ successfully completed the program	88%	75%	89%

**outcomes**

- ▶ 110 individual youth received care
  - ▶ 79 discharged
    - ▶ 89% 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\*
- ▶ 100% had no new adjudications after admission\*
- ▶ This program provides exceptional service – with a significant cost saving to the state.
  - ▶ **cost per youth**

Alternatives to Commitment	\$5,396
Youth Development Center	\$137,541

**Family Preservation**

- ▶ 97% showed improvement in their home environment\*
- ▶ 97% completed services successfully or satisfactorily\*
- ▶ 100% had no new adjudications after admission\*

**Transition and Re-entry**

- ▶ 93% showed improvement in their home environment\*
- ▶ 86% completed services successfully or satisfactorily\*
- ▶ 96% had no new adjudications after admission\*

**Vocational Education**

- ▶ 100% increased readiness to enter the workforce\*
- ▶ 100% completed services successfully or satisfactorily\*
- ▶ 100% had no new adjudications after admission\*

*\* Information provided by the U.S. Department of Public Safety.*

**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 a barber shop, food pantry, Boys and Girls Club of America, teen court, and the YMCA. This allows them to gain the skills they need to become successful young adults.



**\$132k** amount we save the state; per youth, per year\*

*Families from 11 counties received face-to-face services from our specialists*

*\*only 1 program (Alternatives to Commitment) is measured by state*



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

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.**

We continue to provide exceptional services – with a significant cost savings – to the state.

### cost per youth

Crisis & Assessment Center	\$13,412
Youth Development Center	\$137,541

This year, the youth we served had greater, more complex needs and we saw a significant shift in their length of stay. Designed as short-term care (21-45 days for crisis and assessment; 5-14 days for secure care), youth stayed up to 109 days (crisis), 83 days (assessment) and 103 days (secure).

### 3-YEAR ANALYSIS

	FY23	FY24	FY25
individual youth served	303	263	251
total services provided	318	325	315

### outcomes

- ▶ 251 individual youth received care
  - ▶ average age: 15
- ▶ all services are in partnership with the N.C. Department of Public Safety

### Crisis

- ▶ 126 crisis youth (average length of stay: 13 days)
  - ▶ 36 moved from crisis to assessment

### Assessment

- ▶ 148 assessment youth (average length of stay: 38 days)
  - ▶ 6 moved from assessment to crisis
  - ▶ 135 were discharged
    - ▶ 84% completed the program with full assessment reports and recommendations
    - ▶ Top 3 recommendations
      - functional family therapy
      - residential placement
      - therapeutic foster care

### Secure

- ▶ 41 secure youth (average length of stay: 19 days)
  - ▶ 7 moved from secure to assessment
  - ▶ 1 moved from secure to crisis

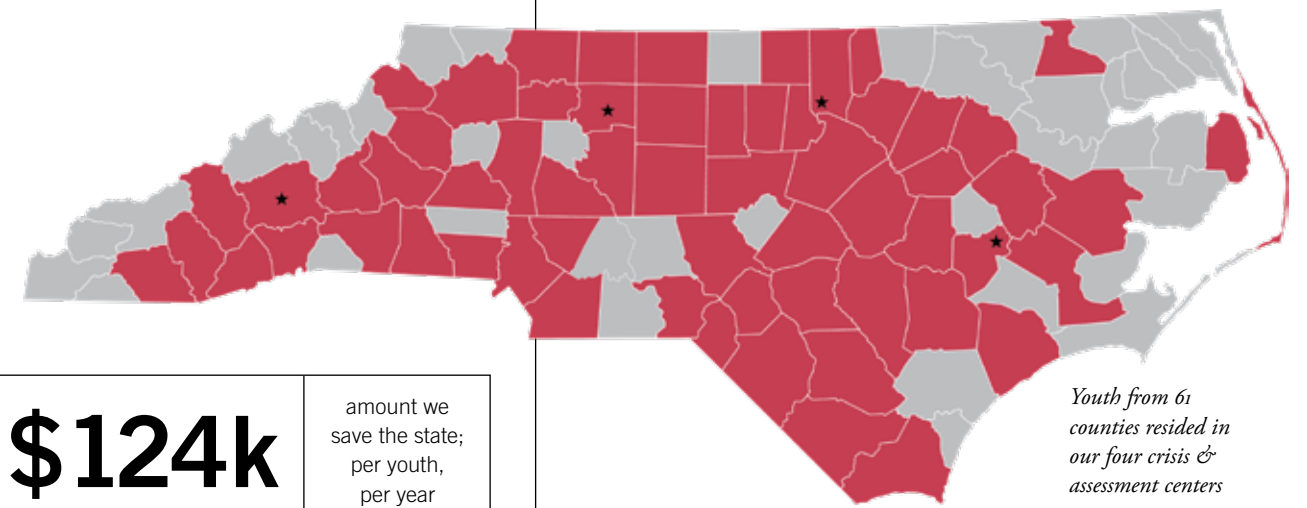
*Total is greater than 251 because some youth received multiple services.*

### top recommendations

- ▶ mental health group home
- ▶ multisystemic therapy
- ▶ psychiatric residential treatment facility

### experience

- ▶ 24/7 monitored care
- ▶ highly structured, daily programming in a safe, predictable atmosphere
- ▶ qualified teacher provides classroom instruction

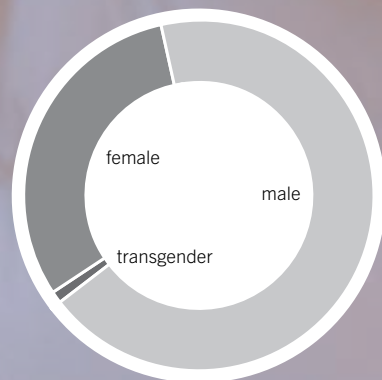


**\$124k**

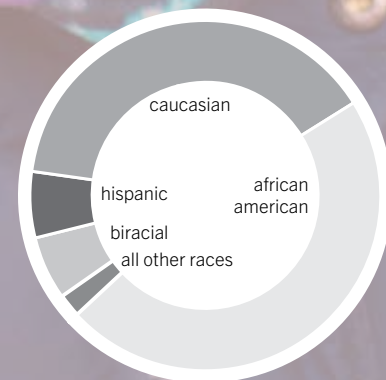
amount we save the state; per youth, per year

*Youth from 61 counties resided in our four crisis & assessment centers*

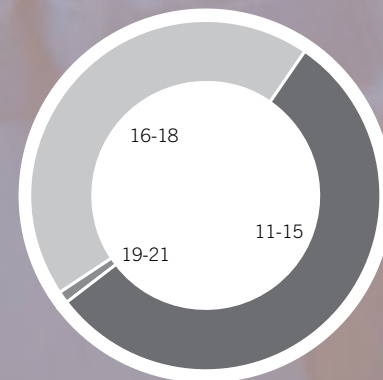
### 251 youth served



GENDER



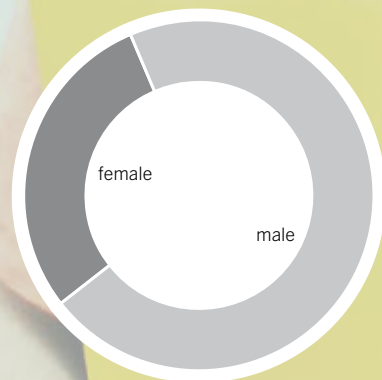
RACE



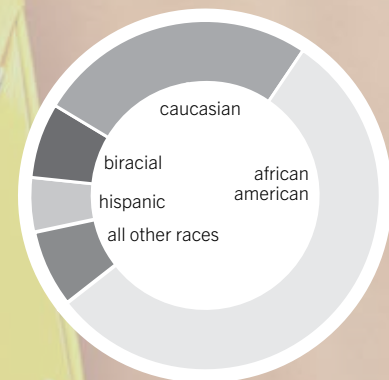
AGE

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

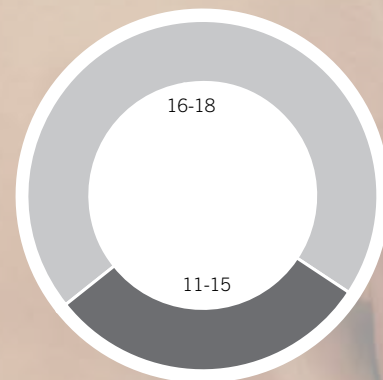
**105 youth served**



**GENDER**



**RACE**



**AGE**

**multipurpose group homes**

**our work extends to families, ensuring long-term success**

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.**

This program provides exceptional services – with a significant cost savings – to the state.

**cost per youth**

Multipurpose Group Home	\$42,839
Youth Development Center	\$137,541

Our biggest goal this year was to increase the work we do with families of youth in our care. We provided transportation for home visits and more telephone time. And we worked directly with the parents – teaching up to 23 skills to develop positive discipline, increase caregiver strengths, and improve the reintegration of the child into the family.

**3-YEAR ANALYSIS**

	FY23	FY24	FY25
individual youth served	130	98	105
▶ successfully completed the program	70%	87%	79%
total services provided	155	115	121

**outcomes & overview**

- ▶ 105 individual youth received care
  - ▶ average age: 16
  - ▶ all services in partnership with N.C. Department of Public Safety

**Multipurpose Services**

- ▶ 103 youth received multipurpose services
  - ▶ 73 youth were discharged
    - ▶ 79% successfully completed the program
- ▶ average length of stay: 4.55 months
- ▶ recidivism shows program effectiveness
  - ▶ 86% no juvenile complaint after 6 months
  - ▶ 76% no juvenile complaint after 12 months

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

**Aftercare Services**

- ▶ 15 youth received aftercare services (completely voluntary)
  - ▶ 13 youth started aftercare following discharge
  - ▶ 2 youth completed aftercare that began during FY24
- ▶ length of program: up to 6 months

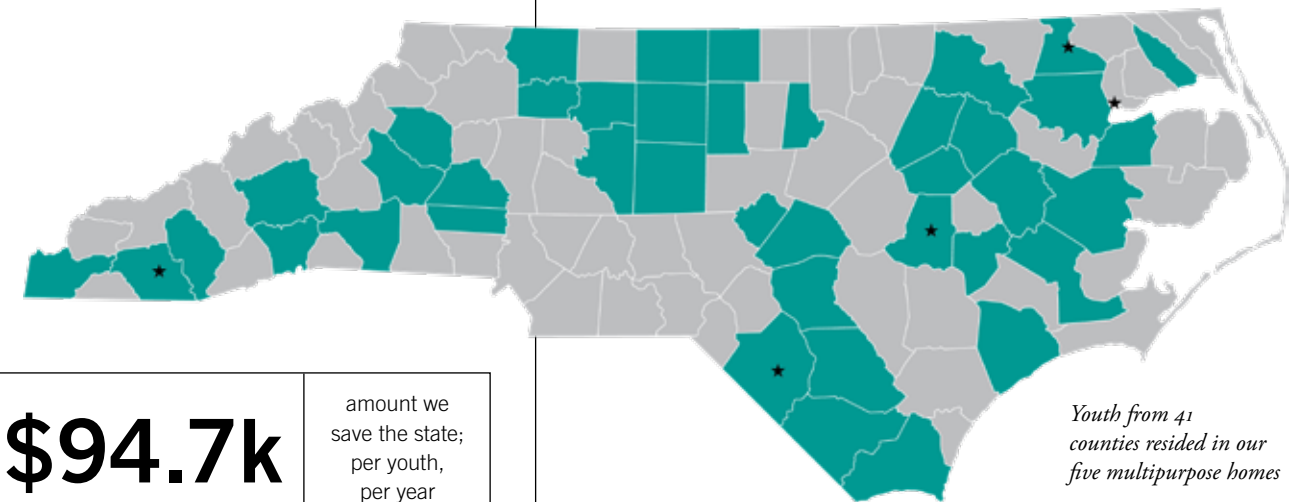
*Total is greater than 105 because some youth received multiple services.*

**education**

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

Reading Composite FY24	GRADE LEVEL	5.2	6.4
Reading Composite FY25	GRADE LEVEL	5.6	6.5
Math Scores FY24	GRADE LEVEL	4.6	5.6
Math Scores FY25	GRADE LEVEL	4.0	4.7

admission    discharge



**\$94.7k**

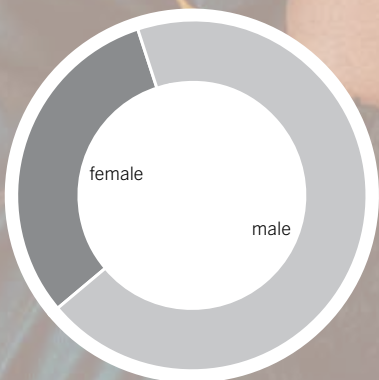
amount we save the state; per youth, per year

*Youth from 41 counties resided in our five multipurpose homes*

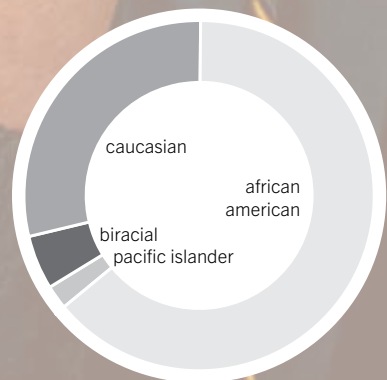


What's a typical time frame?  
**up to 12 months**  
 every minute counts

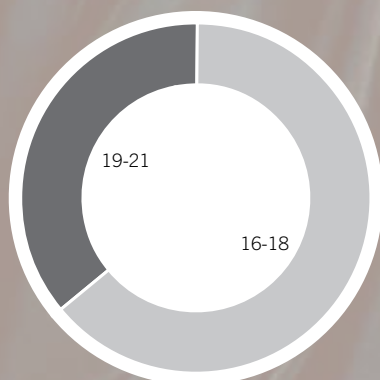
60 youth served (58 transitional living + 2 independent living)



GENDER



RACE



AGE

transitional living | independent living

## we teach skills needed for independent living

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.**

This program provides exceptional services – with a significant cost savings – to the state.

**cost per youth**

Transitional Living	\$30,645
Youth Development Center	\$137,541

This year we launched The Triplex, a new phase of independent living. Available to a select few who have successfully completed our transitional living program, The Triplex provided housing and supervision to residents leading them to successful, independent living. At full capacity, this step-down program will be home to six young adults.

**3-YEAR ANALYSIS (TL)**

	FY23	FY24	FY25
individual youth served	66	60	58
▶ successfully completed the program	61%	77%	77%
total services provided	85	72	62

**outcomes | transitional living**

- ▶ 58 individual youth received care
  - ▶ average age: 18
- ▶ services in partnership with the N.C. Department of Public Safety

**Transitional Living Services**

- ▶ 54 youth received transitional living services
  - ▶ 47 youth were discharged
    - 72% successfully completed the program
  - ▶ average length of stay: 3.4 months
- ▶ 89% of eligible youth earned high school diploma or equivalent
- ▶ 100% of eligible youth attended the VOLT Center (Craven Community College)
- ▶ 22 professional certifications (all sources) earned including construction, forklift operator, small engine repair, baking, culinary, and ServSafe
- ▶ 85% of eligible youth were employed
- ▶ 100% of eligible youth volunteered in the community
- ▶ recidivism shows program effectiveness
  - ▶ 84% no adjudications or convictions after 6 months
  - ▶ 75% no adjudications or convictions after 12 months

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

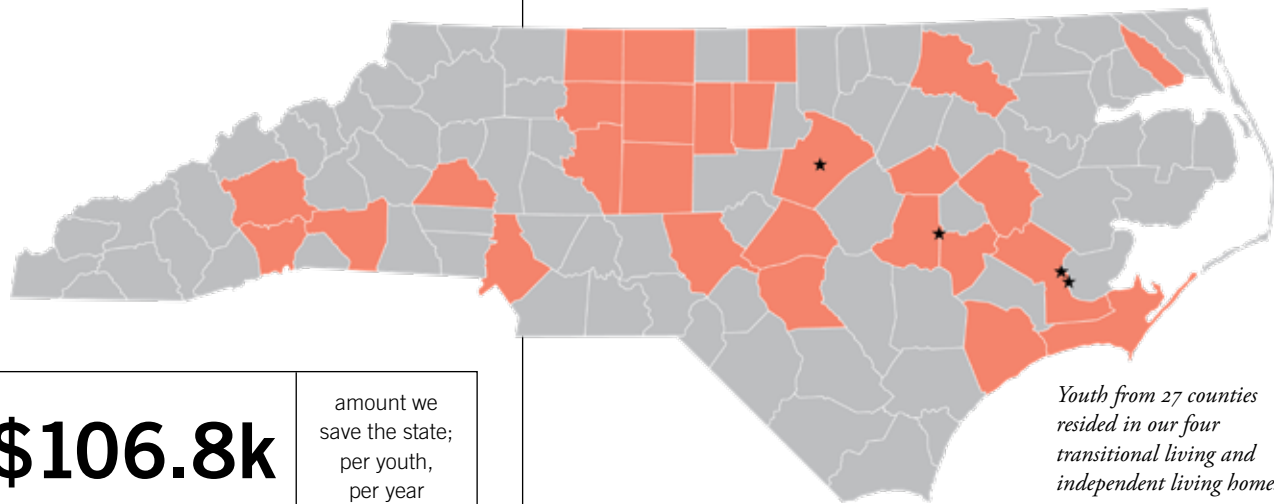
**Aftercare Services**

- ▶ 8 youth received aftercare services
  - ▶ 4 youth started aftercare following discharge
  - ▶ 4 youth completed aftercare which began during FY24
- ▶ completely voluntary
- ▶ length of program: up to 6 months

*Total is greater than 58 because some youth received multiple services.*

**outcomes | independent living**

- ▶ 2 individual youth received care
  - ▶ average age: 19
- ▶ services in partnership with the U.S. Office of Juvenile Justice and Delinquency Prevention



**\$106.8k**

amount we save the state; per youth, per year



hackley education and learning program

## ready for higher education: we make it happen

For more than 45 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. The Hackley Education and Learning Program (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 financial assistance and a mentor who is either a current or former MHC employee or a former HELP recipient. For those who have left our care, serving as a mentor maintains their relationship with MHC and provides a way to give back to the agency. Mentoring relationships often continue beyond college, extending to conversations about jobs, careers, and families.

At year end, 14 young adults had already applied for next year's program.

3-YEAR ANALYSIS	FY23	FY24	FY25
young adults served	15	14	19
▶ degrees earned	1	1	1

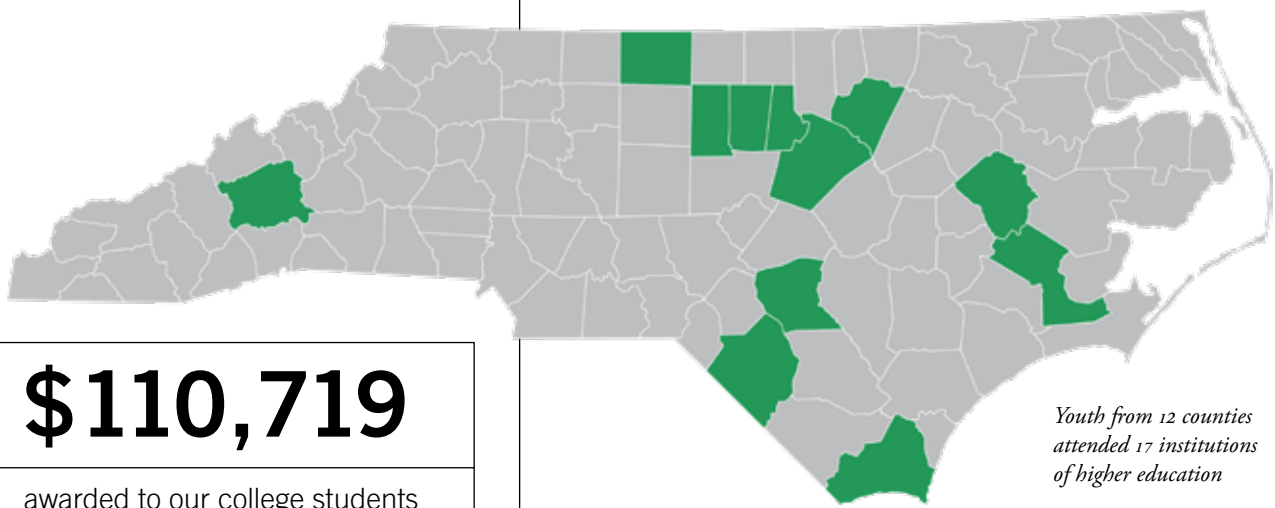
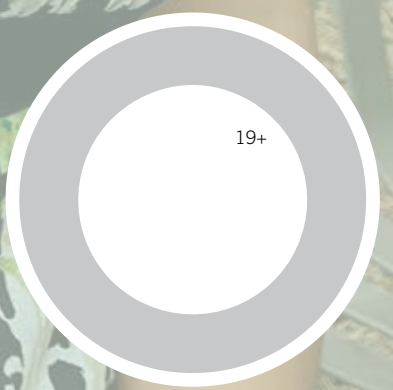
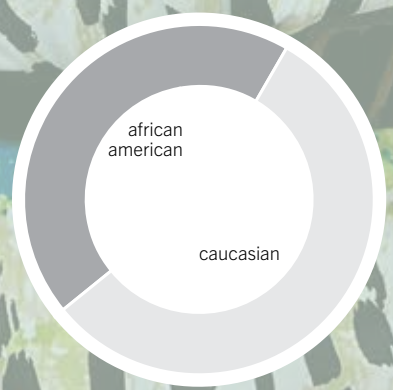
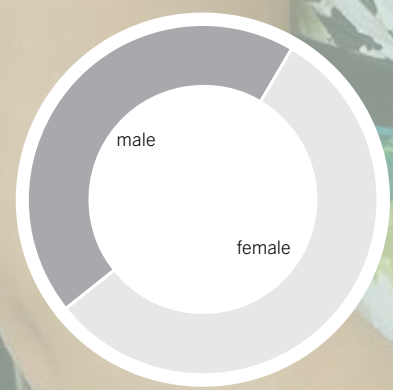
outcomes

- ▶ 19 young adults served
- ▶ 1 graduate
  - ▶ B.S. from North Carolina State University

service overview

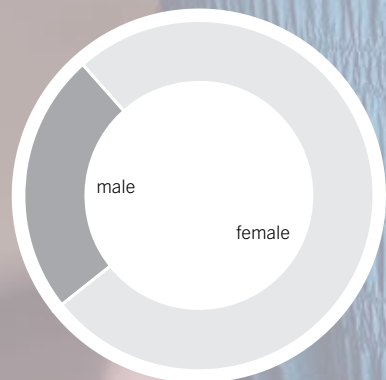
- ▶ 17 academic institutions
  - ▶ Arizona State University
  - ▶ Bladen Community College
  - ▶ Carolina Road Driving School
  - ▶ Carteret Community College
  - ▶ Communica Institute (Kobe, Japan)
  - ▶ East Carolina University
  - ▶ Innovative Food Safety Solutions
  - ▶ MoGrace College of Barbering
  - ▶ North Carolina Central University
  - ▶ North Carolina State University
  - ▶ Richmond Community College
  - ▶ Roanoke-Chowan Community College
  - ▶ Universal Technical Institute
  - ▶ University of North Carolina Wilmington
  - ▶ Wake Technical Community College
  - ▶ Western Carolina University
  - ▶ Winston-Salem State University
- ▶ 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 257 volunteer hours invested

19 young adults served

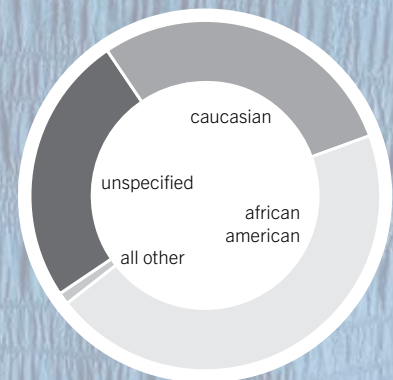




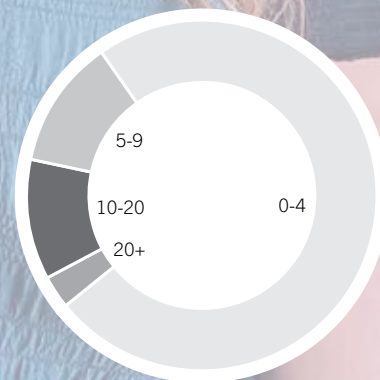
**332 MHC employees (347 employee positions)**



**GENDER**



**RACE**



**YEARS OF SERVICE**

**staff development**

## our goals: build resources and support employees

MHC believes recruiting, training, and retaining high-quality employees 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.

Although MHC provides services that are vital and rewarding, it is challenging work. Retaining our employees remains a top goal. After adjusting salaries and wages (FY24), this year we focused on employee benefits.

A comparative review confirmed our existing benefits package is generous and competitive. Benefits for all full-time employees include 11 paid holidays, employment anniversary holiday, vacation leave, sick leave, sabbatical leave, as well as health insurance and retirement options. To strengthen this package, we added paid parental leave with the birth or adoption of a child and, within the year, seven employees had accessed this new benefit.

Moving forward, we will continue working to increase opportunities for employees to find their strengths, expand their knowledge base, develop mentoring relationships, and grow into their best potential.

**3-YEAR ANALYSIS**

	FY23	FY24	FY25
employment positions	333	365	347
employees (avg.)	UNA	322	332
▶ new hires	182	220	162

**16,479**

minutes logged by 1 recruiter screening job candidates by telephone

**outcomes**

- ▶ 332 MHC agency employees (avg.)
  - ▶ 13% part time

**Recruitment**

- ▶ 1,188 applications submitted
  - ▶ 99 per month (avg.)
- ▶ 162 new hires
  - ▶ 13 per month (avg.)

**Training**

- ▶ CORE training (monthly) for all new employees
  - ▶ 160 participants
- ▶ 19 advanced workshops and in-service programs
  - ▶ 166 participants

**Development**

- ▶ 6 staff promotions
- ▶ 76 employees eligible for MHC Lighthouse certification
  - ▶ 67% earned certification
- ▶ 12 employees participated in Elevate Leadership Learning Cohort (6-month program)

**Benefits**

- ▶ 166 employees participated in health insurance benefits
- ▶ 14 employees utilized employee assistance program
- ▶ 27 employees took paid sabbatical leave

**program overview**

- ▶ all new employees attend CORE training
  - ▶ full day of orientation to MHC mission, values, and policies
  - ▶ direct care staff attend 7 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



consultation and program development

## we share our knowledge and expertise

MHC was first accredited in 1986 by the Teaching-Family Association (TFA). As a TFA sponsor site, we train other agencies to implement the model of care and we offer three distinct areas of consultation: accreditation, guiding them through the process; independent observation and assessment, emphasizing best practices with the model of care; internal evaluation, working with and providing support for specific programs.

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.

A typical contract runs between 18 months and 3 years, influenced by the size of the agency and the number of programs they provide. At the beginning of each contract, we work with leadership and program managers within an agency. But as our work nears completion, we focus on passing the baton to their agency trainers. This is why, during each year of a contract, the number of people we train will decrease while the number of supported youth and families will increase.

This service area is small – only one full-time consultant – 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.

3-YEAR ANALYSIS	FY23	FY24	FY25
individuals trained	53	81	54

27	years as TFA sponsor site
----	---------------------------

### outcomes

- ▶ 54 people trained
- ▶ 737 youth and families supported
- ▶ 4 clients
  - ▶ Boys and Girls Home of North Carolina (Lake Waccamaw, North Carolina)
  - ▶ Gift of Hope (Boones Mill, Virginia)
  - ▶ Hope Ranch (Sullivan, Missouri)
  - ▶ Thornwell Charter School (Clinton, South Carolina)
- ▶ length of contract: 18 months - 3 years

### program overview

- ▶ 1 full time staff member
- ▶ 27 weeks of travel
- ▶ areas of consultation
  - ▶ accreditation
  - ▶ observation and assessment
  - ▶ internal evaluation
- ▶ consulting topics
  - ▶ Teaching Family model consultation and development
  - ▶ comprehensive best practices
  - ▶ foster care
  - ▶ residential treatment
  - ▶ juvenile delinquency
  - ▶ early childhood development
  - ▶ adoption
  - ▶ facility management
  - ▶ administrative processes and practices
  - ▶ community based services
  - ▶ quality assurance and improvement



**CONSOLIDATED STATEMENT OF FINANCIAL POSITION**

June 30, 2025 (with comparative totals for 2024)

	2025	2024
<b>ASSETS</b>		
Cash and cash equivalents	\$ 1,738,588	\$ 1,496,596
Common investment fund	26,667,367	24,157,996
Accounts receivable	2,467,620	1,988,590
Pledges receivable	80,000	120,000
Prepaid expenses	222,190	245,622
Annuities contracts	1,376,702	1,426,187
Beneficial interests in trusts and perpetual trusts	967,763	867,984
Property, equipment, and right of use assets	4,257,530	4,725,089
<b>Total assets</b>	<b>\$ 37,777,760</b>	<b>\$ 35,028,064</b>

**LIABILITIES AND NET ASSETS**

<b>LIABILITIES</b>		
Accounts payable	\$ 629,518	\$ 468,074
Line of credit	-	228,353
Accrued salaries and vacation	1,200,878	1,080,030
Deferred compensation	1,376,702	1,426,187
Lease liabilities	1,351,967	1,544,060
<b>Total liabilities</b>	<b>4,559,065</b>	<b>4,746,704</b>

<b>NET ASSETS</b>		
Without donor restrictions:		
Undesignated	3,201,958	4,255,380
Board designated	21,844,501	20,140,284
<b>Total without donor restrictions</b>	<b>25,046,459</b>	<b>24,395,664</b>
With donor restrictions:		
Purpose restricted	6,277,377	4,527,829
Perpetual in nature	1,894,859	1,357,867
<b>Total with donor restrictions</b>	<b>8,172,236</b>	<b>5,885,696</b>
<b>Total net assets</b>	<b>33,218,695</b>	<b>30,281,360</b>
<b>Total liabilities and net assets</b>	<b>\$ 37,777,760</b>	<b>\$ 35,028,064</b>

**2025 REVENUES**

TOTAL: **\$30,878,911**



**2025 EXPENSES**

TOTAL: **\$27,941,576**



**CONSOLIDATED STATEMENT OF ACTIVITIES**

For the Year Ended June 30, 2025 (with comparative totals for 2024)

	2025			2024
	Without Donor Restrictions	With Donor Restrictions	Total	Total
<b>SUPPORT AND REVENUE</b>				
Fees for service	\$ 22,098,432	\$ -	<b>\$ 22,098,432</b>	\$ 19,200,824
Donations and grants	3,710,985	2,209,350	<b>5,920,335</b>	4,711,732
Investment income (loss)	2,394,024	407,290	<b>2,801,314</b>	2,552,050
Change in value of annuities and trusts	(49,485)	99,778	<b>50,293</b>	289,668
Other income	8,537	-	<b>8,537</b>	1,124,972
<b>Total support and revenue</b>	<b>28,162,493</b>	<b>2,716,418</b>	<b>30,878,911</b>	<b>27,879,246</b>

<b>RECLASSIFICATIONS</b>				
Net assets released from restrictions	429,878	(429,878)	-	-
<b>Total reclassifications</b>	<b>429,878</b>	<b>(429,878)</b>	<b>-</b>	<b>-</b>

<b>EXPENSES</b>				
Program service expenses				
Foster care and adoptions	1,808,528	-	<b>1,808,528</b>	1,955,852
Early childhood	5,087,110	-	<b>5,087,110</b>	4,252,336
Family preservation and in-home	1,654,865	-	<b>1,654,865</b>	1,698,944
Mental health	1,676,142	-	<b>1,676,142</b>	1,560,657
Assessment centers and juvenile homes	13,029,967	-	<b>13,029,967</b>	11,678,506
Scholarships	114,497	-	<b>114,497</b>	79,735
Consultation and program development	106,338	-	<b>106,338</b>	211,759
<b>Total program service expenses</b>	<b>23,477,447</b>	<b>-</b>	<b>23,477,447</b>	<b>21,437,789</b>
Supporting activities				
Fundraising	1,657,258	-	<b>1,657,258</b>	1,535,969
General and administrative	2,806,871	-	<b>2,806,871</b>	2,435,155
<b>Total expenses</b>	<b>27,941,576</b>	<b>-</b>	<b>27,941,576</b>	<b>25,408,913</b>
Change in net assets	650,795	2,286,540	<b>2,937,335</b>	2,470,333
Net assets at beginning of year	24,395,664	5,885,696	<b>30,281,360</b>	27,811,027
<b>Net assets at end of year</b>	<b>\$ 25,046,459</b>	<b>\$ 8,172,236</b>	<b>\$ 33,218,695</b>	<b>\$ 30,281,360</b>

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.



