R Kids Family Center

General Information

Contact Information

<table>
<thead>
<tr>
<th>Nonprofit</th>
<th>R Kids Family Center</th>
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<tbody>
<tr>
<td>Address</td>
<td>45 Dixwell Ave</td>
</tr>
<tr>
<td>Phone</td>
<td>(203) 865-5437</td>
</tr>
<tr>
<td>Web Site</td>
<td>Web Site</td>
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<tr>
<td>Facebook</td>
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</tr>
<tr>
<td>Email</td>
<td><a href="mailto:rkids@rkidsct.org">rkids@rkidsct.org</a></td>
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At A Glance

<table>
<thead>
<tr>
<th>Year of Incorporation</th>
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<tr>
<td>Organization's type of tax exempt status</td>
<td>Public Supported Charity</td>
</tr>
<tr>
<td>Organization received a competitive grant from the community foundation in the past five years</td>
<td>Yes</td>
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Mission

‘r kids Family Center’s Mission: Permanency, safety and stability for vulnerable children and their families.

A Great Opportunity

Description

During the next year ‘r kids will complete the "Raise the Roof" building expansion project. Through our new space we will be able to enhance variety of services form the community that are accessible by the community directly. As the first non-Yale owned property on Dixwell Ave. our new building and its organizational emphasis on stable families is the perfect anchor to the entry to the Dixwell corridor. We are currently a CT child placement licensed facility affording us the ability to do home studies, adoptions and post-adoption support services. Our expansion plan allows for us to market these services to maternity units in hospitals state-wide and dedicate one full-time person to this work. Our new venture, and a hallmark of work we have been doing for 23 years includes the Infant Toddler Family Trauma Center, dedicated to working with families with a cycle of trauma. This evidence-based trauma education program’s objectives are: to facilitate successful engagement and healing for parents and their infants and toddlers, improve attachment and bonding and parent capacity while also reducing the length of stay in out – of home placement for infants and toddlers. Parents and their children will have several opportunities throughout the week to have baby and me time, as well as uniquely tailored alone time, with groups to address their own trauma with on-site degreed specialists. Parent’s groups will include a trauma -informed weekly support group, a recovery group for both men and women and a class on developmental needs for infants and toddler as well as individual case management. We also are planning a complete adoption center for families before, during and after the adoption process. And we have received a generous gift from a community member to expand our after school program for girls in the foster child system to a full educational program for both boys and girls. Please see attached case book for funding and naming opportunities.

A Great Opportunity Ending Date

Dec 31 2021

Background

Frustrated by the difficult choices between recovery and parenting that mothers with substance abuse problems too often had to make, Randi Rubin Rodriguez and Sergio Rodriguez gathered 36 concerned citizens on a cold evening in 1996 to explore the gap in services for parents and families affected by substance abuse and violence. That initial meeting inspired a wave of volunteerism that formed the cornerstone of ‘r kids. As foster and adoptive parents, Randi and Sergio live the mission of ‘r kids. Under their stewardship, ‘r kids turned a $3,500 CFGNH seed grant in just over a year into $700,000 in programming and $1 million in funding to build a 4300 square foot Family Center on land remediated with an EPA grant. Calling ‘r kids a “blessing,” a neighbor noted: “Your development of 2 drug-infested, abandoned lots spurred others in the triangle to upgrade and develop their properties.” In June 2013, ‘r kids celebrated its “Decade of Families” with a block party, closing Lower Dixwell for the first time in 20 years. To engage the whole community, from babies to seniors, ‘r kids lined up 37 exhibitors, enticing more than 400 people and 86 volunteers. ‘r kids families, past and present, thanked the ‘lady in the suit’ (DCF Commissioner Katz) for the blessing in disguise of their involvement in the child welfare system. Now in its’ 23rd year since inception, ‘r kids remains committed to promoting permanency, safety and stability for children made vulnerable by trauma, abuse and neglect, family and community violence. ‘r kids leads the collaborative that is DCF’s only Reunification and Therapeutic Family Time provider in New Haven, ‘r kids provides community supports to families at risk of DCF intervention; we provide a Youth Prevention program for middle school students residing in foster care. ‘r kids builds resiliency in children, already burdened by socioeconomic disadvantages (94% of families served have income below $30,000) and provides parents under or at risk of DCF scrutiny with sorely needed wrap around services. With a Masters level staff, respected among our peers for our therapeutic skill set, cultural competency and the dignity afforded our clients, ‘r kids has served over 2,500 children and 3,000 adults from its’ inception.
Impact
Measurable Results for Reunification of Families referred to us by DCF: Our family reunification rate in 2018 was 90%. Notably, ‘r kids continues significantly to outpace national (51%) and state (60%) reunification rates that include court mandated returns after brief removals. In contrast, two-thirds of our children are already out-of-home for a 6 month minimum, with many remaining more than 1 year, providing even greater strength to our strong reunification results. Evidence-Based Research: Because we work primarily with lengthy out of home placements, identifying key factors to our higher reunification rate has major significance for the evidence-based delivery of child welfare services for all children. Had ‘r kids been involved earlier, children may not have remained in care, been exposed to less trauma and achieved permanency sooner, reducing both the long and short term costs to the state and ultimately our community.

Needs
Diversification of funding base: Our current funding sources and individual gift giving are inadequate to provide the quality services necessary to make a difference for our very vulnerable children and families. Additionally, we need to raise salaries for our master’s level professional and support staff. While we have secured additional governmental sources for program specific operations, general operating funds to strengthen our infrastructure remain a primary need (i.e. IT, data collection, human resources, billing, drivers). Volunteers: ‘r kids understands the value of leveraging its own expertise by exploring collaborations with other local nonprofits. However, additional volunteers are needed to expand our giving footprint across the region, to assist with special events and provide on-going programmatic initiatives. Raise the Roof: Fortunately, ‘r kids constructed its Family Center with the forethought and structural capacity to expand. Given the federal Main Street Initiative’s selection of Lower Dixwell as one of the first sites for New Haven, we have begun a Capital Campaign of $4,400,000 to to Raise our Roof for a much needed expansion of a second floor. A grant submission to OPM was approved for $1,000,000 with another $750,000 from DCF secured. Grants from the City of New Haven total $210,000. Additional individual gifts at this time total $800,000. The Capital Campaign committee is hard at work, seeking to engage those investors eager to improve the lives of our most vulnerable children and enhancing our community’s well-being.

CEO Statement
There has been nothing more significant in my development than being raised with a strong sense of family. To wake up and not know whose home you are in or why, and wonder where your Mother or Father or sisters may be, is an experience I do not want any child to have to endure. As a foster Mom, to have seen a 7 year old have the first birthday cake she could remember, is a tragedy. In a society such as ours, I believe our first priorities need to be responsive to those children most vulnerable. All research demonstrates that these investments have the greatest societal return. With today's complexities, our most vulnerable children need all the resiliency skills we can give them. Staying true to our mission of providing every child with a nurturing, safe and supportive family is critical. Where would each of us be without the loving guidance, sometimes stern direction, the playful brother or sister, Grandma’s home for the holidays, and the many teachers in our lives who helped us become who we are today? The ‘r kids Family Center is dedicated to nurturing every child who comes through our doors. Providing an environment that is joyful, respectful and developmentally appropriate for our families' needs has been a key factor in the design of both the physical and programmatic structure at ‘r kids. Our children and parents' programming always incorporates input from participants and gives our families a sense of investment and value. These experiences are theirs, not ours, and it is always important actively to listen to what is being said. Through the dedicated work of our team, and the myriad of services we provide, every child and family has the opportunity to create healthy and loving memories at ‘r kids Family Center. After being nominated by Senator Blumenthal in November 2014, it was an honor to receive, with my husband and Co-Founder Sergio Rodriguez, the Congressional Coalition on Adoption Institute's Angels in Adoption Award for Connecticut on behalf of ‘r kids. It is my hope to see ‘r kids continue to flourish, expand and meet the most critical needs of our most vulnerable children and recognize "With each child, the world begins anew". http://www.nhregister.com/general-news/20141031/new-haven-couple-honored-with-national-adoption-award. See also, http://www.newhavenindependent.org/index.php/archives/entry/adoption_journeys_celebrated_at_r_kids_event/.
Board Chair Statement

My husband and I are the proud parents of 2 young men who are making their way through the beginnings of their careers. We are grateful for the community of people who have supported them as they grew up. I am a clinical psychologist who has worked for over 30 years with children who have a variety of problems, including some who have experienced trauma. As a faculty member in the Department of Psychology at Southern CT State University, I teach a range of clinical courses as well as supervise seniors and graduate students in their clinical internships. Through the years I have conducted training workshops for parents of children in preschool through high school. My focus has been to improve the lives of children and youth whether it be through direct clinical work, teaching and helping talented college students start their careers of working with vulnerable youth, or educating parents about ways to parent more positively and effectively. Throughout my career I have watched traumatized children heal stronger and faster when they are in a permanent placement with people who support them. As I grow closer to retirement, I have moved away from active play in my office with preschoolers and have thought about how to enhance services for our most vulnerable children, namely foster children. Donating my time and talent to an agency by being on the board of directors began to interest me. Little did I know that by hosting a party to benefit ‘r kids Family Center, I would find the agency with the mission and outstanding staff whose board I would join. It was a perfect match for me since it is a community based center that truly delivers comprehensive quality services to provide safety, stability, and permanency for children. Now three years later, I am the President of the Board and the Co-Chair of the Capital Campaign. The mission of ‘r kids Family Center is to provide high quality services to vulnerable children and their families, promoting permanency, safety, and stability through services to their biological, foster or adoptive families. ‘r kids families are in transition; some children need foster care and all of the ancillary supports that are required; some may be transitioning home or to relatives, requiring the coaching necessary for success; while others may be finding forever homes through adoptions. These services require the financial support of people like you who care about changing the lives of vulnerable children. Presently, ‘r kids Family Center has outgrown its space and so, we are expanding our facility and programs. We are renovating our first floor, building a second floor and adding programs to include an Infant Toddler Family Trauma Treatment Center as well as enlarging our Afterschool Program for foster children. We have raised over $2 million dollars and have at least $2 million dollars more to raise to finish our expansion. I have seen firsthand how important it is to provide for our children in multiple ways. Plea...

Service Categories

**Primary Organization Category**
Human Services / Family Services

**Secondary Organization Category**
Human Services / Children's and Youth Services

Areas Served

- Ansonia
- Bethany
- Branford
- Cheshire
- Derby
- East Haven
- Guilford
- Hamden
- Lower Naugatuck Valley
- Madison
- Milford
- New Haven
- North Branford
- North Haven
Orange
Oxford
Seymour
Shelton
Shoreline
Wallingford
West Haven
Woodbridge
Other
National
State wide

‘r kids inc. serves the Greater New Haven 20 town community as listed above, and responds to DCF requests for services from other regions throughout our state. Therapeutic mentoring, supervised visitation, permanency and adoption related services, educational trainings and technical assistance are available and provided throughout the state of CT.
Reunification and Therapeutic Family Time

Description
We lead the collaborative for DCF’s only Reunification and Therapeutic Family Time program in New Haven. DCF refers families deemed appropriate for reunification readiness assessment, reunification and Therapeutic Family Time transition to ongoing intensive case management, implementing services and case management for BOTH parents and children’s needs (i.e., food stamp enrollment, preschool enrollment, parent/child therapy, etc.). The goal is to provide intensive support services to allow for permanency either within the birth home, kinship care, or adoptive home. Staff initially provides center-based, therapeutic family time visitation and individualized parent coaching. The provision of in-home visits and then unsupervised visits occurs for those families whose children are being reunified. When reunification is determined not to be the goal, staff prepares the families and children for a permanent out-of-home placement. Our services remain on-going and multi-faceted, singularly geared toward each child growing up in a permanent, safe, and nurturing family.

Budget
$459,000.00

Category
Human Services, General/Other / Family-Based Services

Population Served
Children and Youth (0 - 19 years) / Families / General/Unspecified

Program is linked to organization’s mission and strategy
Yes

Short Term Success
‘r kids achieves a significantly higher rate of attendance and compliance with the treatment plans set by the court for children to reunify. Our reunification rate in 2010 was 94%, far exceeding the DCF report of 52% statewide. 95% of our parents attend their visits with their children and actively participate in their children’s scheduled appointments and family conferencing. We believe this success is due to the team’s ability to engage in a respectful and meaningful way with our parents and also provide a nurturing environment that their children thoroughly enjoy. In 2016 we were also the only “RTFT” contract to have NO repeat incidents of maltreatment or investigation for those children and families reunified.

Long Term Success
DCF refers many of their most complex cases to us – recognizing that ‘r kids will either successfully reunify a family or assist in the transfer for permanency in a way that maintains the parents’ dignity and helps them recognize this difficult decision is made out of love. Staff responses are uniquely revealing. “The relationships we build with families motivates me. If there is ever a day I don’t feel like coming to work I am reminded that this may be the only day a mother may see her child in a week (or the child may see her mother). The fact that I am able to provide that visit and help improve the relationship between that mother and child is a beautiful thing.” “You don’t have to be perfect to parent; Everyone can learn.” “I greet every client with a smile. I treat every client with respect. I hope it makes it easier for them to come in for services. I know how embarrassed I would be, how hard it would be to walk through the door.”
Program Success Monitored By

We utilize DCF measurement tools and maintain extensive records. DCF measures by compliance with the Scope of Services of their contract with us, which includes: incidence of repeat maltreatment, frequency of and length of contact between Moms/Dads and their children; qualities of interaction and level of responsiveness to staff coaching and feedback, safety and housing, etc. the tool used is referred to as PIE (Provider Information Exchange). Families and their children provide ongoing input to their services and frequently it is not uncommon to hear the kids say how much they love their social worker at ‘r kids or can’t wait for the next visit with their Mom or Dad. A significant internal organizational measurement for us is the absence of ANY violence or need for police help within our environment, and the lack of any property defacing to our facility especially given our location and hours of operation, including weekends and nights.

Examples of Program Success

One African American father, who indicated that he felt “very well” treated by his African American male caseworker, described the help he received from ‘r kids as “life-changing:” “I first came to know ‘r kids Family Center after being referred for Parenting Classes after my daughter was removed from my home. I credit ‘r kids Family Center and my Social Worker, Steve for learning new parenting skills to apply to my everyday life with my daughter Mikela. Sometimes she asks me question that are a little tough to answer; I often turn to ‘r kids for advice on how to handle these types of questions. It was a long journey toward reunifying with my daughter, but the outcome has been worth it. I would like people to know that I cannot thank ‘r kids enough for their help. I have become a more nurturing and patient parent. I know Steve and the staff at ‘r kids are always there to help me over the little bumps in the road.”
**Description**

‘r kids Family Center works with foster homes licensed through the Department of Children and Families and other agencies that are providing care to children who have been removed from their biological or relative caregivers. These children are in the custody of DCF and their families have been referred to ‘r kids’ programs. We provide support services to the foster families throughout ‘r kids’ case. Staff does an intake and assessment with each foster family upon the initial referral from DCF. During the in-home in-take we gather information about the daily routines of the child and the family. When we pick up and/or drop off children from their parents, we maintain ongoing contact with the foster family. These interactions provide us with information addressing the trials of transitioning and afford foster parents the opportunity to share any concerns that may be developing.

**Budget**

$0.00

**Category**

Human Services, General/Other / Family-Based Services

**Population Served**

Families / Children and Youth (0 - 19 years) /

**Short Term Success**

Too many times foster families are kept out of the loop of what is happening with the children in their care, who are the people involved with ‘their ‘ children and where are they going. ‘r kids completes orientations and intakes with every foster family caring for the children who are visiting. We encourage them to maintain contact with us and give us feedback after /before visits and look to assist in developing a ‘partnership’ with them on behalf of the children in their care. Foster families provide the likes and dislikes, behaviors and schedules for both the parents and our staff to coordinate successful times and places for visitation.

RE: Connecticut Association of Foster and Adoptive Families training: To provide a neighborhood site for licensed foster and adoptive parents to come and continue receiving ongoing educational credits to maintain their knowledge base and credentialing as a foster parent.

**Long Term Success**

To facilitate a healthy bond between the birth parents and the foster family whenever possible on behalf of successfully transitioning the child/ren back into the permanent home. CAFAF: Successfully retain licensed foster and adoptive parents in the DCF system

**Program Success Monitored By**

Self reporting by both foster and biological parents. Children have successful visits and are emotionally prepared for the transition. DCF PIE tracks foster parent participation throughout the child’s plan. CAFAF continues to request to use our site for hosting trainings throughout the year. Parents who attend self report how much they like coming here and how comfortable an environment it is for them.
Examples of Program Success

After 1 ½ years of attempting to reunify a boy with his parents, it was discovered the ‘father’ was in fact not the biological family. The Mother was cognitively limited, but had never missed a visit with her son and clearly loved him. At that time the foster family wanted to adopt him but refused a relationship with the birth mother. The Judge recognized the significance of loss this young boy had just experienced and refused to terminate the biological mother’s rights. After three years of working with this ‘permanent foster family, whose age is 74 and the child is now 11’, both the bio mom and the ‘grandma’ have developed a warm and mutually caring relationship for the young man. They can attend activities and trips together with their’ child and bio mom and child continue to enjoy each other and build their family history in bi-weekly activities coordinated with their interests and under the supervision of ’r kids staff. This will continue through his 18th birthday.
Adoption Services

Description

‘r kids Family Center is licensed by the State of Connecticut’s, Department of Children and Families and offers a full range of adoption services, including home study and license approval for both domestic and international adoptions; pre-adoption training that promotes plan-full decision-making; birth mother counseling and support; coordination and assistance in locating available children; and post-placement supervision and completion of the legal process to finalize adoptions. ‘r kids Family Center provides: responsive, adoption-specific mental health counseling, referrals and clinical recommendations; support groups and educational programs for parents and children; C.A.S.E. W.I.S.E. UP curriculum for both foster and adopted children 5-17 years old; special referrals through the Adoption Assistance Program of UCONN.

Budget

$30,000.00

Category

Human Services, General/Other / Adoption

Population Served

Families / Children and Youth (0 - 19 years) / Children and Youth (0 - 19 years)

Program is linked to organization’s mission and strategy

Yes

Short Term Success

‘r kids sponsored a celebration of “life-long, life-changing journeys through adoption,” celebrating National Adoption Month in 2016. The featured speaker was state comptroller Kevin Lembo, who with his spouse, are adoptive parents of 3 children. Lembo said that the moment he saw pictures of his children in a “blue book” of those waiting for a “forever family,” they became his. Adopting a 3rd child brought a new set of challenges, as Lembo was awakened to the realities of being a young black man. In a National Adoption Month announcement to state employees the day after the ‘r kids celebration, Lembo encouraged looking into adoption or foster parenting. “I don’t mean to say that being a foster or adoptive parent is always easy, but the challenges in the context of this life-giving journey have always felt small to me…. Give a child the gift of home and your life will never be the same.”

Long Term Success

To satisfy the Hague Convention requirements, we have successfully subcontracted with Joshua Tree Adoptions, Inc. so that we can continue to do international adoptions. We remain an educational site for regular on-going trainings by the Connecticut Association of Foster and Adoptive Families (CAFAF). We completely revised our protocols and documentation process for adoptions as well as updated our trainings for pre-and post adoption issues for both parents and professionals.

Program Success Monitored By

Our case records and implementation is based on the credentialing/licensing process overseen locally by DCF and through the standards of the Bureau of Home Land Security and the US Government internationally.

Examples of Program Success

In 2016 six children successfully transitioned into permanent, loving homes with families and are now U.S. citizens. Four are no longer living in war-torn, impoverished environments as orphans, one escaped a life of poverty and deprivation and the sixth could not be more loved.
Training

Description

‘r kids provides training opportunities to providers in a variety of settings. The primary focus of the training is permanency planning for children and their families. We have provided trainings to foster families, adoptive families, school personnel, municipal personnel and various other providers including the Department of Children and Families. We also provide the opportunity for staff to receive on-going training and professional development from a variety of sources on a multitude of topics related to our work. Our staff is certified in the Circle of Security Model, 3-5-7 model, Family Development Credentialing, Ages and Stages, etc. They also incorporate W.I.S.E. Up curriculum and wrap around model as a method of intervention. ‘r kids provided a 2 series/2 year training for Educators and Mental Health Providers on the mental health and educational issues among adopted children and teens.

Budget

$6,000.00

Category

Education, General/Other / Educational Programs

Population Served

Families / Children and Youth (0 - 19 years) / Children and Youth (0 - 19 years)

Program is linked to organization’s mission and strategy

Yes

Short Term Success

We continue to provide training on Post Adoption issues to both Mental Health Practitioners and New Haven Board of Education staff.

Long Term Success

We have become certified in the Circle of Security Training, the Diagnostic Classification of Mental Health and Developmental Disorders of Infancy and Early Childhood and Family Development Credentialing. We also successfully completed the credentialing for the CT Association for Infant Mental Health Series on Knowledgeable and Skillful Practice to Support your work with Infants/toddlers and their Families. We have maintained on ongoing internship program with Southern CT State University MSW program. We host interns from the University of New Haven Community Psychology Department, and a Yale Presidential Fellow.

Program Success Monitored By

Most training is endorsed for continuing education from the national Association of Social Workers, Charter Oak College or other governing body.

Examples of Program Success

See above
Leadership & Staff

CEO/Executive Director
Ms. Randi Rubin Rodriguez MA

Term Start
Mar 1996

Email
randi@rkidsct.org

Experience
Randi Rubin Rodriguez, founder and CEO of 'r kids, Inc. stewarded a $3,500 seed grant from the Community Foundation for Greater New Haven in just over one year into $700,000 in programming funds and $1 million dollars to build its Family Center on land remediated with an EPA grant. Steeped in her spiritual belief, the quote “With each child, the world begins anew” Midrash, encompasses the vision that Randi has implanted within 'r kids staff to guide their work with our families. With more than 35 years experience in the fields of substance abuse, Maternal and Child Health and Child Welfare, an M.A. in Human Development from Fairleigh Dickinson, a B.A. in Psychology/Art Education from the University of Bridgeport, and certification in Clinical Adoption Issues from UCONN/SCSU, Randi has continued to advance her understanding of the complex issues facing children committed to state care and their biologic, foster, kinship and adoptive families through many hours in diverse training workshops. Licensed as a foster parent in 1997, Randi has firsthand experience caring for infants through teens and seeing all sides of the child protection system. In founding 'r kids, Randi’s mindful vision was that every child have the opportunity to grow up with a family they can call their own. Espousing that safety, security, and a nurturing permanent family is a civil right for children, Randi contends “Where would I be had I not received the love, nurturance and guidance from my parents and learned to sustain conflict without my three sisters? How could I have become confident I could succeed without the stability and predictability of outcomes related to my behavior? And how would I ever have learned the meaning of resiliency without my daughter Marilynn or the intimacy of an infant’s love without Paolo? How could I have ever done this alone without the encouragement and navigational skills of my husband, Board members and friends?”

Staff

Number of Full Time Staff 7
Number of Part Time Staff 4
Number of Volunteers 40
Number of Contract Staff 4
Staff Retention Rate 90%

Staff Demographics - Ethnicity

African American/Black 3
Asian American/Pacific Islander 0
Caucasian 6
Hispanic/Latino 2
Native American/American Indian 0
Other 0 0

Staff Demographics - Gender
Male 0
Female 0
Unspecified 11

Plans & Policies

Organization has a Fundraising Plan? Yes
Organization has a Strategic Plan? Yes
Years Strategic Plan Considers 3
Date Strategic Plan Adopted June 2018
Management Succession Plan? Yes
Organization Policy and Procedures Yes
Nondiscrimination Policy Yes
Whistleblower Policy Yes
Document Destruction Policy Yes

Senior Staff

Enna Garcia
Title Director of Programs
Experience/Biography

‘r kids Board took great pleasure and pride in promoting Enna Garcia to be Director of Programs in January 2014. With a more than 15 year history at ‘r kids, and over twenty two years in the field of child welfare, Enna simply stands out -- for the depth and breadth of her knowledge, particularly in the areas of attachment and trauma; the compassionate integrity of her respectful approach to parents challenged by their missteps; the strength of her managerial skills; and, most importantly, the passion she brings to ‘r kids every day to protect and promote children’s welfare. Raised in Puerto Rico, Enna graduated from Assumption College in Massachusetts in 1991 with a Bachelor in Liberal Arts, having majored in Psychology, with minors in Social Rehabilitation and Spanish Literature. While at college, an internship at a Youth Shelter ignited Enna’s love and passion for children’s welfare. During her one year at the Graduate School at The Caribbean Center for Advanced Studies in Puerto Rico, Enna honed the interviewing and assessment techniques that she has meaningfully applied throughout her career. While a case manager in a Federal Program in Puerto Rico working with families, from remote and very dangerous communities, that received food stamps and cash assistance and were expected to work or go to school within 21 months from the start date of the benefits, Enna developed the necessary motivational skills that continue to enhance her work with low income families and the concrete challenges they face. After relocating to Connecticut, Enna’s work at Youth Continuum, Inc. exposed her to the Juvenile Criminal Justice System that advanced her assessment and planning techniques including crisis intervention. From 1996 to 2000, Enna worked at DCF with children and their biological and foster families and cemented her understanding of the importance of permanency in children’s lives. Enna’s passion to ensure permanency for children led her to ‘r kids, where she has flourished professionally and personally. Certified in Mother Read and Circle of Security Parenting Education, Enna’s initial duties to supervise visitation expanded to include pre and post adoption work with international and domestic adoptions and as a senior caseworker for Reconnecting Families and the Zero to Three program. After receiving funding from an anonymous CFGNH donor to support her participation in a two year post-degree program and after UCONN School of Social Work waived its MSW prerequisite based on Enna’s extensive experience, Enna earned her Training for Adoption Competencies certification. In her new role as Director of Programs, she brings an enthusiasm and professionalism that thankfully enhances the staff as well as the children and families served.
Kathy Hagearty LCSW

Title
Clinical Coordinator

Experience/Biography
Kathleen Hagearty, LCSW joined the 'r kids team in the critical role of our Clinical Supervisor in September of 2016. With a B.A. from Trinity College, and an M.S.W. from Hunter College/Silberman School of Social Work, Kathleen comes to 'r kids from her previous position as a coordinator of the Nurturing Family Network program at the New Haven Health Department. Kathleen has also provided training sessions as well MSW field instruction for many years. Clinical supervision informs and guides 'r kids work with families and children, ensuring that best practices and high quality direct service delivery are consistently maintained. Under the immediate supervision of a licensed clinical social worker with more than thirty years of hands on experience in the community focusing on parent education and support, family relationships, and substance abuse treatment and with the active participation of the Director of Programming who is defined by the compassionate integrity of her respectful approach to parents challenged by their missteps, 'r kids holds weekly group and individual provider supervision meetings. The benefit of the clinical group sessions, in which one staff member presents a case before the full staff for review, lies in the peer to peer feedback and support and the monitoring. Individual clinical supervision provides a vehicle for intensive review to ensure the high quality of professional services that historically have defined 'r kids continues to develop and flourish.

Formal Evaluations

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Collaborations

We collaborate with the CT Association of Foster and Adoptive Families, the CT Council on Adoption, The Adoption Community Network, the Early Childhood Council, Help Me Grow, the New Haven Board of Education, and the Applied Behavioral Health Committee Birth to Three, Cornell Scott Hill Health Center, Communicare, Inc., Clifford Beers Child Guidance, DCF New Haven and Milford offices, Adoption Assistance Program, CT Community Nonprofit Alliance, DSS, All Our Kin, Dwight Hall, CWYC, NH Public Library, Dixwell Management Team, New Haven DV Task Force, J.U.N.T.A., Connections, Inc., Believe in Me Empowerment Corporation, (among many others)

Affiliations

<table>
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<td>Connecticut Council on Philanthropy</td>
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<td>Connecticut Community Nonprofit Alliance</td>
<td>2001</td>
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<td>Greater New Haven Chamber of Commerce</td>
<td>2019</td>
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## Awards

<table>
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<tr>
<th>Award/Recognition</th>
<th>Organization</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>GreatNonprofits 2012 Top-Rated List</td>
<td>GreatNonprofits</td>
<td>2012</td>
</tr>
<tr>
<td>Great NonProfits 2013 Top Rated List</td>
<td>Great NonProfits</td>
<td>2013</td>
</tr>
<tr>
<td>Great Nonprofits 2016 Top Rated</td>
<td>Great Nonprofits</td>
<td>2016</td>
</tr>
<tr>
<td>Angels in Adoption</td>
<td>Congressional Coalition on Adoption Institute</td>
<td>2014</td>
</tr>
</tbody>
</table>
Board & Governance

Board Chair
Deborah Kraemer Ph.D.

Company Affiliation
Parent

Term
Jan 2019 to Dec 2020

Board of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Leon Bailey Jr.</td>
<td>Community Foundation for Greater New Haven</td>
</tr>
<tr>
<td>Derrick Gordon Ph.D.</td>
<td>Yale School of Medicine</td>
</tr>
<tr>
<td>Greg Marazita CPA</td>
<td>Marcum LLP</td>
</tr>
<tr>
<td>Maria Mojica M.P.H.</td>
<td></td>
</tr>
<tr>
<td>Judy Primavera Ph.D.</td>
<td>Fairfield University, Chair Psychology Department</td>
</tr>
<tr>
<td>Martin Torresquintero M.S.</td>
<td>City of New Haven</td>
</tr>
<tr>
<td>Robert Windom M.D.</td>
<td>President Emeritus, Adoptive Parent</td>
</tr>
</tbody>
</table>

Board Demographics - Ethnicity

African American/Black: 3
Asian American/Pacific Islander: 0
Caucasian: 3
Hispanic/Latino: 2
Native American/American Indian: 0
Other: 0

Board Demographics - Gender

Male: 3
Female: 5

Governance

Board Term Lengths: 3
Board Term Limits: 0
Board Meeting Attendance %: 85%
Number of Full Board Meetings Annually: 11
Written Board Selection Criteria: Yes
Written Conflict of Interest Policy: Yes
Percentage Making Monetary Contributions: 100%
CEO Comments

Foster care remains 1 of 4 predictors for adult incarceration, with its attendant human, community and financial costs to our society. From experience, ‘r kids has identified 2 distinct gaps in service delivery for children committed to state care that we seek to fill. Unfortunately, a serious gap exists in providing individual psychotherapy to children committed to state care and their families. Indeed, the DCF court monitor again reported in January 2016 that the problem in securing mental health services in a timely manner has intensified; many children could not receive necessary individual psychotherapy services when first identified for such mental health supports because there were no providers readily available. Included in our building expansion is sufficient space dedicated to providing psychotherapy services not just for the families we serve but for the broader community. Students residing in foster care constitute a distinct subgroup of academically at-risk students, rendered invisible because teachers often have no knowledge that these students are in foster care. ‘r kids has long recognized the extraordinary gap that exists for youth committed to the Department of Children and Families, a divide they are too often unable to overcome alone to pursue post secondary education successfully as the life altering accomplishment it is. ‘r kids knows that students in foster care are especially at-risk for school failure, as evidenced by poor grades and high rates of absenteeism and disciplinary referrals; students in foster care are too often older for their grade level. ‘r kids has a Youth Prevention program targeted specifically for elementary aged youth in foster or kinship care. Prior to the state legislature’s adoption in 2013 of “Raise the Grade” legislation designed positively to enhance educational outcomes for youth in foster care, ‘r kids was already in the process of developing a comprehensive, educational enhancement program for children in foster care, anchored by wrap round individual and group therapeutic services. Funding for this service is sorely needed; especially given both the Federal and State budgets reductions in Education and in particular Special Education.
Financials

Fiscal Year Start
Jan 01 2020

Fiscal Year End
Dec 31 2020

Projected Revenue
$823,709.00

Projected Expenses
$832,031.00

Endowment Value
$16,000.00

Spending Policy
N/A

Detailed Financials

Prior Three Years Total Revenue and Expense Totals Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$912,815</td>
<td>$723,755</td>
<td>$755,854</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$815,619</td>
<td>$730,153</td>
<td>$787,306</td>
</tr>
</tbody>
</table>

Prior Three Years Assets and Liabilities Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$855,557</td>
<td>$710,486</td>
<td>$699,390</td>
</tr>
<tr>
<td>Current Assets</td>
<td>$71,648</td>
<td>$82,022</td>
<td>$49,590</td>
</tr>
<tr>
<td>Long-Term Liabilities</td>
<td>$108,000</td>
<td>$86,271</td>
<td>$89,383</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$59,105</td>
<td>$25,564</td>
<td>$21,754</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$688,452</td>
<td>$598,651</td>
<td>$588,253</td>
</tr>
</tbody>
</table>

Prior Three Years Top Three Funding Sources

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Funding Source &amp; Dollar Amount</td>
<td>Rite Aid Foundation $5,000</td>
<td>Rite Aid Foundation $5,000</td>
<td>Rite Aid Foundation $12,500</td>
</tr>
<tr>
<td>Second Highest Funding Source &amp; Dollar Amount</td>
<td>--</td>
<td>New Alliance Bank $5,000</td>
<td>--</td>
</tr>
<tr>
<td>Third Highest Funding Source &amp; Dollar Amount</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
</tbody>
</table>

Solvency

Short Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Ratio: Current Assets/Current Liabilities</td>
<td>1.21</td>
<td>3.21</td>
<td>2.28</td>
</tr>
</tbody>
</table>

Long Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-Term Liabilities/Total Assets</td>
<td>13%</td>
<td>12%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Capital Campaign
Currently in a Capital Campaign?
Yes

Capital Campaign Purpose
Building expansion to provide enhanced space to reach more children and families and strengthen our continuum of services.

Goal
$4,400,000.00

Dates
Apr 2018 to Sept 2021

Amount Raised To Date
2760000 as of Sept 2019

Capital Campaign Anticipated in Next 5 Years?
Yes

Comments

CEO Comments
Foster care remains 1 of 4 predictors for adult incarceration, with its attendant human, community and financial costs to our society. 40% of Connecticut inmates were formerly in foster care. The annual state savings for extending DCF care to age 21 in a manner comparable to how parents support their young adult children would be $1.6 million versus the cost of incarceration. At 15%, Connecticut has one of the highest percentages of youth exiting from DCF care who lack preparation for independence. Many teens who age out of the foster care system without the stability and support of a permanent family will rely on numerous government benefits during their adult lives. According to the National Council for Adoption, the roughly 23,000 teens who aged out of the foster care system in 2013 will cost over $1 billion per year in average public assistance and support. If young people transitioning from foster care become parents at the average age of the population as a whole, there would be 3,000 fewer births to young parents annually, saving society $16.5 million in total for the first 15 years of each child’s life. The economic and social cost savings inherent when youth involved with the child welfare system can overcome generational cycles of dysfunction by graduating from high school, successfully completing postsecondary education or vocational training, enjoying the residual benefits of increased earnings over their lifetime, delaying parenting until emotionally and financially secure and breaking the incarceration pipeline are game changing. With investments from individuals as well as private foundations and corporations, ‘r kids can work toward making such a big difference for the children we serve, as well as their biological, foster, kinship and adoptive families. Thank you for your careful consideration. An investment in us is not just an investment in the very vulnerable children and families we serve, it represents a significant social and financial investment in our community and society as a whole. The social return is life-changing.

Foundation Staff Comments
This profile, including the financial summaries prepared and submitted by the organization based on its own independent and/or internal audit processes and regulatory submissions, has been read by the Foundation. Financial information is inputted by Foundation staff directly from the organization’s IRS Form 990, audited financial statements or other financial documents approved by the nonprofit’s board. The Foundation has not audited the organization’s financial statements or tax filings, and makes no representations or warranties thereon. The Community Foundation is continuing to receive information submitted by the organization and may periodically update the organization’s profile to reflect the most current financial and other information available. The organization has completed the fields required by The Community Foundation and updated their profile in the last year. To see if the organization has received a competitive grant from The Community Foundation in the last five years, please go to the General Information Tab of the profile.