BROADENING OUR FOCUS

THE CHILDREN’S HOME OF CINCINNATI
2017-2018 ANNUAL REPORT
Dear Friends,

For generations, the community has celebrated the impact of The Children’s Home of Cincinnati as we’ve thoughtfully served our clients and their families. The theme of this year’s annual report, Broadening our Focus, represents the continued evolution of our agency in supporting the community’s diverse and changing needs. This is being accomplished by our hardworking staff as well as our volunteers and generous friends who believe in our cause.

With more than 21 comprehensive services and programs, we’re reaching corners of our community that had been previously underserved. We’ve broadened our mission to offer programs in community centers, classrooms and the homes of the more than 10,000 children and families we served last year. Our clients live in various neighborhoods and attend a range of schools. We customize our services for each client because each client is unique. As we look to the future, The Children’s Home remains committed to expanding our focus while continuing our dedication to outstanding financial responsibility, growth and a workplace culture that promotes excellence.

Thank you for your support!

John Banchy, MBA
President & CEO

Lawrence Glassmann, Esq.
Chair, Board of Trustees

As Community Needs Continue to Evolve, So Does The Children’s Home

John Banchy, President and CEO of The Children’s Home, top left, and Lawrence Glassmann, Chair of the Board of Trustees, learn some new skills from our students in Autism Services. From left, students are Lucas, Rachel and Ryan. Below, another student enjoys a moment with John and Larry.
We’re Improving Lives Across the Region

BY THE NUMBERS

10,507
The number of individuals we served, up from 8,208 last year

167
The number of neighborhoods where children live who we served

93%
of our parents would recommend our services

59
The number of Greater Cincinnati schools where we are the lead mental health partner

76%
of youth in our behavioral health and education programs experienced a reduction in problems or an increase in functioning

95%
of our students are highly satisfied with the services they received

95%
of parents reported that our afterschool programs improved social skills

1 TO 22 YEARS AND OLDER
The range of ages that we served

The above data is for 2017-18
OUR MISSION
Creating lasting results that strengthen families and our community by guiding individuals — from infancy to independence — through comprehensive education, behavioral, and health services.

OUR VISION
We are the leader in offering hope, help, and healing through a continuum of health and education services and partnerships.

We’ve Broadened Our Focus So We Can Deepen Our Impact

The Children’s Home of Cincinnati began broadening its focus in 1864. Yes, that’s correct. Since we were founded, we’ve continually looked for ways to better serve vulnerable children. That has often meant expanding the types of services we provide. In this year’s annual report, we look at how — in recent years — we’ve continued to broaden our focus so we can have an even greater impact on families and the community. We’re now serving parents as well as their children, treating infant crime victims, teaching teens to live independently and much more.

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Therapists in our School-Based Day Treatment Program have been called the “Navy Seals” of mental health therapists. Find out why on page 10.
Our Programs Benefit Families Across Greater Cincinnati

Our services strengthen families and communities by helping more than 10,500 people each year. We provide comprehensive education, behavioral and physical health programs to children, young adults and their parents or other caregivers. In Greater Cincinnati, no other organization provides the same array of highly individualized services. Our programs are offered at our main campus on Madison Road and our building on Red Bank Expressway, both in the Cincinnati neighborhood of Madisonville, as well as in schools, health centers and families’ homes. Our private, nonprofit organization is no longer a home for children in the literal sense, but a home for a variety of services, including those listed on this page and more.

**EARLY CHILDHOOD/ SCHOOL-AGE SERVICES**
Preventive services focused on social and emotional development

**5-STAR PRESCHOOL**
Highest possible rating by the State of Ohio.

**EVERY CHILD SUCCEEDS**
Home visitation for at-risk parents and their children.

**AFTER-SCHOOL ENRICHMENT**
A school-based program for children ages 5-12.

**CAMP-I-CAN**
10-week summer day camp for children ages 5-12.

**SPARK**
Literacy program for children ages 3-6.

**EDUCATION**
Helping children and young adults overcome behavioral and learning challenges for a smooth transition to adulthood

**K-12 SCHOOL**
Therapeutic school for students with behavioral and learning challenges.

**AUTISM SERVICES**
An accredited alternative school for the middle and high school grades and beyond.

**READY SET WORK!**
Summer program to help students develop job-readiness skills.

**READY 2 WORK!**
Summer internship program for young adults.

**TRANSITION TO ADULTHOOD**
A school-year program for young adults with autism who have met their educational requirements and have deferred their diploma.

**BEHAVIORAL HEALTH TREATMENT**
Providing the mental health supports and tools individuals and families need to succeed

**SCHOOL-BASED COUNSELING**
Behavioral health treatment for children in grades K-12.

**DAY TREATMENT**
Integrated therapeutic and educational programs for children with severe emotional and behavioral difficulties.

**COUNSELING FOR CAREGIVERS**
For parents and other caregivers whose children are receiving our services.

**STAR PROGRAM**
Treatment for teens with both mental health and substance abuse challenges.

**MEDICAL MANAGEMENT SERVICES**
Psychiatric evaluation and treatment.

**OTHER SERVICES**

**LEVINE FAMILY HEALTH CENTER**
Cincinnati Health Department provides medical services on our Madison Road campus.

**NUTRITION SERVICES**
Promotes wellness with healthy meals and nutrition education.

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Staff member Derrick Adams leads Lower School students in touch football to nurture positive relationships.
Confronting Poverty: The Children’s Home Tries New Approach

Two-Generation Model Has Shown Promise

To confront the seemingly endless cycle of poverty, The Children’s Home has adopted a new approach. Whenever possible, we are providing services to entire families, rather than individuals.

This “two-generation approach” recognizes that addressing the problems of vulnerable parents and children at the same time can be more effective than addressing their problems separately.

“Isolating the treatment of children doesn’t work in dealing with poverty,” said Heather Childers Ellison, Chief Strategy Officer of The Children’s Home. “You have to get to the root of the issue.”

Two-generation approaches date to the 1960s. The pace of experimentation, however, has increased in recent years, prompted by investments from leading foundations. The consensus: Children cannot thrive in homes where their parents struggle to make ends meet, according to the Urban Institute, a nonprofit research organization.

If successful, the approach will minimize the chances that persistent family problems — such as domestic abuse, unemployment and poverty — will be passed from generation to generation.

In a two-generation approach, a case manager might work with a parent who can get good jobs but has trouble keeping them because of a child’s chronic behavioral issues at school. In that scenario, the case manager might focus most of her attention on addressing the child’s problems, so the parent can consistently show up at work.

Many two-generation models target education, financial supports, health and well-being and social capital, which includes peer support. These elements might be housed in one agency or two or more agencies working together.

The Children’s Home is a partner with the United Way of Greater Cincinnati and other human services organizations in studying family-centered practices, which supports our efforts to use two-generation approaches.

At The Children’s Home, two-generation approaches exist in a half-dozen of our programs, including:

Paige Bennett, Parent Engagement and Support Specialist for The Children’s Home, meets with Stephen Davenport and his 4-year-old grandson, Desean, who is in our preschool. Bennett’s newly created position focuses on the well-being of the entire family.
• Our Counseling for Caregivers program, which provides therapy for the parents of children who already receive our therapy services.

• Our Infant and Early Childhood Mental Health program, which offers psychotherapy to parents and children together to minimize mental health issues related to abuse, neglect or attachment issues.

• Our Every Child Succeeds program, which provides home visits to at-risk mothers, helping them to become self-sufficient and to create a nurturing environment for their children.

More recently, we’ve created the position of parent engagement and support specialist in our preschool. For years, we’ve asked parents of our preschoolers to be involved in their children’s education – to address the child’s needs. Now, we’re addressing the needs of the whole family. Examples:

• We discovered that a family had their three children, including a preschooler, sleeping in the same bed, so we obtained more beds for the family.

• We learned that a mother felt inadequate as a parent, so one of our preschool teachers has been giving her parenting support.

Traditionally, during the preschool intake interview, we’ve asked parents of preschoolers about their goals for their children. Now, we ask about the goals for entire families.

“That’s changed the dynamics of the whole relationship,” said Carolyn Brinkmann, Director of our Early Childhood and School-Age Services. “We’re letting families know that we’re here to serve both generations and the families are responding positively.”

“By creating partnerships across programs, policies, and systems now focused separately on children and parents, we can create an America in which a legacy of economic security and educational success passes from one generation to the next.”

- THE ASPEN INSTITUTE, NONPARTISAN EDUCATIONAL AND POLICY STUDIES ORGANIZATION

A Grandfather and his Grandsons Get the Support They Need

Stephen Davenport, who has custody of his four young grandsons, says he’d be lost without Paige Bennett, our new parent engagement and support specialist.

At age 49, it’s been a challenge for the Madisonville man to care for the boys, especially with their behavioral problems. Bennett and her colleagues have been amazing resources for him, providing support for the family’s needs.

“It’s more personal here,” he said about The Children’s Home. “I’m not just a number or a case. They really care.”

The boys were first introduced to The Children’s Home through our preschool. Then, our staff recognized that the boys could benefit from other services, including our counseling.

Bennett helped to connect the boys to those other services. Since then, she’s been in close contact with Davenport, providing frequent advice. “It’s very helpful to me to have a sounding board,” he said. “It’s been a long time since I’ve been a parent.”

The boys have progressed. For example, Desean, 4, is no longer as angry as he had been. And he can count to 100, quite a feat for a preschooler.

Bennett, meanwhile, feels good about the work she’s doing. “It’s been an absolute blessing. I feel like I’m making a difference here.”
Mental health crises don’t always happen during typical business hours. That’s why we’ve started an after-hours crisis line for more than 5,000 of our clients and patients.

Sometimes, people in crisis can’t wait for help.

In its first six months of operation, the 24-hour line had received about 80 calls. Some involved situations that probably didn’t need our urgent intervention, including a child who didn’t want to go to school. But others could have resulted in tragedy if our behavioral health professionals hadn’t intervened. Examples:

- A boy had posted on social media that he wanted to kill himself. A friend who saw the posting contacted police. Then, the police contacted the boy’s mother who called our line. After assessing the situation, our on-call therapist recommended the boy be taken to Cincinnati Children’s Hospital. He was evaluated there and sent home with a safety plan.
- A girl contacted our line because she too was thinking about suicide. The girl and on-call therapist talked about her strengths and interests and that a lack of family involvement was a trigger for her that evening. They agreed on a safety plan that included her speaking with her father. Therapists checked on her in the ensuing hours to confirm that she was feeling better.

As the rate of child suicides continued to surge locally and nationally, The Children’s Home started the line for its behavioral health and medical management departments. Additionally, the need for the line became evident as psychiatric assessments in the Children’s Hospital emergency department experienced a huge increase.

“As health care providers, we have a responsibility to be available to our clients and patients at all hours when crises arise,” said Debbie Gingrich, our Director of Community Health. “We take that responsibility very seriously, and we’re glad our clients and patients have reached out to us in their time of need.”
We’ve Strengthened Our Transition Programming

The Children’s Home is Doing More to Prepare Students for Independence

Financial planner Adam Braunscheidel offers tips about job interviewing to Josh, a 10th grader in our Upper School. Sitting across from Braunscheidel in our gym, Josh immediately understands.

“It never hurts to be overdressed,” Braunscheidel tells Josh. “But it can hurt to be underdressed.”

“Especially if it’s a professional job, such as a lawyer,” Josh replies. “You’d want to wear a suit and a tie.”

The exchange occurred at our first Budget Bootcamp, an event designed to help students learn to make realistic decisions — including about their money — and to understand more about what it’s like to live on their own.

“Teaching life skills is one of the most important things we can do,” said Elizabeth Wietmarschen, Transition Coordinator at The Children’s Home. “I don’t know anyone who wants to be dependent on someone else for their whole life.”

Our transition programming serves more than 200 students in our Upper and Lower Schools as well as our Day Treatment and Autism Services. Starting at age 14, each of our students have a transition plan, which is part of their legally required Individual Education Plan. Our transition planning focuses on independent living, employment and potential post-secondary education.

For years, we’ve been using the Practical Assessment Exploration System, better known as PAES, a curriculum that converts a classroom into a simulated work site that helps students explore potential careers and learn job skills.

Our students also learn typical life skills, such as how to open a bank account, how to do laundry and cook, how to buy a car and more.

And in our autism services program, our clients often head to businesses and nonprofits to gain real work experience.

“Our students are learning by doing,” Wietmarschen said, “and along the way, they’re gaining self-confidence too.”

Kate Roth, left, an Educational Assistant for The Children’s Home, works with Devin at Greenacres in Indian Hill as part of our Autism Services transition programming. Greenacres provides hands-on learning opportunities for children.
Intensive Mental Health Program Makes Schools Safer

School Resource Officer Calls Our Therapists the “Navy Seals” of Mental Health Professionals

Cleves Police Sgt. David Bingle remembers when a burly Taylor Middle School student had such wild outbursts that he terrified other students.

But since The Children’s Home began providing intensive group therapy at Taylor, the boy has made significant progress in controlling his temper. He’s now able to function in class with minimal intervention by staff.

Bingle, the School Resource Officer for the Three Rivers Local School District, views the boy’s progress with awe. In fact, Bingle calls our specialists the “Navy Seals” of mental health therapists. Just like the Navy’s special operations teams, Bingle considers our therapists to be elite as well.

“The Children’s Home has always gone above the call of duty in helping us here at Taylor,” Bingle said.

A year ago, The Children’s Home launched the service — called the School-Based Day Treatment program — at Three Rivers and two Cincinnati Public School locations, serving a combined 49 students. Due to the program’s success, we’ve expanded it in the 2018-19 school year to three more schools — in the Milford and CPS districts.

The students who participate in the program have had such severe behavioral problems that they cannot remain in a regular classroom. Instead, in groups of about 10 students, they spend multiple hours a day, five days a week, in group counseling, learning how to manage their behavior and express their feelings while earning academic credits.

The main goals of the program: To prevent classroom disruptions and enable students to return to their regular classrooms.

Until we introduced the program, school districts had two ways to use our behavioral health services: Offer students the counseling services of one of our therapists at their school, typically once a week for an hour, or send students full-time to our Madisonville campus, usually for months if not longer. The School-Based Day Treatment program is an intermediate step between those two options.

Megan Rivet, Three Rivers’ Director of Student Services, likes the School-Based Day Treatment program because it allows students to stay in their home...
district, making it easier for them to be moved in and out of the program to maximize regular academic instruction. Plus, the program allows Three Rivers and The Children’s Home to create teams of educational and psychological experts who work together to help individual students. The program also eliminates a long daily ride for students – from western Hamilton County to Cincinnati.

At Taylor, Sgt. Bingle is on the front lines when it comes to identifying students who need intervention. He considers himself fortunate to have therapists from The Children’s Home on site, so he can refer students for help.

By having our therapists available, the schools are safer, minimizing students’ behavior problems, he said. “The Children’s Home has really been able to turn these students’ lives around.”

WE SERVE SCHOOLS ACROSS THE REGION

The Children’s Home is the largest provider of school-based mental health services in Southwest Ohio. We are the lead mental health agency in 59 schools. Our School-Based Mental Health program is the largest program of The Children’s Home and is continuing to grow. In the last decade, we have more than doubled the number of students we serve to about 3,000 annually.
Danielle Brown, left, an early childhood therapist with The Children’s Home, works with Evelyn, 3, and her mother, Eva. Brown is teaching Evelyn to express her independence in an appropriate way, and she’s making progress. “She’s a little more tolerant and patient in being told what to do than she had been before therapy started,” Brown said.
Program Treats Young Abuse Victims

Grant Helps Us Provide Special Expertise

Three-year-old Evelyn spends lots of time playing, joking and laughing with Danielle Brown, a therapist with The Children’s Home. Despite the sometimes light-hearted nature of their relationship, there is a serious reason why they get together.

Evelyn is a suspected victim of abuse.

The Children’s Home runs the only program in Greater Cincinnati that provides psychotherapy in their homes to young children, including infants and toddlers, as well as to their parents or other caregivers.

This population has largely been ignored by other organizations due to a lack of professionals who are trained to provide the specialized treatment. Research shows that, without this treatment, children are more likely to experience developmental delays, academic challenges, and increased health problems. They are also more likely to pass onto their children a dysfunctional mindset about relationships that could transform them from victims to perpetrators.

In our 2017-18 fiscal year – the second year of the program – the Infant and Early Childhood Mental Health Program served 20 children and adults. We expect the program to continue to grow in its third year.

Even before we launched the program, our therapists tried to work closely with parents to help children who are in counseling. “But this program has taken us to a new level,” said Courtney Bokelman, our Manager of Infant and Early Childhood Mental Health. “We’re engaging parents even more in their children’s mental health care.”

A special feature of the program is the use of parent peer support partners, who provide support for the victims’ parents. The parents have had personal exposure to abuse, either as victims or as part of a family where abuse has occurred.

It’s possible they understand what it’s like to be a victim better than professional therapists. “They’re helping parents understand what to expect as the treatment progresses and, perhaps, as the case works its way through the court and foster care systems,” said Debbie Gingrich, our Director of Community Health.

Intense training in child-parent psychotherapy is being provided to our team of 31 professionals, which includes 14 therapists.

To help fund the program, The Children’s Home received a $188,000 federal grant that’s distributed through the Ohio Attorney General’s Office. Congress authorized the grants when it passed the Victims of Crime Act in 1984.

“Our staff is excited about this program and embracing it,” Bokelman said.
“We are miles ahead of where we were seven years ago in expanding access to services.”

— DR. PHIL LICHTENSTEIN, MEDICAL DIRECTOR, THE CHILDREN’S HOME

Tyrone, right, a patient, has a great relationship with Dr. Phil Lichtenstein, medical director for The Children’s Home. Tyrone sometimes refers to Dr. Lichtenstein as his “grandpa.”
Due to a widespread shortage of psychiatric providers, it can take months for a child with mental health problems to be examined. But not at The Children’s Home.

Most of our patients can be seen within 14 days for psychiatric evaluation and treatment. And some, can be seen immediately.

That makes Gwyn Montgomery one of our big admirers. Her teen-age son, Tyrone, is our patient. “Tyrone could not have a better team,” she said. “I can’t sing enough of their praises.”

Since becoming our first medical director in 2011, Dr. Phillip Lichtenstein has expanded our Medical Management Services staff by using a mix of pediatricians, nurse practitioners and part-time psychiatrists. Before Dr. Lichtenstein started, the staff provided services 24 hours a week. Now, the staff is available 124 hours each week, allowing us to serve 1,358 clients in the 2017-18 fiscal year.

Because we have more staff available, we now provide medication management in the Loveland and Northwest school districts. We treat adult patients as well — primarily the parents of our patients — so the entire family can be healthy. And we welcome walk-in visits at our Madisonville campus.

Our results have improved too. Our patients have made fewer visits to emergency departments and have spent less time in hospitals and juvenile detention centers.

Meanwhile, Tyrone, a straight-A student at Shroder High School in Madisonville, is thriving, thanks to The Children’s Home. His mother said the staff feels like part of their family. She can contact the staff at any time and get a prompt response.

“They really listen,” she said, “and they are duly concerned.”

“Imagine waiting for weeks when your child is in a crisis. Now, they can often walk in and be seen immediately for their first appointment.”

— JOHN BANCHY, PRESIDENT AND CEO OF THE CHILDREN’S HOME
Together, We’re Better

The Children’s Home Values Partnerships

As we’ve broadened our focus, we’ve increased the number of organizations with whom we work as partners.

“We’re experts at meeting the needs of vulnerable children. But as we strive to provide additional services to children as well as adults, we need partners to fill the gap,” said Heather Childers Ellison, Chief Strategy Officer of The Children’s Home. “We’re most effective when we work collectively with other organizations.”

Some might view our partners — and potential partners — as competitors. We view them as a way to help us put the needs of families first by drawing on their strengths to supplement our expertise. Likewise, our partners rely on our well-known expertise and experience with children.

Examples:

- The Cincinnati Health Department provides medical services at our Levine Family Health Center on our Madisonville campus.
- Cincinnati Children's Hospital Medical Center often contacts our 24-hour crisis line to consult our therapists when one of our clients makes a visit to the hospital's Emergency Department.
- We’ve been providing behavioral health services to children at Bethany House, which serves homeless families.
- And our medical staff began providing services to clients of Camelot Community Care, a mental health and child welfare agency, after Camelot lost its primary psychiatrist to retirement.

The more than 20 programs operated by The Children’s Home have been collaborating internally more and more as well.

For example, we’ve combined services to form our Nutrition and Culinary Program. When fully developed, it will provide healthy meals to our students while teaching them about good nutrition and health, knowledge they can use as independent adults. The same program will offer job training in the food services industry.

Our oldest students, those in Autism Services, have been working with our youngest students, those in our preschool. Both programs are in our Red Bank Expressway building. The older students read to the younger ones and help them with activities, such as making pancakes.

“By partnering,” Ellison said, “our impact has become even greater, helping children and their families achieve their goals and dreams.”

“We believe we can produce better results collectively – by working as a team and by joining with others in the community who can support and advance our work.”

STATEMENT OF THE CHILDREN’S HOME ABOUT COLLABORATION, WHICH IS ONE OF OUR FIVE VALUES.
A Groovy Scene at Prom

Students from our Autism School celebrated the end of the school year with music, dancing, food, movies and friendship at our prom, held for the second year. This year, we held it at our new building on Red Bank Expressway in Madisonville. The space was decorated to represent a 1960s theme. Nearly 100 students, their dates and staff attended, including students from Mt. Notre Dame High School and St. Ursula Academy.

Above, chaperone Marie Stotler pins a boutonniere on her son, Ryan, a student. Bottom left, another student, Antonio, and his girlfriend enjoy a quiet moment. Bottom right, Tristan, also a student, dances to some far-out tunes.
Jasmine Williams is a familiar face around The Children's Home.

The Madisonville resident, now 25, attended our preschool as a child, then Camp-I-Can until she was in fifth grade. “It was kind of like a second home for me.”

She remembers a caring and compassionate staff, including then-preschool director Jill Smith, who helped to create the preschool. At the summer camp, she recalls swimming, spending lots of time outside and taking day trips.

Her memories are so positive that she enrolled her three-year-old twins, Skye and Summer, in our preschool. A key factor in her decision: Smith continues to work at The Children’s Home. “I knew my girls would be well-taken care of under her supervision.”

The girls verbal and social skills are growing. They’re more attentive as well. And at home, they talk a lot about their teachers.

“They love their teachers.”
Our Executive Team leads an organization with 355 employees that continues to grow. From left are Melanie Burden, Vice President for Human Resources; Steve Wagner, Chief Financial Officer; Pamela McKie, Chief Operating Officer; Roderick Hinton, Vice President of Advancement and Community Engagement; Heather Ellison, Chief Strategy Officer; and John Banchy, President and CEO.
### Fiscal Year 2018 Consolidated

#### STATEMENT OF ACTIVITIES

**OPERATING REVENUE**

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<tr>
<th>Revenue Source</th>
<th>Amount</th>
<th>Percentage</th>
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<tr>
<td>Program Service Fees</td>
<td>$19,510,174</td>
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<td>Endowment Support</td>
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<tr>
<td>Contributions, Grants, Other</td>
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<tr>
<td>United Way</td>
<td>$1,133,507</td>
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<td><strong>Total Operating Revenue</strong></td>
<td><strong>$29,014,593</strong></td>
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**OPERATING EXPENSES**

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<td>Program Services</td>
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<td>Treatment</td>
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<td>Education</td>
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<td><strong>Total Operating Expenses</strong></td>
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**CHANGE IN NET ASSETS**

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<td>Operating Change in Net Assets</td>
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<td>Non-Operating Revenues and Expenses</td>
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<td><strong>Change in Net Assets</strong></td>
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#### STATEMENT OF FINANCIAL POSITION

**ASSETS**

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<td>Cash and Cash Equivalents</td>
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<td>Accounts Receivable, Prepaid Expenses &amp; Other</td>
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<td>Investments and Beneficial Interest in Trusts</td>
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<td>Property and Equipment</td>
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<td><strong>Total Assets</strong></td>
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**LIABILITIES**

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<td>Bonds/Note Payable</td>
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<td>Pension Liability</td>
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<td><strong>Total Liabilities</strong></td>
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**NET ASSETS**

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<td>Temporarily Restricted</td>
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<td>Permanently Restricted</td>
<td>$5,877,123</td>
<td>5.7%</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$81,745,896</strong></td>
<td><strong>77.5%</strong></td>
</tr>
</tbody>
</table>

**Total Liabilities and Net Assets**

<table>
<thead>
<tr>
<th>Total</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$105,863,531</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
Our Employees Are Staying Longer

Our employees are increasingly showing that they like working at The Children’s Home. How do we know? Our employee turnover rate dropped to 15 percent in the latest fiscal year, a 49 percent decrease from three years ago.

Our largest growth came in the mental health services we provide in the community, including to students in about 170 schools. Other high-growth areas include our preschool and autism services.

“We know the need for our services is widespread, so we’re grateful we’ve been able to reach more people with our specialized expertise,” said John Banchy, our CEO and President.

To accommodate the growth, we’ve added 78 employees in the last two years. We now have 355 full-time employees.

Meanwhile, in the last three years, our revenue has grown from $18.6 million to $29 million. The increase in our revenue has substantially outpaced the increase in our expenses.

“Our financial strength helps to ensure the long-term sustainability of The Children’s Home. That means we’ll be around for many years to serve vulnerable children, families and communities,” Banchy said.

Our Employees Are Staying Longer

The growth of The Children’s Home has been astounding. In the last three years, we’ve increased the number of people we serve to 10,507 clients, students and patients, a 58 percent increase.

Our largest growth came in the mental health services we provide in the community, including to students in about 170 schools. Other high-growth areas include our preschool and autism services.

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“Our financial strength helps to ensure the long-term sustainability of The Children’s Home. That means we’ll be around for many years to serve vulnerable children, families and communities,” Banchy said.
John Banchy, President and CEO of The Children’s Home, addressed our 154th annual meeting, noting that two publications had again recognized The Children’s Home as a great place to work. “Each and every person in this room is critical to the success of The Children’s Home of Cincinnati.”
Stellar Employees

The Children’s Home presented its annual Presidential Awards to employees who provided exceptional service. Here are excerpts from the nominations, written by fellow employees:

**Megan Eggleton**

Megan Eggleton, Lower School associate principal, has been instrumental in positively changing the school’s culture. She is the leader that everyone goes to. She is trusted to make decisions that are effective and fair. She shows great compassion and has a true understanding of what it’s like to be in the program with all the ‘grit and glory’ that comes with it. Whenever she is left with a decision to make, her top priority is the effect it will have on students. When staff may have had an exceptionally rough day with a student, Megan will support staff by listening and helping them with problem solving. She has an effective way of helping staff understand more clearly the trauma that our children experience and how that plays out in their school environment. She is skilled at helping staff explore plans, consequences, and interventions that better support our kids.

**Linley Vermillion**

Linley Vermillion, a behavioral health counseling therapist, is an absolute Amazonian warrior who takes on every responsibility, task and element of the job with strength and positivity. Even when times get rough and tough, she takes it with a smile. Linley will go to whatever length is needed to get our families the support they need. I’ve just never come across a provider who is more eager to help and understands the nuances of every client and takes everything in grace. She inspires me to be a better therapist…She builds relationships with parents, which allows her to provide constructive feedback and support to them. Her parent engagement has a huge impact on clients’ successful outcomes.

**Ernest West**

There is no doubt that students love Ernest West, an autism educational aide. He cares about every student who walks through our doors. He doesn’t give up on students and makes them laugh when they are upset. If students are struggling, he finds a way to help them get past their roadblocks. His warm smile and strong confidence provide parents with the feeling that their kids will be safe and loved when they drop off their children in the morning. He demonstrates strong team spirit by rooting on his fellow staff members, boosting morale after long days and encouraging staff to do their best. My life as a Children’s Home employee has changed, thanks to him. He has helped me through the best and the worst days in the classroom. He has encouraged me to try new things and to never give up. He always greets me with a smile and makes me excited to come into work the next day.
Our Volunteers Make a Difference for Children

Scott McLachlan knows the importance of mentoring children. So when the opportunity arose to work with children at The Children’s Home, the Anderson Township resident gladly volunteered.

McLachlan, a vice president at Fifth Third Bank, conducted mock job interviews with our students. He listened, offered feedback and encouraged them. “I tried to help them recognize they are valuable and important people in society.”

He’s part of our renewed effort to make the volunteer experience at The Children’s Home a meaningful one. The Children’s Home is improving the way we match our needs with the interests and skills of our volunteers.

“We're not only trying to make it bigger. We’re also trying to make it better,” said Tina Heintzman, our volunteer coordinator. “We want volunteers to walk away feeling it was a rewarding experience.”

Some offer their time and talent as individuals. Others volunteer as parts of groups, such as companies, colleges and congregations.

Some of our volunteers interact with children. Some work behind the scenes. Others volunteer as part of our holiday drive to collect and distribute hats, underwear, gloves, socks, gift cards and toys. Some businesses donate their facilities and resources to give students hands-on experiences.

During the mock interviews, McLachlan came to understand more about the children. Some don’t have parents at home offering guidance or interacting with them. “A lot of these kids just want somebody to talk to and listen to them.”

EXAMPLES OF VOLUNTEER OPPORTUNITIES

• Help preschool students with crafts and other activities
• Work with students on science projects
• Judge our science fair
• Provide field trip opportunities for our autism school students
• Supervise our lunchroom
• Assemble breakfast bags for students
• Organize our Resource Center, which serves children and families
• Volunteer in our art room
• Entertain siblings of clients in our waiting room

HOW TO VOLUNTEER

Visit thechildrenshomecinti.org/volunteer, or contact volunteer@thechildrenshomecinti.org
Fireworks, Food and Fund-Raising for Vulnerable Children

Rockin’ at Riverfest, our largest annual fund-raising event, was again a booming success. With a record-breaking crowd of 536 guests, our 2018 celebration raised nearly $450,000. Guests enjoyed a fun evening at the Anderson Pavilion in Smale Riverfront Park with a cocktail reception, dinner and party as well as an opportunity to learn how The Children’s Home transforms the lives of vulnerable children. The evening ended with a close-up view of Cincinnati’s spectacular riverfront fireworks. Most of the funds were generated with 32 table sponsorships, which sold out. New this year: A raffle giving guests a chance to spend time with a high-profile business or nonprofit leader. Rockin’ at Riverfest is part of Riverfest, the city’s traditional end-of-summer festival.
Your Friendship Brings Life to Our Mission

Our success and ability to grow in the Cincinnati community is attributed in large part to the friendship and support of thousands across the country who have contributed to our mission. This report lists all donors who gave $200 or more in the 2018 fiscal year (July 1, 2017-June 30, 2018).

1864 SOCIETY
Friends who have contributed more than $1 million
- Friend of The Children’s Home
- Heidt Family Foundation
- United Way of Greater Cincinnati
- Western and Southern Financial Fund

THE SHIPLEY SOCIETY: PRESIDENT’S CIRCLE
Friends who have contributed $250,000-$999,999
- Farmer Family Foundation
- Sharon Williams Frisbie
- Robert and Linda Kohlhepp Family Fund

THE SHIPLEY SOCIETY: FOUNDER
Friends who have contributed $100,000-$249,999
- Joseph J. Dominiak and Sandy Kingsley
- Terence and Christy Horan
- Louise H. and David S. Ingalls Foundation
- John ‘Tad’ Lawrence, Ill

THE SHIPLEY SOCIETY: LEGACY
Friends who have contributed $25,000-$99,999
- Estate of Matthew Allen
- B and J Development L.P.
- John and Suz Banchy
- Victim of Crime Act, State of Ohio
- Lawrence and Joy Glassmann
- Heimann Family Foundation
- Anthony W. Hobson
- Estate of Stanley and Agnes McKie
- Mercer Reynolds
- Marge and Charles J. Schott Foundation

CENTURY SOCIETY: LEADER
Friends who have contributed $5,000-$24,999
- 1919 Investment Counsel, LLC
- William P. Anderson Foundation

CENTURY SOCIETY: ADVOCATE
Friends who have contributed $1,000-$4,999
- Action for Healthy Kids

THE CHILDREN’S HOME OF CINCINNATI
Diane Ellis
Mark Ellis
James E. Evans
Fairfax Presbyterian Church
Steven D. Ferguson
Fleischmann Foundation
Frost Brown Todd, LLC
Gene and Liz Fugate
Greater Cincinnati Foundation
Jack and Kathy Greiner
Emily Harris
Albert Heekin
Robert and Olga Heidt
Donald S. Heithaus
Michael and Ann Hernick Fund
William Hilbert
Kathryn A. Hollister
Amy Holter
Horter Investment Agency
J and M Marketing
Adrienne and Larry James
Michael and Mary Jensen
Deb Kaylor
Robert A. and Marion K. Kennedy Charitable Trust
Karen, Bill, Lauren and Ian Kent
Kimberly-Clark
Kleingers and Associates
John Lame
John Langenderfer
Melissa and Nick Lutz
Magnified Giving
John Manos
Michael S. McGraw
Pamela McKie
Kay Meek
Mark and Sara Mercurio
W. Timothy T. Miller
Steve Mullinger
Bruce Murphy
Neediest Kids of All
Patrick and Lisa Nelson
Ohio Valley Electrical Services
OMJ Group
Oliver Family Foundation
Tory and John Parlin
Danny Parsley
Steven Perlman
Jim Petricone
Mr. and Mrs. Jeff and Julie Pugh
Eric Ragland
Martin and Maribeth Rahe
RCAF Group
Edward Rosenthal
Mary Beth Salyers
Robert Sathe
Estate of Charles E. Schell
Ralph J. Scherer
Sarah Ball Slack
Shawn Scott
John Shepherd
Mr. Richard D. Siegel
Skanska USA
Mark Snyder
Southwestern Ohio Kiwanis Mental Health Association, Inc.
Springdale-Mason Pediatric Associates
St. Simon The Apostle Parish Vacation Bible School
Standex Electronics
Mike Stonecipher
R. H. Sutphin Family Foundation
Taft, Stetinius and Hollister
The City Club of Cincinnati Foundation
The TJX Foundation
Trinity Evangelical Lutheran Church
U.S. Bank Foundation Matching Gift Program
Mr. Gregory Wallace
Ginger Warner
Keith L. Wells
John Westheimer
Anthony and Sally Woodward
Steve and Susan Black
Adam Braunscheidt
Mr. Thomas E. Brinkman, Sr.
Randy N. Brooks
The Otto M. Budig Family Foundation
Melanie Burden
William and Sharon Burke
Scott Cardone
Indian Hill School Retirees
Joseph Carolin and Amy Heisel
Kevin Carter
Lynne D. Cerrone
Norma Clark
Ralph and Mary Corley
Nikki Coyne
John and Dena Cranley
Laura Curry
Thomas Daugherty
Nabih David
Lucy Davis
Gloria Dean
David Downs
Thomas A. Ducro
Kevin Dunigan
Diane Egbars
Fred Erny
Jonathan and Sarah Evans
Sally Evans
Elizabeth Ewers
Kimberlee Fantaci
Lisa Fasig
Jennifer and Ray Faulkner
Ted Fitz
Augustus Flottman
Steven Francis
Frederick J. Diamond Fund
Jay and Katharine Freeman
Carol Friem
Jim and Leisa
Gap Foundation Money for Time Program
Mary Ann Gardner
Morris W. Gates Memorial Fund
GE Foundation Matching Gifts Program
Louis George
David M. Giles
Jim and Sarah Goldman
Jennifer and Jensen Groff
Robert and Anne Grossheim
Jill and Jim Haney
Angela Haskins-Carr
Joe and Louise Head
Amy L. Heisel
Sylvia and Bob Hendon
India Hicks
Amber Hildebrandt
Roderick D. Hinton
Jim Hobson
Alan Hoeweler
Brent Hollandsworth
Jo Hollandsworth
Jacqueline M. Holloway
Laurie M. Holubeck
Neil Hoeper
David and Deborah Horn
Beth Hudopoli
Dave Isaac
Isqft, Inc.
Paul Jahn
Jedson Engineering
Elsa M. Jensen
James and Joyce Jerow
Gerald Johnson
Friend of The Children’s Home
Marilyn D. Johnston
Courteney Ramsey, a lead-mentor intervention specialist, works with a second-grader in our Lower School.

Though we make our best effort to ensure all names listed above are correct, mistakes are possible. If you notice any discrepancies, please contact the Advancement Office at 513-527-7213.
After Rigorous Review, The Children’s Home Earns Additional Accreditation

The Children’s Home is always striving to get better – to provide the best possible services to our clients. With that in mind, we asked the Commission on the Accreditation of Rehabilitation Facilities (CARF) to review our work. And we’re proud to report that, in spring 2018, CARF accredited The Children’s Home in nine categories. CARF put The Children’s Home through a rigorous peer review process, demonstrating to a team of on-site surveyors that our programs are of the highest quality, measurable, and accountable. “This achievement is an indication of the organization’s dedication and commitment to improving the quality of the lives of the persons served. Services, personnel, and documentation clearly indicate an established pattern of conformance to standards,” said Brian J. Boon, Ph.D, CARF’s President and CEO.

Children in Camp-I-Can, at right, acknowledge the applause during the camp’s annual Talent Show. On the back cover, seven-year-old Gabby performs in the show with fellow campers. Camp-I-Can is a 10-week summer day camp for children ages 5-12.

ACCREDITATIONS, AFFILIATIONS & AWARDS

• 5-Star Rating / Ohio’s Step Up to Quality
• Accredited / Commission on the Accreditation of Rehabilitation Facilities
• Accredited / Council on Accreditation for Children and Family Services
• Accredited / Healthy Families of America
• Accredited Charity / Better Business Bureau
• Certified / Ohio Department of Education
• Certified / Ohio Department of Mental Health and Addiction Services
• Certified / Teaching-Family Association
• Licensed / Ohio Department of Job and Family Services
• Member / Alliance for Children and Families
• Member / Ohio Children’s Alliance
• Partner / United Way of Greater Cincinnati
• Award / National Alliance on Mental Illness

Annual Report created by Ashire Communications | ashire.net
Elliot Grossman, Editorial Director and Writer
Ryan Ostrander, Designer
Leigh Taylor and Tom Uhlman, Photographers
Invest in Vulnerable Families and Communities

Your generous support will help transform the lives of more than 10,500 individuals in Greater Cincinnati. Donate your time or treasure or schedule a tour.
Go to thechildrenshomecinti.org or call 513-272-2800.