

2013-2014 ANNUAL REPORT

To Encourage | To Inspire | To Empower



BOARD OF DIRECTORS

IMPOWER is guided by strong leadership and a commitment to improving the lives we serve.

Message from the CEO/Board Chair

The year 2014 marked 20 years of service in the Central Florida Community for IMPOWER. We have seen tremendous change and growth over the past two decades. Twenty years ago, we began as Intervention Services, Inc., a behavioral health organization serving just one county and a few hundred people a year. Today, we offer a continuum of mental and behavioral health services as well as child well-being programs to thousands of children, adults and family members across six Central Florida counties. Much has changed over the years, but our commitment to our mission remains constant.

During FY2013-2014, we launched two new programs - Telehealth and Targeted Case Management - both aimed at providing quality, accessible care for those suffering from mental health disorders. We held our inaugural Wine & Wit event, established the New Beginnings Donor Society, and welcomed more than 180 new volunteers.

Throughout this annual report you will find highlights of the impact of our work this past year and results you have made possible through your financial support and volunteerism. As you read through this report, we hope you recognize the great impact your support, partnership, contribution and/or time have had in helping us aid people to not only improve but truly change their lives.

Thank you for another year of helping us to build healthier and more hopeful futures for children, individuals and families. We couldn't do what we do without you.



Barry Gainer **Board Chair, FY13-14**



Anna Baznik **President/CEO**



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OUR MISSION

Changing lives by protecting, counseling, teaching and inspiring individuals and families to reach their full potential.



IMPOWER is focused on ensuring the socio-wellbeing and stability of children, youth and their families and the importance of providing services in community settings that will aid children and/or families to attain the skills and tools needed to lead safe, healthy, meaningful and productive lives.

Our Vision

IMPOWER is a community partner, leader and expert that responds to local needs. We protect and guide individuals and families to recognize their personal potential, gain independence and achieve self-reliance.

Our Values

- The intrinsic worth and potential of all individuals
- The right of self-determination of all individuals in the pursuit of their goals
- The interdependence of all aspects of an individual's life; emotional, physical, social, spiritual, cultural, and intellectual
- The obligation to provide effective services, of the highest quality to individuals in need
- The importance of working effectively with community partners to achieve individual and community goals
- The responsibility to continually meet individual and community needs
- The importance of relationships in shaping behavior and character



Total Unduplicated Clients Served

Outpatient Programs

5,139

Child Well-Being Programs

1,752

In Fiscal Year 2013-14 IMPOWER

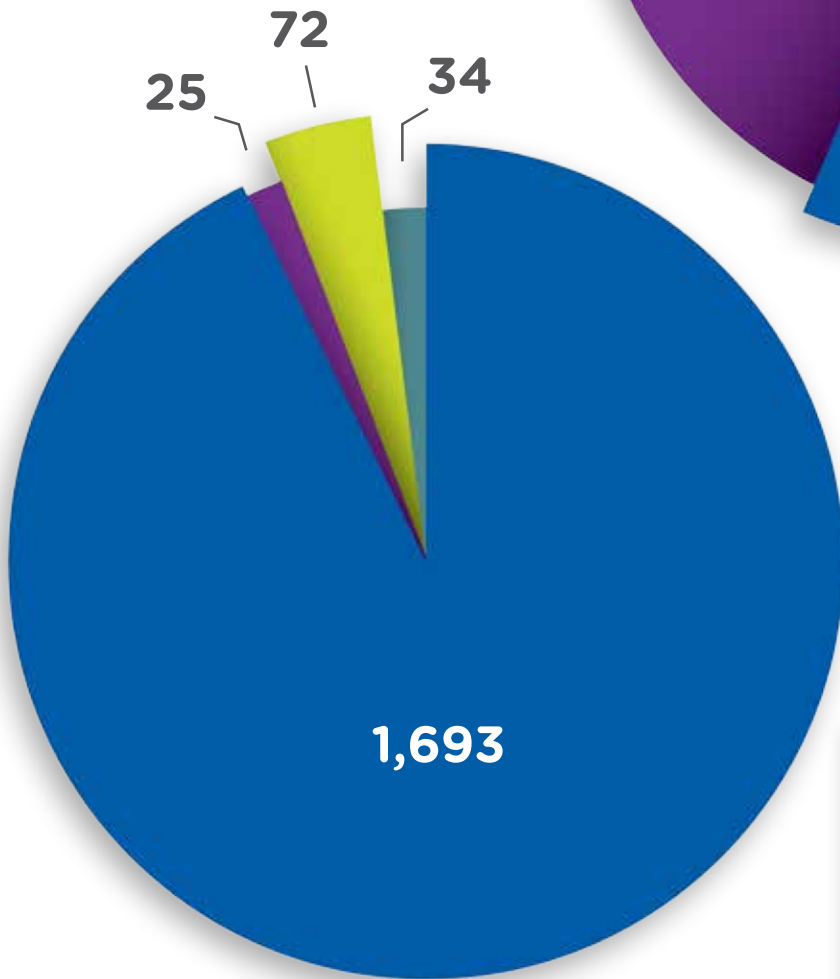
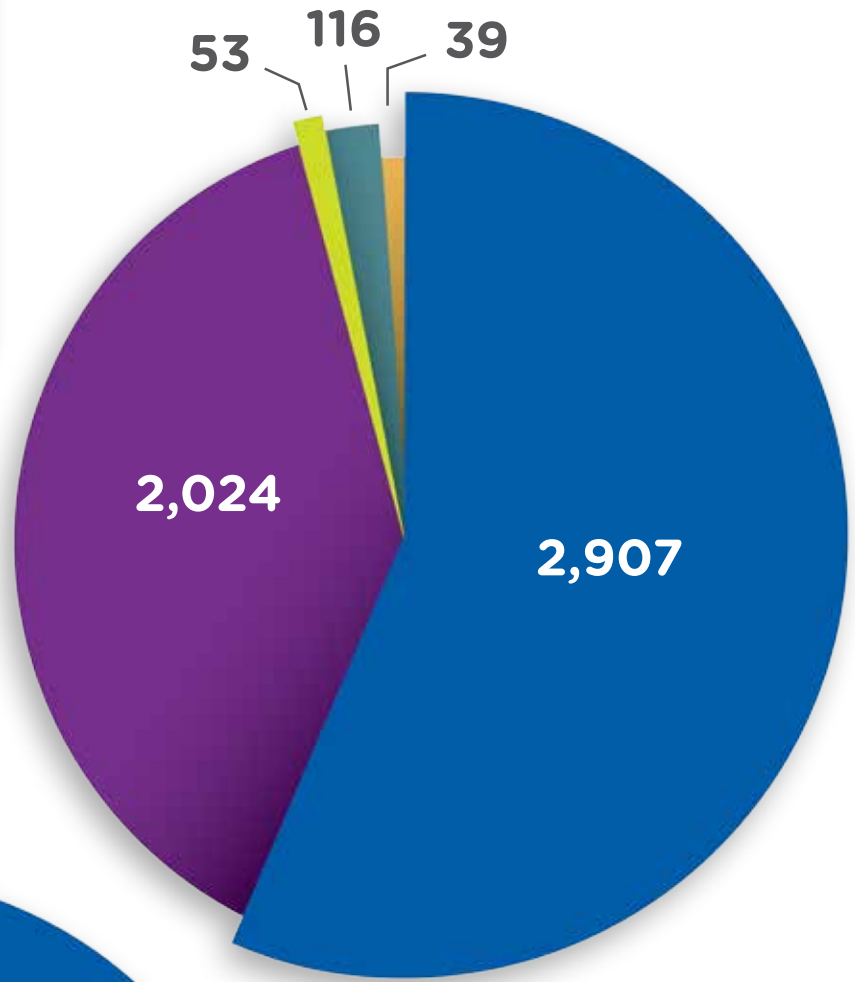
- Provided compassionate, quality, specialized outpatient therapy services to more than 5,000 children, adolescents, adults and families.
- Provided psychiatric evaluations and medicine management services to over 2,200 individuals including 1,980 children under the age of 18.
- Created forever families and finalized adoptions for 72 children and families.
- The Village, our transitional housing program offered safe, affordable housing, life skills curriculum, and education support and transportation assistance to 25 young men and women who aged out of foster care.
- Identified and safely placed nearly 644 children in loving foster homes across Central Florida.
- Licensed 8 new foster homes and provided supports and training for 34 foster families who helped to ensure the safety of more than 130 children.
- Piloted Telehealth services offering virtual psychiatric and counseling services which eliminate barriers to care and further testified by request in front of the Florida Legislature about the benefits of its use.

OUR IMPACT

IMPOWER's
fundamental principle
is to better the lives of
those we serve.

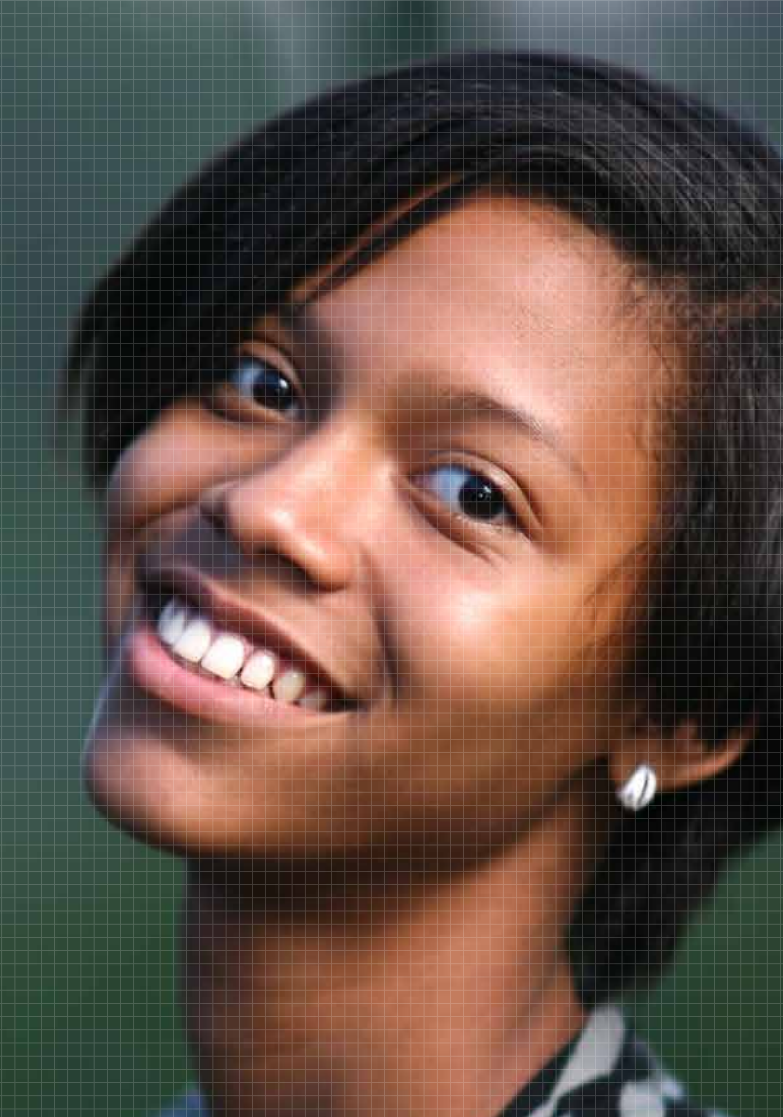
Outpatient Programs

- Counseling
- Clinic
- Telehealth
- TCM
- FACT/WRAP



Child Well-Being Programs

- Adoptions
- Foster Care
- Intake & Placement
- The Village



SUCCESS STORIES

Together we are changing lives and inspiring life's potential.



Daniel

Daniel was 3 days old when he entered the foster care system. He spent the first few weeks of his life detoxing from methamphetamines and fighting to survive. At age 9, he was adopted and excited to be part of a family but a few short years later his adoptive mother became ill and passed away. He went back into foster care at age 13. He felt alone, but didn't want to use his situation as an excuse for not making it. At 18, he "aged out" and moved into The Village, IMPOWER's transitional housing program. There he found stable, supportive housing and assistance and was surrounded by people who cared and encouraged him to succeed. With the help of staff and volunteers, he finished high school and got his first job. Today, he is searching for his first apartment and making plans for his future - knowing that he can achieve his dreams.



Miguel

Miguel, age 8, was born with a rare condition called Legg-Calve Perthes Syndrome which limits his ability and mobility. He has endured many surgeries and must wear a lift in his shoes to balance the difference in the length of his legs. As a result, he had a hard time making friends. He became anxious, angry and withdrawn. His parents didn't know how to deal with him or his situation so they began to fight a lot. They began attending counseling sessions at IMPOWER which helped his parents learn how to communicate with and support Miguel; and helped Miguel learn how to manage his anger. Now, they once again smile and laugh as a family.



Kayshala

By the time Kayshala was 16, she had spent 3 years engaging in high-risk behaviors like running away, skipping school and using illegal drugs. She had been removed from her family and placed in foster care because her mom and dad abused drugs too, and sometimes they even did them with her. With the help of IMPOWER and her foster family though, she had the

courage to face the reality of going back to school and getting sober. “They stuck by me and believed in me when no one else would,” says Kayshala. One year later, she has completed her GED and remains very proud of her continued sobriety. She states, “I know I have a lot to be thankful for and am looking forward to the life I have before me.”

“It isn’t where you came from; it’s where you are going that counts.”

– Ella Fitzgerald



Alexis

When Alexis was in 5th grade, her dad was diagnosed with a terminal illness which limited his ability to work. Her mom had Bipolar Disorder but tried to do her best to support and care for her. When her dad died, her mom’s illness grew worse and her mom lost her job. They found themselves homeless – sleeping in shelters, on friends’ couches, in the woods, anywhere they could. Alexis remembers everything about that time, but mostly being so hungry her stomach hurt. Then one day, her mom started seeing a Psychiatrist at IMPOWER and things started to change. She was prescribed medication to help with her illness and

referred for therapy to work through her grief. After a few weeks, her mom was able to start working again and found a new apartment.

Although they still have a long road ahead, they are traveling it together and looking forward to the future.



Outpatient Services

Outpatient Counseling

Provides treatment to children, adolescents, adults and families who are experiencing mental health, substance abuse or behavioral problems. Services are available at a variety of geographic locations including our offices, school, home and day care settings. More than 39,900 counseling sessions were provided in FY13-14.

Psychiatric Clinics & Medicine Management

Our Psychiatric Team provides care, evaluation and medicine management to hundreds of children and adults each week throughout Central Florida communities. During FY13-14, 7,327 clinic sessions were conducted.

Telehealth

Telehealth is a new, innovative and completely secure virtual psychiatry and counseling option available to help overcome barriers to care. Launched in 2013, this online treatment option served 53 clients in FY13-14.

Targeted Case Management

Children or adults with serious mental illness or emotional disorders gain assistance through this program with resource coordination and intensive case management to help them and their families gain access to needed medical, social, educational and/or other services that are vital in the path to recovery. This newly implemented program served 116 individuals during FY13-14.

Wraparound Programs

Wraparound Orange serves ages 12 and younger with mental health disorders who have been involved with the juvenile justice system. This collaborative partnership program with Orange County Government uses a structured, collaborative approach to identify, prioritize and meet children's needs. The process is family-driven, youth-guided and outcome based - providing skills, supports and services to keep families together in their communities.

In 2013 a grant awarded by Heart of Florida United Way expanded this program to provide intervention services to families with children ages 2-6 experiencing behavioral health issues and difficulty in the classroom or child-care center. In total, 39 children and their families received services from Wraparound in FY13-14.

OUR PROGRAMS

IMPOWER is committed to offering quality, effective and proven programs and services to help children and families reach their full potential.

Child Well-Being Programs

Adoptions Program

The Adoptions program recruits and trains parents interested in adopting children who have been abused or neglected. IMPOWER works to find the right match between the child and the parent, provides continuous guidance throughout the adoption process, and assists in the management of the legal process. During FY13-14 IMPOWER hosted 4 PRIDE training classes for 31 prospective families and finalized adoptions for 75 children and families.

Foster Care Services

Foster Care Services are designed to recruit, train and retain foster parents to provide a positive and loving home for children removed from their own home due to abuse or neglect. The goal is to unite these children with committed families that can provide a safe, nurturing home. Within a home environment, we work together with the foster parents to reduce problem behaviors and address therapeutic issues of both the children and their parents in order to achieve permanency in their lives. In FY13-14, IMPOWER licensed 8 new foster homes and help to ensure the safety of over 131 children in 34 foster homes.

Intake & Placement

This program for children entering the child welfare system is responsible for timely initiation, location and placement of a child into a home, assignment of cases to various providers and levels of care, and placement stability of a child in their care. In FY13-14, 1,693 children were staffed for foster care services and we placed 644 in foster homes.



The Village, Transitional Housing Program

Aimed at preventing homelessness, The Village serves as a supportive transitional housing option for youth who have aged out of foster care or have a recent foster care history. The program offers support services related to education, employment, transportation, character building, and life skill acquisition to assist with transitioning to adulthood successfully. At any given time, the location can house up to 15 young adults. Last year, 25 young men and women called The Village home and more than 1,000 hours of life and job skills training were provided by staff and volunteers for the young adults.

Below: Lisa Jacobsen with the Orlando Sentinel Family Fund presents IMPOWER with a grant for \$30,000 to support The Village.



In January 2013, new Legislation took effect that changed the landscape of foster care in Florida for teens with the addition of Extended Foster Care (EFC). The new law provided teens about to “age-out” at 18, the option to remain in care until age 21. As a result of the new law, many of IMPOWER’s programs were impacted creating shortages of foster homes and a need for creative solutions in placing children and youth in homes.

Left: Wings of Hope Foundation expands its Wings Net Program and awarded IMPOWER \$35,000 to provide incentives and supports for youth.



FINANCIAL INFORMATION

IMPOWER continues to reinvest into our services to strategically position ourselves to grow and carry out our mission.

Assets

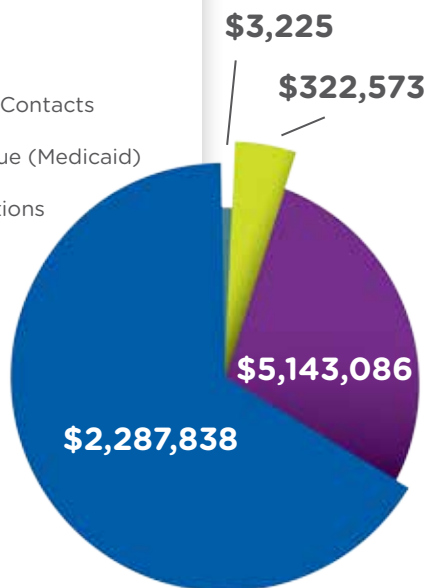
Cash and Cash Equivalents	\$534,529
Grants and Accounts Receivable	\$817,942
Prepaid Expenses	\$ 77,396
Property & Equipment	\$244,468
Other Assets	\$41,750
Total Assets	\$1,716,085

Liabilities/Net Assets

Accounts Payable & Accrued Expenses	\$297,204
Current Portion of Capital Lease & Deferred Rent	\$30,853
Deferred Revenue	\$22,518
Long-Term Obligations	\$115,319
Total Liabilities	\$465,894
Unrestricted Net Assets	\$1,174,745
Temporarily Restricted Net Assets	\$75,446
Total Net Assets	\$1,250,191
Total Liabilities and Net Assets	\$1,716,085

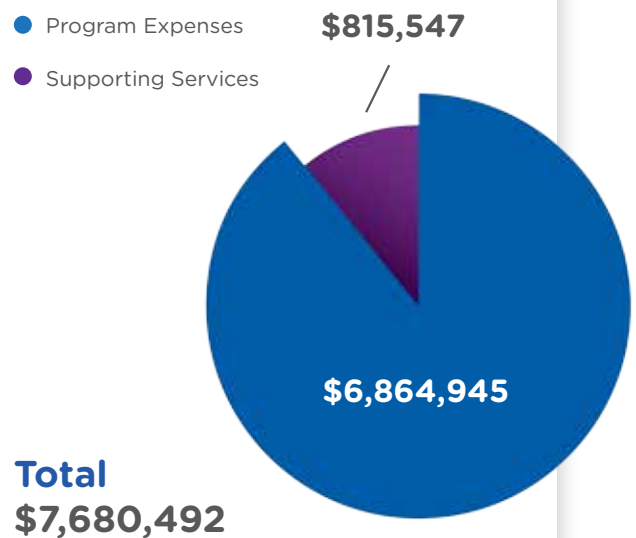
Revenue

- Government Grants & Contacts
- Patient Service Revenue (Medicaid)
- Donations & Contributions
- Interest Income



Expenses

- Program Expenses
- Supporting Services





VOLUNTEERS & EVENTS

We are grateful to our partners, donors and volunteers who contribute their time, talents and treasure in our quest to Inspire Life's Potential. In the last year, nearly **200 volunteers** have contributed **4,930 hours** to **IMPOWER's mission.**

Volunteer Spotlight

Carol Zurcher

Carol joined IMPOWER as a volunteer in 2012 following a breakfast event that inspired her to get involved. Since then, she has served as a tutor and mentor for young adults with a foster care history as well as assisted as a Table Captain and Sponsor for the New Beginnings Breakfast. In working with the youth, Carol says, "You need to step back, assess the situation, and work with each youth differently. There is no one formula that works with all of them. And it takes time to establish trust, both with them trusting you and you trusting them. That takes time." It is this careful and thoughtful approach, dedication and compassion that make Carol an indispensable member of our team.



Event Highlights

Wine & Wit 2014

On February 26, 2014, the inaugural Wine & Wit event welcomed a sold-out crowd of nearly 300 people to Quantum Leap Winery and raised \$48,300. Highlights of the evening included an exciting silent auction, a special blended menu provided by 4Rivers Smokehouse and The COOP prepared by guest Chef John Rivers, and the entertaining and witty "roast and toast" of Mr. Dick Batchelor - former member of the House of Representatives and respected child advocate.



EA Sports Riverside Dash 2014

On April 6, 2014 more than a thousand participants joined the Seminole County Regional Chamber of Commerce for its 2nd annual road race event along the St. Johns River in Sanford, FL. The event raised \$2,000 to support IMPOWER as the official beneficiary.

Holiday Heroes 2013

During the holiday season in 2013, dozens of individuals, groups and companies rallied to support IMPOWER's Holiday Heroes Project. With thanks to the community, more than \$14,000 in cash and in-kind support was raised ultimately providing gifts and smiles to more than 800 children.



Crossfit Lake Mary's 12 WOD's of Christmas

Hosted by Crossfit Lake Mary, this festive holiday athletic event in December 2013 challenged nearly 75 participants to one WOD (workout of the day) on the hour, every hour for twelve straight hours. Proceeds from the 3rd Annual event totaled \$3,200 and supported the children of IMPOWER to ensure they were able to experience the magic of the holidays.



New Beginnings Breakfast 2013

On October 24, 2013, IMPOWER hosted its first New Beginnings Breakfast at The Country Club of Orlando. The mission-based morning included powerful stories of hope and highlighted the impact of our work ultimately raising more than \$80,000 in cash and pledges.



OUR SUPPORTERS

IMPOWER's ability to help an ever-increasing number of individuals and families depends on the community's investment in our efforts.

New Beginnings Society

In FY13-14, The New Beginnings Society was established to help move IMPOWER's mission toward sustainability and empower all those we serve. The individuals listed are founding members of this special society and have made a pledge commitment of at least \$1,000 per year for five years. We thank them for their generous investment and shared vision for the future. For more information about The New Beginnings Society, please call **407.215.0095 x211**.

- *Bank NY Mellon/ Pershing*
- *Stanley Barriga*
- *Steve Clapp*
- *Health Ledger Services, Inc.*
- *Marta Khoury*
- *Tim Majors*
- *Ronald Patterson*
- *S. Jessica Sims*
- *Thomas Thomas*
- *Tom Tschopp*
- *Bill Wood*
- *Carol Zurcher*

Annual Fund Donors

IMPOWER would like to acknowledge the following individuals, civic groups and businesses who contributed (cash or in-kind) during Fiscal Year 2013-14. We thank each of these donors for their generous support and investment in our mission. We apologize for any donor that may have been omitted in error.

- | | | |
|---------------------------------------|-----------------------------------|--|
| <i>4R Restaurants</i> | <i>Belcher, Janet & Henry</i> | <i>Bright, Bonnie</i> |
| <i>AHG Group, Inc.</i> | <i>Bellomo, Sheryl</i> | <i>Brown, Robert</i> |
| <i>Aiguille Rock Climbing Center</i> | <i>Beth Nolen Interiors</i> | <i>Bruzual, Ybeth</i> |
| <i>Allen, Tanner</i> | <i>Beyer, Bryan</i> | <i>Burke, Judy</i> |
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| <i>Armstrong, James</i> | <i>Black, Rich</i> | <i>Carr, Robert</i> |
| <i>Arthur Murray Dance Studio</i> | <i>Black, Susan</i> | <i>Carter, Renee</i> |
| <i>Atwood, John</i> | <i>BlackRain Partners</i> | <i>Cason Photography</i> |
| <i>Averett Warmus Durkee</i> | <i>Blackwell, Linda</i> | <i>Castano, Gina</i> |
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| <i>Barry University-School of Law</i> | <i>Bonilla, Felix</i> | <i>Coleman, Yvonne</i> |
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| <i>Baznik, Anna</i> | <i>Bourassa, Lizi</i> | <i>Connell, Joda</i> |
| <i>Becker, Michael</i> | <i>Breitenstein, Sandi</i> | <i>Conner, Barbara</i> |
| <i>Becker, Susan</i> | <i>Brenner, Carrie</i> | <i>Consensus Communications</i> |
| <i>Beef O'Bradys</i> | <i>Bridwell, Michelle</i> | |

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www.impowerfl.org.

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