



*Head, Heart, Hands. . .
Educating the Whole Person*

ANNUAL REPORT 2010-2011

Mission Statement

To engage members of our community in opportunities to prepare for life's challenges through delivery of:

- ❖ *prevention education & life skills training*
- ❖ *programs that encourage healthy decision-making, positive choices, & peaceful living.*

2200 Avenue A
Suite 106
Bethlehem, PA 18017
484-821-0375
610-317-0316
www.thehc.org

Community Members, Customers, Colleagues, and Friends of CHC,

During the 2010-11, our agency, like many non-profit organizations throughout the Lehigh Valley and the country, continued to face challenges, primarily as a result of revised and reduced budgets at all levels of government. These struggles are no different than those faced by individuals, organizations and communities around the country---and around the world---in today's economic climate. We continue to address fiscal challenges with a steadfast commitment to the community to provide quality, affordable services to the best of our ability.

An option many non-profits pursue in the face of such challenges is to seek strategic affiliations such as a merger. The prevailing wisdom is that agencies can reduce duplication of effort, more efficiently use staff, and reduce overhead costs; however, service disruptions, bridging differences in organizational cultures, and integration costs are challenging aspects that have been identified. CHC Board members, and those of another local non-profit, expended great energy and initiative to examine the potential for a merger. It was a complex and time-consuming process and one that required both organizations to deliberate carefully the merits of cost savings and efficiencies versus the impact on missions and ability to serve the community. The agencies ultimately decided against merging but will continue to seek ways to work collaboratively in the interests of the community.

A number of new initiatives and achievements are notable as we reflect on the year:

- We successfully completed the first year of providing Student Assistance Program (SAP) Liaison Services to more than 25 school SAP teams in 10 districts throughout Lehigh County. In addition, we trained and certified over 100 school faculty and administrators in Northampton and Lehigh Counties to help ensure adherence to Pennsylvania SAP standards.
- We developed and implemented an innovative peer mentorship program, matching trained high school students with 8th grade students from five middle schools to help them make a more successful transition into high school.
- We increased the number of clients we served by 43% over the previous year while adapting to new service plans implemented by our primary funders (page 3).
- Our revenues increased 3.4 % over the previous year, with 87% of all revenues directly supporting programming.
- We were selected to participate in the Highmark Walk for a Healthy Community for our second year (page 10).

This level of performance can only be achieved through the dedication of staff and service providers combined with strong board leadership and community support. Sincere thanks to our many community partners who continue to value the services we provide; and to the agencies, foundations, and donors that continue to recognize and support the need for prevention programming.

Sincerely,

Robert Thomson, III
Board President

Debra Geiger
Executive Director

OUR SERVICE TO THE COMMUNITY

CHC is fully immersed in the Lehigh Valley, serving nearly every school district in both Lehigh and Northampton Counties. We serve participants from preschool age throughout adulthood. Our programs are offered in schools, community agencies, businesses, and within the criminal justice system. In 2010-2011, state and local budget cuts again resulted in decreased funding for many of the schools and agencies we serve, creating uncertainty and instability in those organizations. Our services, most of which were offered at no cost to the client, were welcomed. CHC continues to remain flexible and adaptable, directing our programs to meet the needs of an ever-changing environment.

We continually strive to address community issues as identified in the needs assessments completed by both Northampton and Lehigh County Drug & Alcohol Abuse Agencies, our primary funders. These documents emphasize the need for prevention and intervention services for adolescents in middle schools and high schools. The Counties also recognize a need to build the skills and knowledge of parents and educators who are in the position of influencing our youth. CHC skillfully shifted the focus of our services to address these community needs. To address specific needs identified by the schools, several innovative programs were developed. A pilot peer-to-peer mentoring program that pairs high school 10th/11th graders with at-risk 8th graders as they transition into high school was implemented in two school districts. Programs to address rising contemporary issues such as increased consumption of energy drinks and cyberbullying among teens were developed and implemented within multiple districts.

As shown in the table below, services during fiscal year 2010-11 focused largely on secondary school students, reaching 57% more participants than the previous year. While County funding for elementary programs decreased, we were able to garner support through private foundations and donors to continue to provide prevention education at young ages, reaching 18% more participants than last year. In addition, with targeted funding from the Counties and an increase in fee-based services, we doubled the number of educators and professionals served and served 25% more parents than in the previous year. We are pleased to see continued growth in the number of participants we reach with our programs, with a total increase of 43% since last year.

Participant Type	Lehigh County Drug & Alcohol*	Northampton County Drug & Alcohol*	Other	Total
Teachers/Educators	400	-	225	625
Agency/Professionals	-	-	176	176
Parents	938	526	-	1464
Other Adults	2466	485	302	3253
Students (Secondary)	5862	6357	370	12589
Students (Elementary)	3283	3177	388	6848
TOTAL	12949	10545	1461	24955

OUR CLIENTS

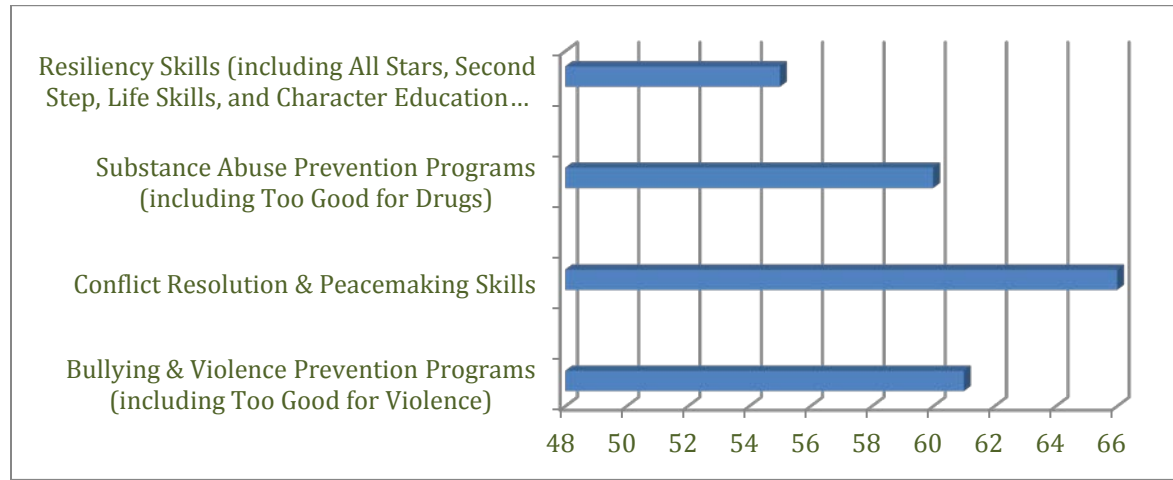
Alburtis Elementary School
Allen High School
Allentown Central Catholic High School
Allentown Coalition for Quality Education
Allentown Health Bureau
Allentown Weed & Seed
Allentown Women's Center
Allentown YMCA/YWCA
Asa Packer Elementary School
Bethlehem Area School District
Bethlehem Health Bureau
Boys & Girls Club - Teen Center
Boys & Girls Club - Turner Street
Boys & Girls Club of Easton
Broughal Middle School
Buchanan Elementary School
Calypso Elementary School
Care Net
Career Link
Catasauqua High School
Catasauqua Middle School
Cedar Crest College
Christian Day Care
Clearview Elementary School
Community Bike Works
Connections for Women
DaVinci Science Center
DeFranco Elementary School
Dieruff High School
Donegan Elementary School
East Hills Middle School
East Penn High School
Easton Area Academy
Easton Area Community Center
Easton Area Middle School
Easton Area Neighborhood Center
Easton Weed & Seed

ELECT Program - Allentown School District
Family Connection of Easton
Forks Elementary School
Freedom High School
Harrison Morton Middle School
Inner City Faith Collaborative
Jaindl Elementary School
Jefferson Elementary School (East Penn)
Kurious Kids Day Care
Lehigh Career & Technical Institute
Lehigh County Adult Probation
Lehigh County Conference of Churches
Lehigh County Juvenile Detention Center
Lehigh County Prison
Lehigh County Men's Community
Correctional Center
Lehigh Valley Academy Regional Charter
School
Lehigh Valley Center. for Independent Living
LEPOCO
Liberty High School
Lincoln Elementary School (Bethlehem)
Lower Macungie Middle School
March Elementary School
Marvine Family Center
Moravian College
Muhlenberg College
Nazareth Middle School
Nitschmann Middle School
Northampton Community College
Northampton County Juvenile Probation
Northampton High School
Northeast Middle School
Northern Lehigh High School
Northern Lehigh Middle School
Northwestern Lehigh High School
Orefield Middle School

Parkland High School
Parkland Middle School
Parkway Manor Elementary School
Paxinosa Elementary School
Pen Argyl High School
Peter's Elementary School
Pinebrook Family Services
Private Industry Council
Program for Women and Families
Project of Easton
Raub Middle School
Recovery Partnership
Roberto Clemente Charter School
Salisbury High School
Salisbury Middle School
St. Anne's School
St. Theresa's School
Senior Fest
Sheckler Elementary School
Siegfried Elementary School
Slatington Elementary School
Southern Lehigh Middle School
Spring Garden Day Care Center
Springhouse Middle School
STRIVE
Thomas Jefferson Elementary School
Tracy Elementary School
Trexler Middle School
Victory House
Whitehall Middle School
Whitehall High School
Willow Lane Elementary School
Wilson High School
Wind Gap Middle School
Wyomissing Area School District

OUR PROGRAM IMPACT

In the 2010-2011 program year, we collected self assessments for over 5000 participants who engaged in recurring programs on a variety of topics. Our facilitators administer pre and post assessments that measure improvement in knowledge, skills, and attitude during multi-session courses to measure the effectiveness of our trainings and workshops. The chart below summarizes the outcomes for our four major program areas, illustrating the percent of participants in each program area that demonstrated significant improvement. (In addition, outcomes for our in-school mentoring programs are summarized on the next page.)



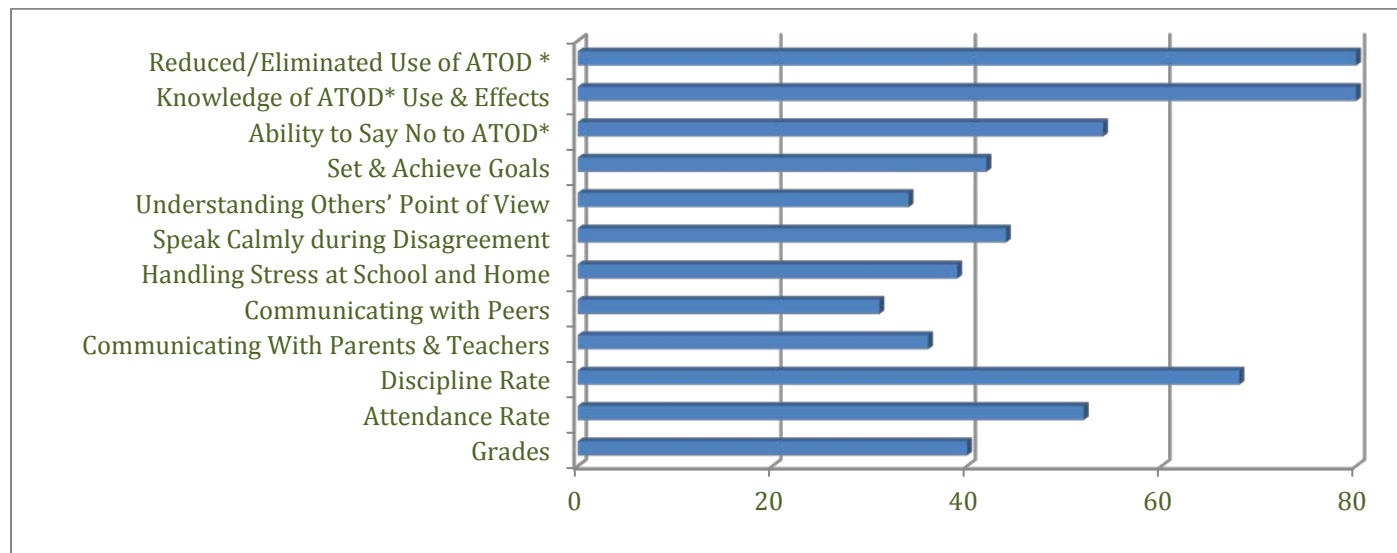


OUR PROGRAM IMPACT (continued) In School Mentoring Programs

In the 2010-2011 academic year, the Center for Humanistic Change served 14 schools in the Lehigh Valley with targeted in-school mentoring programs (Project SUCCESS in secondary schools and Crossroads in elementary schools). Overall, we reached about 1000 students through these mentoring programs and had a tremendous impact on the lives of youth involved.

Specifically, our mentoring programs helped students reduce or eliminate the use of alcohol, tobacco and other drugs (ATOD), improve grades, attendance, and behavioral success in schools, while also improving personal resiliency and social skills in a number of areas. Official school records and self assessments were completed by more than 400 students who participated regularly. The chart below illustrates the percent of students showing significant improvement in a variety of areas.

Impact on Students



*ATOD: Alcohol, Tobacco, and Other Drugs Data based on over 400 regular participants, measured through pre and post self-assessments and school records. Data for Reduced/Eliminated Use is measured among participants who report ATOD use and collected for secondary students only.

Project SUCCESS Case Study

Janelle is an 18-year-old high school senior who was referred to the Project Success program. She was referred because her anger had progressively gotten worse within the year and she had been caught drinking and smoking cigarettes and marijuana. Janelle was getting into trouble for fighting with other students and being disobedient in the classroom. Janelle was also raped twice in her life (last year and as a child) and she didn't "think it's a big deal."

Janelle met with the Project SUCCESS mentor weekly for 4 months. She improved her behavior and her self esteem drastically through her involvement. She worked with the mentor on her personal resiliency skills through positive self-talk, identifying her anger triggers, learning to stay calm in stressful situations, and identifying positive coping skills; she wrote her senior essay on anger management. She also worked on communication and relationship skills, such as expressing feelings to family members and listening to others' points of view.

Janelle's pre and post self-assessments showed improvement in communicating with teachers and other adults, handling

pressure from school and from home, speaking calmly during a disagreement, and appreciating others' point of view.

Janelle also reported an improved ability to say no to alcohol, tobacco, marijuana, and other drugs. By the end of the year Janelle felt she was much happier, recognizing the importance of her past experiences without dwelling on them, and responding to her anger triggers and stressful situations while keeping a positive attitude.

Crossroads Case Study

Chad was a second grade student during the 2010-2011 school year. He was referred to the Crossroads mentoring program because of a lack of parental support, poor grades, and behavioral issues. He lived with his grandparents and uncles.

Chad met with the Crossroads mentor regularly throughout the school year. During group sessions, Chad worked on skills and issues such as empathy, anger management, trustworthiness, respect for authority figures, self-esteem, and expressing feelings. As he gained skills and developed a positive self concept, his self-discipline and work habits improved.

As demonstrated through his pre and post self-assessment, Chad's perception of how he deals with the stress of school and his ability to ask for help from his family and teachers improved over the year. His discipline record in school also improved. Chad now expresses that he is proud of himself and has a goal of becoming a police officer, expressing his conscious decision that he isn't a "bad boy" anymore.

Students report that our mentoring programs helped them:

- *Deal with bullies & peer pressure*
- *Learn to express feelings*
- *Control my anger & attitude*
- *Respect teachers*
- *[Get] support when I quit smoking*
- *Not solve things with violence*
- *Make better/wiser decisions!*
- *Talk about other alternatives other than using drugs & hurting others*

OUR FINANCIAL STABILITY



	<u>June 30, 2011</u>	<u>June 30, 2010</u>
ASSETS		
Current Assets:		
Cash/Cash Equivalents	142,454	324,328
Investments	762,106	631,418
Accounts Receivable	199,048	77,479
Total Current Assets	<u>1,109,921</u>	<u>1,033,225</u>
Prepaid Expenses & Receivables	6,313	3,956
Equipment (Net of Accumulated Depreciation)	1030	1,190
Total Assets	<u>\$1,110,951</u>	<u>\$ 1,038,371</u>
LIABILITIES AND NET ASSETS		
Total Current Liabilities	<u>22,392</u>	<u>34,040</u>
<u>Net Assets:</u>		
Unrestricted	1,080,059	995,831
Temp. Restricted	8,500	8,500
Total Net Assets	<u>1,088,559</u>	<u>1,004,331</u>
Total Liabilities and Net Assets	<u>\$1,110,951</u>	<u>\$ 1,038,371</u>

Despite the challenges of the economy and competition for social service funding during this fiscal year, staff generated a 3.4% increase in revenues with 87% of all revenues directly supporting programming. We believe this is a product of staff hard work and passion. It is also part of a growing recognition of the merits of prevention (an ounce of prevention = a pound of cure). We believe that with the right tools individuals can build resiliency and skills to live positive and peaceful lives. That's our mission... our message... and who we are. And we are grateful to those who believe in us. *Gerry Krupka, Treasurer*

For the year ended June 30, 2011, an independent audit of Center for Humanistic Change (CHC) financial statements found the results of CHC operations and changes in net assets to be in conformity with generally accepted auditing standards in the USA. CHC audit is conducted by Susan Koss, CPA. Copies of the audit will be available from the CHC office. The Official registration and financial information of Center for Humanistic Change, Inc., a 501©3 organization, may be obtained from the Pennsylvania Department of State by calling toll free within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.

Our programs are funded in part under contract with the Pennsylvania Department of Health, Bureau of Drug and Alcohol Programs and the Lehigh and Northampton County Departments of Human Services, Offices of Mental Health/Mental Retardation/Drug and Alcohol. The Counties specifically disclaim responsibility for any analysis, interpretation, or conclusions found in this report.

OUR SUPPORTERS*

We would like to take the opportunity to thank the following grantors and donors for their support of our work during the last year.

Grantors

The Will R. Beitel Children's
Community Foundation
The Charles H. Hoch
Foundation
Just Born, Inc.
Lehigh County Drug &
Alcohol
Lehigh Valley Community
Foundation
Northampton County Drug
& Alcohol
Rider-Pool Foundation
Trumbower Hospital
Foundation
Two Rivers Health &
Wellness Foundation

Susie & David Askanase
Dorothea Barsness
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Marsha Beers
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Paul Amenta
Debbie Anthony

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Frances Bentkowski- Vice President
Gerry Krupka- Treasurer
Jarrett Witt- Secretary
Dorothea Barsness
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Abby Goldfarb
Deborah Hill
JoAnn Mackesy
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Kavita Goyal
Karen Kohn
Karen Korpics
Sara Leon
Angie Pontician
Stacey Weaver

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Mary Freund ~ Adrienne Hibshman ~ Marlene Merz
Millie Miller ~ Maria Musso ~ Marcy Reichgott
Dawn Ridgway ~ Pam Shay ~ Shannon Welsh

Office Assistant

Cathy Robinson

Volunteers

Alison Bast ~ Bridget Deegan ~ Lara Ruesch ~ John Wormley

HIGHMARK WALK FOR A HEALTHY COMMUNITY

Both the staff and board are very appreciative to everyone who walked, donated, and supported this event.



Despite the rain, on Saturday, June 11, nearly 1,000 walkers laced up their shoes to support the 23 nonprofit organizations during the Highmark Walk for a Healthy Community. Hosted in downtown Bethlehem, the 7th annual walk raised funds that will directly benefit Lehigh Valley and the missions and initiatives that are represented by each organization.

Thank You!