

# ANNUAL REPORT

2008 ~ 2009

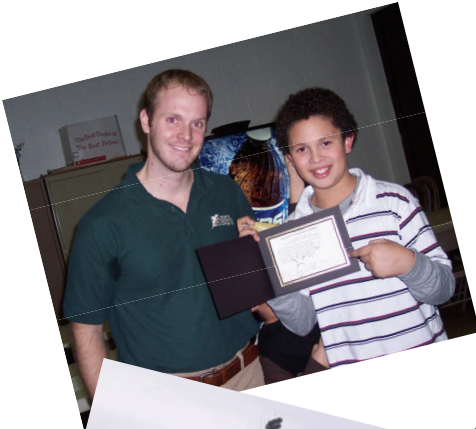
## MISSION STATEMENT

*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, and peaceful living*

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[www.thechc.org](http://www.thechc.org)

## 2008 – 2009



Clockwise, from top left: CHC facilitator Steve Miller and an *All Stars* graduate at Easton Community Center; Executive Director Deb Geiger and Community School Coordinator Meg Ryan receive a check from Tim Brion, State Farm Insurance, to support Backpack Buddies; CHC facilitator Amy Frano and Step Up to Success graduate Marco Rodriguez; CHC's tobacco education display; students in a CHC program at LES; BUSTED! group at Coca-Cola Park, Allentown.

***Faith is taking the first step even when you don't see  
the whole staircase.***

***--Martin Luther King Jr.***

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

This year the board of directors and staff took a “leap of faith” as we worked together to build a “staircase” to our future...and part of that structure relies on technology. With the new fiscal year, we launched our first functional website with the ability for internal updates. Later in the year, and thanks in part to a grant from the *Rider-Pool Trust*, we purchased a database system that has helped us improve communication with customers, trainers and donors. The database also allows us to record and track volunteers—so it provided the incentive for us to finalize our Volunteer Policy Manual and begin active recruitment of volunteers. Other “infrastructure” additions included staff to assist with marketing and development efforts. These investments resulted in deficit spending, but we have faith that they will provide momentum for positive cash flow in the future.

During FY 2008-2009, we served more community members than ever before. Some of this was due to new programming offered through tobacco prevention funding from the Coalition for a Smoke Free Valley (now Partnership for a Tobacco Free Northeast PA). We reached over 2000 students with our tobacco prevention messages!

Other exciting events during FY 2008-2009 included:

- Initiation of Busted! tobacco prevention advocacy groups in schools (page 7)
- Graduation of 12 students from Step Up to Success (page 6)
- Continuation of the Community School Partnership (pages 4-5), and
- Expansion of *All Stars*, an anti-gang and violence-prevention program, throughout Northampton and Lehigh Counties (page 6)

**Thanks to our many community partners who continue to value the services we provide; and the agencies and foundations and donors that continue to support CHC programming.** The recession that hit this year is affecting all of us, especially our investments. Nevertheless, we move forward with the optimism of seeing improvements in the coming months.

Not even a bad economy can dampen our belief in prevention, nor the importance of the service we provide to the community. This work is an investment in the future of the people in our region...we are ***certain*** it produces positive returns!!

Sincerely,

*Robert Thomson, III*

Board President

*Debra Geiger*

Executive Director

## COMMUNITY SCHOOL PARTNERSHIP(CSP) AT LINCOLN ELEMENTARY SCHOOL

Lincoln Elementary completed its third school year as a United Way COMPASS Community School in June 2009. The Community School Initiative strives to integrate local business, community, and school district resources to promote the education and the well-being of all the students. As a Community School, Lincoln offers extended hours throughout the school year and into the summer. Over eighty percent of the students participate in at least one extra activity or enrichment program per week. By providing before-school, after-school, and summer programs for students, families, and neighborhood residents, the school building serves as a hub for its Bethlehem neighborhood.

The Community School Initiative is a strategic partnership between CHC, the United Way of the Greater Lehigh Valley, and Bethlehem Area School District. As the lead partner in this initiative, CHC initiates, coordinates, and participates in a variety of activities at the school. Every activity is designed to support one or more of these three key concepts for educating the whole child:

- ◆ A core instructional program, provided by the district and its dedicated staff, continues to show improvements and achievements over all six of the grades (K-5) at the school.
- ◆ Educational and cultural enrichment programs are offered throughout the school year.
- ◆ Programs and activities which help students by removing barriers that block their ability to learn and develop. The Community School provides services, or links families to sources of services, to help students and families with physical health, mental health, dental, vision, and social services.

### ACTIVITIES

- ◆ 66 after-school programs
- ◆ 20 family/community events
- ◆ On-site health care: vision & dental
- ◆ GED classes for 15 adult students
- ◆ Intensive programs in math, reading and ESL
- ◆ Positive Behavior Interventions and Supports (PBIS) program which focuses on good behavior and clear rules, and addresses the root causes of poor behavior
- ◆ CHC's *Crossroads* program introduced, reaching two-thirds of LES students and supporting PBIS



### OUTCOMES AND RESULTS

- ◆ 50% decrease in disciplinary actions; fewer than 6% of students now referred
- ◆ 84% of students participated in after school programs
- ◆ Grades 3 & 4 meet PSSA standards
- ◆ Parent/community volunteers increased
- ◆ 30% increase in community partners and individual donors
- ◆ 10 families participated in Backpack Buddies, which supplies weekend food for students who depend on school meals for adequate nutrition

*educating the whole person.*

## CHC IS PART OF THE LINCOLN FAMILY

CHC staff and board members support the Community School in many ways:

- ◆ Provided parenting, character-building, decision-making, and life skills programs to the students, staff, and families
- ◆ Established the Backpack Buddies program with assistance from Feeding America of LV and General Mills
- ◆ Introduced *Crossroads*, with funding support from the Will R. Beitel Children's Community Foundation
- ◆ Fundraised for transportation for two class trips
- ◆ Collected box-tops for Box Tops for Education
- ◆ Provided grant-writing assistance for programs at LES
- ◆ Collected and contributed holiday gifts and food
- ◆ Participated in school and community activities: Fun Fest/ information fair for new families Veteran's Day assembly, Volunteer Appreciation Celebration, and "How Sweet It Is" Celebration



## OUR PARTNERS

Thanks to the individuals and organizations who gave their time, talent, and treasure to support the Community School Partnership. We couldn't do it without you!

### COMMUNITY PARTNERS

Banana Factory  
Bethlehem Area School District  
Bethlehem Health Bureau\*  
Bethlehem Karate Academy  
Bethlehem Police Department  
Bethlehem Public Library\*  
Boy Scouts of America\*  
Da Vinci Science Center  
East Stroudsburg University  
Family Answers\*\*  
General Mills\*\*  
Lehigh Valley Community Foundation\*\*  
Lehigh Valley Hospital/Safety Town  
Lens Crafters  
Lincoln Elementary PTO  
Literacy Center of the Lehigh Valley  
Moravian College  
Pennsylvania Youth Theatre  
Second Harvest/Feeding America\*  
SkateAway  
St. Luke's Hospital & Community Health Network  
State Farm Insurance - Tim Brion and Dennis Fogle  
Town and Country Bowling Lanes  
United Way of the Greater Lehigh Valley  
Valley Youth House

## IN-KIND DONORS

Crayola  
Dairy Queen  
Friendly's Restaurant  
Game Crazy\*\*  
Giant Foods  
Just Born  
Northeast Ministries  
Olive Garden  
Rent-A-Center\*\*  
Stroehmann's/BBU Bakeries\*\*

## INDIVIDUAL DONORS

Northampton Cty Employees  
Northampton Cty. Controller Stephen Barron  
Gail Bortz  
Cindy Brown  
Deb & Joe Corcoran, KellerWilliams Real Estate  
Debra Geiger  
Nancy Hardter  
Sharlyn Hazekamp  
Dawn Roman  
Lori Rusack

## DAY OF CARING

County of Northampton employees  
B. Braun  
Guardian Life Insurance  
Orasure Technologies

*\*Also an In-Kind Donor*

*\*\*New partner*



## SPOTLIGHT ON INNOVATIVE AND SPECIAL PROGRAMS



**All Stars.** CHC continued to be the “go-to” agency for **All Stars**, a highly-acclaimed evidence-based program that encourages youth to dream about their futures, and reject gangs, crime, and violence in favor of positive choices. Funded by various sources including a Route 222 Corridor Gang Prevention grant and Lehigh County Drug & Alcohol Administration, CHC presented *All Stars* at the Allentown Boys & Girls Club, Bangor Middle School, and the Easton Area Community Center.

**Student Assistance Program (SAP) Training:** CHC, a Commonwealth Approved Trainer, offers this three-day training, which adheres to the current standards and competencies issued by the Pa. Dept. of Education. Participants who complete the full program receive SAP certification and 30 Act 48 hours.

**Relapse Prevention:** CHC expanded its prison/probation programs to include an addiction relapse prevention program for Lehigh County Prison inmates who are preparing to re-enter society. The Relapse Prevention program teaches various life skills specific to the recovering addict, such as recognizing warning signs of relapse, coping skills, planning a daily schedule, communication, and how to find support and other resources.

**Step Up To Success:** Twelve men successfully completed the second year of CHC’s collaboration with Associated Builders and Contractors of Eastern Pa.. Step Up to Success gives disadvantaged young adults the opportunity to learn a construction trade *and* the life skills that will help them be reliable, productive workers. Supported by grants from United Way of the Greater Lehigh Valley and Lehigh County Drug & Alcohol Administration.



# PROGRAMS

## TOBACCO PROGRAMS



Funded through our partner, Coalition for a Smoke Free Valley, (now known as Partnership for a Tobacco Free Northeast PA), CHC presented a variety of age-appropriate tobacco prevention programs to over 10,200 youth—nearly ten times more than the year before! Test scores have also improved 15% in Lehigh County and 13% in Northampton County.



**ATS (Alternative to Suspension)** CHC continues to be the only local provider of the ATS program. Both the numbers of participants, and the number of district judges and schools that refer students to it have increased steadily. Over 30 teens completed the program and were referred to cessation and/or the PA Quit Line for cessation information. Some district judges give teens the choice of attending this educational class or paying large fines. The program helps students understand about tobacco use, addiction, healthy alternatives and making the change to being smoke-free.

**Fish Don't Smoke** A creative, hands-on program for K-3<sup>rd</sup> grade that uses puppets, visuals, and handouts to guide children through exploration of tobacco facts, myths, values, and safety.

**Tune Out Tobacco** A tobacco prevention program for 4-6<sup>th</sup> graders which interactively helps them learn the dangers of tobacco use/misuse and ways to enjoy life without tobacco.

**Tobacco Prevention Series** A multi-session program for 7-12<sup>th</sup> graders which guides youth through all facets of the tobacco issue: laws, health issues, decision-making, refusal and social skills, media and tobacco advertising, and environmental impact.

**Busted! ( now known as Power of Ten)** A club-type program to encourage youth to advocate for the elimination of tobacco companies' manipulation of young people. CHC's coordinator provides training and support in all areas of chapter operations and management. The coordinator also works with schools to help teens learn leadership skills to reach their peers with information about the ways "big tobacco" targets them and to expose its deceptive advertising and marketing methods. CHC partnered with five schools and two community organizations which participated in events such as leadership trainings and staffing an information table at an Iron Pigs game; each also held events at their respective sites to encourage the end of tobacco use.

**TATU -- Teens Against Tobacco Use (now known as Peer Leadership)** An American Lung Association program that gives high schoolers a thorough grounding in tobacco prevention information, and teaches them ways to present it in a fun, interactive way to younger students in middle and elementary schools. Both these programs encourage youth to become leaders in their schools and communities.

## **CROSSROADS AND PROJECT SUCCESS 2008-2009**

**Project SUCCESS** (Schools Using Coordinated Community Efforts to Strengthen Students) continues to be one of CHC's consistently effective and growing programs. CHC presents this evidence-based program that aims to reduce substance abuse and school failure at 11 middle and high schools in 7 school districts throughout the Lehigh Valley. In addition, CHC provides its proprietary **Crossroads** program at 2 elementary schools, providing prevention services for younger children who are at risk. Both programs seek to equip troubled young people with knowledge and skills for healthy decision-making and coping with pressures during childhood and adolescence.

The cornerstone of these school-based programs is the placement of a highly qualified and trained Masters-level advisor in the school. The advisor is on-site from one to five days each week throughout the school year, working with students one-on-one to identify needs and issues affecting the young person's life and school performance. Most students are referred to the program by counselors or other school staff; many come from troubled home situations where they face abuse, trauma, homelessness, or other distress. Through structured group meetings and individual sessions,

*"The advisor helped me with stress and dealing with my issues. I am a stronger person and am making better choices."*

*LCTI student*

the advisor provides support, guidance, and advocacy for students, helping them cope with difficult life circumstances and gain a wide range of skills, including communication, resiliency, social competency, problem-solving, anger management, conflict resolution, and study skills. The advisor also connects students with needed services available within the school and larger community.

During the 2008-2009 year, 2,039 students in 13 schools participated in **Project SUCCESS** and **Crossroads**. The results from CHC's detailed program assessment tools reveal that the vast majority of students reported the program had a positive impact on their lives and was successful in meeting their needs. 87% of participants surveyed rated their experience as "helpful" or "very helpful," and reported improvements in relationships with peers, teachers, and parents, and the ability to better manage anger, decision-making, communication, and problem-solving.

CHC also administers staff surveys and found for the 2008-2009 school year that 95% of counselors, nurses, teachers, and classroom aides who were surveyed rated the program as "very effective" or "completely effective" in their schools. Where the advisors are permitted access to official school information, data revealed significant improvement in participants' attendance records, grades, and behavioral conduct. Specifically, 35% of participants improved their attendance, 42% of participants improved their GPA, 26% of those who had discipline infractions reduced the number of issues through the year, and 33% of those that had suspensions reduced their numbers.

The Center has measured consistent results in these areas through the **Project SUCCESS** and **Crossroads** programs since 1995, growing from a program that served one or two schools to now serving 13 schools. With each year, we find the programs integrated more deeply into the schools and providing a critical service for high risk youth in our most vulnerable communities. With the continued support of the districts and counties we serve, private foundations, and individual donors, we will continue to develop and present these vital programs at schools in the Lehigh Valley.



## PROJECT SUCCESS STORIES

**Alexis\*** a Pen Argyl 9<sup>th</sup> grader, was referred by her guidance counselor because of frequent loud arguments with peers and teachers, anger issues, and declining grades. With her mother incarcerated, Alexis was living with her wheelchair-bound father, stepmother and toddler stepbrother. Her home life was stressful, with frequent arguments and anger.

The advisor helped Alexis develop ways to control her temper and respond to stress and challenges without blowing up. Alexis began to understand that her behavior was giving her a bad reputation. Alexis admitted to smoking pot, which she did with a questionable circle of friends who were mostly older boys. She was also engaging in sexual activities with some of them. The advisor confronted Alexis with the serious implications of this behavior, and after some frightening and difficult situations both in and out of school, Alexis realized that these two things were damaging her. By the end of the school year she reported that she was no longer smoking or seeing any of those “friends”.

Alexis’ frequent run-ins with her teachers were due to her resistance to authority and to taking directions. ***As she and the advisor worked on her various issues, Alexis tried very hard to remain calm and respectful and, by the end of the year, was beginning to demonstrate some maturity, coping skills, and a change of heart. Her anger explosions diminished in number and intensity; she was learning to control herself, regaining confidence, and improving in most classes.*** Alexis organized an end-of-school party with all the 9<sup>th</sup> graders who participated in Project SUCCESS, and enrolled in several summer classes to advance to 10<sup>th</sup> grade.



**Juan,\*** a nineteen-year-old junior with an IEP, transferred to Northwestern Lehigh HS from an urban high school where he had multiple suspensions for drug use and assault. The courts had removed Juan from his mother’s home and placed him with an aunt in the school district.

Juan, who functions at about a 70 IQ level, had repeated multiple grades. Despite being extremely impulsive, Juan proved to be a good listener and a productive member of the weekly Project SUCCESS small group meetings. He was honest about his previous drug/alcohol involvement, though he had been clean and sober for several months. He did acknowledge strong dependence on cigarettes.

Juan demonstrated sincere concern for the well-being of others in the group. Two other students admitted to alcohol and marijuana use. On several occasions, and in an appropriate fashion, Juan recounted experiences he and others had had with these threshold drugs. He was persuasive in debunking the myth that casual use is innocuous and doesn’t lead to dependence.

Juan’s family situation was a source of constant stress. His aunt’s house was overcrowded; he struggled to comply with house rules and quarreled constantly with his aunt’s husband. He repeatedly threatened to quit school. The group sessions helped him process through numerous frustrations and anger episodes. ***Despite all his stressors, Juan reported that he remained clean of drugs and sober, and four weeks before the end of school, he reported that he had quit smoking. Juan is also an LCTI student and in June 2009 completed requirements to graduate in their diesel mechanics program. He will graduate from NWL in June, 2010.***

\* Names changed to protect privacy.

**PROGRAM PARTICIPATION 2008 ~ 2009**

Participant Type	Funding Agencies				
	Lehigh County Drug & Alcohol*	Northampton County Drug & Alcohol*	Coalition for a Smoke Free Valley	Other	TOTAL
Teacher/Educator				115	115
Agency/ Professionals				156	156
Parents	643	110		48	801
Adult Education	671	102	345	34	1152
Students (secondary)	1598	577	7957	602	10734
Students (elementary)	2427	3146	2285	2053	9911
<b>TOTAL</b>	5339	3935	10587	3008	22869

Guiding children and youth to make healthy decisions about tobacco use, drugs, alcohol, and violence, especially those in at-risk environments, is our primary focus. Every year, more than a hundred schools and youth agencies in the Lehigh Valley turn to CHC for engaging, exciting and effective prevention education programs. During the 2008-09 program year, CHC staff members and facilitators presented nearly 5900 hours of programming for more than 22000 participants at 112 different sites in Lehigh and Northampton Counties. The rate of requests for our programs grows steadily every year, leading us to build new partnerships and seek more local and national sources of funding.

Beyond prevention education and character development, we also provide the youth of the Lehigh Valley with training in life skills that will help them to be responsible, productive adults. Students comprise 90% of the participants in CHC programs. However, during the 2008-2009 program year, we presented professional education for adults (Student Assistance Program training) construction trades and job retention training for young adults (Step Up to Success), and relapse prevention and re-entry preparation programs in Lehigh County Prison.

\*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.

## PRE/POST TESTS RESULTS

CHC constantly asks “How well are we doing?” To find out, our facilitators administer pre/post tests to participants in many of our programs to measure the knowledge they have gained. During 2008-2009, 7665 matching tests were taken by participants ranging in age from kindergarten to adult. These results show that people of all ages, even the youngest students, gain significant skills and understanding about abstract topics when they are demonstrated by CHC’s hands-on, interactive methods. In short, CHC programs work.

Course	Total Participants	Average Pre-Test	Average Post -Test	Percentage of Improvement
Bullying	495	79	94	20%
Character Education	252	78	90	14%
Conflict Resolution	315	69	87	26%
PATHS	602	44	52	17%
Peacemaking Skills	602	70	86	22%
Second Step	2316	67	83	23%
Tobacco Prevention	2007	79	89	13%
Too Good for Drugs	131	65	87	32%
Too Good For Violence	580	59	90	52%
Relapse Prevention	85	87	95	9%
Life Skills for Teens	159	54	69	28%
Life Skills for Adults	121	48	67	28%
TOTALS	7665	69	84	21%

## FINANCIAL STATEMENT

	June 30, 2009	June 30, 2008
<b>ASSETS</b>		
Current Assets:		
Cash/Cash Equivalents	\$ 225,855	\$ 383,698
Investments	598,070	\$ 703,317
Accounts Receivable	114,843	83,654
Prepaid Expenses & Deposits	<u>3,648</u>	<u>1,760</u>
Total Current Assets	<u>942,416</u>	<u>1,172,429</u>
Equipment (Net of Accumulated Depreciation)	431	3,072
<b>TOTAL ASSETS</b>	<b>\$ 942,847</b>	<b>\$ 1,175,501</b>
<b>LIABILITIES AND NET ASSETS</b>		
Current Liabilities:		
Refundable Advances	\$ —	\$ 50,678
Accounts Payable & Accrued Expense	\$ <u>29,660</u>	\$ <u>42,215</u>
Total Current Liabilities	\$ <u>29,660</u>	\$ <u>95,893</u>
<i>Net Assets:</i>		
Unrestricted	908,187	1,065,109
Temp. Restricted	5,000	14,499
Total Net Assets	<u>913,187</u>	<u>1,079,608</u>
Total Liabilities and Net Assets	<b>\$ 942,847</b>	<b>\$ 1,175,501</b>

An independent audit of CHC financial statements found the results of CHC operations and changes in net assets, for the year ended June 30, 2009, to be in conformity with generally accepted auditing standards in the United States of America.

The impact of the national economy continues to have a negative influence on our investments, with a net unrealized loss on investments of \$167,366 at the time of the audit. The Board of Directors and management continue to work closely with a professional financial management firm.

Operational revenues increased for FY 2008-2009 to \$824,143, compared with \$744,294 the previous year. Total expenses also increased (\$813,699 vs. \$699,985 the previous year) reflecting the continued emphasis on infrastructure development, including software enhancements and increased support staff.

The official registration and financial information of Center for Humanistic Change, Inc., a 501(c)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.

CHC audit is conducted by Susan Koss, CPA. The financial information is condensed from the audited financial statement for the year ending June 30, 2008. Copies of the audit are available from the CHC office.

*educating the whole person.*

### **DONOR LIST\***

We would like to take this opportunity to thank the following for their support of CHC during FY 2008-2009 (Community School donors identified separately):

Dorothea Barsness  
Frances Bentkowski  
Gail Bortz  
Cindy T. Brown  
Ann Casterlin  
Deborah Corcoran  
Wilma Figueroa  
Five Guys Burgers and Fries  
Debra Geiger  
James Geiger  
Nancy Hardter  
Sharlyn Hazekamp  
Penny Kanusky  
Mohammed Khan, M.D.  
Lehigh Valley Health Network  
Kristine Marakovits-Roddick  
Michael Miller  
Lynn Paul  
Ritchey Ricci  
Dawn Roman  
Lori Rusack  
Robert & Jo-Ellen Thomson  
Wesley Methodist Church, Bethlehem  
Robin Wintz

### **IN~KIND DONORS\***

King, Spry, Herman, Freund & Faul, LLC  
LSI  
The Flour Shop  
WHOL—HOLA 1600

### **GRANT LIST\***

Will R. Beitel Children's Foundation  
1st Presbyterian Church, Allentown  
Charles H. Hoch Foundation  
Rider-Pool Foundation  
Route 222 Corridor Anti-Gang Initiative  
Route 222 Easton Gang Taskforce  
Trumbower Hospital Foundation  
Two Rivers Health & Wellness Foundation  
United Way of the Greater Lehigh Valley

\* We make every effort to ensure the accuracy of this list, however, mistakes are sometimes made. Please contact CHC if we are in error.

*No person was ever honored for what he received;  
honor has been the reward for what he gave.*

~ Calvin Coolidge



## 2008-2009 CLIENTS SERVED

Adult Literacy Center  
Albrightsville Volunteer Fire Co.  
Alburtis Elementary  
Allentown School District  
Allentown YMCA/YWCA  
Asbury Methodist Church  
Associated Builders &  
Contractors  
Bangor Middle School  
Bethlehem Area School District  
Boys & Girls Club - Teen Center  
Boys & Girls Club - Turner Street  
Boys & Girls Club of Easton  
Broughal Middle School  
Buchanan Elementary  
Calypso Elementary  
CARE Net  
Catasauqua High School  
Central Catholic High School  
Christian Day Care  
Clearview Elementary  
Cleveland Elementary  
Community Connections  
Community Services for  
Children  
Connections for Women  
Dieruff High School  
Donegan Elementary  
Emmaus High School  
East Penn School District  
Easton Area Community Center  
Easton Middle School  
Emmaus High School  
Families First  
Family Connection  
Farmersville Elementary  
First Presbyterian Church  
Forks Elementary  
Fountain Hill Elementary  
Freemansburg Elementary  
George Wolf Elementary  
Governor Wolf Elementary  
Grace Community Foundation  
Harrison Morton Middle School  
Islamic Academy

Jefferson Elementary  
Jefferson Family Center  
Journey Home  
Kutztown University  
Lehigh Career and Technical  
Institute  
Lehigh County Correctional  
Center  
Lehigh County Juvenile  
Detention Home  
Lehigh County Prison  
Lehigh Elementary  
Lehigh Valley Academy  
LEPOCO  
Lincoln Elementary (BASD)  
Lutheran Academy  
March Elementary  
McKinley Elementary  
Moore Elementary  
Moravian College  
Mosser Village  
Mosser Village - Carlisle Site  
Mosser Village - Sheridan Site  
Muhlenberg Elementary  
Nativity Lutheran Church Day  
Care  
Nazareth Middle School  
Nazareth High School  
Nitschmann Middle School  
Northampton Community  
College  
Northampton County Juvenile  
Probation  
Northampton High School  
Northampton School District  
Northeast Middle School  
Northern Lehigh High School  
Northern Lehigh Middle  
School  
Northwestern Lehigh High  
School  
Northwestern Lehigh Middle  
School  
NORWESCAP  
Palmer Elementary

Raub Middle School  
Red Door Early Learning  
Center  
Ritter Elementary  
Roosevelt Elementary  
Salisbury High School  
Salisbury Middle School  
Salvation Army  
Saucon Valley Elementary  
Saucon Valley High School  
Shawnee Middle School  
Siegfried Elementary  
Slater Family Network  
Slatington Elementary  
South Mountain Middle School  
Spring Garden Children's  
Center  
St. Andrew's Nursery School  
St. Anne's School (Bethlehem)  
St. Theresa's School  
The Caring Place  
Thomas Jefferson Elementary  
Tracy Elementary  
Trexler Middle School  
Truman Elementary  
Turning Point  
Valley Youth House  
Victory House  
Weed & Seed, Allentown  
Western Salisbury Elementary  
Whitehall High School  
Whitehall Middle School  
William Allen High School  
Wind Gap Middle School  
Wings for Life  
Women for Sobriety

## **BOARD OF DIRECTORS**

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CENTER FOR HUMANISTIC CHANGE

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