



# NEIGHBOR TO FAMILY

*Foster care that keeps siblings together*

*An accredited, evidence-based program*



## 2015 ANNUAL REPORT

# ***Neighbor To Family mourns loss of its founder, president and CEO Gordon Johnson***

**G**ordon Johnson, founder, president and CEO of Neighbor To Family, Inc. died Wed., Nov. 25 at the age of 82, following a brief illness.

Johnson's career began in the 1950s as a cottage officer at a New Jersey boys' home. He went on to serve as director of the Illinois Department of Children and Family Services for seven years and as president/CEO of Jane Addams Hull House Association in Chicago. In this role, he created a new model of foster care that enables siblings to stay together in one foster home.

He, along with his wife Deloris, later brought the Neighbor to Neighbor model to Daytona Beach and soon thereafter founded Neighbor To Family, which continues to prioritize sibling group preservation as part of its mission and core values.



***Just weeks before he passed away, Gordon Johnson spoke passionately about Neighbor To Family at the Jaguars/Ed Block Courage House ceremony.***

As director of the Illinois Department of Children and Family Services, Johnson launched the One Church One Child program with Father George Clements and Greg Coler. The goal of the program was to find, through one church, a family to adopt one child, and repeat that process to address the staggering number of African American children available for adoption in Illinois. The Ford Foundation and John F. Kennedy School at Harvard University selected it in 1986 as one of the 10 Best Government Partnership Programs in the country. One Church One Child continues to be active in several states.

***... He created a new model of foster care that enables siblings to stay together in one foster home.***

“We are deeply saddened by this news,” says Alliance for Strong Families and Communities President and CEO Susan Dreyfus. “Gordon was a true champion for children and exemplified the best of our sector. Our sector is better off because Gordon was a part of it.”

The Alliance recognized Johnson in 2006 with the Samuel Gerson Nordlinger Child Welfare Leadership Award for his exceptional contributions to the child welfare field, the national public policy arena, and the Alliance.

In 2007, Johnson was honored with the Purpose Prize, which rewards people over 60 years old with a large investment for finding new ways to solve social issues.

“He was a pioneer for sure,” said Mark Jones, CEO of Community Partnership for Children.

He said Johnson was “unwavering in his convictions” when it came to helping children and their families.



## *From the Board Room ...*

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### **Dallas Ingemunson, Chairman of the Board**

**I**t is with great sadness I write this year's letter after the recent passing of Neighbor To Family's Founder, President/CEO and my longtime friend, Gordon Johnson. As you will read in a special section of the annual report, Gordon was an incomparable pioneer in child welfare. Therefore, the best way we can honor his memory is to continue to advance the organization he cherished so dearly to new heights.

During this time of transition, the Board has every faith in Interim President/CEO Tony Everett to continue the important work the organization performs. Tony has been with Neighbor To Family since 2003 and was most recently the Vice President for Georgia, Maryland and South Carolina programs. In looking to the future, the board has launched a national search for Gordon's permanent replacement.

Gordon knew the bond between parent and child is considered precious. The same applies to the sibling bond. Unfortunately, many officials entrusted with the safety of children feel they have no choice but to separate siblings. Research has shown the bond between siblings is one of the strongest bonds that can be formed. This is because the relationship between siblings often outlasts any other relationship.

Siblings grow together and support each other throughout their lives, long after parents, grandparents, aunts and uncles have passed away. If siblings are separated at a young age, for months or years at a time, their precious bond may be damaged or broken forever. This can be devastating.

There is a bright spotlight of hope shining on this serious concern. Thanks to the state and local officials who have brought Neighbor To Family to their communities since 2000, there have been more than 11,000 foster children who now live or have lived with their siblings during their time in care. In addition, these children have spent less time in "the system," move less frequently and, in the majority of cases, are reunited with their parents or placed with relatives in less than a year.

The NTF Sibling model works well because of the tireless dedication and love shown by our highly trained professional foster caregivers and support staff. Thanks to supporters like you, we will continue to spread the word and expand our mission nationwide to save the brothers and sisters who need our help the most.

## *From the Corner Office ...*

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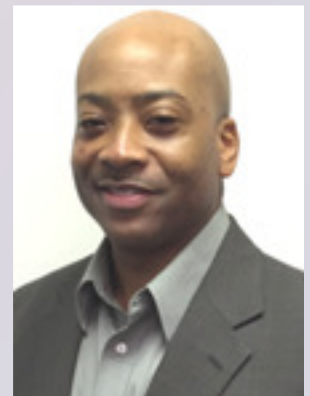
### **Tony Everett, Interim President & CEO**

**A**lthough I did not anticipate having to write this year's letter as your Interim President/CEO, I can only hope our organization's founder and my mentor, Gordon Johnson, would be proud of how hard his staff and professional foster caregivers are working to maintain a seamless, quality operation. After all, everything we do is for the amazing children entrusted in our care, and we owe it to them to carry on in the best way we know how.

Chairman Ingemunson is very much on point about the vital importance of preserving the sibling bond. Foster homes for abused and neglected children, especially siblings, are needed more today than ever. Federal and State officials have finally realized that children six and under should not be removed from abuse and neglectful homes and placed in group homes and institutions. They should be placed in foster homes.

Neighbor To Family's consistent performance outcomes of keeping siblings together 95% of the time, an approximate nine month reunification rate and an 85% foster parent retention rate show how much of an effective, viable agency it is among its many competitors.

Now more than ever, our Sibling model is being looked at very closely by several states. We will thoughtfully seek sustainable expansion and growth opportunities over the next few years. This is the lasting legacy of Gordon Johnson we wish to cultivate to the fullest extent.



## Two Florida NTF programs named Jaguars/Ed Block Courage Houses



**Roy Miller signs a football for one of his fans.**

The Jacksonville Jaguars and the Ed Block Courage Award Foundation honored Neighbor to Family as the Jaguars/Ed Block Courage House award recipient for its Daytona and Jacksonville programs.

The ceremony took place in October at the Daytona International Speedway, and included a \$10,000 charitable gift for NTF from the Ed Block Courage Award Foundation. Dignitaries included Jacksonville Jaguars Team President Mark Lamping and NTF President and CEO Gordon Johnson, in his last major public appearance before passing away several weeks later.



This partnership marks the joining of three organizations determined to improve the lives of abused and neglected children and their families at a level greater than any could attain alone," said Johnson.

"Neighbor to Family's unique and inspiring work to keep siblings together is a very important issue that we graciously support," Lamping said, "and their track record of family reunification is a model for the nation."

A Courage House is a facility or program that provides support and quality care for abused children and their families in 25 communities where an NFL franchise is affiliated with the Ed Block Courage Award Foundation. Also every year, one football player from each partnering NFL franchise is recognized by his peers as a Courage Award recipient in recognition of their dedication and characteristics as a community role model. Ed Block is remembered as one of the most educated athletic trainers of his day and for his contributions to improve the lives of children. Athletic trainers nationwide support the Ed Block/Courage Award Foundation.



At the Courage House award luncheon, standing from left: NTF Development Director Lori McMullin, NTF-Jacksonville Program Executive Director Aida Seeraj, Jacksonville Jaguars Defensive Tackle Roy Miller (2014 Courage Award honoree), Ed Block Courage Award Foundation Director of Community Relations Brett Dickinson and Jacksonville Jaguars Team President Mark Lamping.

Seated from left: Jacksonville Jaguars Alumni Richard Collier (2009 Courage Award honoree) and NTF Founder, President and CEO Gordon Johnson. Also taking part were the Jaguars' Roar cheerleaders and team mascot Jaxson De Ville.

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## Superheroes run and walk for Jacksonville program

NTF-Jacksonville hosted its 3rd annual Superhero Family 5K and Fun Run on the downtown Riverwalk in November, sponsored by the Jaguars Foundation.

Approximately 130 superhero runners, sponsors, volunteers and supporters were in attendance. There were custom medals, trophies, awards, face painting, carnival games and an ice cream truck. It was a beautiful day and everyone had a wonderful time!



## Stellar NTF foster caregivers honored in Georgia

In October, NTF-Georgia held its 10th Annual Foster Caregiver Appreciation Luncheon and Awards Banquet at the exclusive Commerce Club of Atlanta.

This year's event featured a "Star Wars" theme, "Our Caregivers are Out of This World." More than 100 guests took part in the festivities.

"Professional Foster Caregiver of the Year" honorees were:

- ◆ DeKalb County: Evelyn Manuel
- ◆ Fulton County: Cynthia McFarlane
- ◆ Gwinnett County: Millicent Baxter
- ◆ Richmond County: Louisa Scruggs
- ◆ UAC Atlanta: Carline Duncan

*Evelyn Manuel, Foster Caregiver of the Year honoree for DeKalb County, Georgia, with Tony Everett, NTF Interim President and CEO.*



## Bartow program and supporters celebrate FIRST year

NTF-Bartow hosted an open house and ribbon-cutting ceremony in June to mark a year of service to the communities of Polk, Highlands and Hardee Counties in Florida. The event included NTF President and CEO Gordon Johnson and many supporters and area dignitaries (see photo).



NTF-Bartow operates the FIRST (Family In-Home Resource & Support Team) program. The program provides immediate, intensive intervention and services to families whose children are at imminent risk of removal, and provides 24/7 staff availability. Additionally, NTF-Bartow now offers Nurturing Parenting programming.

## "A Toast to Foster Families" event in Daytona raises \$4,000



NTF-Daytona held "A Toast to Foster Families" wine-tasting event in November at the very swanky 31 Supper Club and raised over \$4,000. Over 100 guests enjoyed a variety of California whites and reds, appetizers and decadent chocolate (see photo). Many thanks to the 31 Supper Club, Grind Gastropub, S. R. Perrott and Sappho Chocolates for their donations and contributions to make this event possible. This will become an annual event for the program.

## NTF-Charleston celebrates foster caregivers

NTF-Charleston hosted its fourth annual holiday celebration for foster families in December. The professional foster caregivers, children and NTF staff (see photo) built gingerbread houses, drew for prizes and colored pictures for the holidays. This event was made possible thanks to the donated dinner for all 50 attendees, holiday gift donations from Olive Garden at Northwood's Mall and courtesy park passes donated by the Charleston Park and Recreation Commission.



### Neighbor To Family

#### 2015 Performance:

**95%**

Overall percentage of siblings placed together  
U.S. average: 25%

**1.14**

Average number of foster home placements - once child is in NTF care  
U.S. average: 4.0

**9.53 months**

Average length of stay in NTF foster care  
U.S. average: 22.7 months

# Maddox family, owners of Time Printers, Inc. named Baltimore's 2015 Siblings of the Year

**N**TF-Baltimore honored the Maddox siblings, owners of Time Printers, Inc., as its 2015 Gordon Johnson Siblings of the Year at a special dinner and award ceremony in September at The Forum Caterers venue.

The Maddox siblings (see photo): Al, Jr., Brenda, Daniel, Wayne, Gregory and Lisa Maddox-Jordan, are not only outstanding examples of family values and respected members of the Baltimore community, but also second generation partners in their family-founded printing business. Since 2008, NTF-Baltimore has honored a local family for being an extraordinary example of the sibling bond.



The Maddox siblings (see photo): Al, Jr., Brenda, Daniel, Wayne, Gregory and Lisa Maddox-Jordan, are not only outstanding examples of family values and respected members of the Baltimore community, but also second generation partners in their family-founded printing business. Since 2008, NTF-Baltimore has honored a local family for being an extraordinary example of the sibling bond.

## Neighbor to Family Major Donors for 2015

*(\$500 and above)*

- |  |   |                                      |
|--|---|--------------------------------------|
| <i>Mr. &amp; Mrs. Chris Albano</i>                         | <i>Hometown News</i>                                    | <i>SB &amp; Company</i>              |
| <i>Atlanta Braves Reach Out Foundation</i>                 | <i>Independent Charities of America Campaign</i>        | <i>Spoken For</i>                    |
| <i>Atlantic Chiropractic &amp; Wellness Center</i>         | <i>Dallas &amp; Dolores Inge munson</i>                 | <i>Carol Starr</i>                   |
| <i>Auto Stop LTD</i>                                       | <i>Jaguars Foundation</i>                               | <i>Starr Real Estate LLC</i>         |
| <i>Ed Block Courage Award Foundation</i>                   | <i>Jacqueline Johnson</i>                               | <i>Stars and Strikes</i>             |
| <i>Bon Secours Health System, Inc</i>                      | <i>King, King &amp; Associates</i>                      | <i>TD Bank Community Relations</i>   |
| <i>Bright House Networks</i>                               | <i>Linda A. Klein</i>                                   | <i>The Compound Foundation</i>       |
| <i>Building Remarkable Communities, Inc.</i>               | <i>Sen. Evelyn Lynn</i>                                 | <i>31 Supper Club</i>                |
| <i>Ryan Cameron Foundation in Partnership with Porsche</i> | <i>March Funeral Home</i>                               | <i>Tickets for Kids</i>              |
| <i>Louise &amp; Wayne Cantrell</i>                         | <i>Mattress Firm</i>                                    | <i>Time Printers</i>                 |
| <i>Cheslow Achievement Group</i>                           | <i>Midtown Centre LLC</i>                               | <i>Toys For Tots</i>                 |
| <i>Chick-fil-A</i>   | <i>Bekah Nevala</i>                                     | <i>Uptown Press, Inc.</i>            |
| <i>Coppin State University</i>                             | <i>One Simple Wish</i>                                  | <i>Johnny &amp; Georgi Valentino</i> |
| <i>Daytona Proto Karts</i>                                 | <i>Mr. &amp; Mrs. James Patterson</i>                   | <i>Nina Vannortwick</i>              |
| <i>FL Dept. of Children and Families</i>                   | <i>Printing &amp; Graphics Association Mid-Atlantic</i> | <i>W.W. Grainger, Inc.</i>           |
| <i>Grind Gastropub</i>                                     | <i>Product Quest Manufacturing LLC</i>                  | <i>Sharon Webb</i>                   |
| <i>Rodney Hammond</i>                                      | <i>Brenda Regan</i>                                     | <i>Kevin Wakefield</i>               |
| <i>Heartland for Children, Inc.</i>                        | <i>Renda Broadcasting Corp</i>                          | <i>Wells Fargo Foundation</i>        |
| <i>Tiffany Holbrook</i>                                    | <i>Sappho Chocolates LLC</i>                            | <i>Harold Young, P.A.</i>            |

# Statement of Activities and Changes in Net Assets

*For the Years Ended June 30, 2015 and 2014*

## CHANGE IN UNRESTRICTED NET ASSETS

### Revenue and support

Service revenue	\$14,234,298
Contributions and other income	320,714
<b>Total Revenue</b>	<b>14,555,012</b>
Net assets released from restrictions	3,604
<b>Total revenue and support</b>	<b>\$14,558,616</b>

### Expenses

Program services	\$12,712,186
General and administrative	1,805,617
Fundraising	15,712
<b>Total Expenses</b>	<b>14,533,515</b>
<b>Change in unrestricted net assets</b>	<b>\$25,101</b>

## CHANGE IN TEMPORARILY RESTRICTED NET ASSETS

Contributions and other income	\$12,267
Satisfaction of restrictions	(3,604)
<b>Change in Temporarily Restricted Net Assets</b>	<b>\$8,663</b>
Changes in net assets	\$33,764
Net assets, beginning of the year	(5,058)
<b>Net Assets, End of the Year</b>	<b>\$28,706</b>

# Statement of Financial Position

*As of June 30, 2015*

## ASSETS

Cash and cash equivalents	\$42,114
Program services receivable	1,032,739
Prepaid expenses and deposits	148,493
Property & Equipment	57,834
<b>Total Assets</b>	<b>\$1,281,180</b>

## LIABILITIES AND NET ASSETS

### Liabilities

Accounts payable and accrued expenses	\$456,615
Accrued compensation	291,193
Line of credit	54,728
Loans payable	403,551
Deferred revenue	46,387
<b>Total Liabilities</b>	<b>\$1,252,474</b>

### Net Assets

Unrestricted	(8,537)
Temporarily restricted	37,243
<b>Total Net Assets</b>	<b>28,706</b>
<b>Total Liabilities and Net Assets</b>	<b>\$1,281,180</b>

## 2015 Board of Directors

Dallas Ingemunson,  
*Chairman*

Father George Clements  
Sheilah Davenport  
Dr. Rodney Hammond  
Senator Anthony C. Hill  
Gordon Johnson  
Linda A. Klein  
Senator Evelyn Lynn  
Sylvester Monroe  
Ackneil M. Muldrow II  
James G. Patterson  
E. Fielding Pringle

## Management

Tony Everett  
*Interim President & CEO*

James Akins  
*V.P. of Florida Programs*

The Honorable Hubert Grimes  
*General Counsel*

Chris Gurley  
*Director of MIS*

Gaye James  
*V.P. of CQI and Training*

Lori McMullin, APR  
*Development Director*

Greg Milliken  
*Interim Chief of Staff*

Mark Moor  
*V.P. / Chief Financial Officer*

Kelly Morgan  
*Assistant to the President*

Reggie Williams  
*V.P. of Human Resources*

## Executive Directors

Monique Brabham  
*East Georgia Office*

Keita Evans  
*Stone Mountain Office*

Rachael Gerow  
*Daytona Beach Office*

Oliver Harper  
*Metro Atlanta Office  
(DeKalb & Fulton Counties)*

Donna McCarter  
*Baltimore Office*

Heather Monteath  
*Bartow Office*

Aida Seeraj  
*Jacksonville Office*

McBee Zimmerman  
*Charleston Office*



# NEIGHBOR TO FAMILY

*Foster care that keeps siblings together*

*An accredited, evidence-based program*

## ***Program Locations***

### **Corporate Offices**

200 S. Ridgewood Ave.  
Daytona Beach, FL 32114  
Phone: 386-523-1440

### **Florida**

Bartow Office  
1239 East Main St.  
Suite A6  
Bartow, FL 33830  
Phone: 863-537-7712

Daytona Beach Office  
122 S. Seagrave Street  
401 W. Int'l Speedway Blvd.  
Daytona Beach, FL 32114  
Phone: 386-248-0712

Jacksonville Office  
4057 Carmichael Ave.  
Suite 101, Building 3000  
Jacksonville, FL 32207  
Phone: 904-996-9119

### **Georgia**

Stone Mountain Office  
2075 West Park Place Blvd.  
Stone Mountain, GA 30087  
Phone: 770-465-5170

Metro Atlanta Office  
(DeKalb & Fulton Counties)  
1900 Century Place  
Atlanta, GA 30345  
Phone: 404-315-0100

East Georgia Office  
801 Greene St.  
Augusta, GA 30901  
Phone: 706-396-2180

### **Maryland**

Baltimore Office  
2605 Lord Baltimore Dr.  
Baltimore, MD 21244  
Phone: 410-496-8151

### **South Carolina**

Charleston Office  
4975 Lacross Road  
Rivergate Center II  
N. Charleston, SC 29406  
Phone: 843-952-2158

***Neighbor To Family, Inc. is a not-for-profit organization supported in part by our funding partners:***

- ◆ Florida Department of Children and Families and its local community-based care organizations: Community Partnership for Children, Inc., Family Support Services of North Florida, Inc. and Heartland for Children, Inc.
- ◆ Georgia Department of Human Resources, and the Departments of Family and Children Services in multiple counties across the State
- ◆ Maryland Department of Human Resources-Social Service Administration
- ◆ South Carolina Department of Social Services
- ◆ U.S. Dept. HHS, ACF, ORR UAC Emergency Funding Program



***Our Mission: Revolutionize foster care by keeping siblings together while building healthier families and stronger communities.***

**[www.neighbortofamily.org](http://www.neighbortofamily.org)**

