



2014 Annual Report
“WE STAND COMMITTED”

MISSION STATEMENT

Children's Choice, Inc. is a Christian social service agency, which provides specialized community-based services. Children's Choice, Inc. serves as a bridge for individuals who are in need of the reintegrative process of family living.

Intensive individualized supportive services are provided to empower clients in achieving their highest potential.

As a response to changing needs in families and society, Children's Choice, Inc. seeks to be an agent of positive change with those we serve throughout the world.

CORE VALUES

To be committed to serve.

To uphold Christian values.

To provide and promulgate positive family environments.

To promote family re-unification.

To facilitate choices, respecting each individual's right to choose.

To work in a team oriented approach.

To provide for the physical, psychological and spiritual needs of others.

To stimulate personal growth and self-determination.

To be agents of faith.

To encourage and enhance social consciousness.

BOARD MEMBERS



Mr. Norman Robinson
Chairman Emeritus

*Retired, City of Philadelphia
Police Department
Sicklerville, New Jersey*



Rev. Bernard Keels
Board Chairman

*Chapel Director
Morgan State University
Baltimore, Maryland*



Dr. Sheila D. Thompson
Secretary of the Board

*Educational Psychologist
Glenn Dale, Maryland*



Mr. Richard A. Hause
Board Member

*Retired from Grant Thornton
Philadelphia, Pennsylvania*



Mrs. Christine Keels
Board Member

*Supervisory Program Analyst
District of Columbia
Court Services & Offender
Supervision Agency
Baltimore, Maryland*



Christopher Cummings, Esq.
Board Member

*Partner, Stradley, Ronon,
Stevens & Young, LLP
Malvern, Pennsylvania*



Rev. Lawrence Crawford
Board Member

*Senior Pastor
Foster Memorial
Baptist Church
Philadelphia, Pennsylvania*



Mrs. Jacquelyn Baldwin
Board Member

*Retired from Occidental
Chemical Company*



Mr. Richard J. Devine
Board Member

*Vice President/Commercial
Relationship Manager
First Savings Bank
Perkasie, Pennsylvania*



Mrs. Carolyn Dunn
Board Member

*President
Voice of Choice: Resource
Parent Support Group
Reisterstown, MD*

STEWARDSHIP REPORT

As a boater, I learned to appreciate the help of lighthouses. The lighthouse sends its beam far out into the environment illuminating dark or murky areas. In 1982, Children's Choice had its beginning in Chester, Pennsylvania, where we still work. We added six sites in Lewisburg and in Philadelphia, Pennsylvania. Since our founding, we have reached into areas that were uncharted waters for us, so that we now also operate from offices in Newark and Dover, Delaware, in Baltimore, Kent Island and Salisbury, Maryland and are headquartered in Bellmawr New Jersey.

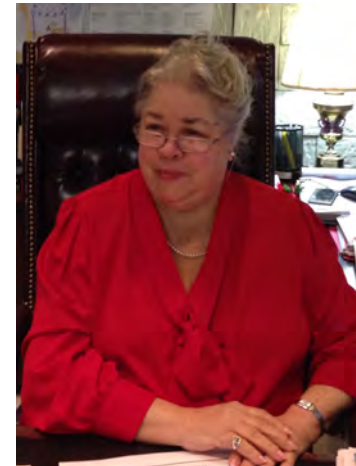
Children's Choice began providing our small light in the foster care system by contracting to provide specialized foster care, then in 1995 we began to do kinship, recognizing that a child's best place is most often with his birth family. This led to Interstate Compact Care, in which children needed to be placed across state borders, often to keep a family intact. Adoption became a natural corollary, as so many foster families elected to adopt when children were unable to return to birth family.

Some of the children referred to us had significant mental health challenges, so we developed a program of Therapeutic Foster Care which addresses these children and their families. To meet the needs of children lingering in hospitals and those who could not yet be cared for at home, we initiated programs for medically fragile children. Today we serve 1,262 children in full-time foster and kinship care.

Understanding that the caregivers of these children needed time to re-group, re-charge and rest, we introduced respite care to help our resource parents to be more patient and creative. We then added to general respite care by using respite as diversionary measure to avoid placements, and we expanded into Parent Aide services, both to prevent placement and to help adjustment for a child returning home. We provide Parent Empowerment classes, helping parents learn to cope with their children's behaviors. Recently we have engaged in Refugee Placement, a program that swelled significantly this year, but now seems to have adjusted to a more systematic flow.

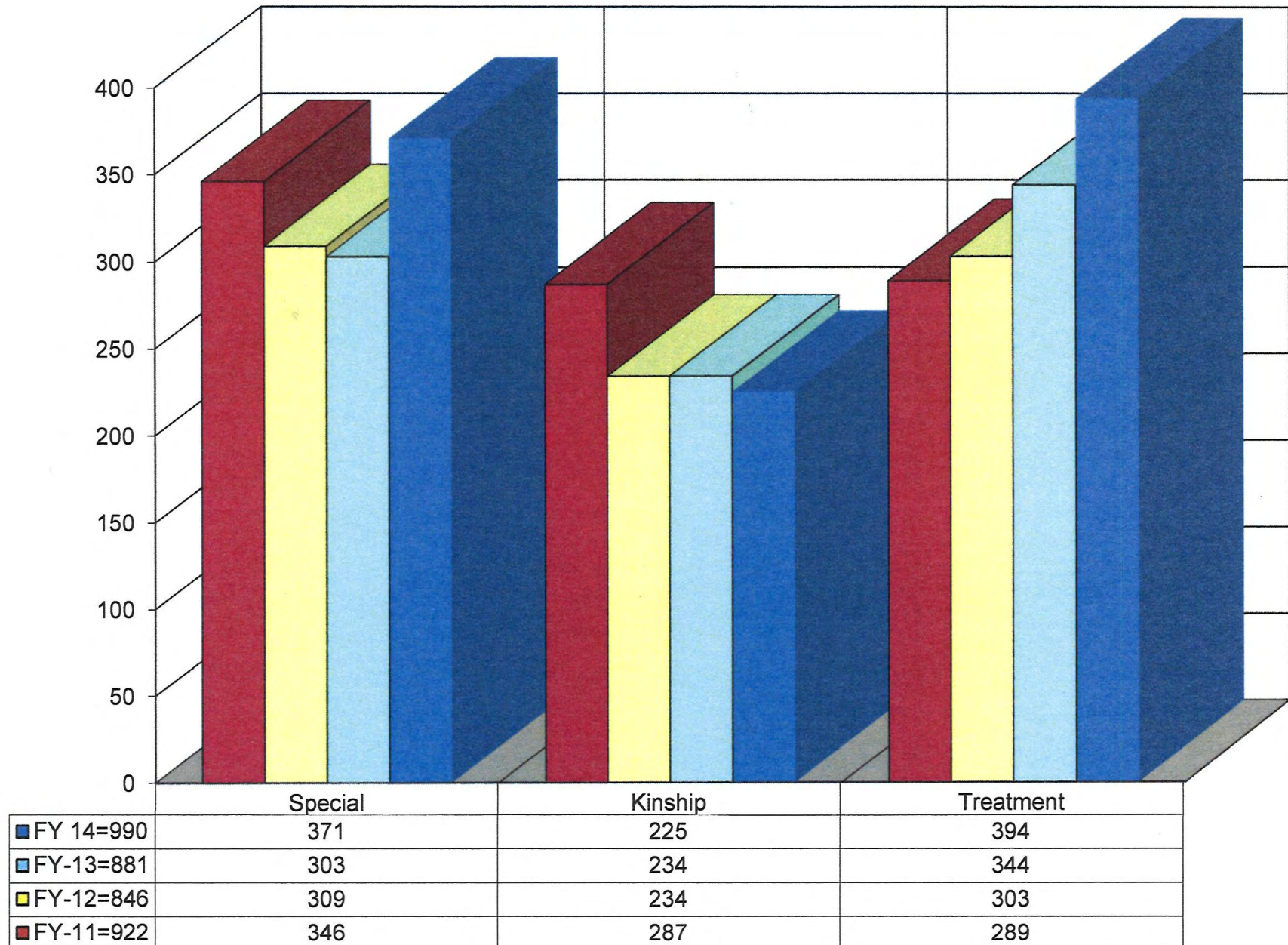
The seas that surround the lighthouse are constantly changing. Sometimes the sailing is smooth, often it's choppy, and occasionally powerful storms assail. The lighthouse is built to withstand the tempest, not to waver in whitecaps, and to reflect the tranquility often occasioned by its environment. Children's Choice, too, has been built to endure the changing atmosphere of child welfare; sometimes the "sea" is routine and calm, children are placed into safe environments, and permanencies are consummated. At other times, Children's Choice and the other child welfare agencies are beset by repetitive paperwork and bureaucracy, slow-moving courts, dysfunctional helping systems, all of which have the potential to cause the swerving off course from the safe havens all children need.

And then there are typhoons, hurricanes, tempests! The ground shakes, the waves crash, the winds roar, but through all the changes, this agency adapts and plans and prepares for contingencies while shining its light steadily and true, arcing through the murkiness that always accompanies change, proclaiming that Children's Choice is fixed upon the Rock and will continue to serve children and their families in traditional ways and through new programs. As long as God enables us to be the light, we will, to show children the path across their stormy seas to their safe havens. We stand committed to serve in whatever capacity God directs.

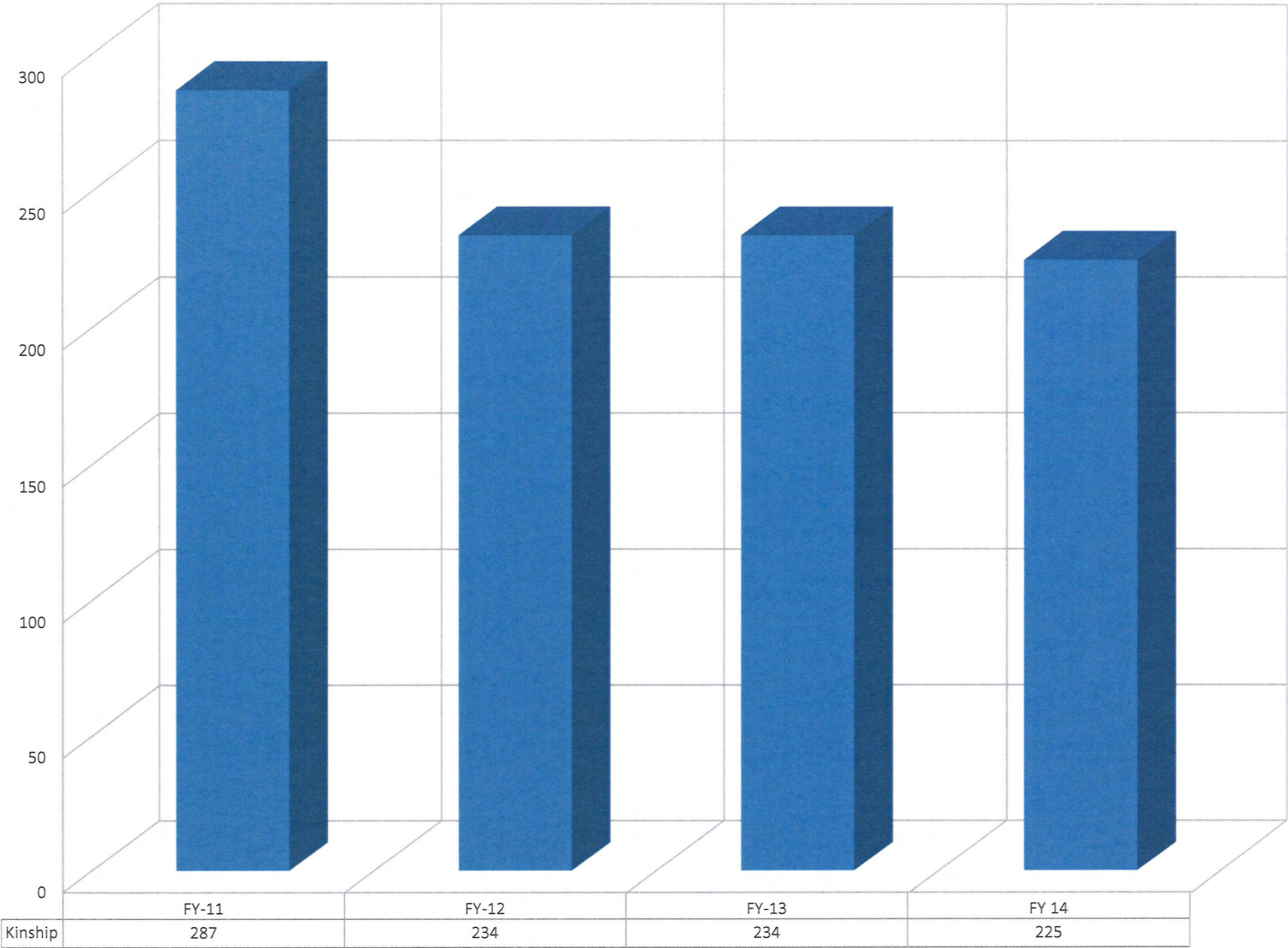


*Dr. Carolyn A. Eberwein
President*

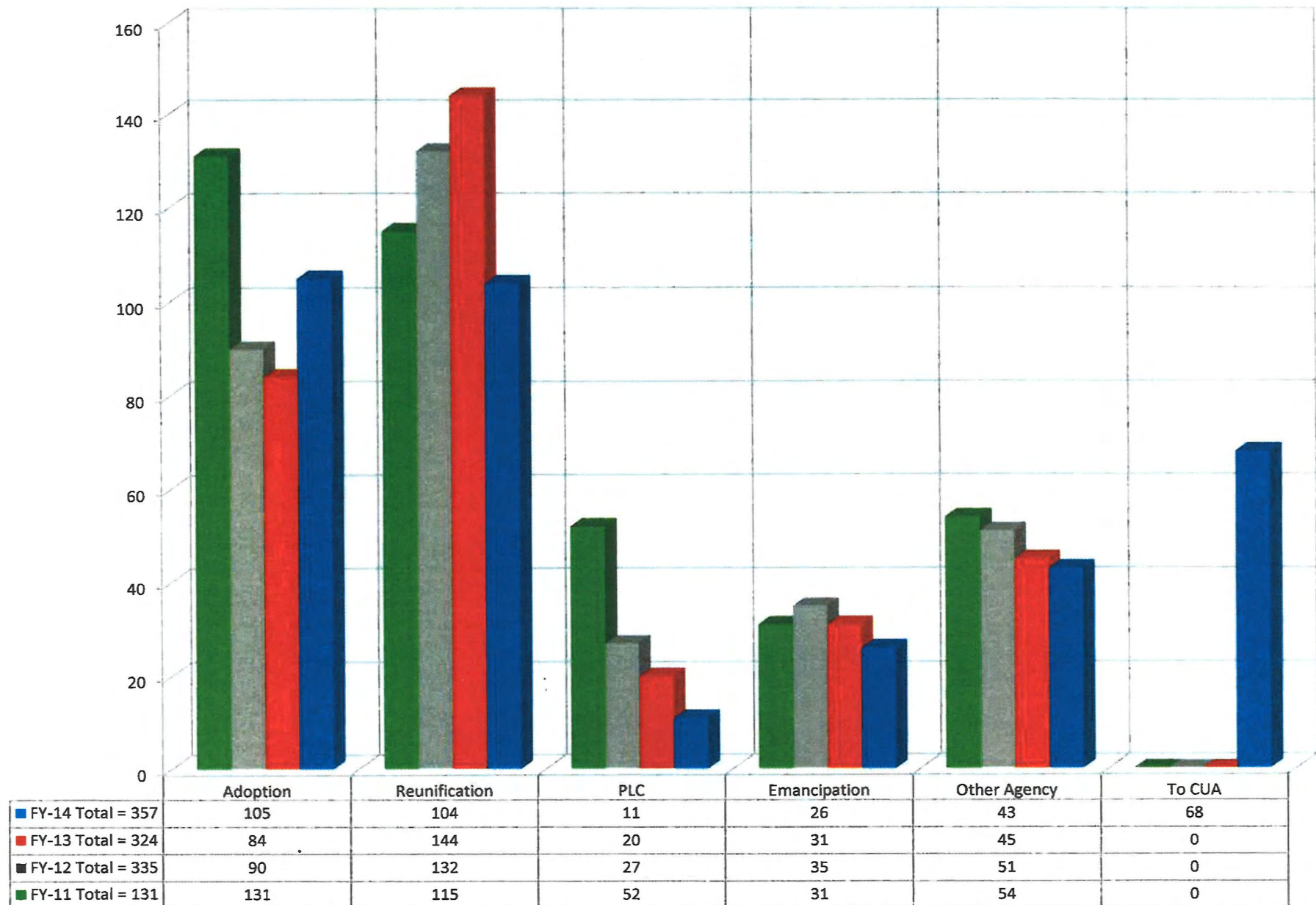
Goal 1: To increase the number of children served in specialized, kinship and treatment foster care. The number of children in specialized and treatment foster care has increased and there are slight decreases in kinship care.



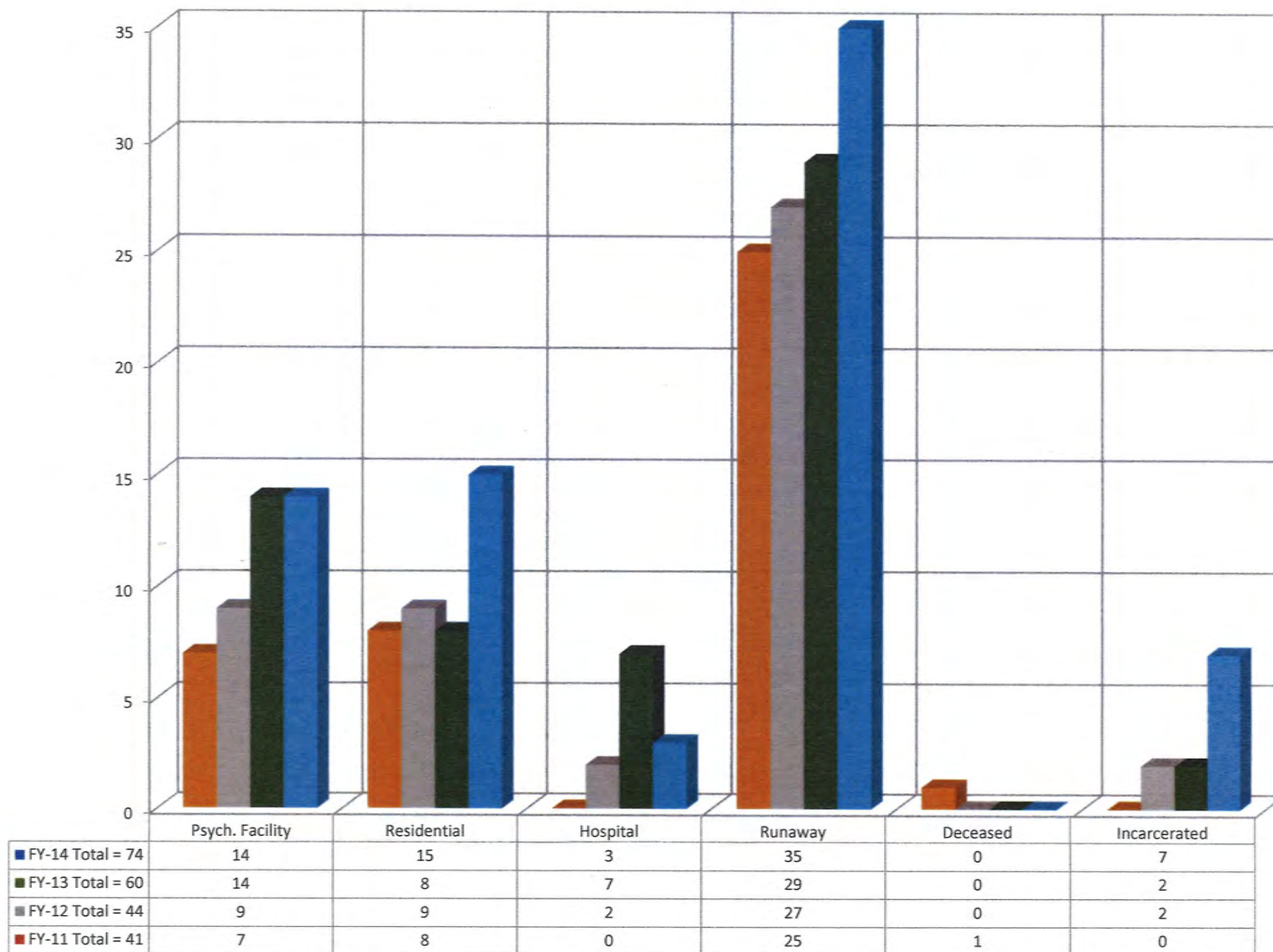
Goal 2: **To increase the number of children served in kinship care.** The number of children referred has decreased slightly in FY '14.



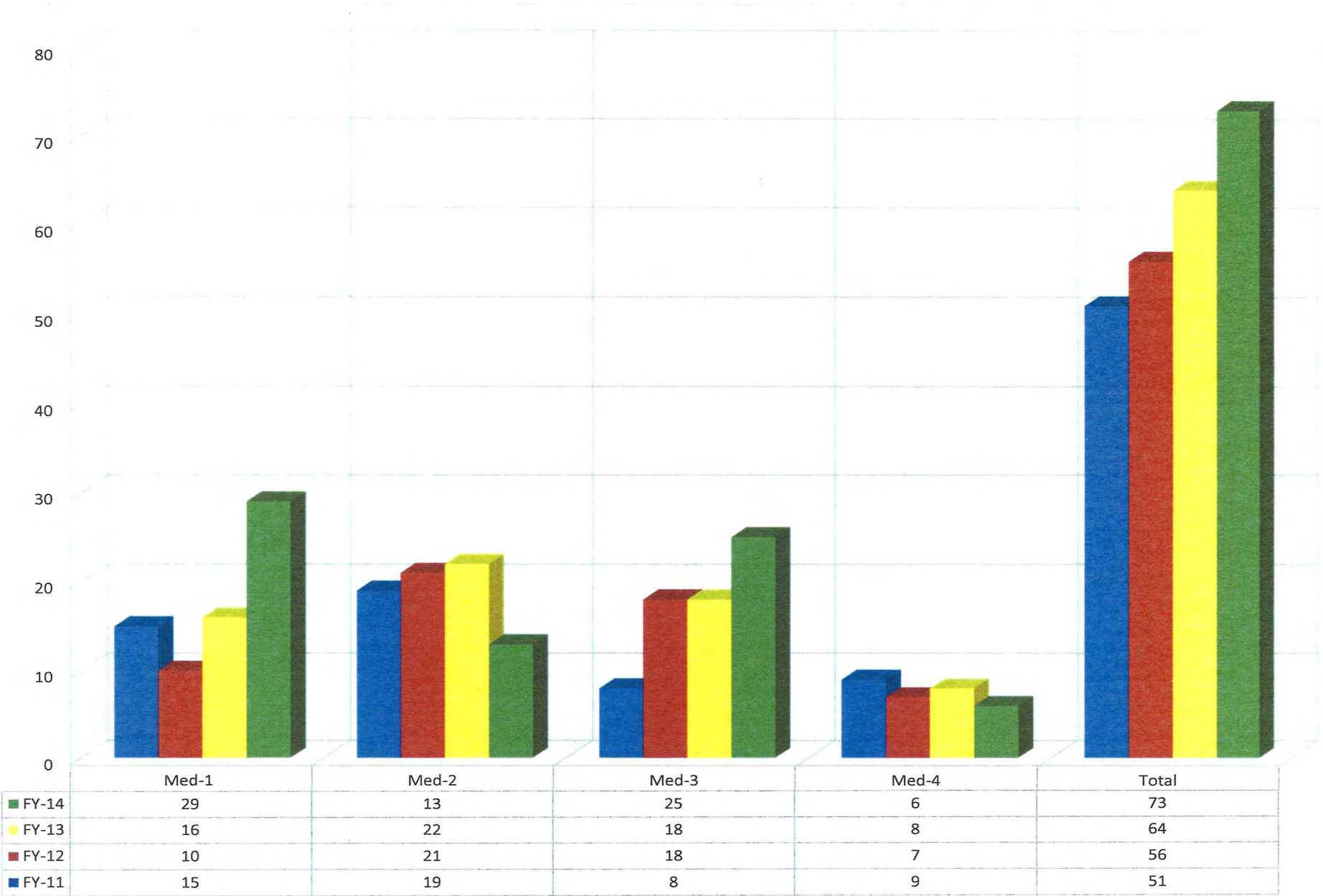
Goal 3: To increase the number of positive discharges for children in out-of-home care. The number of reunifications has decreased by 28% while the number of adoptions has increased by 20%.



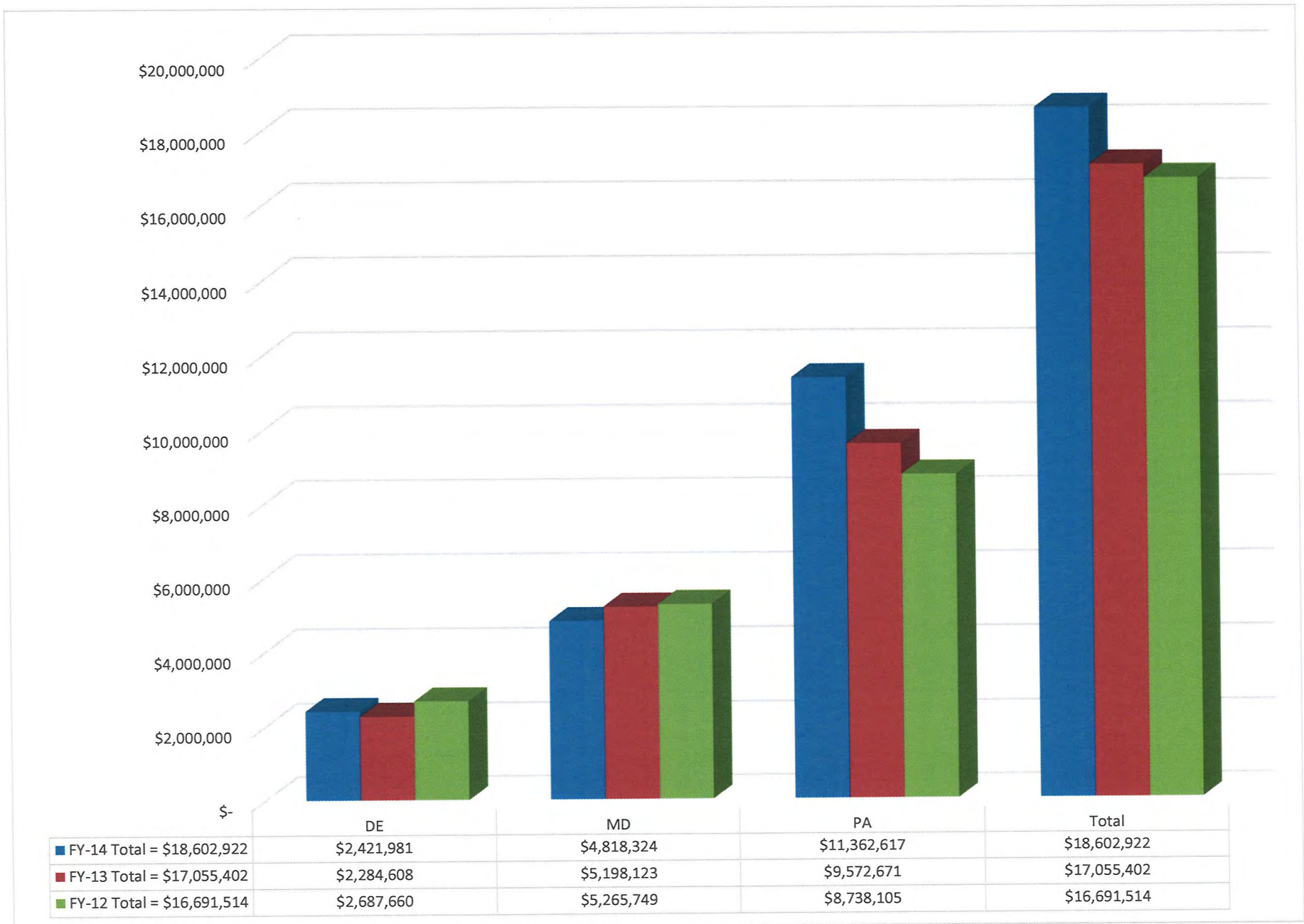
Goal 4: To reduce the number of negative discharges for children in out-of-home care. The number of negatively discharged children has grown, a reflection of the increasingly challenging diagnoses and needs of the children referred. These needs also reflect the number of children sent to psychiatric facilities. The number of residential placements, runaways and those incarcerated has increased, due largely to the number of older teens being accepted for kinship and foster care.



Goal 5: **To expand services to medically-fragile children.** The number of medically fragile children referred has increased, particularly in the Med 1 category, those with less complex medical needs. However, Children’s Choice continues to accept children who are seriously medically compromised and chronically ill.

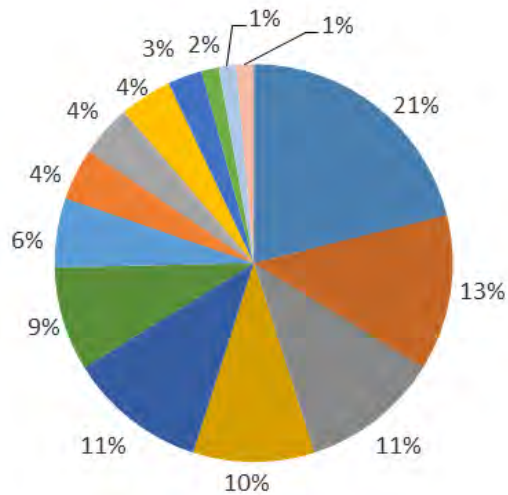


Goal 6: **To increase agency revenues.** We have increased existing contracts and added new contracts to total \$1,581,650 (9.32%) increase over the prior fiscal year.



Goal 8: To increase staff retention rate.

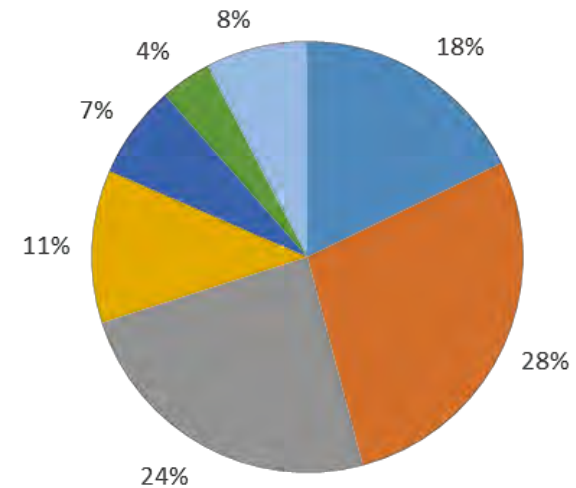
Separations of Staff Fiscal Year 2014 46% Turnover Rate*



Reasons for separation:

- Money (15 persons)
- Relocation (9 persons)
- School (8 persons)
- Performance (8 persons)
- Advancement (7 persons)
- Working Conditions (6 persons)
- Family (4 persons)
- Rif/Layoff (3 persons)
- Abandon Job (3 persons)
- Seasonal (3 persons)
- Transfer to Contractor (2 persons)
- Unfavorable Background (1 person)
- Commute (1 person)
- Medical issue (1 person)

Length of Employee Service in Years Total Number of Employees: 157



- 6 months (28 persons)
- Under 2 yrs (44 persons)
- 2 to 5 yrs (38 persons)
- 5 to 10 yrs (18 persons)
- 10 to 15 yrs (11 persons)
- 15 to 20 yrs (6 persons)
- Over 20 yrs (12 persons)

* CWLA Salary Study estimates turnover for private agencies at 35.3% (2003).

THE VOICE OF CHOICE: RESOURCE PARENT SUPPORT GROUP

The Voice of Choice is a dynamic Resource Parent Support Group representing all of the families of Children's Choice. All currently licensed Children's Choice resource parents are members of the Voice of Choice serving over 700 families in Delaware, Maryland, New Jersey, Pennsylvania and Washington, D.C. This diverse group consists of representatives and alternates from every Children's Choice office. Each office is invited to send one resource parent to attend our meetings, however, representatives, staff and other resource parents are welcome to attend. We meet quarterly at the main office in Bellmawr, New Jersey.

Dr. Carolyn Eberwein, our President and Web Eberwein, our Chief Executive Officer regularly attend these meetings acting in an advisory capacity. Their presence allows resource parents a voice at the corporate level, which makes our support group very unique. The sitting President of the Voice of Choice is appointed to the agency's Board of Directors and is a voting member.

The Voice of Choice is funded primarily through resource family donations. As a result of these donations, we are able to sponsor several ongoing programs and activities. During the holiday season we fund a Santa's Workshop for each office so that children can enjoy shopping for gifts for their families. We are especially proud of our Scholarship Fund which allows us to help students as they pursue higher education. We are currently able to offer a \$500 scholarship to students who meet eligibility requirements.

In an effort to educate families on the abuse allegation process, the Voice of Choice has produced a DVD entitled "Accused". A

copy has been provided for each Voice of Choice Representative and each Children's Choice Office to share with a family in the event of an allegation. Voice of Choice Representatives are available to support families who may be going through the allegation process.

Training is very important to us and resource parents have been extended the opportunity for additional training through the National Foster Parent Association and the State Resource Family Conference. We encourage our parents to take advantage of these training opportunities to help better serve the children in their care. These trainings also allow resource families the opportunity to connect with other families, share experiences, challenges, and build lasting relationships.



*Carolyn Dunn, President
Voice of Choice*

COMMONWEALTH OF PENNSYLVANIA

Ninety-eight performance-based contracting permanencies were consummated.



743 Pennsylvania children were cared for this year by 319 resource families.



Forty-six Pennsylvania children were reunified with their parents.



Six permanent legal custodianships were awarded by Pennsylvania courts.



Sixty-eight Pennsylvania adoptions were finalized.



Four mothers and their babies were kept together in foster families.



Sibling groups totaling 252 children were placed together.

Three emancipations were awarded.

STATE OF DELAWARE



Twenty-one reunifications were achieved.



One hundred and eleven children were cared for by 45 Delaware resource parents.



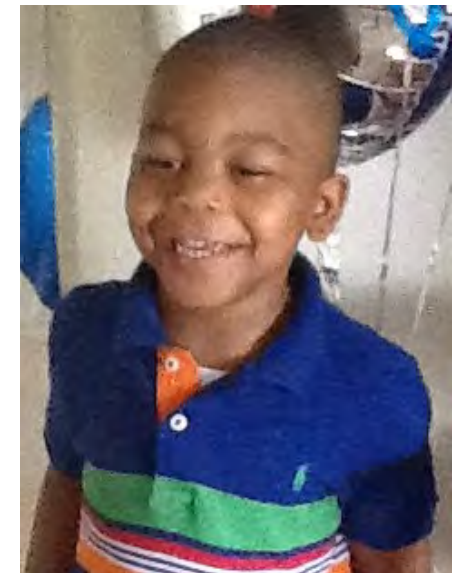
Thirty-three siblings were placed together this year, part of Children's Choice's emphasis on sustaining family ties.



Five emancipations were effected.



We conduct Parent Empowerment classes and Parent Aide programs to help to prevent children going into placement.



Twenty-nine adoptions were finalized this year in Delaware.

STATE OF MARYLAND



Sixteen emancipations occurred.



Twenty-two reunifications were achieved!



Our Mid Shore and Lower Shore respite programs provided 1,848 nights of respite and prevented entry into care for 116 children from 95 families.



One hundred and fifty-seven children were cared for by 82 Maryland resource parents.



Thirty-three siblings were placed together with us this year.

SPECIAL EVENTS

DONATIONS



Assembly Number 61, Order of the Gold Circle donated 247 pairs of socks to Children's Choice: 3 pairs for each of the 89 children ages 1-18 years old!



Maggie Philips, Esq., Children's Choice Corporate Attorney, receives a donation from The Safeguard Group, Inc.



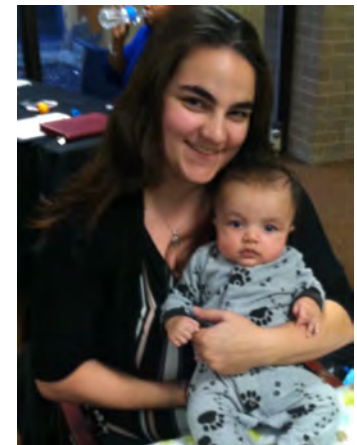
Dr. Carolyn Eberwein, President displays a set of pajamas donated to Children's Choice by Pajama Program Headquarters and Reading Center to our Kent Island, Maryland office.

GRADUATION DAY



We were pleased to be there to help Amanda celebrate her high school graduation. She remained in the same foster home for six years while maintaining contact with family members. She will attend Delaware State University in the fall majoring in Veterinary Science.

BRING YOUR BABY TO WORK



Children's Choice staff can bring their baby to work until the little one is 6 months old. This eases the transition back to the workplace for Moms and/or Dads.

SPECIAL EVENTS CONTINUED

OUR CHILDREN ON VACATION



TEAM BUILDING



Recruiters try to climb a rock wall as part of their training.



Carolyn Dunn, Voice of Choice President/Board Member gallops her knightly steed toward the next Voice of Choice meeting.



The Adoption Department went zip lining at Lums Pond State Park in Bear, DE. This event was challenging and exciting and allowed each member of the team to use their strengths to help each other at times of weakness.

SPECIAL EVENTS CONTINUED

CHRISTMAS

Christmas is a time of wonder! Local churches, merchants and organizations donate gifts and holiday meals for our children and their families.

Staff use funds provided by the Voice of Choice, our Resource Parent Support Group, to put on Santa's Workshops, in which children can make or "buy" gifts for their foster families and their siblings back home, learning that giving is as important as receiving.



Kim from Corporate Synergies stands ready to become an Angel Tree donor.



OFFICE PICNICS FOR RESOURCE FAMILIES



The resource parents, children and staff enjoyed a day of hamburgers, hot dogs and three legged races.

RESOURCE PARENT RECRUITMENT



Rev. Scott Dorsey, Recruitment Manager hosting a booth at the "Love Philadelphia" event hosted by Antioch of Calvary Church Chapel.

SPECIAL EVENTS CONTINUED

BRING YOUR CHILD TO WORK DAY



Dr. Carolyn gets her face painted.



Web Eberwein explains the role of Chief Executive Officer.



Dr. Carolyn tells the children about how Children's Choice was started.



Jenn Amad, Program Assistant shows how her work helps the agency.

TRAINING



Web Eberwein, Chief Executive Officer welcomes New Employees to their first training.



Michele Ellis, Comptroller role plays with Shannon O'Malley, Second-in-Command of our Delaware County office.



Karelynn Thompson, Director of Training, introduces Choice Theory/Reality Therapy to casework staff.

WHO WE SERVE



CHILDREN'S CHOICE ENTITIES

Combined Statement of Activities
Year Ended June 30, 2014

	Children's Choice of Inc.	Children's Choice of Delaware, Inc.	Children's Choice of Maryland, Inc.
Support and revenue			
Public support:			
Contributions	\$7,370	\$1,572	\$6,285
	7,370	1,572	6,285
Revenues:			
Adoption-private pay	12,000	17,800	
Management service fees			
Rental income	1,536	0	6,230
Other income	13,536	17,800	6,230
Revenues:			
Program services:			
State of Pennsylvania	8,681,057		
Philadelphia County	317,650		
Delaware County, PA	17,898		
Berks County, PA	7,199		
Chester County, Pa	1,265		
Lawrence County, PA	4,722		
Union County, PA	62,661		
Northumberland County, PA	5,428		
Juniata County, PA	6,982		
Perry County, PA	26,645		
Luzerne County, PA	35,189		
Schuylkill County, PA	3,373		
Snyder County, PA	998,550		
Diakon Lutheran Social Ministries (SWAN)	618,555		330,966
State Offices of Medical Assistance		1,348,422	
Delaware Department of Services for Children, Youth and Families		108,131	
Foster Care		617,089	
Interstate Compact		326,222	2,500
Parent Aide Services			3,687,732
Special Needs Adoption Services		1,429	57,300
Maryland Department of Health and Mental Hygiene			628,022
West Virginia Department of Health & Human Resources			99,309
Worcester County Department of Health- Core Services Agency			
Washington D.C- Child and Family Services- Monitoring			
Lutheran Immigration & Refugee Services	26,687		
Chester County Court of Common Pleas	750		
Jewish Family Services	1,600	3,316	
Asociacion Puertorriquenas en Marcha, Inc.	204,900		
Catholic Community Services	34,022		
Wordsworth CUA 5, LLC	25,002		
Turning Points for Children	94,996		
NorthEast Treatment Centers	166,570		
Total program services revenue	11,341,711	2,402,609	4,805,829
Expenses:			
Program services:			
Family foster care	7,758,989	1,849,258	4,023,725
Phila. DHS- Aftercare Services	138,922		
Phila. DHS- CUA Services	520,504		
Special respite programs			371,104
Adoption and permanency services	821,635	245,464	
Total program services	9,240,050	2,094,722	4,394,819
Supporting services,			
Management and general	1,615,387	335,671	443,209
Property Management			
Income (Loss) from Operations	10,856,437	2,430,293	4,838,128
Impairment loss on building	507,180	(8,312)	(19,804)
Change in fair value of swap interest rate			
Increase (decrease) in net assets			
Net assets (deficit), beginning of year	1,470,028	640,581	968,067
Net assets, (deficit) and of year	\$ 1,977,208	\$ 632,269	\$ 948,263

Unaudited Statement For Internal Use

	Children's Choice Services International, Inc.	Choice Property Two, Inc.	Eliminations	Total
\$	-	\$	-	\$15,207
	-	-	-	15,207
2,256,809			-	29,800
67,476	262,974	(2,256,809)	-	-
62,188		(330,450)		69,954
2,386,473	262,974	(2,587,259)		99,754

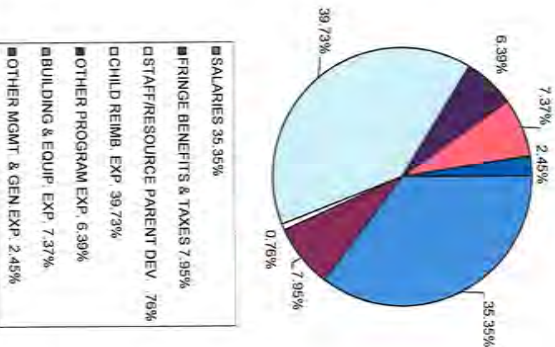
8,681,067
317,650
17,898
7,199
1,265
4,722
62,861
5,428
6,982
26,645
35,189
3,373
998,550
949,521
1,348,422
106,131
617,089
326,222
2,500
3,687,732
1,429
57,300
628,022
125,996
750
1,600
208,216
34,022
25,002
94,986
186,570

-	-	-	18,550,149
2,386,473	262,974	(2,587,259)	18,665,110

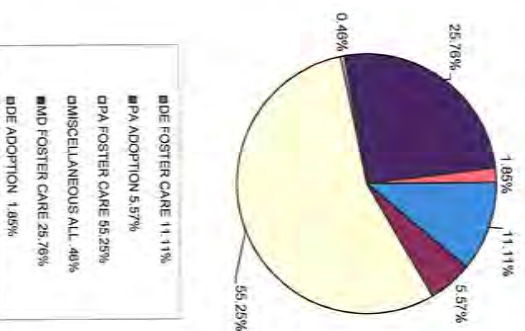
(274,469) 13,357,503
(2,200) 136,722
(4,720) 515,784
371,194
(49,062) 1,018,037
(330,451) 15,389,240

2,265,543	-	(2,256,808)	2,402,902
76,808	255,371		332,179
2,342,351	255,371	(2,587,259)	18,134,321
44,122	7,603	-	530,789
	(9,318)	-	(9,318)
44,089	-	-	44,089
88,211	(1,715)	-	565,560
(2,217,468)	179,242	-	1,040,450
\$ (2,129,257)	\$ 177,597	\$ -	\$ 1,606,010

June 2014 YTD Children's Choice Expenses



June 14
YTD Revenue by Contract



BRANCH OFFICES

Dr. Carolyn A. Eberwein, President
Administrative and Training Headquarters
610-521-6270/856-754-0914
1-800-LA-CHILD

PENNSYLVANIA OFFICES

Central Pennsylvania, Lewisburg	(570) 522-1030
Delaware County, Chester	(610) 872-6200
North Broad, Philadelphia	(215) 329-6191
Market Street, Philadelphia	(215) 222-3046
Treatment Foster Care	(215) 222-3046

DELAWARE OFFICES

Dover, Kent County	(302) 678-0404
Newark, New Castle County	(302) 731-9512

MARYLAND OFFICES

Baltimore	(410) 319-9681
College Park	(301) 313-9091
Kent Island	(410) 643-9290
Salisbury	(410) 546-6106

www.ChildrensChoice.org

and on our Facebook page or on Twitter @ Choice Fostering

Children's Choice is a proud member of the following organizations:

Child Welfare League of America (CWLA)
International Foster Care Organization (IFCO)
Maryland Association of Resources for Families and Youth (MARFY)
Pennsylvania State Resource Parent Association (PSRPA)
Pennsylvania Council of Children, Youth and Families (PCCYFS)
William Glasser Institute



WE CAN USE YOUR HELP

As this report indicates, we are proud of what God has wrought through our efforts and we look forward to the coming year as a continuing opportunity to serve God by serving His children. If you would like to join us in this effort, we are always in need of resource parents, adoptive parents and baby furniture.

Gifts to Children's Choice are tax deductible and will help us to provide even greater services to these entrusted to our care. Your gift of \$100 ☐ \$75 ☐ \$50 ☐ \$25 ☐ will be used to buy tickets to sporting events and museums, birthday and Christmas gifts, cribs and baby equipment. Thank you and may God bless you.

I truly hope you will accept this invitation to join our efforts to better our world by reaching out through Children's Choice, to a child in need.

Sincerely,

Carolyn A. Eberwein, Ed.D.
President

Funded in part by the City of Philadelphia Department of Human Services, the Delaware Department of Services for Children, Youth and Their Families, the Maryland Department of Social Services, and the Child and Families Services Agency of Washington, D.C.