



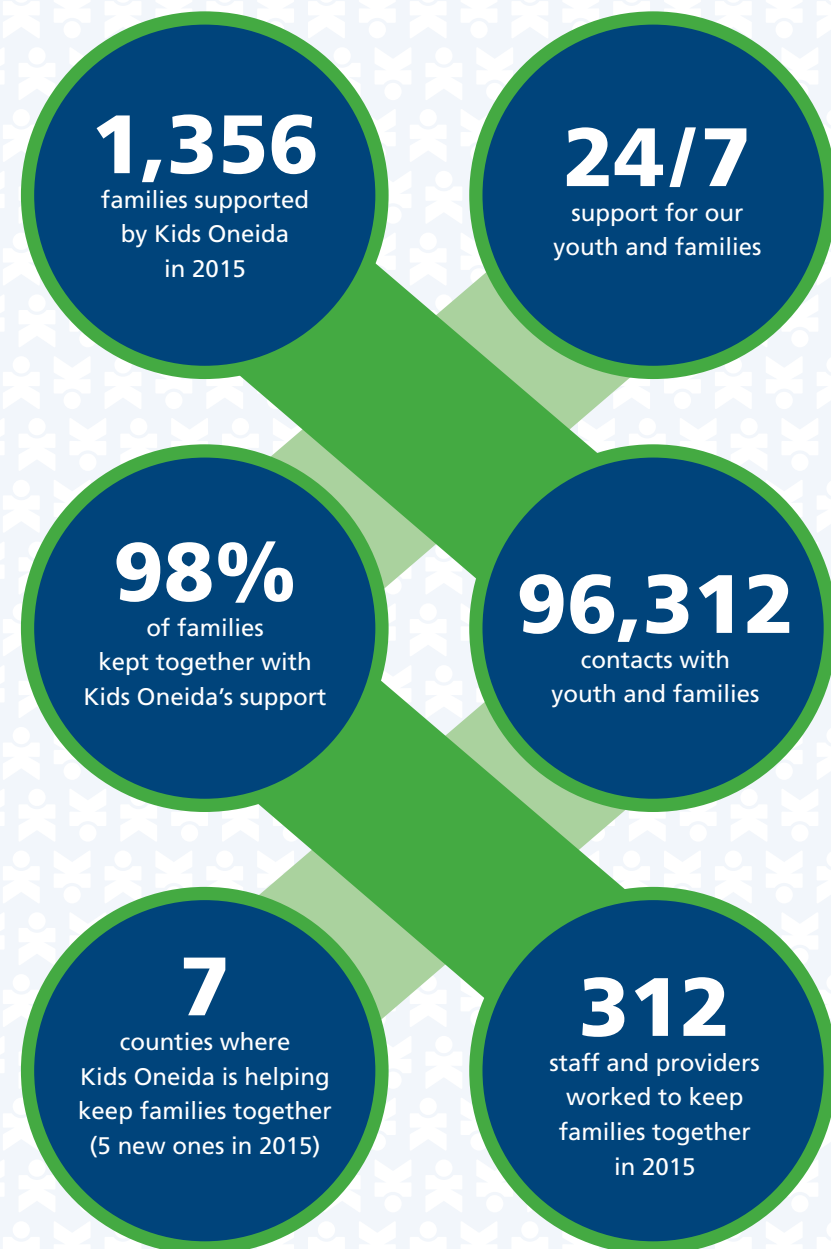
# *Our People, Our Community*

**2015 ANNUAL REPORT**





## 2015 Community Impact



## A Letter from Our Executive Team



### Dear Community Stakeholder,

As we wrap up our second decade coordinating care for at-risk families in the Mohawk Valley, Kids Oneida remains committed to our founding principles ahead of major systems change in New York State. These founding principles have positioned our organization to lead the way in which innovative and effective services are provided to vulnerable populations. The continuum of care provided by the staff and independent service providers of Kids Oneida remains rooted in quality and focused on positive outcomes. Our comprehensive system of care is no longer only for kids, and no longer exclusive to Oneida County, but the organization is committed more than ever to the sanctity of family.

### What We Do

Kids Oneida remains focused on family first. In 2015 we served over 650 families through 12 programs in 7 counties. With services available prenatally through adulthood, preserving family through empowerment and advocacy unifies everything that we do. Our delivery model, which is still unduplicated in New York State, allows us to be unwavering in our pursuit of family preservation.

### Why We Do It

Meeting the needs of our families at their level is critical to their individual success. An investment in youth and family is an investment in our community. While those that receive care at Kids Oneida may not have had success in other traditional systems, we ensure that the community based care they receive is strengths based and results driven.

### How We Do It

The dedication to such a worthy endeavor would not be possible without the commitment of our staff and providers. In 2015 Kids Oneida employed over 120 individuals and commissioned nearly 200 behavioral health professionals in our comprehensive provider network. These individuals work tirelessly day in and day out, during the middle of the night, early in the morning, evenings, weekends, holidays and everything in between.

On behalf of the families, staff, providers, and board of directors, we thank you for taking the time to reflect on Kids Oneida's undertakings in 2015. As we look forward to 2016, we remain focused on Keeping Families Together.

Chris Lambe, CPA  
Director of Business  
and Finance

Kristen Rasmussen  
Associate Executive Director  
of Programs and Services

Steven Bulger, MBA  
CEO/Executive Director

Katie Weldon, LMSW  
Associate Executive Director  
of Clinical Services

Mission:  
Empowering Children and Families

Vision:  
Keeping Families Together

100%

of all children in our Step Down Program were enrolled in an educational program

\$300,000

in cost avoidance in Herkimer County by keeping children in their home with Kids Herkimer services rather than putting them in placement

96%

of children in our Intensive KO/ACT program remained in their homes and out of care

100%

of the young women who exited the program at Evelyn’s House obtained permanent housing

5,052

home visits made by Healthy Families Oneida County and Healthy Families Herkimer County

100%

of families in our Kids Mohawk Valley Program had access to a network of mental health providers who work with the family to provide flexible and individualized services within the child’s home, school, and community

10,859

contacts made serving 820 children in the Case Planning Unit.

\$5.6 MILLION

in cost avoidance to date through our Return Home Early program

How We Help Keep Families Together

| CHILDREN’S BEHAVIORAL HEALTH   |  |
|--|--|
| Intensive KO/ACT<br>Step Down<br>Kids Herkimer<br>Kids Mohawk Valley | <p><i>“This is Kids Oneida”</i> – our Regular Intensive KO/ACT is our flagship program and there’s no other like it in the state. Children and families struggling with severe and chronic mental illness, behavioral health issues, emotional strife, neglect and other challenges are provided comprehensive and unique treatment plans developed specifically to them to meet them wherever they are. It’s a full system of care delivered with our Wraparound philosophy that ultimately strengthens families and keeps them together.</p> <p>Our Step Down program continues the support as the family strengthens and less intensive services are needed. Because of our success, programs have also extended to families in need across seven counties.</p> |

| CHILD WELFARE  | EARLY INTERVENTION  | TRANSITIONAL HOUSING  | JUVENILE JUSTICE   |
|--|---|---|--|
| <p>Case Planning</p> <p><i>One-on-one case management to focus on families reunifying and getting stronger.</i></p> <p>Case Planning strives to provide strength based interventions to work with families in accomplishing court mandated expectations to keep families together.</p> | <p>Healthy Families</p> <p><i>A nationally validated prevention program that includes home visiting and assessment support.</i></p> <p>Available to new and expecting parents in Herkimer and Oneida Counties, it provides child development and parenting education, connections to medical providers, assessments of infant-child development, and access to community resources.</p> | <p>Evelyn’s House</p> <p><i>Transitional housing for homeless women ages 16-21 who are pregnant or parenting.</i></p> <p>Provides young mothers and their children a multitude of services in a safe, nurturing, home-like living environment that focuses on empowerment – giving women the skills and networks they need to live independently.</p> | <p>Return Home Early Second Chance</p> <p><i>Independent assessment of all children in institutional care with the goal to return them to their families.</i></p> <p>Identifies children in placement throughout New York that live in our counties served and advocates for them to return home for less intensive services. It saves a significant amount of money for counties and tax payers by decreasing days of care.</p> |

| SERVICES   | PARENT SUPPORT   | SCHOOL-BASED SERVICES   |
|--|--|---|
| <p>Service Provision for Individual Needs (SPIN)</p> <p><i>A selection of services that can be utilized on an individual basis to work with children and families in the home, school and community in whatever area they need most.</i></p> | <p>Nurturing Parenting Program Supervised Visitation Parent Partner</p> <p><i>A program to build parenting skills and reduce abusive and neglectful child rearing practices. It also helps long separated families reestablish relationships and helps with custody and visitation agreements.</i></p> | <p>Kids Otsego Kids Madison</p> <p><i>Services brought right to area schools to reduce discipline referrals, improve attendance and academic achievement, and produce cost-savings for schools and other child-serving systems.</i></p> |

- Individual, Family and Group Therapy
  - Evaluation Services, Assessment Outpatient
  - In Home Assessment & Treatment
  - Behavioral Management Services
  - Group and Individual Alcohol and Other Drug Abuse Therapy (AODA)
  - Drug Prevention and Education
  - Consultations with Other Professionals
- Psychiatric Reviews and Medication Checks, Nursing Services
  - Crisis Intervention and Treatment
  - Crisis Assistance, Crisis Respite
  - Reintegration Treatment for Youth returning from Placement
  - Recreation, Group Recreation
  - Mentoring - Individual, Sibling and Peer
  - Parent Aide, Parent Partners
- Rise and Shine Supervision
  - Curfew Checks
  - Skill Building Groups, Family Skills Training Group
  - Supported Work Environment
  - Tutoring, Teacher’s Aide
  - Transportation
  - Life Coaching
  - Discretionary Funds





Our 2015 Wraparound Ambassadors, selected by their peers each month for their commitment to the philosophy

## Wraparound | Our Guiding Philosophy

Kids Oneida's values, commitments, and approach are rooted in wraparound, a strengths-based philosophy of supporting youth and families.

The Kids Oneida model is built on the foundation of Wraparound, and it informs every program, service, and interaction within our agency. Our fidelity to this national, evidence-based approach has been recognized at the state and federal levels, and we attribute much of the success of our clients to our commitment to the ten core wraparound principles.

Each month, Kids Oneida selects a Wraparound Ambassador who embodies the principles of the philosophy. Here are how members of our team describe it:

**“ Wraparound isn’t just about bringing a bunch of people around a table. It’s the philosophy of empowering families, their voice and choice, and having deep respect of their home and culture.”**

– Megan Ayres-Gregory  
Kids Oneida Clinical Supervisor

**“ Wraparound, just by virtue of its philosophy, puts parents and children at the helm. It makes them the determiners of their future and of the outcome. Through this, we empower parents to regain their confidence as decision makers in their own and their kids’ lives.”**

– Margaret Wilson, Kids Oneida Case Planner  
& 2015 Wraparound Committee Chair

### Ten principles of Wraparound

FAMILY VOICE & CHOICE

TEAM BASED

NATURAL SUPPORTS

COLLABORATION

COMMUNITY BASED

CULTURALLY COMPETENT

INDIVIDUALIZED

STRENGTHS BASED

PERSISTENCE

OUTCOMES BASED

### Evelyn's House for Young Mothers

While wraparound is essential across Kids Oneida, its impact is especially evident at Evelyn's House—our transitional shelter and supportive program for young, homeless mothers. Open to women ages 16-21 who are pregnant or parenting, Evelyn's House is a safe, nurturing home and service hub for young moms. As most of the women residing here are living on their own for the first time, our wraparound approach helps them find their voices, connect with resources in the community, and build strengths to achieve independence and self-sufficiency.



## A Young Mother's Journey to Independence

**“ Even though Lisa is staff, I consider her a sister more than anything. I trust her, our bond is really close, she is easy to talk to, down to earth, and my son Luis loves her.”**

– Briana, with sons Luis (Age 5)  
and A'Shaad (5 months)

Briana,  
Mother at  
Evelyn's House

Lisa Reginelli,  
Evelyn's House  
Director

**A**fter giving birth to her son Luis, Briana was facing pressures at home. She was still in high school, and was struggling to create the life she wanted for her baby boy. A close friend of hers knew another young mother who lived at Evelyn's House and, after visiting the home and meeting the other women and children living there, she decided to join us.

This was Briana's first time living and parenting on her own. Initially shy and reserved, it wasn't long before Briana began to create deep connections. She sought advice from her peers and from Kids Oneida staff, especially on parenting techniques. Luis has always been mature for his age and quickly adapted to his new home, but this was the first time Briana was entirely responsible for him. She remembers the first time she had to discipline him on her own: "Before, I always had my mom there, but now I was in charge. He'd throw tantrums and I wouldn't know what to do, but we made a timeout spot for him and now that it's a routine, his behavior is a lot better."

After living at Evelyn's House for 1 month, Briana was invited to live with her son's father and his family. Wanting Luis to be closer to his father, Briana moved out, but being in a full house placed pressure on her relationship with Luis' dad. She said, "When we argued, the family would be in it. It was bad around Luis and his little cousins. It got physical and I didn't know what to do in that moment. I was stuck again and I picked up the phone and called Evelyn's House. They offered me the chance to come back."

Upon returning to Evelyn's House, Briana was pregnant with her second son—A'Shaad—and dedicated herself to becoming independent. Aligned with wraparound principles, Briana's team supported her in setting ambitious personal and professional development goals. She strengthened existing connections to community-based services and natural supports, identified new opportunities for childcare, and began working more at a local nursing home to build her savings. Now, Briana is prepared to move into her first apartment with her two boys and has the knowledge, skills, and connections to thrive.





Twenty heads of agencies who represent 192 providers at Kids Oneida and 42 contracts

## A Thriving and Connected Network of Support

**Recognizing that Kids Oneida's youth and families face complex challenges, our founders made a strategic decision.**

They realized that no single non-profit organization could ever provide the diversity of services at the capacity and intensity required to meet the needs of our clients. Simultaneously, they saw existing community resources that clients lacked awareness of and clients participating in multiple services without coordination.

The Kids Oneida Provider Network was founded to strategically fill this niche in our region. Over the last 18 years, we have built a 192-member network that is driven by our clients' demand for specific services and providers. Kids Oneida contracts with 42 independent and non-profit provider agencies offering individualized, non-traditional, and client-centered services. These providers are integral members of our work with families.

In addition to providing direct services, their input and support allows us to make informed decisions at team meetings with our staff, children, and their families. In 2015 alone, our providers spent nearly 63,000 hours with youth and their family members and offered over 50 unique services.

The Provider Network allows Kids Oneida to remain focused on access to services and care coordination, while tapping into existing resources in the community. In addition to nurturing innovative services, our Provider Network lends to our organization's resilience and expansion readiness. Due in part to the flexibility, breadth, and geographic reach of our providers, Kids Oneida was able to bring services to children and families in six new counties in 2015.



Dave Calhoun,  
Director of  
Quality Youth  
Services

Trevon,  
award winning  
youth that was  
given a second  
chance



**62,838**  
hours of services to Kids Oneida clients  
through our provider network

**96,312**  
individual contacts made with youth  
and family members by providers

**" Kids Oneida is truly there to help us. When we have a problem and I feel like I can't handle things, I have six amazing people from Kids Oneida I can call on."**

— Jeanie, Trevon's grandmother

## Stepping Up and Giving Back



summer, Dave is supporting Trevon in securing a job in the community.

A dedicated worker and team player, Trevon was one of the first teens Dave called when he found out that the supportive work program was getting an award. In addition to helping Dave accept an award from the City of Rome's Mayor, Trevon was also front and center to receive the Volunteer of the Year Award from the Rome YMCA.

According to Jeannie, "Without Kids Oneida, I don't know what I would have done. There's no doubt in my mind that Trevon would have been back in an institution." Kids Oneida is proud to offer a diverse range of services through our provider network that fit the unique needs, interests and situations of our youth and families.

Jeanie and Trevon would like to thank the entire team that has supported their family including Kids Oneida Family Service Coordinator Amy Sharrino, Mentor Ed Ryan, Therapist Clinton Norwood, Respite Home Provider Cornelia Brown, and Behavior Management Provider Dave Calhoun.

**O**n the day Jeannie gained custody of her grandchildren Trevon and Brianna, her life changed forever. Jeannie's daughter has struggled with drug addiction and was no longer able to care for her children. Trevon, in particular, grew up in and out of residential placements, and had a tough time adjusting to life at his grandmother's home.

After hearing about Kids Oneida from another local non-profit, Jeannie enrolled Trevon in our Assertive Community Treatment (ACT) Program. Almost immediately, Trevon, his sister, and grandmother gained access to a service coordinator, psychiatrist, mentors, respite care, and provider Dave Calhoun, Director of Quality Youth Services.

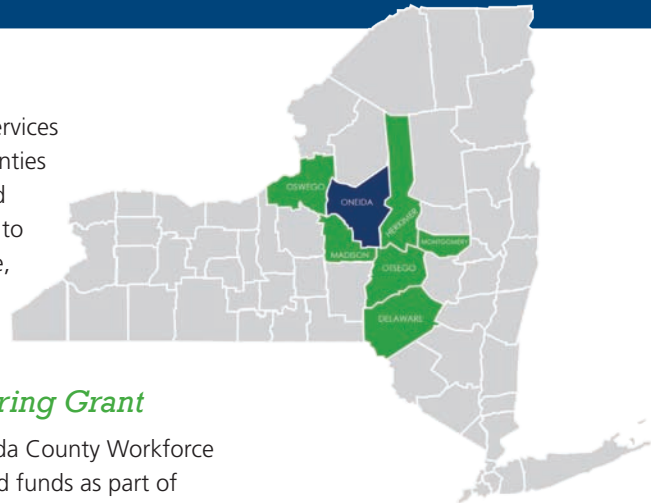
Dave started as a Kids Oneida provider 14 years ago and offers a range of services, including an innovative supportive work initiative. This service prepares teens for careers while improving the community through vocational training and hands-on experience at non-profits and government agencies. Trevon joined this group early on, gained additional career experience through the Summer Youth Employment Program, and this



# 2015 Accomplishments

## Expansion of Services

Kids Oneida brought our programs and services to youth and families in six additional counties through the Department of Health funded Kids Mohawk Valley bringing our services to Herkimer, Montgomery, Otsego, Delaware, Madison, and Oswego counties.



## Awarded Face Forward Mentoring Grant

Kids Oneida has partnered with the Oneida County Workforce Development Board and has been granted funds as part of the Board's Face Forward Initiative. Our agency now provides mentoring services to at-risk youth enrolled in this Department of Labor funded program.



## New York State Office of Children and Family Services funds Co-location of Behavioral Health Staff from Kids Oneida at local Departments of Social Services



Through true collaboration, a Behavioral Health clinician within the Child Protective Services (CPS) unit of Otsego and Herkimer Counties was approved and funded by the New York State Office of Children and Family Services in 2015. The Kids Herkimer and Kids Otsego Social Workers are available on site and in the field during business hours to help train County staff and assess for the behavioral health needs of families involved in the CPS process in each county.



## Kids Oneida Night at the Syracuse Chiefs a Success as Part of Mental Health Awareness Campaign

May is Mental Health Awareness Month across the country and staff and families of Kids Oneida were welcomed by the Syracuse Chiefs May 8th for Kids Oneida night. In addition, our organization hosted a number of media campaigns and events capped off by Photovoice 2015 at The Stanley.

## Fund Development: An All Time High

The Development Board at Kids Oneida capped off a year full of events that helped to raise awareness and funds for the programs and services of our organization. Events included: Photovoice, Movie Monday, NDL Golf Classic, Handbags with Hope, Par 4 Kids Ladies Golf Tournament, Family of the Year Celebration, and Kickoff for Kids.



## Healthy Families Oneida County Contract Officially Awarded to Kids Oneida

The Oneida County Healthy Families Program, was awarded by the New York State Office of Children and Family Services to Kids Oneida after a competitive RFP process. The program operates a budget of approximately \$585,000 annually.



## Kids Oneida Takes Center Stage in San Francisco

Kids Oneida was invited to present at the San Francisco Mental Health Association's Annual Conference: Tools for Change. The innovative Kids Oneida model was the center piece during a symposium on Money and Systems Change in the Mental Health System.



## Kids Oneida Approved to Provide Adult HCBS Services in 2016

Kids Oneida has been designated by New York State Office of Mental Health to provide Adult Behavioral Health Home and Community Based Services. This designation will further expand the adult services division of the organization.

## Kids Oneida Partners with New York State Division of Criminal Justice Services on Juvenile Justice Reform

Kids Oneida, in conjunction with the New York State Division of Criminal Justice Services, was awarded a Federal Second Chance Act Smart on Juvenile Justice grant by the Office of Juvenile Justice and Delinquency Prevention. The joint application was one of six awarded across the country.



## Boys Town Collaboration

In 2015 Kids Oneida served as a training center for Boys Town's School Based Training. In 2015 Kids Oneida hosted multiple training sessions for various districts across the Mohawk Valley.

## Children's Assertive Community Treatment (ACT) Demonstration Recertified for 3 years

As the only program of its kind in New York State, Kids Oneida's Children's ACT team was approved for a 3 year recertification of its operating license. Kids Oneida remains positioned well for the transition of children's behavioral health services to Medicaid Managed Care.





From left to right:  
Dr. Morales Brown, MD  
Alyssa Trevisani, Community Liaison  
Jean Garrow, RN  
Dr. Jayaraju Raju, MD, Medical Director  
Julie Aiken, RN  
Not pictured: Cynthia Lazzaro, RN

## Children's Behavioral Health Services

### A Community-Based & Family Centered Model

Recognizing a need for accessible, comprehensive clinical services to support the mental, behavioral, and emotional health of children and their families, Kids Oneida was founded as a licensed New York State Office of Mental Health Outpatient Clinic in 1997. In 2012, our unique, integrated model earned us the designation as the first Assertive Community Treatment (ACT) Program for children in the state.

Through our agency, we offer individual, family, and group therapy for children, their caregivers, and their family members. All youth referred for Kids Oneida services receive mental health consultation, psychiatric reviews, and evaluations by our medical and psychiatric team. When a need for medication is identified, our psychiatrists work directly with each child and their caregivers to explore options, create an implementation plan, and make necessary adjustments to dosage and prescriptions.

Together, our clinic, programs, and services provide a community-based alternative to costly and often disruptive and unnecessary out-of-home placements. Our team manages a crisis hotline 24/7, deploys staff trained in crisis intervention, and assists in diverting clients from emergency room, hospitalization, and residential care.

Our clinical services also directly enhance our mission to keep families together by providing comprehensive outpatient diagnostic assessments. These psychiatric, psychological, and psychosocial evaluations help Family Courts and Departments of Social Services better understand children's needs. Without this Kids Oneida service, many youth would be required to receive these evaluations in an inpatient clinical setting away from their family. In addition to maintaining a child in their natural environment, our community-based alternative can be conducted for just 10% of the cost of inpatient assessments.

**1,202**

**hours of services provided to Kids Oneida youth and families by psychiatrists and nurses at our outpatient clinic**

**5**

**clinically trained psychiatrists, nurses, staff, and providers available 24/7 to support youth and families**



Dr. Raju,  
Medical  
Director

Zack,  
participant in  
Kids Oneida's  
ACT Program



**"The real Zack was trapped inside himself and his behaviors were making it hard for people to know who he was. What Dr. Raju did was nurture him along."**

– Melissa, Zack's mother

### Building Trust and Finding Strength



**W**hen Melissa Rose tried to enroll her five-year-old son Zack in Kindergarten in Maine, his school turned him away, recommending that she put him in residential care. Instead, Melissa decided to move back to Clinton, NY where she knew Zack would have access to better services. A single mother of two boys with no family in the area, Melissa reached out to Clinton Elementary School for support, and was referred to Kids Oneida. "Kids Oneida said that Zack could make it and that he isn't someone we are going to throw away in placement, which is what other service providers had been telling me."

As a first step, Melissa worked with Kids Oneida Medical Director Dr. Raju and a team of staff and providers to build her son's behavior modification plan. Opposed to any unnecessary medication use, Kids Oneida and Melissa exhausted all techniques in the plan prior to considering a prescription. "At first, I dug my

heels in. I was frightened about it and what it would do to him. Dr. Raju was so cautious and attentive. We started small and the difference was like flipping a light switch. Zack became who he really was meant to be and I can't imagine having made this decision without their support."

At Zack's first meetings with Medical Director, Dr. Raju, he didn't say a word and covered his head with his jacket. To Melissa, Kids Oneida never felt like going to a clinic. "They make you feel welcomed because they truly care. I tell my sons, 'These are our friends, they are people we trust, and we can tell them absolutely anything.'"

Now, at their Saturday morning appointments, Dr. Raju comes to the door to greet the family and Zack goes right up to say hello. With the confidence to communicate, Zack now meets individually with Dr. Raju and, at age 8, has learned to build trusting relationships.





Johanna Johnson, Parent Partner  
Jennifer Pedersen, Parent Partner  
Lynn Stevens, Parent Partner Leader  
Tara Day, Parent Partner  
Not pictured: Dria Freeman, Parent Partner

**81** clients served in 2015

**4** Parent Partners applied and successfully received credentialing as Family Peer Advocates

**10** parents on average that attended bi-weekly Parent Support Groups



**“ Before Kids Oneida, Thadius was depressed, felt worthless, and didn’t know where to go or who to talk to. And those were the same feelings I was having. My hands were tied like I was held prisoner to our situation.”**

– Charles, Thadius’ father

## Learning to Advocate: One Parent’s Path

## Parent Partners | Experts by Experience

### A champion of family voice and engagement, Kids Oneida launched Parent Partners fifteen years ago.

Our Parent Partners—all of whom have children with behavioral health challenges—are allies, advocates, and trainers for parents and caregivers whose children are currently enrolled in our programs.

Parent Partners’ first-hand experience facilitates trust, credibility, and empathy with caregivers facing similar struggles as their own. Grounded in the realities of our parents’ lives and communities, our Parent Partners develop practical, creative solutions making use of natural resources, and are an essential support in keeping families together. As Kids Oneida youth often interact with multiple systems, Parent Partners are adept at helping caregivers navigate complex processes within and across mental health, social services, juvenile justice, education, and child welfare.

As credentialed New York State Office of Mental Health Family Peer Advocates and trained in Families Together New York State’s Parent Empowerment Program, our four Parent Partners provide individualized coaching, training, and peer support and convene monthly Parent Support Groups at Kids Oneida, which encourage parents to learn from one another. Centered on empowerment and self-sufficiency, our Parent Partners provide parents with the tools and resources to advocate for themselves and the rights of their children.

**“ We started with Charles’ rights as a parent, and his son’s rights as a child with an Individualized Education Plan. I told him, ‘I’m not here forever. I need you to know what I know so that you can advocate for Thadius.’**

**He took that advice and ran with it.”**

– Jennifer Pederson

Jennifer Pederson,  
Parent Partner

Charles,  
Kids Mohawk Valley Parent

**O**ne year ago, father Charles Schook was on the verge of giving up his 12 year old son Thadius. Despite his best efforts, the single father felt he had exhausted all other options. His son’s behavioral challenges had escalated to almost daily altercations and other community-based services couldn’t provide the intensity of support that Thadius needed.

After Thadius’ school recommended that he be designated as a Person In Need of Supervision (PINS), Charles took matters into his own hands, voluntarily referring his son to Family Court. It was this action that finally brought the Schook family the resources they needed.

According to Charles, “Kids Oneida shed a whole different light on the situation from the first minute they walked in our front door. They made me feel comfortable, relaxed, and calm and offered perspective on how we could handle this situation with their assistance.”

Parent Partner Jennifer Pedersen—a specialist in children’s educational rights from advocating

for her own daughter—worked with Charles to make a plan. After hearing that Thadius was physically restrained by school staff, repeatedly suspended, and that Charles feared his son might hurt himself or someone else, Jennifer knew they needed to act quickly. Within one week, Charles documented his son’s educational needs, wrote to his son’s teachers, principal, and the superintendent, and organized a meeting to for a new behavioral plan for Thadius.

With our guidance, Charles advocated for his son’s rights, learned to communicate effectively with the school system and, in this process, felt better about his ability to raise his child. Charles agrees that Thadius is a true success story: “Kids Oneida made him feel like he was somebody again. They helped him rediscover his self worth and confidence. His attitude changed toward himself, others, and me.”

Today, Charles has taken his advocacy to the next level, setting up meetings with local and state system leaders to help them understand the importance of intensive, community-based services like Kids Oneida.



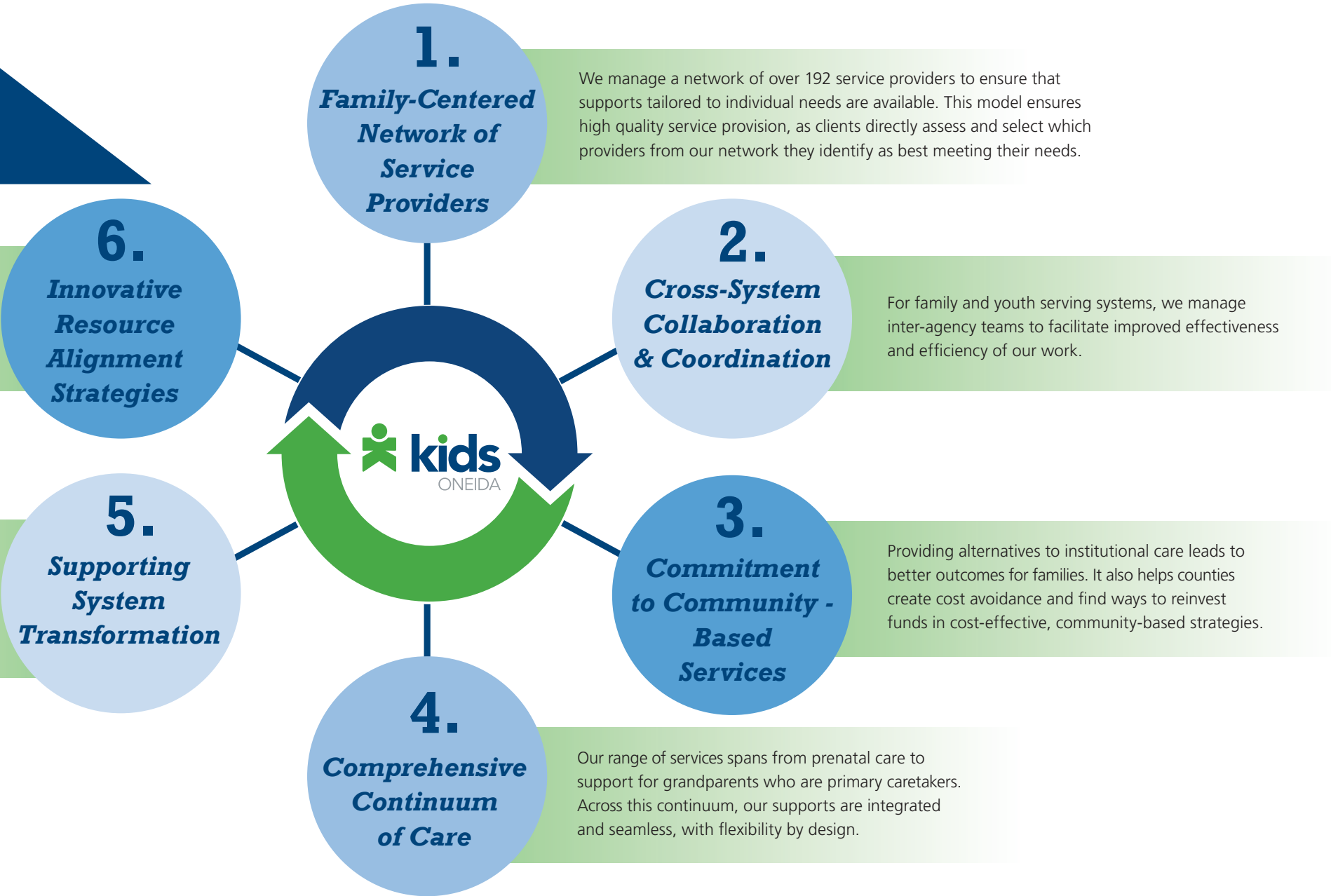
# Reaching Beyond Kids and Oneida

While our commitment to kids and Oneida County are steadfast, our organization has long worked with more than just kids.

Our whole family approach, which includes parents, caregivers, siblings, relatives, and mentors, is key in achieving success, as is our focus on transforming child-serving systems.

Our innovative blended funding model aligns resources toward a central goal: improved outcomes for youth, families, and the community by investing in community-based supports.

Kids Oneida partners with local, county, and state entities to support system reforms that increase access to community-based services, decrease reliance on out of home placement, and improve outcomes for youth, families, and the community.



## Coming up...

Moving toward 2016, Kids Oneida will be given the opportunity to reach out even further, contributing to systems change at the regional and state level and bringing services to more children and more families than ever before.

### Juvenile Justice System Reform

With our organization's track record of building seamless reentry pipelines for youth and promoting cross-system coordination, we will continue to bring our juvenile justice work to five new counties in 2016, and deepen our work in Oneida. In partnership with the New York State Division of Criminal Justice Services, we were selected as 1 of 6 grantees from across the country for the Federal Second Chance Act Smart on Juvenile Justice grant from the Office of Juvenile Justice and Delinquency Prevention.

### A Transforming Children's Behavioral Health System

Kids Oneida strengthened internal systems in 2015 to prepare for the upcoming children's behavioral health system reforms. In 2016, a major first step in this process will occur with the establishment of Children's Health Homes. The innovative Kids Mohawk Valley program has prepared Kids Oneida for this opportunity and has allowed our organization to lead the industry in the face of unprecedented reform.

### Strengthening Supports and Services for Adults

In 2015, Kids Oneida was approved to become a designated Home and Community Based Services provider in NY. This designation will allow us to provide family support, peer empowerment services, psychosocial rehabilitation, and habilitation assistance to adults. Additionally, Kids Oneida will be a downstream care management agency through Adult Health Homes. Now more than half the clients we serve are adults.

### Cross-System Collaboration through Partnerships with Education Systems

Through a partnership with Boys Town, a national non-profit, we offered the evidence-based Well Managed Schools model to a number of school professionals in 2015. Moving into 2016, Kids Oneida will look to provide more comprehensive school based services directly to students with severe behavioral problems in the school setting to reach their individual educational and therapeutic goals.

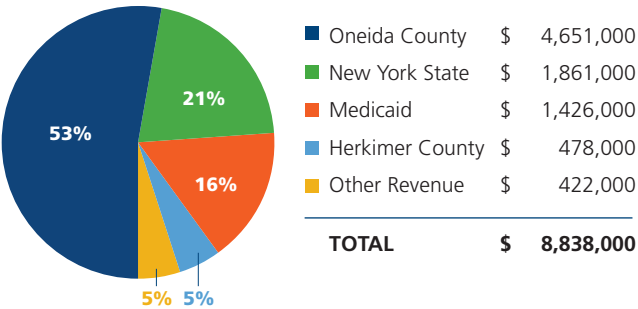
### Behavioral Health Access for Child Protective Services

Kids Oneida launched an initiative in partnership with New York State Office of Children and Family Services and local County Department of Social Services Child Protective Services units to bring behavioral health screening, identification, and assessment directly to their units. Our model co-locates a licensed social worker within CPS. Launched in Herkimer and Otsego Counties, this initiative brings significant added capacity and expertise in mental health, substance abuse, and behavioral health directly to clients.

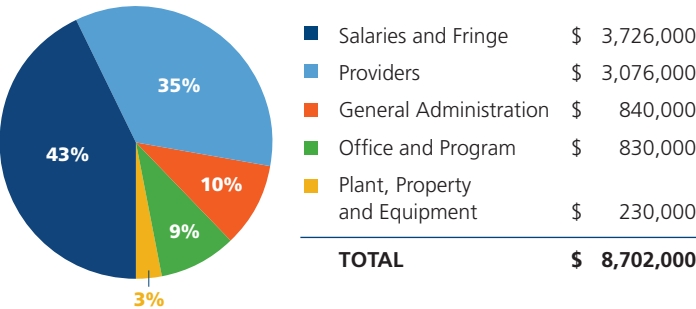


Financials

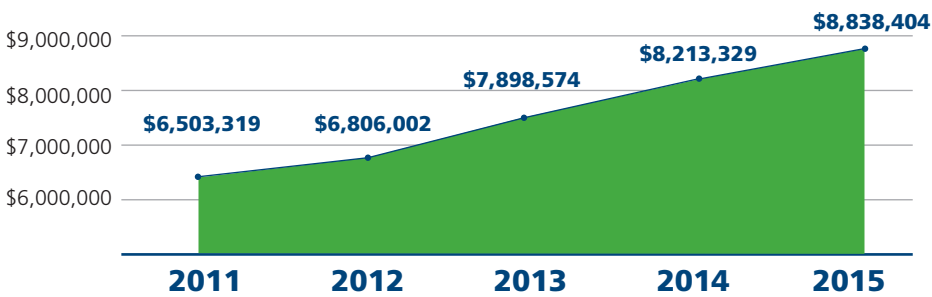
2015 Revenue by Source\*



2015 Expenses by Function\*



Revenue Trend - 5 Years



2015 Impact of Our People



**10** + **110** + **192** = **312** | **1,356**

Administrative      Staff      Service Providers      Total individuals that are helping to keep families together

families supported by Kids Oneida in 2015

\* Amounts rounded to nearest thousand

2015 Events

Kids Oneida spent 2015 involved in many important and fun events to celebrate our families and staff, raise awareness, and support for our vision and mission as well as support our community.

We provided over 400 families in 2015 with Thanksgiving dinners and gifts for the kids for their holiday season. Team Kids Oneida participated in the Heart Run and Walk, an Intergenerational Clean Up to support our aging neighbors, as well as a movie night and health expo event in Herkimer County. Staff wellness was a focus in 2015 and several events and activities supported this, including a hiking trip to Bald Mountain, weekly yoga and mindfulness groups, and educational activities. Kids Oneida celebrated with our partners and sponsors via our annual golf events to help bring our vision to life and celebrated our families' successes through mentoring relationships at an amazing night at the Stanley for our annual Photovoice event.





## *A Lasting Investment in Community*

At the height of the industrial revolution, our region's growth emanated from the Bagg's Square area of the City of Utica. Strategically positioned along the Erie Canal and the railroad, which reached Utica in 1836, Bagg's Square served as the hub of trade and commerce. In addition to two hotels, Utica's opulent Union Train Station, and a myriad stores and factories, Bagg's Square housed the Utica Daily Press at 310 Main Street.

Built in 1904 and designed by renowned architect Frederick H. Gouge, the Utica Daily Press Building has been on the United States National Register of Historic Places since 1993. Over the years, it has also been home to Dodge Graphic Press and Gaffney Communications. Recognizing an opportunity to preserve an historic institution and contribute to Utica's downtown revitalization, Kids Oneida purchased, renovated, and relocated to the Utica Daily Press Building in 2009.

Over the last six years, our commitment to community has deepened. This home has reinvigorated our staff, providers, and clients and further establishes our organization's long-term sustainability. It is important that the youth and families we serve know that they can rely on us and that we will be here for them. Like the Bagg's Square area, our organization is dynamic, resilient, and thriving. With a strong foundation in the heart of Utica, Kids Oneida is proud to bring our model to youth and families across the region.



Keeping families together.

310 Main Street  
Utica, New York 13501

T 315.792.9039  
F 315.731.2616  
kidsoneida.org



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