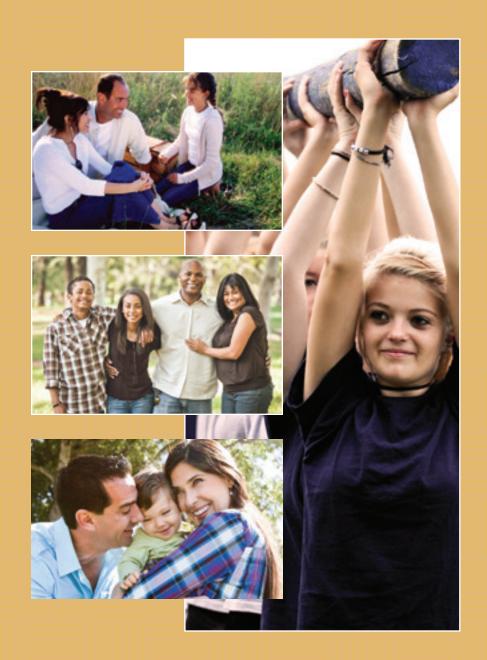


# IN FOCUS

2015 ANNUAL REPORT





DEE GIBSON
Chief Executive Officer

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## A LETTER FROM THE CEO...

Dear Friends,

What gets you up in the morning? What motivates you?

What is that fire in your belly that greets you every day and pushes you forward?

For me, it is the thought that today, this day, a child is going to choose life. Today, a young man or woman is going to turn from their addiction and live clean. Today, a student is going to have a place to live, a place safe from harm or neglect. Today, a troubled teen is going to choose to follow Christ. Today, God will use me to bless a child. That is the hope that I wake with each morning. And for 39 years, I have not once been let down.

At White's, 2015 was a remarkable year filled with growth, hope and gratitude. We saw the opening of the White's Greenhouse and Garden Center, a business with a mission to provide a much-needed service to the Wabash community while also giving our students work and life skills that are invaluable to their futures. With the acquisition of a residential facility in Wheatfield, Ind., at the end of 2014, 2015 brought a renewal of facilities, services and Spiritual Life to this campus, allowing us to serve an even greater number of Indiana's most vulnerable children and families.

Also in 2015, Compass Rose Academy expanded with a second cottage, allowing us to serve twice as many students through this ministry and extending our reach to Texas, Florida, Michigan and many other states. And ultimately, our hope was found in those 125 students who gave their lives to Christ in 2015. With a vibrant Spiritual Life program, our students are daily being extended the love, forgiveness and acceptance of Christ and being called into relationship with Him. And it is with incredible gratitude to you, our faithful supporters, that we were able to be your hands and feet in serving these young people.

But we are not satisfied. Our work is nowhere near finished. There are young lives that still need help. There are young souls that need saving. There are countless children waiting for a suitable foster home. There are hurting young women across this country who need the love and structure of Compass Rose Academy. There are teens throughout Indiana who need a stable facility like White's that can set their feet on a solid path. We can serve more. We can improve our services. We can be the light of Christ.

In 2016, you will witness the launch of Growing Teens for Life, a program that prepares White's students for a life of independence. You will hear of our expanded Spiritual Life services for our students, our foster families, and our staff. And you will see how lives can forever be blessed because you stood up to make a difference.

There is no lack of fire and motivation in my heart and the hearts of all of White's staff. I am honored to serve White's and humbled to be a steward to this incredible organization that you have faithfully and generously supported.

Sincerely,

Dee Gibson, CEO

## WHO WE ARE...

White's Residential & Family Services is a Christ-centered, nonprofit social services organization that works to **redirect**, **rebuild and restore** children, teens and families. For more than 160 years, White's has helped children, teens and families in crisis, in transition, and in need of support through its accredited and comprehensive continuum of community-and home-based services, foster care, adoption, and residential treatment programs. White's believes no family is exempt from tough times, and we aim to serve families with the services they need, wherever they may be.

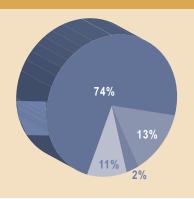


## MISSION STATEMENT

White's Residential & Family Services is a Christ-centered organization committed to enriching the lives of children and families through emotional healing, personal development and spiritual growth.

## 2015 ANNUAL REPORT

## 2015 CONTRIBUTIONS BY DONOR SOURCE



- INDIVIDUALS 74%
- DAFS/FOUNDATIONS 2%
- CHURCHES/MINISTRIES 13%
- BUSINESSES 11%

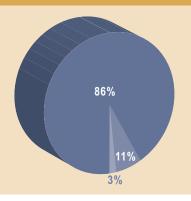
## LEAVE YOUR LEGACY



- JOSIAH WHITE'S HERITAGE SOCIETY
- OMPASS ROSE SCHOLARSHIPS FOR FAMILIES IN NEED
- CAPITAL INVESTMENT IN FACILITIES

Contact Aaron Carmichael at 260-563-1158, ext 1347, or Aaron.Carmichael@Whitesrfs.org to learn how.

## 2015 FUNCTIONAL EXPENSES: \$21,021,000



- PROGRAMS 86%
- MANAGEMENT & GENERAL 11%
- FUNDRAISING 3%

## REFLECTIONS FROM WHITE'S LEADERSHIP

## ERIC DALE - President



On a recent flight, I struck up a conversation with another passenger as we were served our meal. When he told me that he spent his time traveling the world, I was curious and asked him what he did. He replied evasively, saying only that he "changed the story." When I asked him what he meant, he just repeated that he "changed the story." I began to get the impression that he didn't want to be social and decided to mind my own business and enjoy my airline lasagna.

It occurred to me later that "changing the story" is a great description of what happens at White's. A variety of children, teens and families arrive at White's stuck in a tragic story of brokenness and self-destructive behavior, abuse or even neglect. While at White's, they encounter staff or foster parents who are genuinely caring and faithful people.

Our staff and families work to "change the story" of students' lives through a healing combination of grace, discipline and speaking truth. More importantly, many of them encounter Jesus Christ, the ultimate story changer, whose redemptive power far exceeds our own helping capabilities.

Over the years, God has used White's to change the stories of countless children, teens and families – changing stories of sadness and adversity to ones of healing, redemption and hope.

Thank you for your faithfulness and generosity toward this ministry over the past year. When you give, you do more than support an organization – you participate in a lifesaving mission. Thank you for being a part of White's extended family, and thank you for helping us change the story.

## 2015 BOARD OF DIRECTORS

# DR. ERIC DALE PRESIDENT Family Optometry Doctor of Optometry

## KELLY STOUFFER VICE PRESIDENT Ford Meter Box Vice President of Human Resources

# **DAMON SEACOTT**SECRETARY Spring Arbor University Chief of Staff

## **BRANDT DOWNING**

TREASURER
Mitchell Investments
Chief Financial Officer

#### **JACKIE AGEE**

White's RFS Vice President Regional Manager, retired

## **CHAD BARR**

Virtual Outcome, LLC Chief Executive Officer

## TOM COCHRAN

Expansion Church Lead Church Planter/Pastor

## LANI CZARNIECKI

State of Indiana Director Intergovernmental Affairs

#### **JERRY DAIN**

Quaker Haven Camp Director, retired

#### HONORABLE CHRIS GOFF

Wabash Superior Court Judge

#### **BARB LOCHNER**

Home Health Care Registered Nurse

## DR. ROGER STICHTER

Grace College Associate Professor of Accounting

## **DOUG SHOEMAKER**

Indiana Yearly Meeting, Superintendent ex officio

## 2015 KEY PROGRAM OUTCOMES



## **RESIDENTIAL CARE**

(includes Wabash Residential, Compass Rose Academy & WNWI Residential Open) outcomes at six-month follow-up:

**WHITE'S 2015** 

Positive education 87.7%
No further abuse 100.0%
No further court contact 74.7%



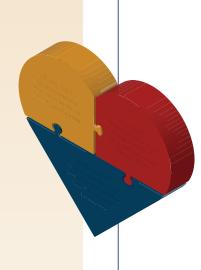
100%

#### THERAPEUTIC FOSTER CARE

Outcomes at six-month follow-up:

WHITE'S 2015

Positive education 100.0% No further abuse 100.0% No further court contact 91.3%





#### TRADITIONAL FOSTER CARE

Outcomes at six-month follow-up:

WHITE'S 2015
Positive education 100.0%
No further abuse 97.5%
No further court contact 97.5%

97.5%

100%

#### **HOME-BASED SERVICES**

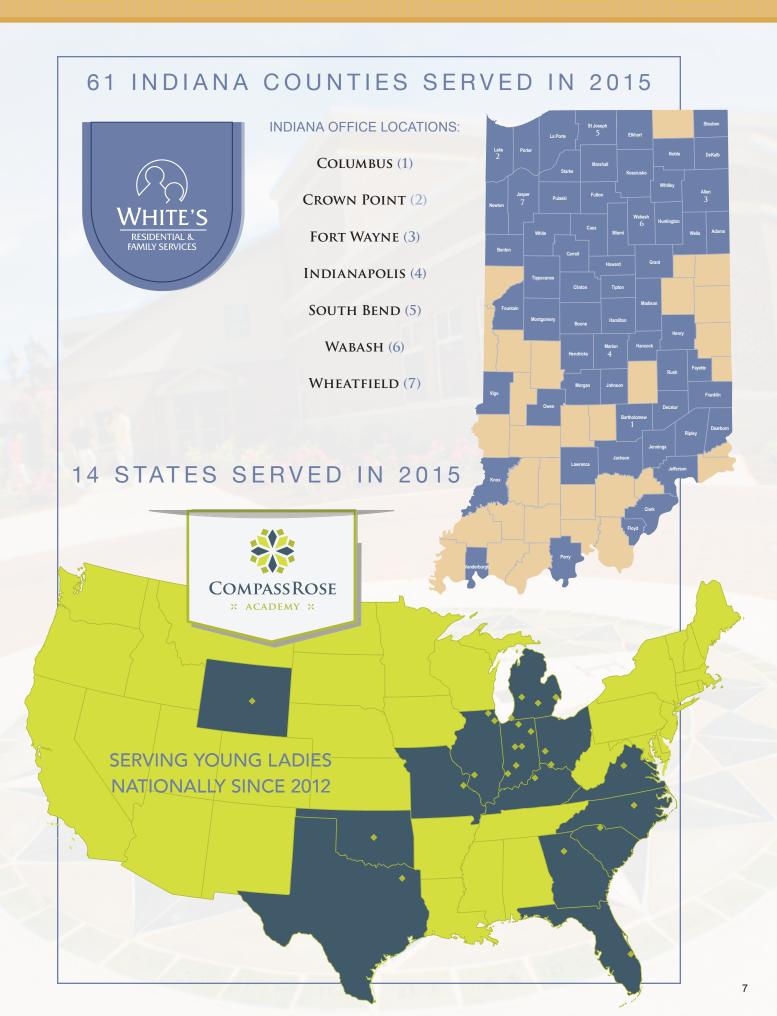
Outcomes at three-month follow-up:

WHITE'S 2015

Positive education 91.5% No further abuse 100.0% No further court contact 96.1%



<sup>\*</sup>Most current numbers prior to finalized IARCA data for 2015.



## SAVE THE DATE FOR THESE GREAT EVENTS...



## JUNE 3, 2016 WHEATFIELD GOLF OUTING

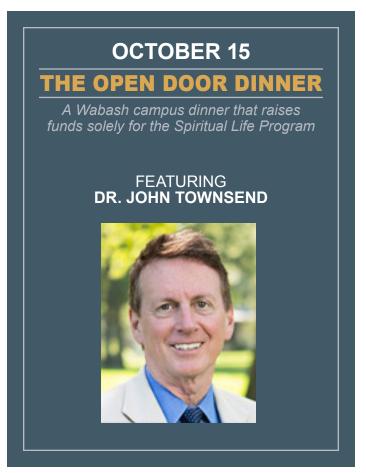
Scramble format benefiting student activities at our Wheatfield campus

JUNE 27, 2016
WABASH GOLF OUTING
ETNA ACRES GOLF COURSE

## TEEING UP FOR TEENS

A 100-hole golf marathon that raises funds for student fitness activities and programs





To find out more about these annual events... visit www.WhitesKids.org or call 260.563.1158 ext. 1346

## SPIRITUAL LIFE

## TYLER HILL - Campus Pastor



As we work with children and teenagers, our motivating factor is that each and every student and family who comes through our programs has undeniable, immeasurable and irrefutable worth in the eyes of our Creator.

I am reminded of a moment last year when I was leading a small-group Bible study with students from the Wabash campus. As I read to the eight young men the glorious ending of Romans Chapter 8, I came to the spot where Paul eloquently describes God's vast and incomprehensible love for each and every one of us:

"For I am sure that neither death nor life, nor angels nor rulers, nor things present nor things to come, nor powers, nor height nor depth nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord." (Rom. 8:38-39 ESV)

After reading this passage, the room was silent for a long 10 seconds until one student declared, "Whoa." These "wow" moments are our hope and our dream in the Spiritual Life program of White's Residential & Family Services.



Our goal is to create experiences where students are exposed to the gloriously overwhelming love of our awesome Savior and be left speechless in the wake of realizing that they have eternal worth, value and beauty in His eyes.

For 2016, our goal is to continue the work with those who are called into our care at White's, to provide students and staff with the tools and opportunities to explore the love of God in as many ways as possible.

## 2015 PROGRAM HIGHLIGHTS: SPIRITUAL LIFE PROGRAM

- 208 students attended Wabash chapel services
- 22 special speakers for students
- Hosted weekly Bible studies in which students received Bibles
- Held Spiritual Life Committee meetings with the Board of Directors
- · Continued to host staff chapels for all of White's



## RESIDENTIAL SERVICES

## JAY DRISKILL - Vice President



During a recent community event, one of our students was asked to describe her experience at White's. Stacy said, "I have been to four or five residential placements and many foster homes. I wish that I had come to White's sooner. This is the first place that I have truly received the love and support I need to be successful."

The Wabash campus continues to focus efforts on fine-tuning our therapeutic services and creating effective programs designed to meet students' needs, just like Stacy's.

Along with implementing new evidence-based practices, we have hired additional therapists, which is allowing us to increase the frequency, as well as intensity, of therapeutic services for teens and families. The ongoing success of our substance abuse programs has enabled us to open a new cottage and serve more students.

"Growing Teens for Life" is an exciting new program that prepares our students for life after White's. This program combines education and vocational training with life skills, community service, financial management and after-care support.

The focus on employment skills, work ethic, education and spiritual development are in White's DNA, and the Growing Teens for Life program is a natural progression in our service to students while being true to our heritage.

White's is indeed thankful for the many lives being impacted. We are continuing to focus on increasing the quality of services in 2016, and we are excited for what is to come.

## 2015 PROGRAM HIGHLIGHTS: RESIDENTIAL SERVICES & HIGH SCHOOL

- Served: 253
- Average age: 16
- Average length of stay: 6 months
- Served: 61 counties (see map on Page 7)

- Therapy hours: 8,784
- Graduates: 14
- School credits: 1,368
- Vocational training hours: 9,510 (Rudy's, Cafeteria, Greenhouse, Purchasing, Grounds Crew, Auto Shop, Custodial, Chapel)

## WHITE'S NORTHWEST

## CONRAD SLAUGHTER - Campus Life Director



The acquisition of Christian Haven at White's Northwest Campus has been an exciting adventure that has expanded our outreach to young people in the northwest region of Indiana. White's is blessed to have the capacity and opportunity to partner with the staff and our generous new donors who support this ministry with prayers and financial gifts.

We are grateful for the gifted and committed staff who faithfully served Christian Haven and continue to serve our students. They provide a geographical and institutional perspective as we blend cultures and histories. Our goal is to provide excellent care within the foundation of our Christian values and holistic therapeutic treatment approach.

Thanks to the generous financial support of our donors at our first Harvest Dinner, we are able to hire a campus pastor. This is an important position that will help guide the "spiritual compass" of our campus, staff and students. The campus will lead multiple chapels, host Bible studies and plan activities that enable us to share the love and message of Jesus with the young people entrusted to our care.

We are also focused on improving existing facilities and strengthening our therapeutic programs. Our equine facilities – which provide important treatment options for our students – set White's Northwest apart from other treatment programs in Indiana. Equine therapy and equine-assisted learning activities help young people to work through trauma and learn new skills to manage life more effectively.

I want to thank all of those who have supported us during this time of transition. We could not do this without each of you, and we greatly appreciate your time, gifts and prayers. It is with great hope that we look forward to the future as we further grow and develop the programs and services that we offer at White's Northwest.

## 2015 PROGRAM HIGHLIGHTS: WHEATFIELD NORTHWEST

- Served: 51
- Average age: 15
- Average length of stay: 4 months
- Therapy hours: 3,722
- Hosted our first Spiritual Life Fundraiser Harvest Dinner
- Increased our therapy services in the equine program



## **COMPASS ROSE ACADEMY**

## MIKE HAARER - Director



Every year I'm transformed by the stories of parents walking through their journey with a struggling teen. They are hurting, isolated and desperate. They come to Compass Rose Academy seeking answers, solutions and reprieve. In the end, the most successful and satisfied are the ones who find that the answer is not just to "fix" their daughter but to muster the courage and support to walk alongside her on their own path of soul-searching and self-reflection.

I still get chills when I think about the message I received from an alumni family in December 2015. Their daughter had graduated from Compass Rose nearly a year ago. I was just calling to see how they were doing and left a message. The mom responded with an e-mail that has left a lasting impression. In her closing, she said:

"A roller coaster it has been, but we're on the upside of the ride for this moment. Here's the thing, Mike – CRA changed John and me. We knew life wouldn't be a cakewalk when Brandy graduated, but we were reeling for a while. However, we responded so differently to this set of challenges and struggles based on what we learned. Different language, different approaches, etc. We're living and breathing examples of the change that can happen at the family level."

Brandy's parents understood that walking alongside this journey with her didn't mean admitting that they were "bad parents" who needed fixing any more than Brandy's need for treatment meant she was a "bad kid." They were so open to the growth process as parents that a year later they're still growing and they're still sharing their story.

Over the past year, we've explored and found new ways to support Compass Rose parents by involving alumni parents. We have a handful of parents who have been through the program with their daughters who have come back for Parent Weekends to share their stories and offer support to current families. We've begun to send out regular devotionals written by alumni parents to offer regular spiritual encouragement to parents throughout the treatment process.

We have found that alumni parents have an unparalleled way of offering support, hope and encouragement to those walking in the same footsteps. We look forward to continuing and expanding this in 2016 while also offering ongoing support to alumni students and parents through regular reunions and gatherings. Let the growth journey continue.

## 2015 PROGRAM HIGHLIGHTS: COMPASS ROSE ACADEMY

- Served 31 students
- Average length of stay: 10 months
- Therapy hours: 1,550
- Served teens from 13 other states (see map on Page 7)
- Held quarterly intensive family weekends
- Opened another cottage, allowing us to serve more students and families



## **FAMILY SERVICES**

## HAZEL HOOVEN - Vice President



It is so rewarding to reflect back over all the ways God has used White's to transform the lives of children and families this year. We were able to celebrate many successes in our foster care and community-based services programs that seemed improbable to many.

Children often spend time in foster care temporarily until a more permanent solution can be found. Being placed in foster care can be a scary event for any child. For teens, the added struggle for independence can make foster placements that much more challenging.

Brandon was a young man who came to one of White's foster homes while struggling through trauma and addiction. Our foster parents took him into their home and provided love and structure, something Brandon had rarely experienced. Being a teen boy, Brandon pushed back against the rules and challenged his foster parents daily. Brandon's foster parents didn't give up, however – they continued to plant seeds of hope, faith and an unfailing belief in him. Even as Brandon's behaviors continued to escalate, his foster parents continued to plant seeds so that he could have a bright future.

Over time, Brandon's behavior improved. Brandon's parents also made positive changes, and he was able to return home. Two weeks after his return home, he called his foster parents to inform them that he had his high school diploma! He thanked them and the staff for believing in him and invited everyone to celebrate with him. The seeds our foster parents planted had taken root.

As we look to the year ahead, we hold fast to the belief that all children and families can be restored through God's Grace. We will enthusiastically pursue the opportunity to recruit more foster families to care for children in need, and we will continue to passionately serve families on the road to restoration in our community-based services programs.

I am thankful for White's amazing foster parents and staff. They are the hands and feet of Christ to children and families in need. I am honored and privileged to work alongside them every day to advance the Kingdom of God.

## 2015 PROGRAM HIGHLIGHTS: FAMILY SERVICES

- · Adoptions: 24
- Foster Care
  - > Served: 278
  - > Average age: 8
  - > Median time in foster care: 5 months
- Home-Based Services
  - > Served: 249 adults
  - > Served: 241 children
  - > Average age of children: 9
  - > Median time of treatment: 6 months
  - > Therapy hours: 1,857











## 2015 DONORS BUSINESSES AND FOUNDATIONS

A. Pallet Company, Inc. (S.A. Mencer)
Allen Whitehill Clowes Charitable Foundation
(Mr. Marshall)

ALW Construction, LLC Amazon Smile Foundation

B. Walter and Company, Inc. (Arthur Jasen) Beacon Credit Union (Kevin Willour)

Belstra Milling Co., Inc

Berry Farms

Bluestem Acres LLC

**Brad Howell Inc** 

**Creative Green Solutions** 

Crown Point Community Foundation (Pat Huber)

DeMotte Carpet, Inc Denton Transportation, Inc Dobson Chiropractic Center, P.C. Duneland United Church Resale, Inc

Eads and Son Bulldozing Inc. Enterprise Fleet Management, Inc

Fair Oaks Dairy Farms Fieldhouse Ford Sales, Inc

First Farmers Bank & Trust (Gene Miles)

First Merchants Bank, NA Flenar Manufacturing Gaunt and Son Asphalt Inc

Heartland F/S, Inc Herrema Dairy, LLC Hidden View Dairy, LLC

Hylant I.T.S. Inc

Jasper County REMC JD Levy & Associates Jericho Youth Group

John W Anderson Foundation (Bruce Wargo)

Josh Perzee Farms Kauffman Chiropractic, PC Kingma Farms, Inc Kirtlan Automotive Knights Inn (Harish Patel)

Laborers Local 41

Leah M Sundheimer Foundation

M & T Investments, LLC

Marion Oral and Maxillofacial Surgeons, Inc

Matrix NAC

NetSmart Technologies, Inc Newberry Farms, LLC

**NIPSCO** 

NIPSCO Chemistry & Environmental Group NIPSCO-R.M. Schahfer Gen. Station

NiSource Charitable Foundation (NIPSCO)

Ozinga Ready Mix Concrete, Inc Paul L. Speicher Foundation Peabody Retirement Community Pepsi Beverages Company

Pleasant View Dairy

Riggs Family Enterprises LLC Shepherd's Chevrolet, Inc Shaphard Family Pool Estate U

Shepherd Family Real Estate LP

Silveus Insurance Group Smith Mechanical Steiner Homes LTD

Steinke Funeral Home

SYSCO Food Services of Indianapolis, LLC

Terry and Carol Agness Foundation (Lance Agness)

The Hamstra Group

The Performance Companies, Inc

Thermafiber (Steve Edris)

Denise and Tom G. Gillespie, DVM

Tree of Life Bookstores Tysen's Family Market Valpo Soft Touch, Inc

VAN, Inc.

Von Excavating, Inc Wabash County YMCA

Wabash Electric Supply Inc (Forrester)

Wabash Engraving

Wabash Valley Chrysler (Greg Thompson)

Wiers Chevrolet-Cadillac-GMC

Wildman

Wilmington Yearly Meeting of Friends

Windy Ridge Dairy, LLC Wine & Canvas of Fort Wayne

Women's YMCA Water Aerobics Class\*

## JOSIAH WHITE HERITAGE SOCIETY

The Josiah White Heritage Society honors those who, like founder Josiah White. share a deep commitment to improving the lives of at-risk children. Members provide for the future of White's ministry by arranging a future gift, such as through a will, trust. life insurance or IRA beneficiary designation, or a charitable gift annuity. Membership in the Josiah White Heritage Society can only be extended to those who inform us of their planned future gift. If you have included White's in your will or other planned gift provision, please call us at 260-563-1158 ext. 1346.

Arthur L. Hodson
Barry and Mary Lou Curless
Bob and JoAnn Burch
David and Jane Mann
Francis Graves
George and Marilyn Cox
Mary Sutton
Mickey Moon
Naomi Porter
Nedra Hawkins
Phil Stalions
Sarah Ann Voyles
Shirley Wilcox
Virginia McSpadden
William Lange

## 2015 DONORS WHO SUPPORTED WHITE'S MINISTRY

## INDIVIDUALS, CHURCHES & GROUPS

We thank and honor those who supported White's ministry during 2015. These groups and individuals gave to provide a better life for the children in our care. (Businesses and foundations listed separately.) Although care was taken to include all who gave, we apologize to any whom we may have unintentionally left out.

Like investing in a 401(k) retirement plan, White's 401(k)ids plan members invest in young lives each month through check, automatic credit card charges, electronic fund transfers or, for White's staff, payroll deductions. This easy way of giving provides enrichment experiences for the children in our care. These individuals and groups are signified by an asterisk.

We appreciate those donors who wish to remain anonymous.

#### -A

**Duane and Cathie Abston** Todd Adams Charles and Sharon Adcock **Howard Adsit** Thad and Jackie Agee Charles and Ruth Alber Keith and Beth Allen Carole Alspaugh\* Michael Alspaugh\* **Amboy Friends** American Reformed Church Anderson First Friends Ron and Shirley Anderson David and Gail Andre **Bob Anglin** Arba Friends Church Ray and Pamela Ashcraft Glenn Augustine

## — В —

Bachelor Creek\*
Cornerstone Class
Back Creek Friends
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Dwight and Shirley Ball
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Jon and Kathleen Barrett\*
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Dee and Sue Byerly

## — C —

Jim and Linda Cabe Kevin and Laura Cabe Lee and Melody Cabe Cadiz Friends Church Calvary Baptist Church Dorothy R. Cardell Aaron Carmichael Joseph and Nyla Catanzaro Tom & Mollie Chalfant Chalmers Community **Church Missions** Maggie (Marguerite) Chaplin\* Charlie and Kim Chapman Charlottesville Friends Ray and Julie Chowning Hilda Clarke Johnnie Clayton **Betty Clement** Bill and Kathy Clendineng Tom Cochran Jack Colescott Paul and Denise Collins Community Christian Reformed Church Paul and Terri Conley Merle and Judy Conner David and Pamela Cook Jared and Erica Cordes Kevin and Peggy Cordes Art Conner David and Laura Conner Converse United Methodist Church Philip and Roberta Corey

Covenant Choir Inc
Bob and Ruth Coverdale\*
Austin and Letha Cox
Bill and Doris Cox\*
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Barry and Mary Lou Curless
Larry and Anne Curless
Lew and Joy Curless
Gene Custer
Lani Czarniecki
Michael and Sherry
Czerwonky

## — D —

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## 2015 DONORS

## INDIVIDUALS, CHURCHES, & GROUPS, continued

David DeStefano **Dewart Lake** Community Friends Brent and Jan Dickson Don Dishman Dave and Kaye Dorais Irv and Elizabeth Dorn Oliver and Candance Dorn Teresa Dowers Brandt and Sarah Downing Max and Melbadeen Downing Stan and Robin Downing Dora Christian Church\* Bill and Jeannie Draper Jay and Mary Jo Driskill Gary and Linda Drook Bill and Barb Dubois Tom and Rhea Dubois John Duffin Daniel and Mary Dunbar\* Lucy Dundore

## — E —

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Barbara Eenigenburg
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Cindy Eenigenburg
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#### — F —

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Friends Chapel
(Brenda Keifer)
Dr. Ron and Judy Frischman

## -G-

Robert and Arla Gabrielse James and Julie Gackenheimer Robert and Maria Galles Don and Janet Garner Dr. Greg and Paula Garner Eva Mae Garrett Dee and Kathy Gibson\* Gathel Gibson Lisle and Ruth Gibson Rose Bethene Gill Ray and Margie Gillespie Cynthia Gilliland Dr. John and Linda Gilpin Matthew Gimmelli William and Linda Glass L. Judith Glasgow Henry and Vickie Gmiterek Judge and Mrs. Chris (Raquel) Goff **Grace United** Methodist Church Greenfield Friends Alan and Peggy Grossnickle Douglas and Mary Lew Gutwein Larry and Lynn Guyer

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Christopher and Kristie Hunter Kathryn Huntington Fran Huston Terry and Nikki Hyden

#### — I —

Indiana Yearly Meeting of Friends INGUARD (M. Beauchamp) INTRASECT Technologies

## — J —

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Charles and Shirley Jarrell
Patricia Jeffers
Jericho Friends
Jericho Youth Group
Stephen and Tamra Johnson
Jonesboro Friendly
Quaker Class\*
Jonesboro Friends Church
Joan Joyce

#### — к —

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Knightstown Friends Jeff and Mary Kramer Gary and Marsha Kratzer Tena Krause Sandra Kunkel\*

#### — L —

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