



You helped change lives!



Annual Report
2015-2016

2016-2017 Highfields Leadership

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Cover photo: Residential student Javi (left) and his brother Mateo get ready to ride Highfields' zip line during Family Treatment Weekend.



Dear Friends of Highfields,

Greetings and thank you!
Because of you, Highfields is making a difference in the lives of over 8,300 individuals!

You're helping change lives of people like James, Emily and Dustin. If you are like me your heart will go out to Emily as she gives her all to help little Isaiah. And you'll be glad that Highfields was there to help. You'll worry, as I did, what would have become of James, if Highfields hadn't been there. You'll celebrate with Dustin, although you've never met him.

As you read through the stories of James, Emily and Dustin, and hear about how Highfields helped them, know that their success was made possible because of your generosity. They and so many others are in a better place and thriving because of your support.

I continue to be amazed at the power of a changed life and the inspiration that it brings to all of us. I love seeing children and families improve their lives because of our combined efforts. None of this would be possible without you!

Our programs and finances continue to be in great shape overall. Our staff is equipped with the latest resources, technology, and training so they can be successful in their work.

I am honored to be the CEO of Highfields. I come to work every day with energy and enthusiasm because I know the work we do is making a difference; and that we have great donors, foundations and communities that believe in us and our mission.

I'm looking forward to another excellent year of changing lives and strengthening communities with you. We are privileged to have you with us on our journey.

Sincerely,

Brian D. Philson, LMSW, ACSW
President & CEO



Our mission is to provide opportunities to children, youth and families to be more responsible for their own lives and to strengthen their relationships with others.

// Highfields has completely changed
the way I think about things.
I'm learning how to be a man. //



Thanks to your support James is learning how to be a man

James hasn't been home in a while. Over the past few years, he has been detained at different juvenile facilities paying the price for mistakes he's made in his past.

James was referred to Highfields' residential treatment program last year.

"I came in with an attitude," said James. "My anger used to get the best of me."

Thankfully, he is learning how to cope with his anger in a healthier way.

"I've been able to deal with my anger better," said James. "I know how to read the signs and can manage it. I've learned that I can change."

Highfields is also teaching James life skills, like how to communicate and make the right choices. He is determined to absorb the lessons he's learned so he can be a good father and role model for his 2-year-old daughter.

He also stays disciplined by working at various jobs on campus in the kitchen, landscaping, or doing housework.

"Working here has taught me skills that I can use for the rest of my life," said James. "I've got a strong work ethic now."

James is looking forward to the next chapter in his life. He's excited to be at home with his family, and plans to graduate high school and get a job. He is determined to turn his life around and be a good father. He believes that Highfields is helping him achieve these goals.



“ They helped us through it step by step.
We were not just a job or another case. ”

Thanks to your support

Isaiah is blossoming

Emily and her husband Tony saw that their 1-year-old nephew, Isaiah, was not getting the right care. Isaiah’s parents struggled with drug abuse, and eventually Emily and Tony became Isaiah’s guardians. They also have three boys of their own and wanted to make sure Isaiah felt like part of their family. They were aware of Isaiah’s issues and hoped that they would be able to help him.

“Isaiah exhibited fear similar to what you would see in someone with Post Traumatic Stress Disorder,” said Emily.

He didn’t like to be separated from Emily. He would throw tantrums when she left the room. Emily wanted to understand what Isaiah was feeling so she could help him overcome his fears.

Emily began working with Brittany Bragg, a counselor in Highfields’ Infant Mental Health (IMH) program. IMH helps parents and children develop secure, joyful relationships and set children on a healthy developmental path.

Emily and Isaiah loved working with Brittany and Highfields.

“They helped us through it step by step,” said Emily. “We were not just a job or another case.”

Emily learned that she had to change the way she approached situations in order to benefit Isaiah.

“The tough times have actually helped us better address the issues that arise in everyday life,” said Emily. “We are better parents to our boys and to Isaiah.” Through the program Emily and her husband were even able to heal their relationship with Isaiah’s parents.

“Highfields helped us to work together with Isaiah’s parents,” said Emily, “And along the way, we were able to heal and come back together as family. Best of all, Isaiah has blossomed into an amazing little boy.”



“ Ingham Academy became like a second home to me. ”

Thanks to your support

Dustin is headed to college!

Dustin was not making the right choices in life. He was getting into trouble at school and at home, disobeying authority and skipping classes. Ultimately, he was put on probation for missing so much school. His life was heading down the wrong path.

Fortunately, Dustin was offered the opportunity to attend Ingham Academy, a day treatment program in Lansing, which is run with a partnership between Ingham Intermediate School District, Highfields, Ingham County Circuit Court and Peckham Inc. Dustin said it is one of the best choices he's ever made.

“Ingham Academy became like a second home to me,” said Dustin.

Through hard work and determination, Dustin finished high school and graduated from Ingham Academy. However, the road to graduation wasn't easy.

“I had my ups and downs at Ingham Academy over the past year,” said Dustin, “but in the long run it turned out well.”

Ingham Academy teachers and Highfields' Behavior Specialists work together in the classroom to help teens like Dustin get ahead.

“I'm probably going to miss the staff a lot,” Dustin admitted. “They helped prepare me for the next chapter in my life.”

Dustin can't wait to start college. He is planning to take classes in the fall and pursue his dream of becoming a nurse.

He also hopes to come back to Ingham Academy one day and inspire other students.

“I'd love to come back in five or ten years to talk to students about my experience at Ingham Academy,” said Dustin. “I've been in their shoes before and I would like to tell them that they can change their lives here if they put their mind to it.”

“ Highfields is a place that this community can be very proud of. ”



Longtime volunteer is leaving a legacy

Shirley Richards went to Highfields in the 1970s to help volunteer and raise funds, and she’s been an active supporter ever since.

“I’ve been able to watch Highfields’ progress since its inception,” said Shirley. “I’m impressed with the work that they have done for at-risk boys over the last 50 years.”

Shirley enjoys visiting with the students at Highfields and remembers one boy in particular.

“I visited with a young man who used to be a student at Highfields and had gone into the army and was living a great life,” said Shirley. “He brought his family back to Highfields to show them the place that saved him. It was very powerful.”

Over the past few years, Shirley hasn’t been able to volunteer or visit campus as much as she’d like to. She decided to contribute to Highfields in another way by leaving a bequest.

“Our children and grandchildren are doing well, and I want to give my money to somebody that deserves to use it,” said Shirley. “I decided that I’m going to make Highfields the recipient of a life insurance policy...and it doesn’t take anything out of me right now.”

Shirley hopes that her gift will help Highfields continue to operate and change the lives of more youth in the community.

“Highfields is a place that this community can be very proud of,” said Shirley. “Hopefully, my donating and my bequest will help Highfields make continued growth.”

“I visited with a young man who used to be a student at Highfields and had gone into the army and was living a great life. He brought his family back to Highfields to show them the place that saved him. It was very powerful.”

You can help Highfields change lives and strengthen communities for future generations! For information on how to include Highfields in your will or estate plan, please contact Bev McGill at 517-628-2287 x332 or bmcgill@highfields.org.

Highlights of 2015-2016

We could not have done it without you!



Golf Outing success! We'd like to thank Title Sponsors **Lyman and Sheets** and Silver Sponsors **Architectural Metals, Dart Bank, Dean Transportation, Maner Costerisan and Orchid Orthopedic Solutions**. The June 2015 event raised more than \$57,000. Pictured L-R: **Mike Sheets, William Ford, Troy Mounsey, Matt Waligorski and Brian Philson**.

Community support made this possible!



A "fulfilling" breakfast! Our donors gave \$72,270 at the **Strengthening Families Fundraising Breakfast** in October to help keep families together. Thanks to you, we received our matching grant from **Dart Foundation** of \$25,000 for a total of \$97,270. Pictured L-R: counselor **Erika Phillips** and **Laura and Mickayla Reppenhagen**, who spoke at the event.

Kids just want to have fun! Thanks to online donors, we raised over \$2,500 to send children with special needs to camp or a fun class. Pictured here is **Nick** (left) with his brother. Nick was able to attend **St. Francis Camp on the Lake**, thanks to you!



Daveon and his mother get ready to ride the Highfields zip line during a **Family Treatment Weekend** on campus! Family weekends are possible, thanks to a grant from **Jackson National Life**.

Tis the season! We received over 200 donations of toys, books and clothes for 157 families as part of our **12th Annual Toy Drive** sponsored by **WLNS** and participating **Michigan Ford dealerships**.

Pictured here is counselor **Evan Wing** dividing up the toys for each family.



We opened a new office in Hillsdale in November at 51 S. Howell Street, Hillsdale, MI 49242.



You helped Highfields grow!



Parenting for Educational Success! Begun in January, this new program provides Ingham County parents with the tools to help their young children be successful in school.



Richard D. Letts residential house got a make-over! The renovations included hardwood flooring, new appliances, fresh paint plus new carpeting and furniture.

Congratulations!



2016 Highfields Partnership Award winner **R.E. Olds Foundation**. Foundation board members L-R: **Polo REO Tate**, **Tim Monroe** (Highfields Vice President), **Diana Anderson Tarpoff**, **Debbie Anderson Stephens** and **Gregory Olds Stephens**.

2016 Robert L. Drake Citizenship Award winners **Ken and Maggie Frankland**



Highfields was successfully reaccredited through the national standards-setting **Council on Accreditation**.



Aldinger Scholarship recipients **Alexandra Hagerty** (left with mother) and **Merissa Talbot** with mother. Other education scholarship recipients, not pictured: **Caira Clore**, **Ethan Eddy**, **Jarrett Gregory**, **Kayla Hancock**, **Brittany Honeycutt**, **Michelle Hopkins**, **Sydney Kester**, **Miranda Pahl**, **Hunter Stephenson** and **Sarah Stewart**. The Aldinger Scholarship fund was created in 1996 to provide Highfields' clients with support for their educational goals.

Community impact

During 2015-2016, Highfields...

SERVED

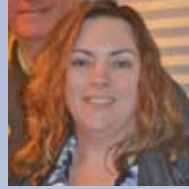
8,367 children and families



Antjuan and his family each lunch together on campus during a Family Treatment Weekend.

EMPLOYED

263 staff



Brenda Week, 2016 recipient of the Carl J. Latona Distinguished Service Award

AND CHANGED LIVES

1 person at a time



Residential student Michael learns how to make pottery thanks to a grant from the W.B. and Candace Thoman Foundation.

PROVIDED SERVICES
THROUGHOUT

10 counties

OPERATING FROM

5 regional offices



Highfields' services provide a safety net

Community services

- Family violence counseling
- Intervention programs helping boys and girls overcome social and educational struggles
- Early intervention programs confronting child abuse and neglect
- Counseling for families with children returning from out-of-home placements
- Intensive counseling programs for children struggling with a mental health disorder
- On-site counseling at hospitals to redirect behavior for families
- Programs for families of teens with a severe emotional disability or anti-social behavior

Residential services

- Full-time residential treatment for young men with behavioral problems

Educational services

- **Reaching Higher:** Hands-on after-school programs
- **Ingham Academy:** A day treatment program that is operated by Highfields, Ingham Intermediate School District, Ingham County Circuit Court, and Peckham Inc.
- **PRIDE:** Evening reporting program for youth involved in family court
- **Breakthrough:** Teamwork development program for organizations and groups

Personal impact

“Not a day goes by when I don’t thank Highfields for setting me on the right path. Highfields was a blessing and a big part of changing my life. Thank you!”

—*Teen, Residential program*

“I can’t say enough great things about Highfields. They have helped us keep our family together.”

—*Mom, Community Services, Jackson*

“I’ve seen both quiet or reserved students and angry students become confident, socially appropriate people because of the work Reaching Higher does with our students.”

—*Teacher*

“We learned valuable lessons of working together, problem solving, and extending our comfort zones by trying something new. It was a very successful day!”

—*Breakthrough client, Leslie High School*

“I enjoy working with Highfields! They have great programs and wonderful workers who provide great support to our families!”

—*Referring worker*

“I couldn’t have had two better people on my team to reach every goal and prepare me for my future as a great parent! They have taught me many ways of dealing with my son’s different behaviors. I had an amazing experience! I don’t think I would be where I am at without the team I had!”

—*Client, Family Reunification Program*



Jeremiah and Trenton from Hunt Elementary Reaching Higher



Highfields counselor **Deb Daniels** (far left), with **Dana** and her mother **Tina**.



Students from **Western High School** take on Highfields’ Breakthrough course.

Financial overview

During 2015-2016, Highfields...

GENERATED TOTAL REVENUE OF

\$9,094,315

96.4% PROGRAM REVENUE

\$8,765,235

2.9% CONTRIBUTIONS

\$259,303

.7% INTEREST & OTHER INCOME

\$69,777

AND SPENT A TOTAL OF

\$8,861,827

70.3% PERSONNEL

\$6,226,307

17.4% DIRECT COSTS

\$1,541,676

12.3% INDIRECT COSTS

\$1,093,844

Thank you to our generous donors

We are grateful to the following supporters who made financial contributions to Highfields from May 1, 2015, through April 30, 2016.

STRENGTHENING FAMILIES GIVING SOCIETY – Individuals and businesses who have a current multi-year commitment of \$1,000 or more per year for five or more years:

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Residential students **Austin** (left) and **Tyreece** write song lyrics during music class, a program made possible thanks to **The James and Kimberly Currie Foundation**.

ROBERT DRAKE SOCIETY – Those who have included Highfields in their estate planning:

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We are grateful to our donors and wish to be as accurate as possible.

If a mistake has been made, please contact Bev McGill at (517) 628-2287 ext. 332 or bmcgill@highfields.org so that we can correct it.

Thank you.



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Student **Zach** and board member **Chivon Kloepfer**



Our gym renovation is complete thanks to the **R.E. Olds Foundation** and **Joe D. Pentecost Foundation**.

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