



Highfields
Changing Lives,
Strengthening Communities

**ANNUAL REPORT
2013-2014**

**Changing
Lives**



**One
Person
at a Time**

2014-2015 Highfields Leadership

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Devin, all smiles on graduation day

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.

One person at a time

When you read the stories of Andy, Jacob and Devin in this report, you'll know that Highfields is changing lives one person at a time.



With your help, we strive to be a part of a greater good; part of our communities' efforts that will move the needle on key social issues facing the families that we serve – issues such as poverty, violence, family and childhood trauma, and mental illness.

In doing so, we work to be the best at what we do, which means investing in staff training and using proven practices. This provides our client families with skills that they can carry with them long after their "cases" are closed.

We are able to impact so many, simply because you support us. I want to thank you for believing in our mission. Families are preserved, trauma is mitigated and communities are strengthened because you believe.

I invite you to join us once again as we continue the journey of helping others and impacting a hurting world. Together we can accomplish much!

Sincerely,

Brian D. Philson, LMSW, ACSW
President & CEO



Thanks to YOUR support Andy is headed to college

Andy is autistic, but that is not the first thing you observe about him. You notice his smile and willingness to talk and share his story. You notice that Andy will tell you when he needs to take a moment to regroup, then willingly rejoins you. At 18 years old, Andy has graduated from Grand Ledge High School and is off to the Michigan Career and Technical Institute, where he'll receive vocational training for adults with disabilities.

It hasn't been an easy journey. Christy, Andy's mom, knew something was wrong when Andy was age 3, but it wasn't until sixth or seventh grade that he was diagnosed. Through puberty and high school, Andy suffered from angry blowups, destroying property and frightening his family. Andy was in a mental health unit three times within six weeks.

Thankfully, the family was introduced to John Mellen from Highfields and the Wraparound Program. John brought everyone involved in Andy's life together, from his teachers, coaches and personal therapist to his grandparents and everyone in the immediate family, including Andy. Together *with* Andy, this team outlined his strengths and how he could use those strengths to control his outbursts and ultimately prevent their causes. Andy and his mom met with John two to four times a month for two years, helping Andy gain control of his behavior. Today, the family is full of smiles. And Andy? His future has never seemed brighter.

Andy and his family

Andy has graduated high school and enrolled in the Michigan Career and Technical Institute. His future has never seemed brighter.

Autism spectrum disorder (ASD) and autism are general terms for a group of complex disorders of brain development. The disorders are characterized, in varying degrees, by difficulties in social interaction, verbal and nonverbal communication and repetitive behaviors. Each individual with autism is unique. Many of those on the autism spectrum have exceptional abilities in visual skills, music and academic skills. About 40% have average to above-average intellectual abilities. Many persons on the spectrum take deserved pride in their distinctive abilities and atypical ways of viewing the world. Symptoms of autism tend to emerge between ages 2 and 3. Studies show that autism is four to five times more common among boys than girls.



Thanks to YOUR support Jacob and Mickey are a team

Jacob hates probation. He doesn't like rules. But he loves his mom, Mickey. "She's a good mom. She's fun when she can be and strict when she needs to be." What? This from a kid who hates rules?

Jacob does hate rules and probation, but he's grateful that probation introduced him to Cheryl May and Highfields' MST Program – Multi-Systemic Therapy, a model known to work with troubled adolescents.

Jacob goes on to say that working with Cheryl was what needed to happen. Mickey – once struggling with drugs, alcohol and major health issues – is now sober and determined. Cheryl is quick to give Mickey credit for being "one determined woman." As Jacob puts it, "Mom and Cheryl came up with a plan, they tested it, fixed the flaws in the plan and retested it until it worked."

Now Jacob knows the consequences and rewards for his choices – no questions, no deviations. And Mickey isn't just following instructions from MST. She now has the skills and confidence to make up her own plans when she needs to! Mickey says there were lots of panicked "help me" calls to Cheryl early in the process, but it worked. "She understood me and taught me." What does Jacob say? "Without Cheryl and MST, I'd probably be in lots more trouble."

Jacob and Mickey

Jacob, who hates rules, is shown here with his mom, Mickey, who is "one determined woman!"

Multi-Systemic Therapy, or MST, is an internationally recognized evidence-based program provided by Highfields for children and families residing in Hillsdale, Jackson and Livingston counties. MST is one of several home-based family counseling models Highfields provides across an 11-county region in mid-Michigan.

Eligibility for home-based services includes families with a child (or children) with a Serious Emotional Disturbance (SED) or involvement with the child welfare system. Recent statistics indicate that approximately 13% of children in America have a diagnosable SED. Typically, children with SED struggle with impulsivity, short attention spans, aggression or self-injurious behavior, withdrawal, poor coping skills and learning difficulties.



Devin

“Now I know how to walk away from the bad stuff and be positive.”

Highfields’ Residential Programs were established in 1962. The campus is located on 140 acres in rural Ingham County. The campus includes a school, gymnasium and wellness center, guest cottages, lake, athletic fields, hiking trails and an indoor and outdoor experiential education course. Residential treatment services are available for males (ages 11-17) involved in the juvenile justice system and/or presenting with delinquent-like behaviors. Residential stays are typically 4-8 months in length but vary based on the resident’s treatment needs.

Thanks to YOUR support Devin’s journey continues

At age 11, Devin followed his brothers into life in the Benton Harbor streets. Gang life was supposed to give him the power that he lacked on his own, unable to pull himself and his family out of poverty and drugs. At age 14, he watched an 11-year-old friend die. Locked up four times in two states, Devin, now 18, has twice been in Highfields’ Residential Treatment Program.

During the first year at Highfields, Devin’s mother passed away from cancer. Highfields’ staff and board helped pay for the funeral. Devin is grateful, adding, “Lots of the kids chipped in too.” The support he felt from his counselors helped Devin start to turn his life around, but it hasn’t been a smooth journey.

Now more interested in music and basketball than guns and revenge, Devin has plans for the future. He graduated from high school while at Highfields and is headed to college. Devin wants to be an example for his younger siblings who are in the foster care system. He wants to break the cycle that has been passed down from earlier generations.

When asked about his state of mind, Devin said, “If it wasn’t for the people at Highfields, I’d be dead or locked up. I still feel guilty, but now I know how to walk away from the bad stuff and be positive. I’m proud of what I’ve done. My mom would be proud too.”



Rollin Dart
President of Dart Bank

“What an accident of birth it is for those of us who are so fortunate. We could have been born into the seemingly hopeless circumstances of others. How can we, who are fortunate, possibly give enough?”

Donor “gives back” Believing in Highfields

At almost 89 years old, Rollin Dart has been through a lot and given plenty. Serving in the U.S. Marines in World War II and taking the best from his parents’ marriage, Rollin learned to love literature and art and the importance of giving back. A strong family man committed to his faith, Rollin believes that it is the responsibility of people and businesses to “make a dent” and enrich the communities in which they live.

Regarding Highfields? Rollin believed in the founders’ initial dream where they just “couldn’t bear to see a boy go bad.” That dream began a boys’ residential camp more than 50 years ago. Today, Rollin still believes and marvels that Highfields has grown to serving so many children and families in their homes and schools all over mid-Michigan. He still believes that what sets Highfields apart is that “they care so desperately.”

For information on how to support Highfields’ work or how to include Highfields in your will or estate plan, please contact Bev McGill at (517) 628-2287 ext. 332 or bmcgill@highfields.org. Visit our website at www.highfields.org to make a donation online.



2013 Board member, Major Sam Davis of the Ingham County Sheriff's Department, speaks from his heart at the 2013 Strengthening Families Fundraising Breakfast.

Highlights/Year in Review

Business leaders helped raise more than \$28,000 to help struggling teens and their parents at the Highfields **33rd Annual Golf Outing**, held in June 2013 at Forest Akers West Golf Course. Top sponsors of the event included Dean Transportation, Maner Costerisan, Orchid Orthopedics and Physicians Health Plan.

Nearly triple the number of at-risk families are being served by early intervention programs through Highfields' **Jackson Office** than were served just five years ago. In 2008, the number of cases totaled 337, compared with 2012 when the office handled 873 cases.



Larry and Candy Parker received the 2014 Robert L. Drake Citizenship Award.

Eight students graduated in June 2013 from the **Ingham Academy**, a program for students who are on probation and are struggling in public school settings. Highfields provides behavioral treatment and support to students, and the Ingham ISD provides the educational program. Ingham County Circuit Court Judge Janelle Lawless led the commencement ceremony, and Lansing Business Woman of the Year Desiree Kelly-Kato spoke to the students.

The mid-Michigan community donated more than \$93,337 to provide opportunities and treatment for children and families, at Highfields' annual **Strengthening Families Fundraising Breakfast** in October. Nearly 300 local businesses and community leaders were present at the annual event.

Larry Parker of the Michigan Automobile Dealers Association and his wife, Candy, were selected as the **2014 Robert Drake Citizenship Award** winners for their long-standing support and involvement in Highfields' fundraising efforts.

Ingham Academy students celebrate their 2013 graduation.



Ms. Rubio's fifth-grade class at Gardner Middle School in Lansing decorates donation boxes for the WLNS Newscenter 6 and Mid-Michigan Ford Dealerships 10th Annual "Happy Holidays for Highfields Kids" campaign. Community members donated toys for more than 220 children.



Thanks to a \$78,000 grant from the **Granger Foundation**, Highfields' staff is now able to enhance the treatment of children with serious trauma and aggression issues through special staff training and certification.

Highfields Associate Director of Community Services LuAnn Sawdey-Roberts of Hudson was the 2014 recipient of the **Carl J. Latona Distinguished Service Award**. She was chosen by her peers for her leadership and dedication.

Christman Constructors Inc. and Douglas Steel Fabricating Corp. were selected as the 2014 recipients of Highfields' **Partnership Award** for the work they have provided for Highfields' infrastructure needs.

Emergent BioSolutions Inc. surprised Highfields with a \$1,000 donation in March to support Highfields' work with local families and children.

Highfields presented the **John Aldinger Scholarship** to Tyler Fisher, an Ingham Academy graduate who is attending Lansing Community College to obtain an associate degree in mechanics.

The Dart Foundation provided Highfields with a \$46,000 grant to complete its **2014 Technology Project**. This ensures that Highfields' staff and offices will have much needed access, speed, security and capacity for growth as the agency continues to serve clients across 11 mid-Michigan counties.



The Highfields community services team earned a **Best Practice Leadership Award** in 2013 from the Department of Human Services for "implementing an innovative, creative and productive best practice in the workplace."

During 2013-2014, Highfields...

SERVED
6,000 children and families



EMPLOYED
226 staff



LuAnn Sawdey-Roberts was the 2014 recipient of the Carl J. Latona Distinguished Service Award.

PROVIDED SERVICES THROUGHOUT
11 counties

OPERATING FROM
4 regional offices



AND CHANGED LIVES
1 person at a time



Samaura Jones graduated from the Ingham Academy in June 2013.

Highfields' services provide a safety net

Highfields is a human service agency providing a safety net for at-risk children and families through counseling, residential treatment and educational programs. It provides the following services:

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

- Hands-on after-school programs
- Alternative high school
- Evening reporting program for youth involved in family court
- Teamwork development program for organizations and groups



Donors Amber and Jeremy Norwood. Amber also works for Highfields.

“Thank you from the bottom of my heart for helping me get my life back on track. I am so happy about the positive direction our lives are headed!”

– Eaton County Outreach client

“When we were referred to Highfields, we were very skeptical about the whole thing, but we were determined to complete the service and desired to improve our family. As soon as we started, we immediately saw improvement. Stephanie, our counselor, was very patient, kind and helpful and was willing to listen. Now, not only have we implemented all the practices, but we are all much happier, and even the kids have noticed a major change in us. We are very grateful for Stephanie and Highfields. We will continue with what we have learned and try to improve even more.”

– Jackson County Parenting Wisely client



Financial overview

During 2013-2014, Highfields...

GENERATED TOTAL REVENUE OF

\$8,144,372

95.8% PROGRAM REVENUE

\$7,805,373

4.1% DONATIONS

\$328,458

.1% INTEREST

\$10,541

SPENT A TOTAL OF

\$7,833,286

74.9% PERSONNEL

\$5,863,879

22.3% DIRECT COSTS

\$1,747,712

2.8% INDIRECT COSTS

\$221,695

Stage One of the Gym Renew project is complete, thanks to Accident Fund, Jackson National Life, the R. E. Olds Foundation and the Joe D. Pentecost Foundation. When funding is secured, Stage Two will bring a new floor, bleachers, PA system and scoreboard. If you'd like to help, please contact Highfields CEO Brian Philson.

Thank you to our generous donors

We are grateful to the following individuals and businesses who made financial contributions to Highfields from May 1, 2013, through April 30, 2014.

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:

Anonymous
Kristin and Todd Bartley
Sara and Jared Bennett
Elizabeth Boyd
Fred Brown
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Rollin Dart
Dean Transportation Inc.
Patrick and Allyson Dean
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The Honorable Robert L. Drake
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Richard and Micky Martin
Beverly McGill
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Brian and Bonnie Philson
Marlon and Amanda Roberts
John M. and Connie K. Rogers
Dale Andrew and Rosemary Sheets
Randy Thayer
Mike and Nancy Zamiara

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

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Louise R. Breisch*
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The Honorable Robert L. Drake and
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FOUNDATION SUPPORT:

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Anonymous
Capital Region Community Foundation
Dart Foundation
Granger Foundation
Jackson County Community Foundation
Jackson National Community Fund
Lincoln Financial Foundation
R. E. Olds Foundation
Joe D. Pentecost Foundation
W. B. and Candace Thoman Foundation
Uplift Our Youth Foundation

TRIBUTE GIFTS IN MEMORY OF:

Brian Cavanaugh
Sam Dault
Jane Drake
Rose Latona
Mary Stid
Elizabeth Vernier

TRIBUTE GIFTS IN HONOR OF:

Mardell Dietz and Don DeLoof

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.





Christman Constructors and Douglas Steel receive the 2014 Highfields Partnership Award.

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 Architectural Metals Inc.
 Auto-Owners Insurance
 Bank of America United Way Campaign
 BRV Benefits
 Budget Truck and L & M Muffler Inc.
 Clark Trombley Randers
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 PAR Rehab Services
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 Thomas and Mary Jo Gallagher
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