

2018-2019 OFFICIAL ANNUAL REPORT

GLAD HOUSE





HEAD COACH MICHELLE COX

THIRD YEAR

GLAD House is a team on a mission: a mission to improve the lives of children and their families by breaking the cycle of addiction.

To accomplish our mission, I've assembled a team of extraordinary and caring mental health specialists. All we do at GLAD House is only possible through the hard work of our incredible team.

The GLAD House kids come from backgrounds where they have difficult home lives. All have been impacted by a caregiver addicted to drugs, and many have experienced neglect, been forgotten, or been misjudged. The GLAD House team provides a place for them to heal from their past trauma; here, they form healthy bonds with leaders and peers who have their backs and encourage them forward!

CHAMPS PROGRAM ASSISTANTS

Each day, our kids are greeted into their groups by their leaders, the Champs Program Assistants. Their goals are to instill self-confidence and teach life skills to all of our kids.

Before ever stepping into their roles, the Champs Assistants undergo intensive training to be Qualified Mental Health Specialists. Because children of addicted parents have unique needs and triggers, our staff must be uniquely trained to help them process their trauma.

The Champs Assistants teach our kids that it is important to let go of past mistakes, make adjustments, and to try to do better the next day. They look beyond the kids' outward behaviors—such as disrespect, indifference, or

defiance—to see the hurting child who is only looking for security and acceptance.

Every day the Champs Assistants respond to our children with understanding, and through this process of daily affirmation the kids begin to trust and let their walls down. This is when the magic begins to happen!

CHAMPS TRAINING

TRAUMA-INFORMED CARE	CRISIS DE-ESCALATION
DRUG PREVENTION EDUCATION	CPR AND FIRST AID
MINDFULNESS TECHNIQUES	CULTURAL DIVERSITY
RECOVERY AND RESILIENCY	THERAPEUTIC INTERVENTIONS

CHAMPS PROGRAM DIRECTOR

My “assistant coach” is Kendra Browning, GLAD House's new Champs Program Director. Kendra engages with our kids through individual, group, and family counseling. She also creates the lesson plans that the Champs Assistants use in group activities. Kendra is passionate about breaking the cycle of addiction and inspiring our kids for the future.

OUTREACH COORDINATOR AND THERAPIST

Derek Stegner is a team member with many roles. While at GLAD House, Derek provides individual therapy to many of our kids. The kids trust and look up to him, and when they are having a difficult day or feeling overwhelmed, it is often Derek who they reach out to for support.



GLAD HOUSE CLINICAL STAFF LEFT TO RIGHT: ALICIA BRIDEWELL, TAIRA WILLIAMS, GABRIELLE ERICKSON, VIOLET MULLINS, KENDRA BROWNING, DEREK STEGNER, MICHELLE COX, RILEY MURPHY, ALISHA SHAFFER, DAVID GUAJARDO, SARAH ROBINSON

Outside of GLAD House, Derek visits other mental health partners to provide trainings to their organizations, because breaking the cycle of addiction is a community effort.

CHAMPS PROGRAM COORDINATOR

To many of our kids, reliable transportation and regular meals are an uncertainty. Champs Program Coordinator Alisha Shaffer arranges Medicaid-funded transportation to and from the Champs Program, and serves the kids a snack and dinner every night. She keeps the Champs Program running smoothly, so that when the kids come to our program they are met with security and warmth.

Alisha also throws much-anticipated holiday parties, so that kids who have unsafe neighborhoods or unstable home lives can still trick-or-treat during our Fall Fest, and receive presents during our Holiday Celebration!

THE GLAD HOUSE KIDS

The most important members of our team are the GLAD House kids themselves. They are experts on their own needs, and hold the keys to unlock and share what has happened to them so they can begin to heal.

They have the power to decide that they want their lives to be different. They can choose that they do not want to live lives of violence, substance abuse, or poverty. They can decide to become players on the GLAD House team. They can learn how to regulate their intense emotions, to understand traits of healthy relationships, and to solve problems without violence.

THE GLAD HOUSE TEAM

To truly break the cycle of addiction, we all need to work together as a team.

You see, the reason our program works is because we are all in it together. We believe that together with coaches, assistants, and players we can make a difference to a generation of children. We can learn from them as much as we teach. We can encourage them to be brave and try new things, such as rock climbing, theater, dance, and music. We can teach them sportsmanship and to pick up a peer who is struggling—to let them know they belong and matter.

The kids teach us what resiliency really means: to fight for a better life while facing adversity head on! They teach us that life is not always fair, but that is no reason to give up. We provide them a safe place to imagine their dreams, and to set goals to accomplish them!

GLAD House is the only team in the Cincinnati area that specializes in treating school-age children impacted by parental addiction. And we need our fans to cheer us on and support us in meeting the various needs of our kids. Thank you for showing up and being there for our team... the kids appreciate it more than you will ever know!

Sincerely,

Michelle Cox

Michelle Cox,
Executive Director



GLAD HOUSE SPIRIT

GIVING LIFE A DREAM

'18-'19 GLAD HOUSE ANNUAL REPORT

Individually, each GLAD House kid is a powerful and resilient force. But together, we can become even more!

At GLAD House, our kids learn not only to grow on their own, but to support their peers and to lean on others when they need help.

Together, we have made leaps and strides of progress by encouraging one another and always lending a helping hand. That's why this year our theme is:

**WE ARE ALL DIFFERENT, BUT
AS A TEAM WE FIT TOGETHER!**

Each of our three group rooms created team jerseys and chants to broadcast their team pride, and tell the world just what makes their team so amazing!



GLAD HOUSE BOARD OF DIRECTORS

MEMBER	STARTING YEAR	POSITION
PAUL HANSEN	2015	PRESIDENT
MARY RITA WASHBURN	2011	VICE PRESIDENT
LIZ FREEDMAN, PHR, SHRM-CP	2017	SECRETARY
STEPHANIE KLUMP	2015	TREASURER
KRISTY ANDERSON, MSW, LISW-S	2017	MEMBER
KEVIN JAMISON, ED.D.	2017	MEMBER
JENNIFER READY	2017	MEMBER
BRIGITTE RILEY, CPA	2017	MEMBER
JULIE SMITH-SWEJKAR, MSW, LISW-S	2018	MEMBER
RYAN STRIZAK, CPA	2019	MEMBER
KATHY WEDIG, MD	2018	MEMBER
BEATRICE C. LAMPKIN, M.D.	1998	FOUNDER

TEAM JERSEYS AND CHEERS

GIVING LIFE A DREAM



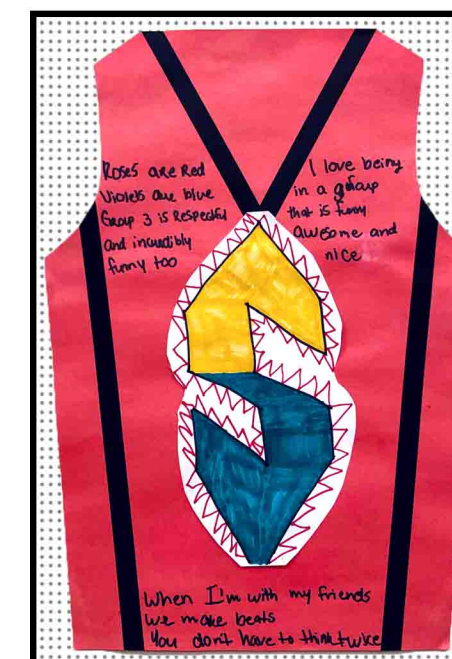
TEAM ONE

WE ARE AWESOME!
WE ARE DEDICATED!
WE ARE RESILIENT!
WE ARE BRAVE!
WE ARE ROYALTY!
WE ARE A TEAM!



TEAM TWO

TOGETHER
EVERYONE
ACHIEVES
MORE!



TEAM THREE

ROSES ARE RED,
VIOLETS ARE BLUE,
GROUP 3 IS RESPECTFUL
AND INCREDIBLY FUNNY TOO.
I LOVE BEING IN A GROUP
THAT IS FUNNY, AWESOME, AND NICE.
WHEN I'M WITH MY FRIENDS
WE MAKE BEATS,
YOU DON'T HAVE TO THINK TWICE!





THE MVPS OF GLAD HOUSE

SUCCESS STORIES

GLAD HOUSE
ANNUAL REPORT



Children of addicted parents have unique needs. Many have experienced poverty, homelessness, neglect or abuse, or even witnessed a parent overdose on drugs. Their traumatic backgrounds make them eight times likelier to become addicted to drugs later in life than other children.

GLAD House provides a therapeutic and supportive environment where kids can process the trauma they have experienced, learn about their drug use risk factors, and build the skills they will need to live happy and healthy lives.

We know that once these kids have the support they need, they succeed! So when we see our kids overcoming the burdens that they came into the GLAD House program with, we can't help but celebrate. Here are some of our favorite success stories.

When Tyler first came to GLAD House, he was out of control. He was yelling, throwing supplies around the group room, crying if he wasn't first in line for dinner, and throwing tantrums.

But really, who could blame him?

Tyler's mom is addicted to drugs, and he hasn't seen his dad since he was two years old. For his entire young life, he had never had a stable home, never felt safe in his neighborhood, never known if there was going to be food on the table at night, and never even known if his mom would be home to greet him after school.

At six years old, when Tyler first came to GLAD House, fear overwhelmed his life.

But GLAD House is a safe place, where kids are able to receive the attention and care they need to move past their traumatic backgrounds.

Tyler's journey to change wasn't a short one. For months, Tyler attended GLAD House where he began therapy, had group leaders to de-escalate him when he threw a tantrum, met peers who understood his struggles,

and ate a warm dinner every night. Slowly, Tyler began to learn that he was secure, with people who would keep him safe.

Tyler's big turning point came during the summer field trip to Coney Island. Every year the GLAD House kids visit the amusement park, and we have a blast! But for Tyler, such a new and different experience was scary. Months prior, he wouldn't have been able to handle the overwhelming environment.

But then, after months of building trust with his group, Tyler was able to see that he was safe, even in a new environment, with peers and leaders who care about him. He had the time of his life!

Now, Tyler is able to attend GLAD House all four days a week. He learns with his friends in group, and when he feels overwhelmed he raises his hand and asks for a break. He continues to learn ways to handle the stressors that life throws at him, and we are so proud of how far he has come!

Ali has had a difficult home life. Twice, she has been removed from her home because her caregiver wasn't able to manage her behavior so that they both were safe.

When Ali came to GLAD House, her therapist worked with her to process the trauma in her past and understand her aggressive behavior. Together, they created a trauma narrative.

A trauma narrative is a therapeutic tool for an individual to share their story of abuse, neglect, abandonment, or other trauma. They can use any medium that speaks to them, such as writing, drawing, painting, or music.

Trauma narratives are used to process through thinking distortions that have developed as a result of traumatic experiences, and as a cathartic way to heal from past pain.

As part of her coping skills, Ali created an acronym to think of when she becomes upset:

S - Say the problem

C - Communicate

A - Approach people in a positive way

R - Remember the calm down steps

F - Feel a good feeling

Because of her hard work with her GLAD House therapist, Ali was able to return home. She's developing a better relationship with her caregiver, and has become more engaged in school.

For the first time, Ali is excited for the future and has dreams for herself—she wants to grow up to be an engineer!

Eight-year-old Lucia loves to run, and she is very fast. Unfortunately, she spent most of her first couple weeks at GLAD House running out of her group room and down the hallways.

When Lucia's therapist was able to calm her down enough to talk about what was bothering her, Lucia would simply say, "I miss my mom." Lucia hadn't seen her mom in months because her mother is in prison.

We identified that what was troubling Lucia most was loneliness and instability. At GLAD House, she developed several trusting relationships with staff who helped her feel safe and secure. We also created incentives for her to earn special time with her favorite group leader at the end of the week if she was able to stay in group. She loved that extra time, and would use it to make Barbie clothes, accessories, and food (even pancakes!) out of tiny art supplies.

Now, Lucia is able to participate in group and has made friends!

Lucia also has very exciting news in her home life, too. Her foster mom is going to adopt her, and her mom-to-be is getting married!

Lucia is now full of life, and so excited about the future. She loves her new parents, her GLAD House leaders, her crafts, and of course, running with her friends at recess.

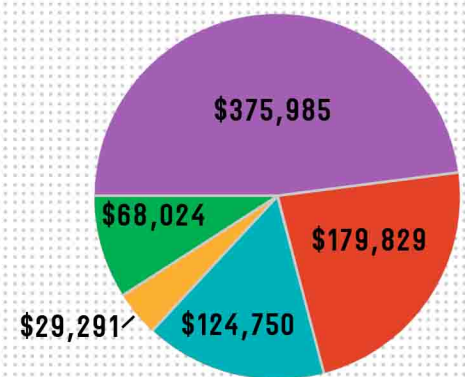




GLAD HOUSE FINANCIALS

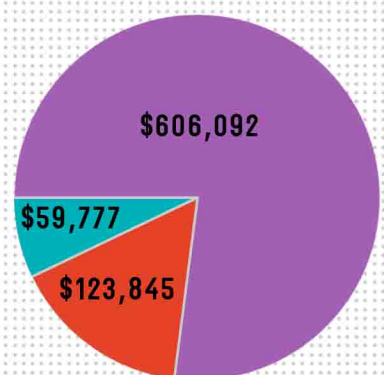
FISCAL YEAR 2018-2019

'18-'19 GLAD HOUSE
ANNUAL REPORT



2019 REVENUES

- CONTRIBUTIONS: 48%
- MEDICAID BILLINGS: 23%
- FOUNDATIONS/GRANTS: 16%
- MHR SB: 4%
- INVESTMENT/OTHER: 9%



2019 EXPENSES

- PROGRAM: 77%
- MANAGEMENT AND GENERAL: 16%
- FUNDRAISING: 7%

* DATA UNAUDITED FOR FISCAL YEAR 2019 (JULY 1, 2018 - JUNE 30, 2019)

WAYS TO GIVE

Charitable gifts to GLAD House provide support for the agency to fulfill its mission and help donors with important financial benefits and potential tax savings. There are many meaningful opportunities for you to change the lives of the children and families we serve. Please consider the following:

Charitable Contributions:

Gifts of cash and checks provide an important source of annual support for GLAD House.

Gifts In-Kind:

GLAD House is often in need of in-kind donations such as school and craft supplies, snacks, educational materials, or games. Please contact us to discuss current needs.

Memorials and Tributes:

Donations may be made in memory of a loved one or to commemorate a special occasion. This is a wonderful way to recognize someone special who has touched your life in a meaningful way.

Bequests:

Remember GLAD House in your will. Through estate planning provisions, you can leave a lasting legacy to support GLAD House and the work it does.

Planned Gifts:

There are various planned giving options available offering opportunities for commitments that will have a major impact on GLAD House while providing numerous benefits for the donor. Examples include gifts of stock, real property, life insurance, retirement plan benefits, annuities, or trusts. Consult your attorney, accountant, and/or financial planner to discuss the best options for you.

DONATIONS, WITH THANKS

FISCAL YEAR 2018-2019

It is with sincere gratitude that we recognize the generous donors who made financial and in-kind contributions to GLAD House. This listing reflects gifts received from July 1, 2018 - June 30, 2019.

MANAGER LEVEL (\$1,000+)

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FISCAL YEAR 2018-2019

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GLAD HOUSE
ANNUAL REPORT

DONATIONS, CONTINUED

FISCAL YEAR 2018-2019



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Ina Ziegler

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The First Presbyterian Church of Glendale
Westwood First Presbyterian Church

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Twin Lakes Senior Living Community
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THANK you for helping us break the cycle of addiction!





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**"ALONE WE CAN DO SO LITTLE;
TOGETHER WE CAN DO SO MUCH."
— HELEN KELLER**