



ANNUAL
REPORT
2018



The Year of
Restoration 

CEO Sentiments



Scott Lundy, CEO

#Together Kids Win! This is our hash tag and it's an important one with the work we do at Arrow Child & Family Ministries. We are in the work of restoration.

It defines much of the work we do. 'Restoration': restoring something or someone to its former state.

We have the incredible responsibility to help children who come into our care, their lives often impacted with great devastation to overcome. We do not take lightly the magnitude of this work.

Our mission is helping kids and strengthening families and with this responsibility we also challenge the norm, look for, and create solutions that benefit those we serve. That's why I'm excited to announce our newest program...Professional Foster Care.

Professional Foster Care is a revolutionary, transformational approach to building a bridge to normalcy for children currently in institutions, and to help them stabilize within a family. It's such an honor to declare the great things God has done through the work of Arrow, once again going above and beyond to help children overcome and excel.

Throughout the 28 programs Arrow offers, lives are being restored. This comes in the form of a home who plants seeds of hope and love in foster care, a forever home where adoption takes place, to helping restore young lives through our special education programs, and to bring creative solutions to children who strive to overcome the atrocities of sex trafficking. Hope and healing bring this restoration, along with the ability to see that the future looks brighter than the past.

"Momma, I'm home!" These words seem normal to most of us, but for 4-year-old, Destany (pgs. 4, 5) these words were a declarative statement as she visited for what should have been a short stay. She needed her little life to be restored and she needed a home. She knew it when she found it, but work had to be done and patience displayed to find her dream. Destany's little life was not only restored, she gained a new name and her forever home.

Children need a family to be restored, to know and give love. The children we serve are no different. When given the chance they rebound. Take the Carr family for example - 58 foster children served and 3 adopted kids that they planted seeds of hope and joy into every day. The families we serve are true heroes and the Carr's are no exception. Adoption was not part of their plan, but it was the plan for little lives to be more than restored, and to be made part of a forever family!

As a foster and adoptive dad, I believe that restoration is not only possible, but more than available. My wife, Stacy and I often speak of the fact that it was not only our kids who needed restoration, we did too, but we didn't know it. Our three children have filled our lives with more than we could have ever dreamed.

Stacy and I have received the most out of being their mom and dad. This blessing is a common thread with the families we serve.

At Freedom Place, lives altered by great tragedy are able to find a safe place, attend school, and begin a lifelong journey of restoration. Ashley, a former resident, now gives back to the girls who are walking the path of restoration as she did. She speaks with the young residents and shares that she understands where they are, but if they'll just give treatment a chance, their lives will be changed. Ashley is now in school, has become a manager at her job, and has great hope for a bright future.

Our special educational services, The Arrow Center for Education, equip children daily with tools to help bring restoration to their young lives. Many of our students struggle to learn, but across our three campuses we see them go above and beyond to find joy in education and find success where before was only frustration. Graduation may not have even been a possibility with standard education options. We look for solutions to make the impossible possible.

Our Riverside school expanded the grade levels served and as a result, our older children are mentoring the younger (pg. 6). This gives new purpose to an older child who has struggled to learn. They have purpose when they see they can bring value to a younger child. Hope is restored! At The Arrow Center for Education-Tangram, students with autism will be getting a playground (pg. 6) that will help them even further to learn social skills, balance, and play. This new playground will also feature a horticulture area that will play a role in preparing these young people for work, a goal their parents long to see achieved and may not have been possible before coming to Arrow's Tangram school.

The work we do is not easy, but worth it. Restoration is woven through every aspect of what we do. Kids matter, and their lives can be impacted to bring hope, healing, and success. Success that is uniquely defined for each and every one of the 4,000 or so lives we have the honor of serving. But you make it all possible. We cannot do it without our generous donors. You help us go above and beyond to meet these unique needs, and develop creative solutions to make the impossible possible. Thank you for being part of this journey with us and know that #Together Kids Win!

For strong families,

Scott Lundy
Chief Executive Officer

Arrow develops revolutionary new Professional Foster Care,



designed to get young kids out of facilities and into permanent homes

"Texas children deserve the chance to grow up in a loving, nurturing family," said Scott Lundy, Arrow's CEO. "I worked with the Texas Alliance of Child & Family Services to develop a plan that would give the approximately 400 children, 10 years-old and under in residential facilities a better path to permanency."

Currently, 23% of all children in foster care are in residential facilities instead of real homes. The sad reality is these young children who have experienced some of the most extreme abuse are placed in residential treatment facilities simply because there aren't enough foster parents equipped to deal with the extreme levels of trauma these children have experienced.

According to Lundy, the longer kids stay in residential treatment facilities, the less likely they are to ever have a family of their own. Their realistic chances of being adopted continue to drop over time.

"It's impossible for these kids to achieve permanency in a treatment facility," said Lundy. "Kids are placed in a facility and stay there for 12 months. Then they're discharged to a foster home and within a month the foster parents say they can't handle the child and they're returned to the facility. It's not like there are long lines of parents waiting at the doors of these facilities wanting to adopt a child, so they eventually age-out of care to face adult life on their own. The longer their stay in a facility, the worse their outcome."

Arrow, along with the Texas Alliance of Child & Family Services submitted a proposal in response to a

Texas Department of Family & Protective Services' Request For Information to give these kids a chance at permanency with a family. The resulting Professional Foster Care program requires one parent to stay at home and is a totally new kind of foster care. At the core of this new program are highly trained and supported parents who are committed to working through the unique challenges associated with this population.

"Here's the big difference for me, it's all about relationship," said Lundy. "Even though Residential Treatment Centers do good things, they are not really relational. Staff come in on the first shift, then the second and the third shift. People take vacations, and there's staff turnover. So, these kids are constantly dealing with someone different. RTCs are run on point systems and they're not able to develop healthy attachments at all. But, in a family, that's all it is. It's all about the relationship between the family and a child. You've got a lot of support people coming into the home, but there is consistency since it's the same people every single time."

The state awarded Arrow the contract to begin the new program for the greater Houston area, and then came back and asked Arrow to take on much of central and east Texas as well.

Lundy concluded, "We're excited to see these young children get out of facilities, begin healing in a Professional Foster Home and go on to find their forever home."

After just a few months of rapid start up, we were thrilled to have transferred our first child from a facility to a Professional Foster Family in early December 2018.

It took 10 years to finalize this 5 year-old's adoption

At the age of 30, Chris and Stephanie Johnson had their first child. Three years later they wanted to grow their family, but they soon discovered adoption was the only way it could happen. They didn't have the \$30,000 to \$60,000 it would take for a private adoption, so they put it in God's hands, and for nearly a decade they just went on with their lives.



Adoption 278 Consummations

That is until last year, when God used a truck in need of repairs and the flooding of Hurricane Harvey to fulfill Chris and Stephanie's greatest desire.

In March of 2017, Stephanie began feeling the pull to complete her family. Even though Chris thought after 10 years they had waited too long, Stephanie hopefully said, "No, let's just pray about it."

"Okay, God is going to show us a sign," Stephanie told Chris. "God is going to start opening the doors. When he does, are you ready?" Chris was on-board, but neither of them dreamed it would be just three months later when doors would start opening.

Chris was at the car dealership in Winnie, Texas where he was the service manager, when Gregory Wysingle, an adoption coordinator for Arrow, came in for truck repairs. Gregory was on his way to participate in a court case regarding a child when he realized he had pushed his luck too far with his truck. It had to be repaired, and couldn't wait even though he was far from home.

During their conversation, Gregory shared that he facilitates adoptions for children in the foster care system. And Chris shared that he and Stephanie had

been praying that God would provide a way for them to adopt.

"When Chris came home, he laid Gregory's business card on the counter," said Stephanie. "I was in the middle of dinner. Dylan (their 15-year-old son) wasn't having a good day. And when Chris told me he had a visitor today, I sarcastically told him...you have visitors every day. He said it was a special visitor, and I told him, yeah, I really don't want to hear about it right now."

So Chris just left the business card on the counter and went to change clothes. Stephanie looked at the card and saw Gregory's title.

"So here I go chasing Chris through the house," said Stephanie. "He told me about Gregory and that he was willing to come to the house to give us more information."

When Gregory explained all the subsidies adoptable foster children qualified for, and the minimal cost to the adoptive parents, Chris and Stephanie were ready. But then Stephanie described the child she wanted to adopt, and Gregory explained it didn't work like that. Stephanie needed time to process the idea that she wouldn't be able to get the child she had longed for over the past 10 years.

Chris and Stephanie discussed the adoption opportunity during a long driving trip all the way to and from Florida. They agreed to hit the ground running as soon as they got back. They completed their foster parent training in just four weeks, and a month later they were licensed foster parents.

Thinking they had several months to prepare for their first foster child, they were surprised when in just a matter of days they got the phone call.

"She asked me if we would take a respite," said Stephanie. "I told her I must have slept through that part of the class, and I asked, what is a respite?"

Stephanie was told there was a foster family that had a 4-year-old girl named Destany, who just needed a temporary place to stay for five days. Even though everyone in southeast Texas, including the Johnsons, were getting ready for Hurricane Harvey, Stephanie agreed to take Destany...for five days.

Destany's foster mom called Stephanie to arrange the transfer. She explained that Destany's brother had medical issues, which meant lots of doctor visits. And because of all the attention her brother was needing, Destany would act-out with self-inflicted scratches, and self-inflicted head wounds. The mom would continue to foster Destany's brother (and later adopt him), but Destany was just too much for her to handle.

"When I got off the phone, I thought, oh my dear lord, what have I gotten myself into," said Stephanie. "Then when I went to pick up Destany, the foster mom brought more than just a few changes of clothes. She brought all of Destany's belongings."

When Stephanie called the Arrow Beaumont office for clarification, she was told that the foster mom couldn't handle the children by herself anymore and they wouldn't be going back. Arrow explained they were hoping to find a placement for Destany during the five days she would be with the Johnsons, but that the foster mom had been specifically told not to bring all the child's belongings.

That night, the flooding of Hurricane Harvey started. The next morning Stephanie and Chris were having a cup of coffee and watching the hurricane updates when they heard the pitter-patter of little feet coming down the hallway. Destany turned the corner, threw up her hands and exclaimed, "Momma, I'm home!"

Stephanie looked at Chris and said, "What do we do? She's not home. She's only here for five days!"

They attempted to discourage her, but Destany wasn't buying it. And when Stephanie told her their first names, Destany said, "No. Mommy. Daddy." After introducing their 15-year-old son Dylan, Destany instead, called him "bubba." Destany was very emphatic and could not be swayed.

Then five days turned into 10, then 15. This was Destany's fifth placement since entering foster care at 16 months-old, and Stephanie told Chris that something had to be done.

"Are you ready to let her go," asked Chris.

"No, that's the problem," said Stephanie. "She's forming a bond with us. And if they don't move her, it's only going to hurt her more, and it's going to

devastate me."

Once all the flooding receded, a CPS caseworker came to do a home visit so Destany could stay, but she wanted Stephanie and Chris to also take Destany's younger brother. But Stephanie explained that Destany had not once acted out or hurt herself since being away from her brother, and they weren't going to disrupt Destany's progress by bringing her brother into their home. The caseworker went back to her office and explained to her supervisor the remarkable change in Destany. They decided to arrange a conference call between the CPS staff and Arrow staff to decide if the siblings should be separated.

"On the day of the conference call I was on pins and needles," said Stephanie. "I was just watching the clock and praying. Then the phone rang. They said I could tell Destany she was home. So when she woke up, I told her she was home, that she wasn't going to have to move anymore, and that this was her home forever. She looked at me with the biggest grin, and said, 'I know that.' Then turned around and walked off."

After delaying the adoption because of Chris' mother being ill, the adoption was consummated on June 28, 2018, Destany's fifth birthday. Along with her new family, she now has a new name, Alivia Joy, who on day one with the Johnsons, prophetically proclaimed...

"Momma, I'm home!"



L-R Standing: Grandmother Glenda Clements, big brother Dylan, daddy Chris, momma Stephanie, and District Judge Steve Thomas. **Seated:** Alivia Joy Johnson!



The Arrow Center For Education

Total Students Served: 284

Closing one school benefits all students

Our two Arrow Center For Education school campuses in Harford County, Maryland were both exemplary schools, but each was only operating at about half

capacity. After a great deal of analysis, including input from Harford County officials, it was determined that by combining staff and resources at one location, we would be able to better meet the county's needs and give students a better education experience.

Because the Riverside campus was specifically built to be a school and had a lot more space than the Fair Meadows campus, the Fair Meadows school was closed. The transitioning of staff and resources effectively doubled support services for students at the Riverside school.

Previously, Riverside served students from kindergarten to 8th grade, but since Harford county officials indicated their greatest need for non-public school placements was for 4th grade through 12th grade the Riverside program adjusted to serve that population with a wing for younger students that is separate from the older students' wing.

One of the unexpected outcomes has been that older students are becoming mentors and role models for the younger students, which has boosted the self-esteem of the older students and added another level of support for the younger students.

"We have an elementary student who has in the past not started his day off well because he has so much energy," said Susan Barnes-McLendon, Associate Vice President of Educational Programming. "But we have a high school student who picks him up and they'll go do pushups and calisthenics together, and he talks to him a little bit. Then after about 15 minutes he'll take the younger student back to class and the kid is ready to learn. For the younger kids, it gives them somebody who is a peer on one level, but they're also somebody to look up to."



Arrow students with autism are getting a really cool,

NEW LEARNING TOOL

The playground to be built at Tangram next year is much more than just a playground. It's specifically designed for students with autism to be a therapeutic play space.

"Many of our students can't go to an average community playground, because the amount of kids that are there is overwhelming to them," said Tangram Principal Mark Rapaport. "And a lot of our kids don't have playground social skills, so this gives us the ability to teach students how to cooperate with others, how to wait in line, how to take turns, and how to use the equipment safely."

One of its many features is a horticulture center where students will learn about planting and tending a garden. Students will also gain job readiness skills



Breaking ground early 2019

by working in a greenhouse.

Typical community playgrounds are designed for young children, but Tangram's playground will have larger elements that are designed for students 12-21 years old. Most of the equipment requires two children to use it together, which teaches them how to interact with others and develops social skills.

The playground is fully enclosed allowing students to be independent and safe, while still learning to appropriately interact with others.



Arrow gave staff and associated families free accounts to over

5,000 faith-based videos

through RightNow Media@Work

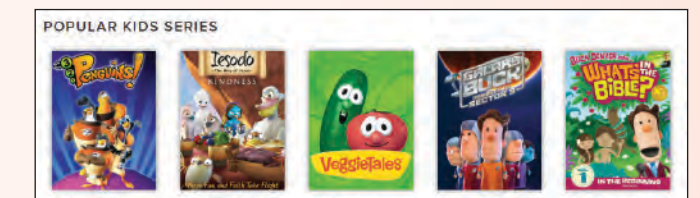
In keeping with our mission of Helping Kids and Strengthening Families, Arrow is giving a video streaming resource to all Arrow families, including staff, foster families, and families of students in our Maryland schools.

Many churches provide RightNow Media access to their members to build up families with video series ranging from marriage and parenting, to finance and devotional studies. There are even 2,000 faith-based cartoon episodes just for kids.

Arrow is providing an expanded version of this service called RightNow Media@Work. In addition to all the videos available to churches, there are video series covering topics like Work as Worship, and leadership series from renowned speakers like

John Maxwell and Zig Ziglar. Other workplace series include insights from business leaders such as the former CEO of Pepsico and the president of Hobby Lobby.

As a supporter of Arrow, you too can sign up for a free RightnowMedia@Work account and start sharing over 5,000 faith-based videos with your family. Just visit <https://bit.ly/2Sgn10A> and sign up!



Arrow is Structured for Maximum Impact

Over the years, we have continued to develop new services and programs where needs are the greatest. Today, our programs across Texas and Maryland fall under these three categories:

Child/Family Services, Residential Treatment Programs, and Specialized Education.





58 foster kids 3 adopted daughters and 1 great big heart full of a mother's tenacious love



Phyllis Carr and Kaillian

At 9 and 10-years-old, Kaillian and her older sister finally had what every foster child longs for...a forever family of their own. That was until their adoptive mom decided she just couldn't do it anymore. She didn't even want the girls to come back to her house after school that day, so she picked them up at school and took them straight to their next foster care placement, the home of Arrow foster parents Phyllis and Bruce Carr.

"I knew it was going to be really, really tough," said Phyllis. "When the girls arrived, their adoptive mother said the girls had given her so much trouble. I told her, 'They're just kids, they're still just kids.' It was really tough for the first three or four months. They were angry, they were bitter, they were acting out. But finally, they settled down. They knew I loved them. They knew I was firm, but they knew I loved them."

The girls had a history of running away, so the first night at the Carr's house, Phyllis took the young girls outside to hear the sounds of all the critters that lived in the countryside all around them. Phyllis told them, "I don't know what kind of animals we're listening to, but if you get mad and upset and want to run away, just let me know and maybe I can take you where you want to go safely." The entire time the girls were at the Carr's home, not once did they ever attempt to run away.



The Carr Family: Bruce, Phyllis, Kaniya, Kaillian, and Mekiya

After about a year and a half of being back in foster care with the Carrs, Kaillian and her sister were excited to be going back home to their biological father after he fulfilled the court's requirements. But eventually it became clear the sisters were in trouble.

"The girls called me in the middle of the night, begging to come back to my home," said Phyllis. "I called their caseworker and told them something is not right over there."

Two weeks later, Arrow staff called Phyllis and asked if she would take Kaillian back. Of course Phyllis said yes, but Kaillian's sister needed additional help and was taken to a program where her needs could be met.

After being reunited, Kaillian told Phyllis, "Mom, if you adopt me, I promise you I'll be the best kid ever!"

"I told my husband, 'We have no reason not to adopt her,'" said Phyllis. "We had agreed at the beginning we were going to just foster and not adopt."

Then in 2016, at 14-years-old, Kaillian officially became Phyllis and Bruce's daughter. But like any family with a teenager, things weren't always as smooth as the Carrs would have liked.

"I had a lot of issues with her," said Phyllis. "I can remember vividly, like it was yesterday, she was yelling at me, and I just let her get it out of her system. Then I told her, 'You know, you're here for the long haul unless you don't want to be. We're going to make this thing work. I'm not perfect, you're not perfect...but you're not going to yell and scream here. If we have issues, we'll do our best to work them out.'

"The acting out went on for several months, but she eventually settled down. She loves me and I love her. To her, I'm mom. She's very smart. She's in honor roll. She just finished up drivers ed. She's talking about going to college now. She told me, 'Momma, I think I want to stay close for the first year.' I told her I think that would be a great idea. We're just moving along in life."

Even though the Carrs had already raised their daughter (now 39-years-old) and their son (now 40), and Kaillian had been added to the family two years earlier, their family was about to grow by two more daughters.

Nine and 10-year-old Mekiya and Kaniya's mother struggled with mental issues, and the sisters had been living with their grandmother before being placed with the Carrs. Then one day the girls asked Phyllis, "Are ya'll going to adopt us too?"

Phyllis told her husband Bruce, "They've asked, they're good kids, and we have no reason not to adopt them." So last month, Mekiya and Kaniya officially became Carrs, and Phyllis said she's never seen the girls so happy.

Now in their early to mid-sixties, Bruce and Phyllis have decided that after fostering 58 children over the past 12 years, their house is full and they have decided to retire from fostering. But they haven't retired from the children they've fostered.

The Carrs still communicate with many of the children who came through their home. Phyllis received several phone calls on Mother's Day from children she fostered over a decade ago, wishing her a happy Mother's Day. One family who adopted a 6 year-old child the Carrs fostered, now lives in another state, but just about every year, they make sure they swing through Texas during their summer vacation so the now 16-year-old can visit with Phyllis and Bruce.

And the Carrs still visit frequently with the very first group of kids they fostered. "I just talked to them this weekend," said Phyllis. "Joshua was 4-years-old, and now he's 16! We still do what we can, and they still call us mom and dad."



Kaniya and Mekiya's adoption day

During their 12 years of fostering, Phyllis and Bruce never gave up on a child. For the 58 kids that came through their home, they always found a way to make it work. "It's a personal commitment," said Phyllis. "You have to be determined that this is what you're going to do and you're going to hang in there no matter what. Patience and understanding are important, but love is the key."

Arrow Foster Care
1,741 Children
1,530 Families
Served





“Freedom Place saved me!

Without Freedom Place, I wouldn't have anything.”

76 Child Sex Trafficking Survivors Served This Year

When Ashley finally turned 16, she was excited about the same things her friends were looking forward to...getting a driver's license, getting her first job, beginning to date. But her father saw an opportunity to use Ashley as a source of extra income. He began selling her for sex.

After a year of being trafficked, Ashley was finally rescued in a large sting operation spearheaded by the FBI. But it would be several years before Ashley would be able to claim victory over her past.

“I wasn't ready to hear that everything was okay,” Ashley shared. “I had a feeling that I was going to be back with him, that nobody would listen or understand.”

In Ashley's traumatized mind, everything she had been through was her fault. The system reinforced her negative self image by sending her to the Juvenile Justice Center and then to a psychiatric hospital.

“I was so scared,” said Ashley. “I didn't want to talk about it, and I wasn't ready to hear what everybody had been telling me, that it wasn't my fault. And I know, that's how every girl feels when they first get out. Like it's not over. And honestly, the healing process is never over.”

Eventually Ashley was offered the option of going to Freedom Place. That's when her journey of healing

began with therapy and learning coping tools. Three years after leaving, Ashley reflects on her time there.

“It's hard to imagine what life would be like had I not gone to Freedom Place,” said Ashley. “Freedom Place saved me. Without Freedom Place, I wouldn't have anything. They were my family.”

“My favorite part about being there is the staff. It was like having 12 mothers at one time! Of course, I had my moments of... ‘I don't want to be here anymore, I hate this place.’ And then after I left, I realized all the great things it had done for me. Even though I didn't want to be there at the time, and going through therapy was hard, I can't deny there were times when I was happy there.”

Now 20 years-old, employed, and engaged, one of Ashley's greatest desires is to encourage other survivors currently at Freedom Place that their day of victory is coming.

“Now is not the time to give up,” Ashley declares. “It's the time when you fight for what you want. Freedom Place can teach you so many things. And I know you hate being there right now. I know you hate talking about your feelings and your past, and what other people have done to you and how you feel about it, but one day you're going to look back and say ‘I did this! I conquered this! And if I can do this, I can do anything!’”

Unfortunately, the average foster parent isn't equipped to help them. That's why we recruit and train Restoration Foster Parents. They receive extensive pre-service and regularly scheduled training that specifically addresses the needs of trafficking survivors.

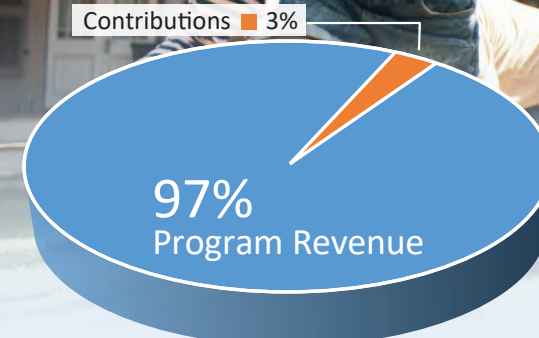
Parents also receive unprecedented wrap-around in-home supports for themselves, their family, and the child they're fostering. Their support team includes 24-hour on-call assistance, a therapist, a trauma-informed specialist and behavioral support staff. For more information on Restoration Foster Care visit www.arrow.org/restore.

Arrow's Restoration Foster Care provides homes for child sex trafficking survivors

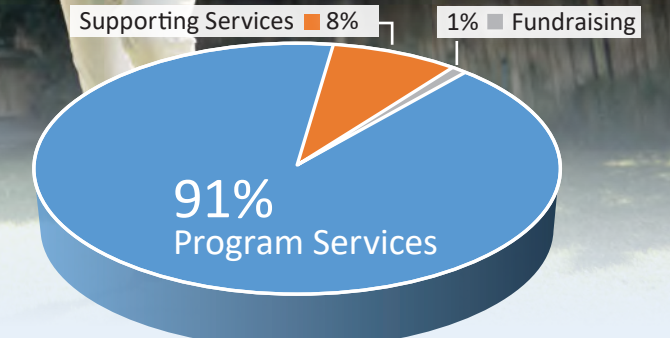
When trafficked minors are discovered by a police action, many are taken to a therapeutic, residential treatment facility where they experience extensive therapy to cope with the trauma they've experienced. After completing the six-month program, many of these kids don't have a safe home to go to, and since they're underage, they enter foster care.



2018 Arrow Stewardship



Revenues



Expenses

Statement of Activities

Year ending June 30, 2018 (in thousands)

REVENUE AND OTHER SUPPORT

Program Revenue	\$38,735
Contributions	\$1,506
Other Income	\$55

TOTAL REVENUE AND OTHER SUPPORT \$39,847

EXPENSES

Program Services	\$36,119
Supporting Services	\$3,025
Fundraising	\$501

TOTAL EXPENSES \$39,645

CHANGE IN NET ASSETS BEFORE OTHER CHANGES \$202

OTHER CHANGES IN NET ASSETS (\$61)

CHANGES IN NET ASSETS \$141

NET ASSETS, BEGINNING OF YEAR \$4,604

NET ASSETS, END OF YEAR \$4,745

Statement of Financial Position

As of June 30, 2018 (in thousands)

ASSETS

Cash and other current assets	\$5,686
Non-current and other assets	\$11,273

TOTAL ASSETS \$16,959

LIABILITIES AND NET ASSETS

Current Liabilities	\$3,560
Long-Term Liabilities	\$8,654

TOTAL LIABILITIES \$12,214

Net Assets \$4,745

TOTAL LIABILITIES AND NET ASSETS \$16,959



Arrow Child & Family Ministries is a 501(c)3 non-profit organization and is funded in part by the Texas Department of Family and Protective Services and the Maryland Department of Human Services..

DONORS

Thank You (July 1, 2017 - June 30, 2018)

It is only through your generosity that we are able to continue fulfilling our mission of *Helping Kids & Strengthening Families.*
Please accept our apologies for any omissions or mistakes.

You, our donors, come to mind when I read this quote by Steve Maraboli, "Give yourself entirely to those around you. Be generous with your blessings. A kind gesture can reach a wound that only compassion can heal." It is a powerful word and it is your compassion that helps heal those we serve. Your donations, your time to volunteer, serve, and care make this work possible. On behalf of the kids we serve...
THANK YOU!

Debi
Debi Tengler
Chief Relations Officer

"Every time I think of you, I give thanks."
Philippians 1:3

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3936

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Helping Kids & Strengthening Families

Vision

To be the preferred Christian provider of child welfare and educational services, connecting church and government to serve vulnerable children and families.

Core Values

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Is believing and declaring why we exist while assuming our personal ownership for its accomplishment.

EMPOWERMENT

Is about staff freedom in the workplace to exercise their gifts and competencies in a manner that advances our mission and strengthens our internal culture.

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Matt Griffith

Debbie Riddle

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ACCOUNTABILITY

Recognizes the connection between our behavior and our results. It provides clarity of expectations, feedback on how we are doing and owning the consequence of our performance.

COURAGE

Is doing what's right when doing nothing or doing what's wrong is the easiest thing to do. Courage gives us permission to take reasonable risks to achieve our goals.

TRANSPARENCY

Is doing things out in the open. It is allowing our character to walk before us and our heart to speak boldly, clearly and with confidence.