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Fiscal year 2022 (July 1, 2021-June 30, 2022) was a year when we considered the future of our physical infrastructure as well as worked on efforts to ensure our services are equitable for all the children, adults, and families we serve. This Annual Report shows how your support has provided hope and healing to children and families in Rhode Island.



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### Dear Friends,

We are honored to present our 2022 Annual Impact Report. We are proud to share how our Residential Services Building Bridges team prioritizes finding family for youth in our care. We believe that every child deserves lifelong connections. So many of the youth who come through our doors have been "in the system" for years and have lost touch with their families. Our team helps to reconnect youth with family members. The difference this makes is nothing short of astounding. Read about this on page 4.

Our Outpatient Department helps parents of LGBTQ+ youth learn to accept and understand their children so they can better meet their needs — see page 6. In addition, you will learn about our continuum of care through the lens of client stories and quotes throughout the program pages of this report.

We were not immune to the workforce crisis in the human service field and had to limit capacity in some programs during the Fiscal Year 2022 to ensure youth safety. Despite this, we continued to work toward improving our services. Our Performance Quality Improvement (PQI) Team is top notch. They collect relevant data and conduct outcomes research and program evaluations to highlight our strengths and areas for improvement. We strive for excellence and recognize the need to use quality data to make meaningful change.

We are also excited about changes to our North Providence campus. The Building and Grounds Committee, which includes our Facilities Team, used the Master Plan to create a five-year schedule with four major projects planned for FY 2023. You can look forward to a new modern entrance to St. Mary's, among other projects. Stay tuned to St. Mary's social media, website, emails, and newsletters for more on those projects.

Finally, we would be remiss if we did not acknowledge our village: our clients, staff, Board of Directors, volunteers, individual donors, corporations, and foundations. We are blessed to have the support and generosity of so many who really make our work possible. Our village works together in ways big and small to foster resilience in those we serve, unlock their potential, and support their healing. We are ever grateful.

Wishing you peace and health,

Carlene Casciano-McCann
Executive Director

Marisa A. Albanese
President, Board of Directors

"We are blessed to have the support and generosity of so many who really make our work possible. Our village works together in ways big and small to foster resilience in those we serve, unlock their potential, and support their healing."

Carlene Casciano-McCann
 Executive Director



At St. Mary's, people are the center of our work, whether it be clients, donors, staff, or the Board of Directors. Here are some ways we helped people this year and improved our programming.



#### **Residential Services**

In Residential Services, a new Building Bridges Family Finding Team was developed, which successfully found biological family members for 10 youth served by St. Mary's – learn more about this on page 4. Five youth were successfully trained in the interviewing and hiring process so they can take part in hiring decisions along with St. Mary's Residential Supervisors. With the help of the Facilities Department, renovations of the Hills House kitchen and the Harding House lower level youth "Chill Zone" were completed as was phase two of the Mauran House HVAC project, which was funded by a Community Development Block Grant.



#### **Outpatient Department**

Partnerships were created and strengthened with outside organizations, such as Progreso Latino, Sojourner House, and Rhode Island College, to ensure adult Outpatient services are known and accessed. Close to 150 people from St. Mary's and outside agencies attended the virtual Shepherd Training Series which shared the impacts of sexual abuse and sex trafficking along with treatment ideas. The Department provided three presentations about Equine Therapy with the last one being broadcast on public television on PEG-RI.



#### George N. Hunt Campus School

Enrichment programming was built into the school day to bring Equine therapy, theater classes, kickboxing, yoga, and music production to students. The School celebrated its Spring Formal Dance for all Junior High and High School students. New Core curriculum was reviewed and selected for the upcoming school year. School positions and roles were restructured to optimize school operations and a two-year Staff Professional Development Plan initiative was begun. A Junior and High School master schedule was also developed to maximize student learning.



#### Performance Quality Improvement (PQI)

PQI researched treatment outcomes and completed program evaluations to provide data to make program improvements. PQI worked with HR to improve employee onboarding and exiting including implementing changes to the Exit Interview Process which increased participation by 383%. A PQI Employee Retention Committee began working. A poster was presented at the Association of Children's Residential & Community (ACRC) services national conference about how St. Mary's measures post-discharge outcomes in Residential Services interventions to help us improve program effectiveness.



#### Diversity, Equity, and Inclusion

The Diversity, Equity, and Inclusion Committee was formed and began the work to implement Culturally and Linguistically Appropriate Services (CLAS) Standards while also working on other staff-driven diversity initiatives.



#### **Development and Communications**

On 401 Gives Day, St. Mary's raised more than \$33,000 from 198 donors. Out of 500 organizations, the agency ranked 12th in donors and 16th in amount raised. The Children's Friendship Awards event, where we honored Elizabeth H. Ingraham and Episcopal Charities of Rhode Island, raised more than \$111,000. St. Mary's supporters donated almost \$60,000 in presents for the children and families we served during the holiday season. And we won first place in the Red Sox Foundation Impact Awards, based on supporters' voting, receiving a \$10,000 donation on the field at Fenway.



#### **Human Resources**

To improve staff retention, Human Resources initiated a professionally-led analysis of the agency's compensation structures against the current market and turnover in order to develop a compensation philosophy and policies to create a career and compensation ladder. As part of this and based on staff feedback, St. Mary's increased PTO time from 16 to 20 days for hourly employees.



#### Nursing

Nursing enhanced medical care for those we serve by using a PQI Medical Records Audit to identify training and work-flow improvements. Nursing now provides full-day support to the School. Internal communications efforts such as employee testimonials, newsletters, Q & A Nursing groups, and one-on-one meetings, helped to increase the number of employees who were vaccinated against COVID-19 and four vaccine clinics were held on-site.



#### Information Technology

The IT Department rolled out new networking features and decreased security risks by replacing an outdated server. An encrypted email platform was instituted to allow users to send out sensitive data and prevent attackers from intercepting communications. A BestNotes Client Portal was launched, allowing clients to access necessary forms. New 2-factor email authentication also reduced the risk of hacks for the agency.



#### FY2022 Recognitions

Received a Wellness

Award at the Superior

level from Blue Cross

Blue Shield of Rhode

Island for promoting a
healthy work environment.

Priendly Workplace
through a Governor's
Initiative which empowers
workplaces to support
people recovering from
substance use disorder,
allowing the agency to
acquire four NARCAN
Rescue Kits.

Re-certified as a Blue
Cross Blue Shield of
Rhode Island LGBTQ+
Safe Zone for promoting
safe, affirming, and
inclusive care.

Residential Services provides treatment for youth ages 6-18 including a full range of individual, group, and family clinical services. Five houses on our campus provide living space for up to 37 youth at a time. Three houses are classified as Psychiatric Residential Treatment Facilities offering intensive inpatient services to youth with various mental health issues. One house is a hospital step-down or diversion program and the final house offers assessment and stabilization services for youth. Our Residential Services are based on the principles of the national Building Bridges Initiative which ensures that services and supports are family-driven, youth-guided, strength-based, culturally and linguistically competent, evidence and practice-informed, and consistent with the research of sustained positive outcomes.

#### Finding Lost Families For Children We Serve

When a child is in state custody, sometimes their parents and other relatives can become lost to them for a variety of reasons. It might be because they were separated from their family due to abuse or neglect or the parent has their own mental health and substance use issues so they can't stay involved when the system takes over. But St. Mary's knows that each child will have needs after they leave our services and connections to biological family can create important long-term mental and physical health benefits such as reducing loneliness and developing a sense of identity and belonging. Having family back in their lives can also give these children a lifelong support system with parents, siblings, grandparents, cousins, etc.

To help these children, St. Mary's Building Bridges Initiative (BBI) started its "Family Finding Team" in late 2021. Using every available, but free, method they can access, this



Team searches Rhode Island and sometimes, the rest of the country, to find biological family members. It's a little like being a detective – perhaps they start with "The Last One (TLO)" report developed from software that searches DCYF databases for people who might be related to a child. Then they use social media and search court cases or even, real estate transactions, to find family. Once found, St. Mary's assigns a point person and, with the permission of DCYF, reaches out to the parents or other relatives.

In the 10 cases completed during FY 2022, not one parent has turned down the opportunity to reconnect with their child. For a few children, St. Mary's has been able to work with the parent so that their parental rights can be reinstated by a court and their child can live with them. While it doesn't always lead to permanent placement with the parent, it can sometimes lead to placement with other relatives or, at the very least, create communication with biological family that helps a child to feel less alone in the world and have a better chance for adult success.

<sup>\*</sup> Client details and photos have been changed to protect their identities.

#### **Client Story**

Amy\* was born with exposure to cocaine, alcohol, and marijuana in utero. Her biological parent's rights were terminated due to neglect and Amy was placed in foster care and was adopted at age 3. Due to the early neglect, by age 5, Amy was struggling with behavioral issues and had difficulty modulating her emotions. She was hospitalized numerous times and received support when at home. But her challenging behaviors continued to worsen including one instance of fire setting and threatening to run away from home. Amy was hospitalized again and referred to St. Mary's which placed her in one of its Psychiatric Residential Treatment Facilities (PRTF). There she worked hard on accepting limits, building a positive relationship with her mother and peers, and learning ways to regulate her emotions.

Amy was discharged from the program to go back home where she then received aftercare support from our Building Bridges team to help with her transition. Her mother identifies several ongoing needs including support with behavior management and parenting strategies as well as help managing anxiety and utilizing coping skills. Our BBI team continues to help improve the parent-child relationship and develop the skills necessary to improve overall family functioning. The mother and daughter have worked hard on their goals, strengthening their relationship.



We asked some of the young people we serve what they think about our Residential Services. Here is what they said.

"They make me laugh and tell me that they are always there for me."

"It's good because they treat me good. They give me hugs."

"[A staff member] was looking for a place for me to do gymnastics and I appreciate it."

What have you achieved since being at St. Mary's?

"[Meeting] my goals, like being safe. I feel more safe with staff."

"I shared with my friends."

"I got a job."

Why should people donate to St. Mary's?

"Because some of us have no family to support us."

"They should donate because kids like me need help with behavior."



# Outpatient Services

The Outpatient Department, known as the Shepherd Program, provides a variety of services to support children, adults, and families impacted by sexual abuse, sexual exploitation, and other trauma, such as family violence and physical abuse. A variety of programs are available for people of all ages and include office-based counseling, Equine Assisted Psychotherapy, community-based treatment, clinical support groups, and trauma-informed training and consultation. All of the treatment and supportive services offered are specific to trauma.

## Helping Caregivers To Understand Their LGBTQ+ Children

LGBTQ+ youth are more than four times as likely to attempt suicide than their peers – not because of their sexual orientation or gender identity but rather because of how they are mistreated and stigmatized in society.

The Trevor Project is a suicide prevention and crisis intervention organization for LGBTQ+ youth. It's 2022 National Survey on LGBTQ+ Youth Mental Health found that 45% of these youth seriously considered attempting suicide in the past year including more than half of transgender and non-binary youth. At the same time, we also know that having at least one accepting adult can reduce the risk of a suicide attempt among LGBTQ+ young people by 40%.

Because of the impact of stigmatization on the youth's mental health and wellness, St. Mary's serves many LGBTQ+ youth and our programs have made a concerted effort to be a welcoming place for these young people. One of the issues we sometimes face is when a caregiver is struggling to accept their LGBTQ+ child's needs such as using different pronouns, changing their name, or general acceptance of who they are.

We've seen that this lack of acceptance can be devastating for young people already dealing with trauma in their lives – it destroys their sense of self and can make them feel unworthy. They can become suicidal or run away and seek out people who accept them but might not have their best interests at heart.

St. Mary's works hard to help caregivers better understand the needs of their LGBTQ+ children through therapy, support groups, and educational materials while working with both the young people and their caregivers together.



<sup>\*</sup> Client details and photos have been changed to protect their identities.

#### **Client Story**

A teenager named Jasmine\* with special needs and an Individualized Education Plan (IEP), who was in a special program for educational and behavioral issues, sent a sexually explicit video to a classmate. This caused Jasmine's mother and school psychologist to contact the Department of Children, Youth, and Families (DCYF) hotline to seek services to help with the child's sexualized behaviors. This youth also struggled with self-care skills and needed many reminders and prompts to complete them. While Jasmine had not disclosed any sexual abuse, she still needed assistance so DCYF referred her to St. Mary's.

This teen was accepted into St. Mary's Supporting Adoptive and Foster Families Everywhere (SAFFE) program. As part of the 6-month program, Jasmine and her family were supported around Jasmine's sexualized behaviors. A Clinician and Care Coordinator met with the family weekly to provide individual and family therapy. In addition, St. Mary's also helped Jasmine's mother to complete its Families Impacted by Sexual Abuse (FISA) curriculum, a 12-to-14week program designed to provide support and education to caregivers of children affected by sexual abuse.



#### In Their Own Words

We asked some of our clients what they thought about our Outpatient Services. Here is what they said.

"St. Mary's has been crucial in helping our family learn to cope with life after trauma. My husband and I completed group sessions with [our child] where we learned strategies for parenting a child who has, unfortunately, experienced trauma. I'm most proud of my daughter for disclosing to me what happened to her and the progress she is making as she opens up to her therapist at St. Mary's. Most importantly, [my daughter's therapist] has validated my child's experience and has offered truly valuable insight during their sessions. The staff at St. Mary's offers knowledgeable, compassionate, and professional care to families going through unimaginable circumstances." — a parent of a child served by St. Mary's

"They're really helpful, people relate to you and help you try to solve stuff. [I'm really proud] that I can be open with people. I like that [they] bring the parents in and try to make them understand some things are normal and they don't judge you. [You should donate to St. Mary's] so they can help kids have a childhood especially those who don't have a childhood because of what's going on at home." — a child served by St. Mary's



# George N. Hunt Campus School

The George N. Hunt Campus School provides highly structured, individualized instruction, and therapeutic services to students with learning, social, emotional, and behavioral challenges. The school serves St. Mary's Residential Services youth. Other students can also be referred to the campus school by Local Education Agencies to attend as day students. Clinical and therapeutic support is provided to all students. Related services such as Occupational Therapy and Speech/Language services are available per the student's Individualized Education Plan (IEP). A reading specialist is available for education evaluations and support to improve reading skills per the student's IEP. The school is licensed by the Rhode Island Department of Education as a year-round, out-of-district special education school for grades K-12.

#### Helping Children Discover Their Passions Along With School Work

The George N. Hunt Campus School serves students with learning, social, emotional and behavioral challenges – both students coming from our Residential Services and Day Students from Rhode Island communities. Due to their challenges and past trauma, many of the children have struggled in school and are behind in their learning so teaching core subjects in ways that work for each child is very important. To ensure this requirement is fully met, the school used funding in FY2022 from the American Rescue Plan Act to purchase a new K-12 Common Core curriculum which is aligned to Rhode Island State Standards and will modernize the school's learning tracts to ensure its students are getting the best education possible.



While learning the core subjects is very important for our students, it is just as vital to help these children to find their interests and passions in life – to figure out what they want their lives to be long-term. To help our students find their passions we have been raising funds to offer elective classes in areas such as theater, music, kickboxing, yoga, etc., and make these classes an important part of the school day. In FY2022 a generous donation from Barry Sutcliffe of Bradford-Sutcliffe Insurance allowed for these classes and going forward, funds raised during the 2022 401 Gives Day will be used. The school is also seeking to connect with local artists to bring them in for classes with the students. An exciting project like this will happen in 2023 when a local muralist will teach classes and then paint a large mural on the side of the school building.

<sup>\*</sup> Client details and photos have been changed to protect their identities.

#### **Client Story**

A 7th grader named Shanice joined the George N. Hunt Campus school when her behaviors and learning issues made it difficult for her to succeed in her District's school. She was exhibiting sexualized behavior, being inappropriate with peers, and lived with daily anxiety and PTSD. She was easily influenced by peers and needed help with impulsivity and setting boundaries for herself. Our School was able to assist Shanice because it offers a smaller class size, more one-on-one time with teachers and teaching assistants, and staff that understand her challenges and provided the services that would help her continue to learn.

Since being at the school, Shanice, who is now entering her senior year of high school, has developed increased self-esteem and believes more in herself as someone able to learn. She has shown strong leadership abilities when working in groups and worked well with peers. Because the school offers artistic elective classes, she has developed her artistic abilities and knows that she wants to focus in that area for her future job. Now, as she approaches her last year in School, Shanice is receiving transition assistance including interest testing to help her decide on her future. She is focusing on a career in Cosmetology and the school continues to help her plan for her days after high school including deciding where to study Cosmetology, helping her apply to study, and also obtaining future services for her that will allow her to be successful as an adult.

### In Their Own Words

We asked some of our clients what they thought about our School. Here is what they said.

- "When I first got here I did not know how to read and I know how to now."
- "They respect me and take me for walks. They helped me to trust people and helped me to calm down."
- "They help me with my coping skills. I'm proud of making goals and doing well in math."
- "They taught me to do better in school. I can count to 100. They also gave me socks when I needed them."
- "I've made it the most far in my work and they help me through my struggles."
- "I'm proud of doing better on my school work."



# Impact at a Glance

St. Mary's tracks statistical and demographic data about our clients and staff to ensure that our services are racially equitable and measure our performance. Below are some of these FY2022 statistics to show the impact of our services for Rhode Island families.

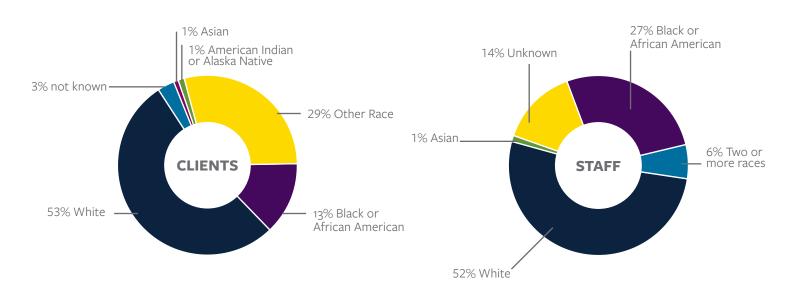
clients served\* 469

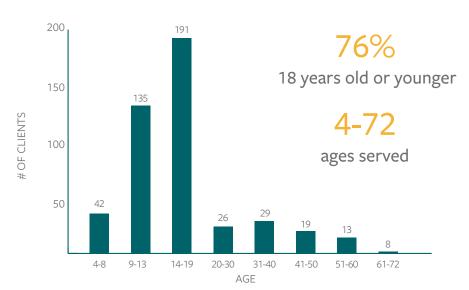
female 75%

male **25%** 

RI cities & towns served 82%

Also served towns in Massachusetts and Connecticut





\*This represents **individual** clients served. However, **many** clients access multiple agency services across multiple programs at any one time.



Carlene Casciano-McCann, Executive Director

Mike Burgess, Residential Program Manager

Jessica Clark, LICSW, Assistant Director, Outpatient Services

Sharron Costello, Director of Human Resources

Adeana Dunston, School Support Services Coordinator

Nicole Froment, RN, Director of Nursing

Susan Gale, Manager of Marketing and Communications

Diane Long, School Administrator - George N. Hunt Campus School

Anthony Maglione, Director of Finance

Eric McDuffee, Director of Information Technology

Linda Mobriant, Director of Operations and PQI

Patricia Olney-Murphy, LICSW, Clinical Director, Residential Services

Mike Paiva, Facilities Manager

Victoria Picinich, Development Director

Melissa Santoro, LICSW, Director of Outpatient Services

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"We are focused on the future of mental health care for Rhode Islanders by ensuring our physical infrastructure will be up to the task and making sure our services are truly equitable and based on what the people we serve really require to improve their own lives."

Carlene Casciano-McCann
 Executive Director



### Children's Friendship Award

Each year during our Children's Friendship Award Event we recognize people and organizations that have made a significant difference for the children of Rhode Island. Learn about this year's winners below.

#### Thank You to Episcopal Charities of Rhode Island

We'd like to recognize the amazing work done by one of our Children's Friendship Award winners – Episcopal Charities of Rhode Island! They provide food, shelter, and healthcare to those most in need. Over more than 70 years, Episcopal Charities has been behind the scenes helping St. Mary's to financially meet the rising mental health needs in RI. The Award was accepted by Director Betsy Fornal during our live event on June 23, 2022.

# Congratulations to Elizabeth H. Ingraham

We want to say a heartfelt thank you to someone who has made a huge difference in the work of St. Mary's. Elizabeth H. Ingraham, known as Betsy, worked at St. Mary's for 47 years and now serves as Secretary of the Board of Directors. During many years Ingraham actually lived on the agency's North Providence campus where she was on near 24-hour call for the youth. Literally hundreds of Rhode Island children have better lives today because of her work. She is especially deserving of one of this year's Children's Friendship Awards!

#### Join Us on Social Media

St. Mary's can be found on the following social media. Please like and share our posts so we may reach more people.

- facebook.com/stmaryshomeforchildrenri
- twitter.com/StMarysHomeforC
- instagram.com/smhfc\_ri/
- in linkedin.com/company/st-mary-s-home-for-children/







We rely on our supporters to ensure we can meet the needs of every child and family that comes to us seeking services. Below is a breakdown of our revenue and expenses. The financials shown represent unaudited amounts for the period July 1, 2021-June 30, 2022.

#### **TOTAL REVENUE AND SUPPORT**

**Government Contracts and Grants** \$9,397,851 **79.4%** 

RI Department of Children, Youth, and Families

Victims of Crime Act (VOCA)

Municipalities

Fee for Service/Third Parties \$11,883,260 **15.9%** 

Insurance Companies and Co-pays

**Fundraising/Grants & Foundations** \$567,963 **4.7%** 

**Private Foundation Support** 

**Businesses and Individual Donors** 

**Events** 

#### **TOTAL EXPENSES**

**Program Services** \$10,623,274 **88.8%** 

**Residential Services** 

**Outpatient Services** 

George N. Hunt Campus School

**Administration** \$1,037,767 **8.7%** 

**Fundraising** \$303,224 **2.5%** 

#### FISCAL YEAR 2022 TOTALS:

Total Revenue: \$11,849,074

Total Expenses: \$11,964,265

Net Assets, End of Year: \$5,589,026

Change in Assets: (\$115,191)

# O Donors at a Glance

Hallam/ICS

We gratefully recognize the following individuals, organizations, businesses, and foundations for monetary gifts received from July 1, 2021-June 30, 2022. You have supported our important mission. **Thank you!** 

The donor listing is based upon cumulative giving during this period of time. Every effort has been made to ensure that this listing is accurate. We sincerely apologize if you find that your name has been omitted or listed incorrectly. Please contact the Development Office at 401-353-3900, x 262, to let us know of any errors or if you wish to be removed from public listings.

#### Gifts of \$75,000-\$99,000

Shriners of RI Charities Trust The Champlin Foundation

#### Gifts of \$25,000-\$74,999

Episcopal Charities of Rhode Island Estate of Marion Law Mrs. Elizabeth H. Ingraham

#### Gifts of \$10,000-\$24,999

Boston Red Sox Foundation

Mr. and Mrs. Robert Bergstrand

Bradford-Sutcliffe Insurance
Mrs. Petrina Caccia
Mr. and Mrs. Harry A. Hanoian
June Rockwell Levy Foundation
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#### Gifts of \$5,000-\$9,999

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#### Gifts of \$2,500-\$4,999

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#### Gifts of \$1,000-\$2,499

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