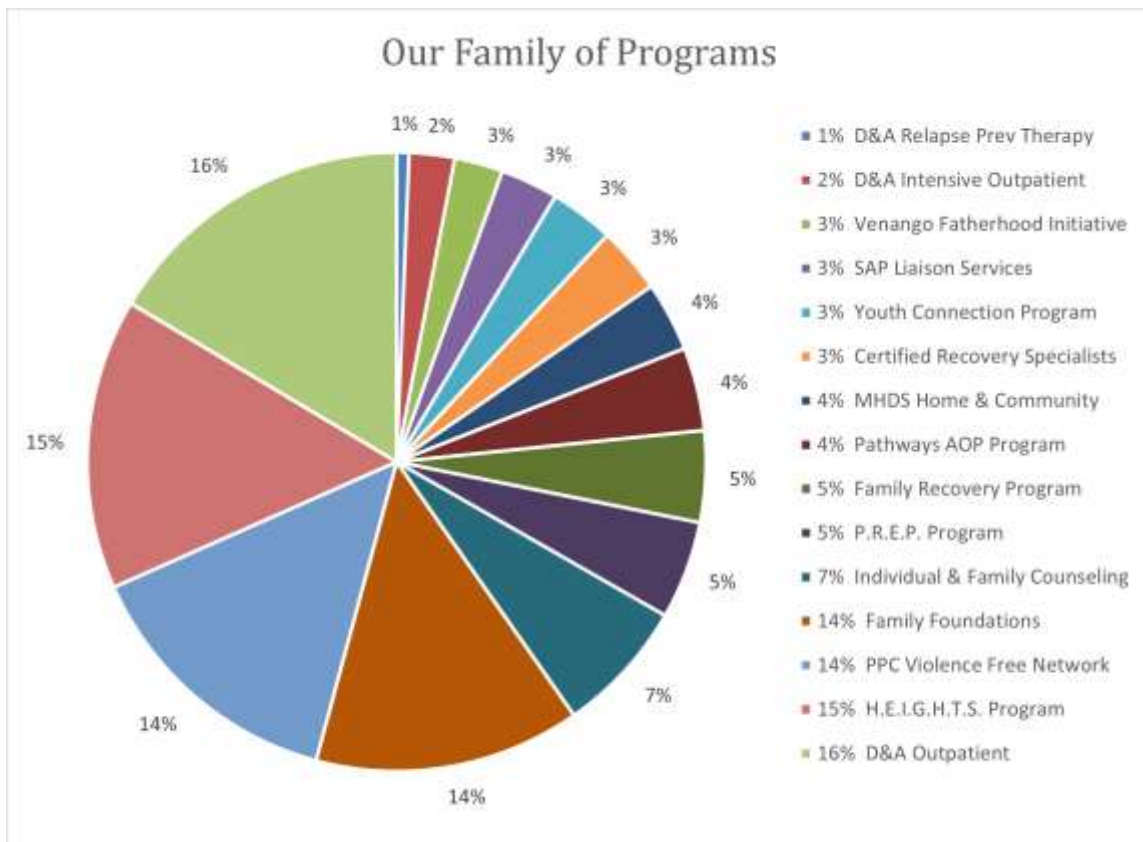


FSCAS | Family Service & Children's Aid Society of Venango County

'23-'24 Annual Report

Table of Contents

Family Foundations Program	8	Home & Community Services	16
Individual & Family Counseling	9	School-Based Programs	17
Youth Connection	11	PPC Violence Free Network & Shelter	19
Drug & Alcohol Program.....	13	Venango Fatherhood Initiative	21



GOVERNING BOARD OF DIRECTORS

- Denise Jones, President
- Courtney Cox, Vice President
- Debra Sobina, Secretary/Treasurer
- Amariliz Sanchez, YC Representative
- Robert Carone
- George Cavanaugh
- Katherine Chandley
- David Heinzer
- Gregory Merkel
- Diana Owens, PPC Representative

- Dr. Savita Joneja, D&A Medical Director

ADVISORY COMMITTEES

PPC Violence Free Network

- Diana Owens
- Karen Knight-Griffith
- Mary Lee Riley

Youth Connection

- David Wagner, President
- Vicky London, Vice President
- Amariliz Sanchez, Secretary
- Linda Mackintosh
- Gilbert Rivera
- Shannon Kerr

As of June 30, 2024

Minutes of Annual Meeting

Governing Board of Directors

Cross Creek Resort, Titusville PA ♦ September 26, 2023 - 4:00 pm

Sixty-two people were in attendance including eight Governing Board members: Denise Jones, Courtney Cox, Debbie Sobina, David Heinzer, Bob Carone, George Cavanaugh, Diana Owens and Josh Botts; two additional Advisory Committee members; two invited guests; three consumers and their guests; and forty-five staff members.

Governing Board President Denise Jones welcomed all those in attendance. Mary K then introduced staff, Governing Board members, Advisory Committee members, and speakers.

Annual Meeting

The meeting was called to order at 4:25 pm.

Nominating Committee

- Denise Jones presented the slate of renewals for a three (3)-year term renewal: Courtney Cox (7th term).
- Denise also presented the slate of officers for a one (1)-year term: Denise Jones, President; Courtney Cox, Vice-President; and Debra Sobina, Secretary/Treasurer.
- Denise opened nominations up to the floor; there were none. The slate of term renewals was approved with a motion from George Cavanaugh, seconded by Debbie Sobina. *All others were in favor, none opposed. Motion carried.*
- The slate of officers was approved with a motion from David Heinzer, seconded by George Cavanaugh. *All others were in favor, none opposed. Motion carried.*
- Denise then presented the Advisory Committee resolutions for a one (1)-year term as representatives to the Governing Board: Diana Owens (PPC) - Approved with a motion from Bob Carone, seconded by Courtney Cox. *All others were in favor, none opposed. Motion carried.* Amariliz Sanchez (YC) - Approved with a motion Debra Sobina, seconded by David Heinzer. *All others were in favor, none opposed. Motion carried.*

The meeting was adjourned at 4:30 pm.

Service Awards

The following staff was recognized for their years of service: 5 years – Dale Colford, Lynne Everett, Brenda Gilmore, James Grove, Julie Smith, Mary Wilson; 10 years – Cheryl Faulk; 20 years – Megan O’Neil; 25 years – Susan Kase, Mary K Serafin

The invocation was given by Denise Jones.

Dinner was served from 4:50 – 5:35 pm.

Guest Speakers

- Zackery and Stephanie were introduced by Liberty Goodman, counselor for the Drug & Alcohol Program. They each struggled in different ways and eventually, with Zackery’s persistence, they decided to get sober together. Otherwise, there was no sense for them to stay together. It has been a hard road but with the help of their counselors and others at FSCAS they are now six months sober, working full-time, and raising three boys.
- Mckynna was introduced by Melanie Sparks, lead therapist for the D&A Family Recovery Program. Mckynna has had a long history of abuse, addiction, losing her kids, and being incarcerated. Against all odds, and by putting her faith in God, she set goals and started to keep them, obtained a full-time job, purchased a car, and is working on reunification with her four kids, and is now 18 months sober.

Closing Remarks

Mary K thanked the speakers for sharing their stories and said that hearing their stories encourages staff to keep doing what they’re doing.

Denise closed by thanking the speakers and emphasized the strong character it takes to share their journeys with all of us and was thankful for the great testimony that was given. She stressed that staff is making a difference in the lives of many in our community and that it doesn’t matter what role you are in, whether clerical, administrative, counselor, or director. Whatever you do, each one provides support for the agency and the people we serve.

"Retirement may be an ending, a closing, but it is also a new beginning." ~ Catherine Pulsifer

As I approached my retirement date of September 3, 2024, I reflected on the past 26+ years in my roles within the Agency as a Fiscal Tech, Office Manager, Director of Administration, and now the retiring Executive Director. I was reminded of the advantage offered me while working in these positions to learn alongside staff the many aspects of the Agency. I was also reminded that no leader accomplishes anything alone.

I am grateful first, to the many staff who have partnered with me to form relationships and collaborations with other nonprofit organizations to further and enhance their programs; second, I am appreciative beyond measure to the grantee/foundation/trust partners, community organizations and leaders, Venango County Human Services administrators, private business partners, and public officials for their support and confidence in our efforts to grow the Agency; and third, I am grateful for the continued wise counsel and supportive leadership of the Governing Board members. These individuals give selfless service to the Agency including during challenging times.

I am often asked "What are the achievements that occurred during my time as Executive Director of which I am most proud?" Again, we have accomplished many noteworthy transformative achievements. Here are five that come to mind, picked to represent a variety of points of pride:

- 2008 – Awarded the contract for Venango County to implement a pilot program for a school-based service addressing students in K-12 in the Oil City School District with severe emotional and behavioral issues.
- 2015 – Opened our 6th service location in Titusville to expand our programs into Crawford County, i.e.: family-based, mental health, and drug and alcohol outpatient services, BBBS (now Youth Connection), and for the Titusville Area School District a Community Resource Program (now Student Assistance Program).
- 2019 – Completed the construction of the PPC shelter (a beautiful, state of the art "smart building") providing 10,000 sq. ft. of space to accommodate staff and resident needs.
- 2020 – Very quickly developed policies and

procedures to respond to the COVID-19 pandemic requirements to assure the safety of all staff in six locations.

- 2022 – Researched and contracted with Qualifacts/Credible to implement an electronic health record system that went live in January 2023. Staff were tasked with an incredible amount of work to learn and navigate the system alongside their daily responsibilities.

There were many more accomplishments that reinforce the reason why FSCAS is the "leader in providing comprehensive human services" for our surrounding communities.

In closing, I want to express my deepest gratitude to our Governing Board members for believing in me and giving me the opportunity to be the Executive Director. I am also truly grateful to all the staff who have helped to grow the Agency – without you we would not have enjoyed so many successes. I leave with fond memories of the last 26+ years and with standing relationships with colleagues and co-workers that will continue forever. I also believe I leave the Agency well positioned to meet the opportunities and challenges of continuing its mission.

I am now off to..... "Retirement, a time to enjoy all the things you never have time to do when you worked".

~Catherine Pulsifer



Mary K Serafin

Introducing our new CEO!

Hello, I would like to start by introducing myself. I'm Rodney Beck and I'm deeply honored to be named the first Chief Executive Officer of Family Service & Children's Aid Society of Venango County. Although I am the first CEO, I'm following in the footsteps of people who were exceptional leaders for FSCAS and the social services field overall. Mary K Serafin and Bob Carone before her are examples of leaders who excelled in this field due to their knowledge and desire to help people. Filling their shoes will be a challenging task, but a task I will strive to accomplish with the same degree of professionalism they both exhibited during their tenures.

When I was contacted about interviewing for the CEO position, I started looking into the history of FSCAS and the strong ties to our community. From its original founding as the Children's Aid Society of Venango County in 1887, continuing as Family Service & Children's Aid Society of Venango County in 1970, and through to today our organization has strived for excellence in helping those in need with quality care and compassion. I knew if I wanted to consider this position it would be more than just the job duties I would be taking on. It would be a legacy of service to the community that is unequalled in Venango County. FSCAS has provided not only quality services, but jobs to many people throughout its history. I can remember as a young business owner in Oil City hearing the pride one of my friends had when he had graduated college and landed a job at FSCAS. He said, "I never thought I would start my career right here in Oil City. I can't wait to tell my family. They will be excited." All these thoughts were going through my head as I considered what I would be taking on if I were hired. I knew it was one of the best opportunities in my professional career.

When I received the call from the Board that I had been selected I couldn't say "YES" quick enough. My thoughts

went back over 25 years to when my friend couldn't wait to call his family to tell them he had been hired. I knew, just like my friend, my family would be excited. There are still days when I first wake up and wonder (just for a second) whether the past (4) months are real or a dream. In those (4) months I've been welcomed into the FSCAS family as I've started my journey to learning the job duties, policies, and people that make FSCAS what it has always been. A company that cares about its employees, consumers, and the community we serve.

I have tried to personally meet everybody who works at FSCAS in the brief time I've been here. This is important to me because I view everybody as an important member of our team. It is said often but remains as true today as the first time it was uttered, "a chain is only as strong as it's weakest link." I'm here today to say that I will not be that weakest link. I will do everything in my power to

be accessible to every member of our team and I will be listening to what you have to say. I will also occasionally be where you work and where your office is located. I want to be able to know from **YOUR** perspective what you do and how we can help you excel at your job. You **WILL NOT** be that weakest link because we will have no weak links. Let's move forward together and learn what we can accomplish as a unified team. Thank you for taking me into your family and as my favorite executive would often say.. EXCELSIOR!!!

"God gave you two ears and one mouth for a reason. You're supposed to listen twice as much as you talk."
~ Kenneth Beck Sr.
(Rodney's grandfather)



Rodney Beck

Financial Statements

STATEMENT OF FINANCIAL POSITION

June 30, 2024

ASSETS

CURRENT ASSETS

Cash & Checking	2,268,302
Accounts Receivable	492,117
Prepaid Expense	39,133
Total Current Assets	2,799,551

FIXED ASSETS

Real Estate	2,338,012
Renovations	541,107
Furniture & Equipment	794,026
Accumulated Depreciation	(1,708,467)
Right-of-Use Assets	105,315
Total Fixed Assets	2,069,993

OTHER ASSETS

Investments - Mutual Funds, Stocks & Bonds	3,378,674
Investments - CD's	177,773
Assets Held In Trust By Others	410,176
Total Other Assets	3,966,623

TOTAL ASSETS **8,836,167**

LIABILITIES & NET ASSETS

CURRENT LIABILITIES

Accounts Payable	18,354
Accrued Payroll	104,565
Accrued Compensated Absences	41,791
Unemployment Compensation Reserve	131,359
Deferred Revenue	<u>366,641</u>
Total Current Liabilities	662,709

LONG-TERM LIABILITIES

Loan - Bldgs & Grounds	84,960
Lease Liability	<u>105,106</u>
Total Long-Term Liabilities	190,067

NET ASSETS

Retained Earnings	7,728,812
Net Profit/(Loss)	254,579
Total Net Assets	7,983,391

TOTAL LIABILITIES & NET ASSETS **8,836,167**

Figures Are Not Final

STATEMENT OF REVENUE & EXPENSE

Fiscal Year ending June 30, 2024

	2023-2024	2022-2023	\$ Inc/Dec
REVENUES			
Contributions	21,055	25,066	(4,011)
Annual Giving Campaign	7,097	9,044	(1,947)
Special Events (Gross)	26,544	41,775	(15,231)
Trusts and Bequests	275,957	406,055	(130,098)
Capital Contributions	0	35,000	(35,000)
United Way Allocations	42,744	44,708	(1,964)
Program Income	3,119,341	3,017,248	102,092
Operating Grants	441,758	466,161	(24,403)
Realized & Unrealized gains/(losses)	155,558	58,985	96,573
Interest/Dividend Income	133,227	93,185	40,043
Miscellaneous	14,977	815	14,161
TOTAL REVENUES	4,238,257	4,198,042	40,216
EXPENSES			
Salaries	2,579,259	2,874,703	(295,444)
Payroll Taxes	208,634	232,001	(23,368)
Employee Benefits	529,557	508,041	21,516
Conferences/Trainings	34,503	41,392	(6,889)
Professional Fees	69,351	49,782	19,569
Family Support Services	4,130	6,828	(2,698)
Rent/Mortgage	59,410	44,997	14,413
Utilities	34,727	32,395	2,332
Corporate Insurances	43,529	42,115	1,414
Building Maintenance	30,887	26,727	4,160
Telephone/Cells & Pagers	35,505	35,474	31
Internet Services	10,224	11,243	(1,018)
Printing	4,175	5,372	(1,197)
Postage	3,110	4,817	(1,707)
PR/Advertising	7,697	6,649	1,048
Office Supplies	21,119	29,147	(8,027)
Consumables/Vol Training Supplies	4,336	2,783	1,552
Rehab Supplies/Activities	43,466	46,258	(2,791)
Travel/Consumer Transportation	18,814	25,414	(6,600)
Subscription/Library	1,342	882	459
Agency Dues/Memberships	9,777	9,546	231
Fund Raising Expenses	12,866	14,836	(1,970)
Miscellaneous	397	222	175
Equip Rental/Maintenance	51,615	54,070	(2,455)
Equipment Purchases	12,252	43,950	(31,698)
Software	55,214	38,232	16,982
Depreciation	97,782	97,782	0
TOTAL EXPENSES	3,983,678	4,285,659	(301,981)
NET PROFIT/(LOSS)	254,579	(87,617)	342,196

2023-24 Figures Are Not Final
2022-23 Figures Are Audited & Final

Agency & Administration

STAFF ACCOMPLISHMENTS!

February 2024

Jessica Walters successfully completed the three-year Family Based Mental Health Service core training curriculum and is now qualified as a Certified Family Based Mental Health Supervisor.



June 2024

Chana Hopkins was promoted to Youth Connection Program Director.

June 2024

Brittany Donato was selected as the 2023-2024 Clinician Winner for the Marion Linbald-Goldberg Award through the Philadelphia Child and Family Therapy Training Center.

June 2024

Jessica Walters was nominated by the Philadelphia Child and Family Therapy Training Center to apply to the Systemic Family Therapy Trainer Certification Program.



FISCAL & ADMIN STAFF:

- Jenny Swartz, Office Manager
- Cheryl Faulk, AB, Fiscal Tech
- Karen Blausler, Clerk Receptionist
- Stacy Britt, Fiscal Tech
- Susan Kase, AB, Administrative Assistant
- Diane Shields, AB, Fiscal Assistant
- Dale Power, AS, Accountant
- Amy Awosina, AB, HR Director
- Rodney Beck, MS, BSL, Chief Executive Officer
- Not pictured:
- Hannah Everett, Custodian



Jeff Storm, BA, Driver/Mail

ANNUAL GIVING CAMPAIGN

The Annual Giving Campaign was held in December 2023 with 611 letters mailed to various corporations, businesses, and individuals. The appeal generated a response of **\$7,025!** These monies were used to assist with providing services in the following programs:

- ◆ *Individual & Family Counseling*
- ◆ *PPC Violence Free Network*
- ◆ *School-Based Programs*
- ◆ *Youth Connection*

STAFF MEETING IN-SERVICES

- ◆ Kim Henry, Northwest Savings— Review of 401 (k)
- ◆ Amy Awosina, FSCAS HR Director— Review of Guardian Dental, ECCA portals, W2's
- ◆ John Amato, FamilyLinks— Professionalism and Conflict Resolution

Family Foundations

what we do...

- Family Based In-Home Mental Health Service
- Evidence-Based Ecosystemic Structural Family Therapy
- Strength-Based, and Trauma-Informed Intensive Family Therapy Model
- Live Supervision and Consultation
- 24-Hour Crisis On-Call Availability

Family Based Mental Health Services utilizes a unique approach to family systems therapy. The Eco-Systemic Structural Family Therapy model promotes caregiver engagement to develop four pillars of treatment that include attachment, self-regulation, co-caregiver alliance and executive functioning to reduce children's severe emotional disturbances, reduce out of home placements and keep families intact.

On any given day, the therapists perform a variety of clinical interventions that support families in keeping their children in the home, stabilizing the home environment, and providing love and

attachment. The therapists meet families where they are to help create a lasting change in the generational tragedy, trauma, and hardship to ensure that future generations are set up for success.

Finding our hope again. *"My granddaughter had been in a placement for a long time, and I didn't know if I would be able to provide what she needed when she came home. I thought I was going to have to find someone to take her and it broke my heart. With the help of the therapists, they showed us we are strong independent women who have a whole group of people around us to help. I did not feel comfortable reaching out to them when needed, and with practice and help from the therapists I can now ask them for support when either I or my granddaughter needs it. I am hopeful that moving forward we will be able to get the support we need to ensure she will be able to stay at home with me."* - Family testimonial

There when we needed it most. *"Our family-based team was wonderful. Every time our family needed them they always showed up for us. They really helped us to be able to calm down and worked to help us see that we had the tools to help our family. It was hard having to be parents to our grandchild, instead of just being grandma and grandpa. We appreciated the team saw this and helped us to get more resources in place so that we felt confident to be able to support our grandchild. With the team's help we have been able to support our grandchild in attending community events, get involved in sports and help them feel more like a child. We have also learned how to communicate much better as caregivers to make sure that we are setting a good example for our grandchild and giving them everything they need to be happy."* -Family testimonial



Horseback riding camp at VARHA

Again this year Family Foundations and the Venango Area Riding for the Handicapped Association (VARHA) collaborated to provide the opportunity for our families to participate in a 6-session horseback riding camp. The youth were able to increase attachment through bonding with their horses and caregivers as they were able to learn how to groom, tack, and ride a horse. All the youth who participated walked away from this experience having an increase in their self-confidence and a desire to not give up when things might be challenging.

38 Families Served
3292.75 Total therapy hours



FAMILY FOUNDATIONS STAFF:

Brittany Donato, BA, Mental Health Worker
 Jessica Walters, MA, Program Director
 Melanie Taylor, BS, Mental Health Worker
 Jennifer Lytle, MSW, LSW, Mental Health Professional
 Sarah Young, MSW, Mental Health Professional
 Elizabeth Bayne, BA, Mental Health Worker
 Deborah Letke, Administrative Secretary
 Heather Guthrie, MS, Mental Health Professional

Individual & Family Counseling



Individual & Family Counseling (IFC), formerly General Counseling, is the cornerstone program of the Agency. The Agency was offering counseling to unwed parents; however, when Bob Carone was named Executive Director in 1970 he identified the need to expand counseling services to individuals and their families who were dealing with mental health and relationship problems. We have licensed, trained, and talented clinicians who offer therapeutic interventions to individuals, couples, and families. Our staff operates using the model of trauma informed care; they also recognize the importance of not only engaging with individuals but also getting them involved and invested in the therapeutic process. This “buy in” increases the likelihood of follow through and improvement in the issues for which people have sought help.

what we do...

- Individual Adult, Adolescent, and Child Counseling
- Family Counseling
- Marital, Grief, and Other Life Adjustment Problems
- Trauma-Focused Cognitive-Behavioral Therapy
- Alternatives To Violence
- Anger Management
- Supervised Visitation

Oh, how we've grown over the years!

The environment of the community has certainly changed since the inception of this program. Many factors at the micro, macro, and mezzo levels of socioeconomic and other systems have shifted the needs of individuals and families in the community. We are proud that we have been able to respond to these challenges by identifying these needs and responding to them through the development and implementation of additional services. These include Alternatives To Violence (implemented in 1998), Supervised Visitation (implemented in 2006), and Anger Management (implemented in 2008). These services continue to be part of our program and are well received by individuals and well respected by stakeholders in the community.

Helping students and their families access the resources they need.

Because of our strong relationships with key community partners, we were invited to submit proposals to

provide Student Assistance Program (SAP) services in Crawford County for the Titusville and Penncrest (Maplewood, Saegertown, and Cambridge Springs) school districts. We researched and developed the program utilizing the standards outlined by the Pennsylvania Network for Student Assistance Services (PNSAS). The services in Crawford County were implemented for the 2021-2022 school year. The objective of the Student Assistance Program (SAP) Liaison is to help students and their families become aware of and gain access to resources within the community that might assist them. The school district or community organization that works with students may refer a student and his or her family to the SAP Liaison; the SAP Liaison contacts the student and conducts assessments to determine specific needs and/or resources that will benefit the student and his or her family. Once the student's specific needs have been identified, these needs are addressed through the provision of information and referral to community resources. In addition, the SAP Liaison follows up with the identified student (and families if appropriate) on a consistent basis to ensure that the needs have been addressed.

Continuing to broaden our reach.

In April of 2024, we received a notice of a Request For Proposal to provide SAP services in Venango County. We submitted a proposal and were notified in June that we were awarded the contract! We've been busy hiring staff so that these services are ready to go on the first day of school. We will be providing services in the Oil City, Cranberry, Franklin, and Valley Grove school districts.

As you can see, the Individual & Family Counseling program offers a diverse range of services to the community. We will continue to assess the needs of our community and be as responsive as possible to identify and offer other services as needed.

Individual & Family Counseling

54 Individuals/families Venango Cty

78 Individuals/families Crawford Cty

1814 Total appointments

Community Resource Coordination

142 Individuals served

84 Group sessions held

1254 Total appointments

Student Assistance Liaison (SAP)

180 Individuals served

631 Total appointments

Supervised Visitation

12 Families served

126 Total appointments

Alternatives to Violence

17 Individuals served

140 Total appointments

Anger Management

11 Individuals served

61 Total appointments



IFC OIL CITY STAFF:

Cindy Curran, MSSA, LCSW, Program Director
 Briana Johnson, BS, SAP Liaison
 Tessa Cervenc, BS, SAP Liaison



IFC TITUSVILLE STAFF:

Chris Heeter, SAP Liaison
 Courtney Master, BSW, SAP Liaison
 Glenda Fulmer, MSW, LCSW, Therapist





Mentoring Matters: The true impact of the Youth Connection program can be told with the story of one incredibly special boy. A few years ago, a match was made with a teenage boy who aspired to be a chef, or one day own his own restaurant. He had already faced many challenges including the loss of his mother at a very young age and being placed in numerous foster homes. However, his greatest challenge was the diagnosis of autism. Little did he know that someone special was about to come into his life, his mentor. His mentor Daniel took the time to build up trust with him and eventually Oden began to open up about his past struggles and his hopes and dreams for his future.

When they would make plans to get together, Oden always wanted to go some place to eat so he could try new foods and see how they were prepared. He shared his love of cooking and baking and together they began to make his dream come true. He entered the Food Service Program at Vo-Tech and eventually earned his Serve Safe certification. As he neared graduation, they began to look at potential schools and funding sources. Daniel was able to provide him with numerous resources and he was accepted at Butler Community College where he is now in the Food Service program. His mentor worked with him on setting up a checking and savings account and taught him many valuable financial lessons. He is currently thriving at college and is on track to achieve his dream. His mentor has said he cannot express how proud he is of this young man and will continue to be by his side every step of the way. He cannot wait to someday walk into his mentee's restaurant and sample the food this incredible chef will have prepared.



what we do...

- Develop positive relationships that have a direct and lasting effect on the lives of young people through meaningful, monitored matches between adult volunteers (Mentors), and youth (Mentees) between the ages of 6-18 throughout Venango, Forest, Clarion & Eastern Crawford Counties.
- Youth Connection is a partner of the Mentoring Partnership of Southwest Pennsylvania.

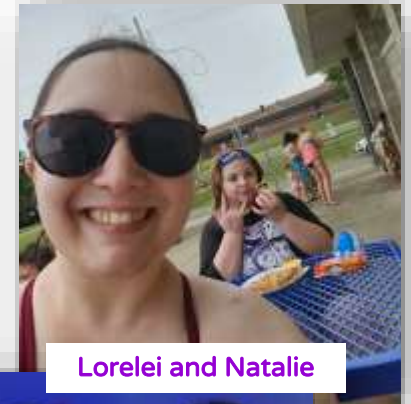
A mentee's letter to her mentor: *"I don't even know how to begin to thank you for everything you have done for me. You helped me set my moral compass. I know God had a plan for us when we were matched. You have helped me grow and mature and I want to thank you for helping me to overcome my fears and not be so shy. I want to thank you for getting me involved in your church and for showing me how awesome it is to be a Christian. When I was younger and even now, I've always wanted to be like you, a person with so much joy and peace. I also thank you for showing me that I do not have to have a man in my life to make me whole and happy. I have so many wonderful memories to cherish and I can truthfully say that you will be a part of my family forever."*

A thank you from a parent: *"My son was very shy and was reluctant to become a part of Youth Connection. With no male role model in his life, I felt it would be the best thing for him. Within a very short time there was a complete turnaround in my son's attitude. He refers to his mentor as his "buddy". His mentor is completely patient, kind and very giving of his time. His presence in my son's life means more to me than anyone will ever know. His mentor is an amazing role model and is exactly what I pictured for my son. Every day I see the many wonderful changes in my son, and I cannot thank Youth Connection enough for giving my son this amazing opportunity."*

YMCA Collaboration: This past year Youth Connection received a grant from Keystone Smiles which enabled us to set up a program at the local YMCA's. We partnered with the Oil City, Franklin, Titusville, and Clarion YMCAs to provide activities for our matches in each area. Each match was set up with a membership and a designated amount of funds in their account. Matches are able to acquire a day pass or participate in special programming for mentoring session opportunities. Many of our mentees do not have the opportunity to participate in activities which are exercise related and this programming has given them the opportunity to do so. One of our mentees has enjoyed the opportunity to get out and exercise so much she has purchased her own membership to the YMCA. The unmatched youth in our program are also eligible to participate in this program.

Our newest match: Lorelei and Natalie were matched a few months ago and were instantly off to an amazing friendship. Lorelei lives with her dad and was in need of a positive female role model. As dad would say – *“someone to do girlie things with”*. Lorelei loves arts and crafts and is extremely creative. She also loves to do make-up and make Tik-Tok videos. Her mentor Natalie is the Projects Coordinator for the Oil Region Library Association. Natalie works with children every day and became a mentor because she wanted to give a kiddo opportunities to break away from their often-chaotic life. She has worked with children in an after-school program and was a part of Keystone Smiles. Natalie also loves arts and crafts and enjoys eating out, going to the movies, and doing puzzles and games.

Lorelei and Natalie enjoy getting together to do arts and crafts and Lorelei loves to do Natalie's make-up. They also enjoy swimming and hanging out at the pool and going out to dinner. Lorelei's father could not be happier with this match and says he already sees positive changes in his daughter. He noted we could not have found a more perfect mentor for his daughter. Many great times are ahead for our newest match!



Lorelei and Natalie



Matches

- 17 Venango-Forest
- 6 Clarion
- 8 Eastern Crawford

Youth on Wait List

- 11 Venango-Forest
- 0 Clarion
- 4 Eastern Crawford

Activities & Events

- 4 Events held
- 111 Total attendance

Community Presentations

- 8 Presentations held
- 327 Total attendance



YOUTH CONNECTION STAFF:
 Chana Hopkins, BS, Program Director
 Emily Stoltenberg, CNA, Program Coordinator



Annual YC Lottery Calendar

Drug & Alcohol Program

Family Service & Children's Aid Society's Drug & Alcohol Program provides educational, treatment, and supportive services to individuals and families in the Venango and Southwest Crawford Counties. We currently have 14 full-time employees and one part-time employee that includes two clerical staff, seven full-time counselors, one part-time counselor, two Certified Recovery Specialists, a Clinical Supervisor, and a Program Director.

what we do...

- Outpatient Treatment
- Intensive Outpatient Treatment
- Certified Recovery Specialist
- Relapse Prevention Therapy
- Family Recovery Program

The past year saw many changes occur in the drug and alcohol program; both programmatically and culturally. Through these changes we recognized the opportunity for growth in community engagement, strengthening connections, and fostering recovery on the community level in both Crawford and Venango Counties. The drug and alcohol staff embody the mission statement of this agency which is dedication to community, compassion towards those we serve, and advocating for a better, healthier life for all those we work with.



Venango and Crawford County Pride events

Our commitment to community is reflected in the numerous community events this program has been proud to support and participate in. Over the past year the drug and alcohol program has established itself as a safe place for members of the LGBTQIA+ community affected by substance use. We have supported two Pride events: one in Crawford County and one in Venango County. In addition to openly supporting and recognizing the struggles of the LGBTQIA+ community, all staff have committed to trainings designed to understand how to support, as an ally and advocate, members affected by substance use.

We have also participated in numerous events throughout both Crawford and Venango County to promote sobriety, harm reduction, community connection, and hope in recovery. With the assistance of Recovery Is Northwest PA this program has been able to hand out numerous harm-reduction care packages to the community to reduce the overdose deaths and provide hope for a better tomorrow.





Overdose Awareness (Franklin)



Titusville Day at Crawford County Fair

Through our outpatient and intensive outpatient program our counselors have been able to work with hundreds of community members to develop their own recovery path based on several therapeutic models. Staff continue to grow Motivational Interviewing skills to further support self-advocacy among those we serve. Staff also have put tremendous effort into understanding multicultural approaches to help connect with individuals from every aspect of our community. We have improved access to community members of all ages as well as individuals from marginalized groups such as African American, Hispanic, First Nation, veteran, and the Mennonite communities.

In our Pathways office we have had the opportunity to expand the connection to the adolescents there and serve more kids than we have in the past. The adolescents who complete the program have repeatedly identified the staff as influential, caring, and supportive in their treatment. Our staff who work with the Pathways youth view their position as an opportunity to reach kids before addiction causes further harm in their life, and the staff are passionate about their role.

Through the Family Recovery Program and the Certified Recovery Specialist services we are active in our community. The Family Recovery Program has been consistently at a maximum caseload over the past year and had numerous families successfully complete the program. The Certified Recovery Specialist positions, one placed with CYFS and one in the community, have engaged in

Outpatient (OP)

- 404** Individuals served (Venango Cty)
- 3049** Total appointments (Venango Cty)
- 150** Individuals served (Crawford Cty)
- 1235** Total appointments (Crawford Cty)

Intensive Outpatient (IOP)

- 77** Individuals served
- 134** Group sessions held
- 1082** Total appointments

Relapse Prevention Therapy (RPT)

- 21** Individuals served
- 36** Group sessions held
- 234** Total appointments

Family Recovery Program (FRP)

- 12** Families served
- 500** Total appointments

Certified Recovery Specialist (CRS)

- 29** Individuals served
- 430** Total appointments

CRS - County Warm Hand Off

- 98** Contact with Individuals
- 263** Contact with Medical Staff

CRS - County CYFS

- 9** Contact with Individuals

Pathways Adolescent Center

- 120** Individuals served
- 2261** Total appointments

numerous avenues of community outreach and are working to meet people where they are. Both programs are heavily involved with community engagement through the Recovery Celebration and Overdose Awareness events that occur in August and September. The Drug & Alcohol Program is proud to be an integral part in bringing recovery to the forefront of the community to combat stigma and offer much needed connection in our community.

Our drug and alcohol team has changed over the year and has become smaller, but the dedication and passion our team shows towards improving the community has grown exponentially. The program strives to be a pillar in the community and show through example and engagement, that recovery is possible, and individuals can be proud of their recovery rather than hide in shame. Our staff proudly take on their role as compassionate supporters of self-advocacy, recovery, and growth and demonstrate their dedication every day they come to work and show up for their community.



D&A STAFF (front row):

Shalyn Sterner, BS, Therapist
Brenda Gilmore, Clerk Receptionist
Rebecca Schrecengost, ASN, CRS, CYFS Certified Recovery Specialist
Brittini Willyoung, BS, Therapist
Jenell Chapman, AS, Clerk Receptionist
Amy Tillia, CRS, Certified Recovery Specialist
Susan Scott, MMT, CADC, Therapist
Ashlie Girty, BS, Family Therapist

D&A STAFF (back row):

Ed Stephenson, BS, CADC, Therapist
James Grove, M.Ed, CAADC, Therapist
Bruce Fox, BS, CADC, Clinical Supervisor
Corrienne Lawson, BS, Therapist
James Ricketts, BS, Therapist

A financial statement of the Drug & Alcohol Program's income and expenses is available at Family Service & Children's Aid Society to any interested parties. Please call (814) 432-3466 for further information.



Elijah Daubenspeck, MA, CAADC, Program Director

Home & Community Services

The program spent the last year in transition. After jettisoning the Intellectual Disabilities portion of the program at the end of June 2023, this fiscal year started out in flux. H&CS missed the ID numbers starting out the year serving eight persons through Mental Health, four persons through Older Adult Services, and six persons through Children, Youth, and Family Service. These numbers did not represent enough work to maintain the program through the year. Although as staff we were concerned, the program continued to support families and individuals to maintain their lives at levels that allowed them to prosper.

The program continually reviewed consumers, how to best serve them, how to reach them in the most effective manner and worked with caseworkers to know what progress or concerns the families were experiencing. Slowly, more referrals rolled in, and numbers continued to grow. Due to Agency needs and to help the bottom line for H&CS, the program Director Stan Benvin took over duties within the Venango Fatherhood Initiative. With program director's new role splitting time, the H&CS direct care staff really stepped up. They increased their communication between each other and the program director. This communication allowed the program to stave off scheduling conflicts and anticipate issues by solving them in advance. The program continues to self-evaluate consumer clusters to minimize unbillable travel.

The program finished the year with eighteen persons through Mental Health, five persons through Older Adult Services and four persons through Children, Youth and Family Services.

what we do...

Assist consumers who are open with Venango County Mental Health; Children, Youth & Family Services (CYFS), and Older Adult Services (OAS) across the Life Stages:

- Children & Families
- Emerging Adults
- Adults
- Older Adults



H&CS STAFF:

Deborah Smalley, Direct Service Worker
Stan Benvin, BS, Program Director
Mary Wilson, ASB, Direct Service Worker

19 MH Individuals served
5 OAS Individuals served
24 CYFS Individuals served
1064 Total appointments

School-Based Program

what we do...

H.E.I.G.H.T.S.

- School-based behavioral health building-wide model that provides support for students with multiple challenges through an ecological philosophy guided by the 12 principles of Re-Education.
- This model is provided to identified students in grades K-8 at Hasson Heights Elementary and Oil City Middle School.

O.C. P.R.E.P.

- An integrated classroom model which provides school-based behavioral health interventions that promote strength-based therapy to support students with multiple challenges through an ecological philosophy guided by the 12 principles of Re-Education.
- This model is provided to identified students in grades 9-12 who attend Oil City Senior High School.

This school year the Hasson HEIGHTS program theme was “Down on the HEIGHTS Farm”. They used the theme in their group activities and classroom projects. The school community project was a tissue drive where they collected over 600 boxes of tissues, and they were able to supply over 20 boxes to each classroom, the supply lasted the entire school year!

The Hasson HEIGHTS program also participated in “The Crayon Initiative Project” again. The Crayon Initiative began with one man’s life-changing trip to a family restaurant... One evening in 2011, Bryan Ware, his wife, and two sons were dining at a local restaurant in celebration of his 40th birthday. While the boys were coloring with crayons provided by the establishment, Bryan was struck with curiosity. “I wonder... What happens to these crayons after we leave?” he asked. Sadly, Bryan learned that many restaurants discard crayons after only one sitting, even if they are untouched. And because crayons are not environmentally friendly, they turn into a waxy sludge that clogs up landfills and never biodegrades. Bryan’s personal challenge was to find a creative way to recirculate the leftover, used, and broken crayons for children everywhere. And thus, The Crayon Initiative was born. The HEIGHTS program collected 72 pounds of used or broken crayons, and they were then sent to “The Crayon Initiative”, where they will melt the crayons down and remanufacture them, reducing environmental waste, and then make new ones and send them to the pediatric hospitals (ours is UPMC Pittsburgh).



H.E.I.G.H.T.S. Hasson:

15 Total students

1928 Total times students served

H.E.I.G.H.T.S. Middle School:

11 Total students

1598 Total times students served

O.C. P.R.E.P.:

12 Total students

1422 Total times students served

The Middle School HEIGHTS program theme was the “Heights Café”. The staff would use play-based learning and group activities that were based on things you could get in a café. They would use those items in their positive parties and group activities. They also handed out green glow bracelets to all the students to recognize mental health awareness and asked the teachers to do a brief discussion about why we bring awareness to mental health. For Christmas, the students made little bags that thanked the teachers for all they do for them throughout the year and as a Christmas present.

The OIL CITY PREP program theme this year was “Around the World”. They used travel objects, such as planes or boats, in their activities and used a map to represent their circle of courage. The circle of courage acknowledges four areas, Belonging, Independence, Mastery, and Generosity. When a student is seen doing something positive that relates to one of those four areas, they get a positive ticket and that is presented at the beginning of their group session. The students are asked which area the positive comment would go into and then they would fasten it to that area on the world map. Once they get so many positive tickets the class has a positive party to celebrate. The PREP class received two incentive trips for positive behavior and good academics related to their goal plans! The first trip was to Splash Lagoon and the end of the year trip was to Kennywood. For Mental Health Awareness Month, they sat at a table in the lunchroom and handed out stickers that had comments about how to deal with mental health symptoms.



Middle School Graduates!



PREP incentive trip to Kennywood!



School-Based Staff:

- Michael Anderson, BS, BHT
- Frann Lantz, BS, BHT
- Amber McMillen, BS, BHT
- Nicole Pearson, BS, BHT
- Alisha Edeburn, MA, Clinical Manager
- Christian Druckemiller, MSW, LSW, Program Director
- Sommer Elliott, MS, BC/MT
- Kayla Sherman, BS, BHT
- Dale Colford, BS, BHT
- Carol Woods, BA, BHT
- Not pictured:
- Alisha Brose, MA, BC/MT
- Nichole Morin, BHT

PPC Violence Free Network



what we do...

- Emergency Shelter for Victims of Domestic & Sexual Violence and Other Serious Crimes
- 24-Hour Hotline
- Advocacy and Accompaniment
- Protection From Abuse Orders (PFA's)
- Community and School Based Prevention and Education Programs
- First Response Team
- Crisis Intervention
- Short-Term Supportive Counseling

PPC had a great 2023-24 year! One of our highlights was being able to support a teen survivor as she finished her senior year of high school. Residing in our shelter provided her stability and a safe, secure environment allowing her to focus on her studies and graduation. Staff assisted with goal setting, learning healthy coping skills, and stress management. Staff were just as excited as she was for her graduation!

Training on Domestic Violence 101 was provided for Venango County Human Services employees as well as Venango County foster families. Staff were also privileged to start presenting an educational group to the Transitions program participants at Regional Counseling Center.



Franklin Library Book Display during DVAM in October

During Domestic Violence Awareness Month (DVAM) in October and Sexual Assault Awareness Month (SAAM) in April PPC organized “Survivor Book Displays” at the libraries in Oil City, Franklin, and Cooperstown. These displays included titles authored by sexual assault/domestic violence survivors, as well as empowering, uplifting works. Oil City’s Center Street Bridge was also lit up for a week each of those months.



DVAM—October



SAAM—April



**Suzette Nellis
Memorial Walk**

**PPC Resource
Tables at area
locations**



Prevention staff partners all year with Youth alternatives to offer educational programming and activities. A resource table was provided for the Venango Campus students to access information about PPC services. During the summer months, Prevention staff took activities to Miller-Sibley pool for the children to participate in.

Staff again participated in Christmas Past and participated in other community activities including Children's Fun Fair, the Penny Carnival, and Pack the Plaza for International Women's Day.

PPC's 24th Annual Golf Scramble was held on Saturday, August 19, 2023 at Hi-Level Golf Course in Kossuth. With the help of 24 teams and numerous sponsors \$10,781.90 was raised for PPC!



PPC Staff:

- Megan O'Neil, BA, Program Director
- Abigail Sloss, BA, Community Outreach/
Prevention Educator
- Lindsey Long, AS, Shelter Advocate
- Steven Hamilton, Law Enforcement Liaison
- Julie Smith, Direct Services Coordinator
- Courtney Lake, BS, Legal Advocate
- Destini Semenak, Program Assistant
- Not pictured:
Shannon Caviness, Shelter Advocate

Shelter Services

- 33** Individuals served
- 2159** Days of shelter provided
- 6477** Meals Served

Victims of Serious Crime

- 233** Individuals served
- 311** Total appointments

DV/SA Services

- 485** Individuals served
- 107** Group sessions held
- 1382** Total appointments

Protection Orders

- 119** Individuals served
- 172** PFA's granted

First Response Team

- 27** Individuals served
- 302** Crisis hotline calls

Prevention/Education

- 9** Community programs
- 278** Total attendance
- 63** Youth programs
- 772** Total attendance

Venango Fatherhood Initiative

what we do...

- 24/7 Dad: Fatherhood Program & Family Groups
- Donuts With Dad
- Inside Out Dad (Jail Groups)
- Evidence-Based curriculums Families In Recovery and Relationship Smarts Plus 3.0
- Events & Outings:
 - Fun with Father Day
 - Family Fishing Picnic
 - Family Swimming Parties
 - Winterfest Family Sled Riding Party



Family Fishing Day at Cooperstown Pond



VFI Staff:
Stan Benvin, BS, Program Director

During the past year, VFI underwent some changes. VFI's Program Director for the past several years moved on from the program. Stan Benvin took over the position in mid-December.

During this change in leadership, VFI still was able to hold its 'Donuts with Dad' events at Valley Grove, St. Stephens, Victory, Hasson, Smedley, 7th Street, and Cranberry Elementary schools. The program held six swimming events and five movie and game nights.

This year's Cooperstown Fishing Day, which was made possible through a grant from Bridge Builders and the Eleanor Miese Foundation was held on May 4th. The event was attended by 207 participants, fishermen and fisherwomen, making it the best attended fishing event in the last four years. A crew of neighbors of the Cooperstown Pond provided their culinary expertise grilling hotdogs and brats throughout the day. Over thirty young men and girls were able to get their first fishing rod and reel or to upgrade to an open reel fishing rod.



24/7 Dad & Family Groups

- 20 Individual participants
- 26 Group sessions held
- 9 Number graduated

Coaching

- 16 Individual participants

Inside Out Dad

- 22 Individual participants
- 43 Group sessions held

Oil Region Recovery

- 137 Individual participants
- 38 Group sessions held

Activities & Events

- 7 Events held
- 1032 Total attendance

Donuts With Dad

- 11 Programs held
- 2120 Total attendance

Agency Presentations

- 3 Community presentations
- 89 Total attendance



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Our Service Locations

FSCAS FSCAS FSCAS FSCAS FSCAS FSCAS FSCAS FSCAS FSCAS FSCAS



Oil City Office: 716 East Second Street
Oil City, PA 16301 • Ph: (814) 677-4005

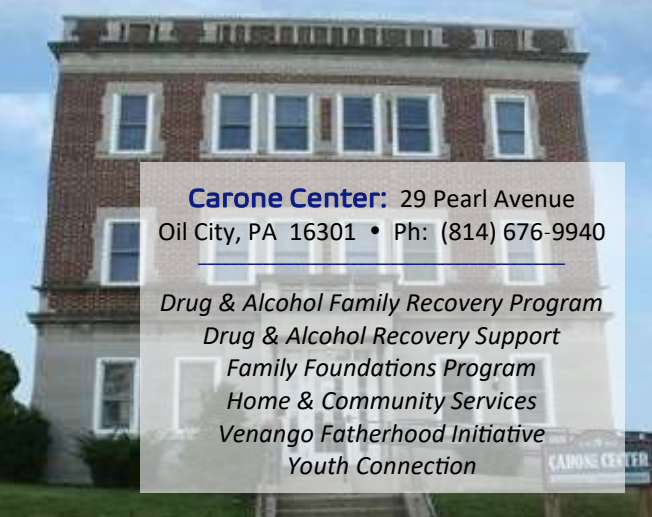
*Alternatives To Violence
Anger Management
Drug & Alcohol Program*

*Fiscal & Administration
Individual & Family Counseling
Supervised Visitation*



Titusville Office: 119 E. Mechanic Street, Suite A
Titusville, PA 16354 • Ph: (814) 827-3472

*Drug & Alcohol Program
Individual & Family Counseling
Student Assistance Program
Youth Connection*



Carone Center: 29 Pearl Avenue
Oil City, PA 16301 • Ph: (814) 676-9940

*Drug & Alcohol Family Recovery Program
Drug & Alcohol Recovery Support
Family Foundations Program
Home & Community Services
Venango Fatherhood Initiative
Youth Connection*



Franklin Office: Professional Building
150 Prospect Avenue, Suite 301
Franklin, PA 16323 • Ph: (814) 432-3466

Drug & Alcohol Program



PPC Shelter: Ph: (814) 676-5476
Hotline: 1-800-243-4944

PPC Violence Free Network



716 East Second St., Oil City, PA 16301 (814) 677-4005 Fax: (814) 677-6159
Website: www.fscas.org E-mail: familyservices@fscas.org

Our Mission Statement

Family Service & Children's Aid Society will be a leader in the provision of comprehensive human services for our community through our commitment to excellence, accountability, and adaptability.

Governing Board Approved April 25, 2006

Our Vision Statement

To provide individuals and families opportunities to reach their full potential in a community that embraces differences.

Our Values

Service - We help people achieve their goals and improve their lives by providing a variety of human services to meet their needs and those of our community.

Respect - We provide an environment where open communication is supported, diversity is appreciated, and positive regard is displayed towards everyone.

Confidentiality - We hold an individual's right to privacy in the highest regard, protecting this right in accordance with applicable laws, regulations, and ethical standards.

Integrity - We are committed to the highest standards of ethical, legal, and moral conduct. We believe integrity is the basis for community trust.

Leadership - We recognize our responsibility to provide information, guidance, and direction. We will make informed decisions, creating an atmosphere that inspires effective communication, fosters partnerships, and models dynamic leadership.

Teamwork - We work together in a cooperative effort toward common goals to produce outcomes stronger than could be achieved by individuals.



Member Agency of:
United Way of the Titusville Region
United Way of Venango County

