



**MISSION**

"Strengthening Communities by Building Strong Families"

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**PROGRAMS**

**Youth Shelters**  
Programs for youth in crisis

**Counseling**  
Services for troubled youth and their families

**Prevention**  
Educating the community, focusing on substance abuse, and reducing juvenile crime with a focus on high-risk youth

November 20, 2015

Dear Community Partner:

I am pleased to share with you a copy of the CDS Family & Behavioral Health Services, Inc. 2015 Annual Report.

In the Fiscal Year ending June 30, 2015 of the youth who received services in our residential program, Interface Youth Program, 100% were not adjudicated while working with our staff and 99% completed our shelter program.

In our non-residential program, Family Action, 96% of youth served successfully completed services.

Prevention Services provided evidenced based programs to 2,347 youth whose average pre-test score was 53% and average post-test score was 78%.

Last year in our Interface Youth Program, 584 satisfaction surveys were completed by parents and youth with 93.5% reporting overall satisfaction with services received. In our Family Action Programs, 100% of parents and 98.48% of youth completing surveys reported overall satisfaction with services.

Finally, we are proud that our 2015 Stakeholders survey revealed that 100% of those responding answered Strongly Agree or Agree to the following statement: "CDS has a good working relationship with our organization."

We are deeply grateful for your support of our efforts to:  
**Strengthen Communities by Building Strong Families.**

If I may be of service to you, please contact me at 352-244-0628 or email [jim\\_pearce@cdfsfl.org](mailto:jim_pearce@cdfsfl.org).

Sincerely,

Jim Pearce  
CEO



**CDS Family & Behavioral Health Services, Inc.**  
3615 SW 13<sup>th</sup> Street, Suite 4 • Gainesville, FL 32608  
Tel: (352) 244-0628 • Fax (352) 244-0668  
[www.cdfsfl.org](http://www.cdfsfl.org)



Major support from: State of Florida, Department of Juvenile Justice; Florida Network of Youth & Family Services, Inc.; State of Florida, Department of Children & Families; LSF Health Systems; Partnership for Strong Families; U.S. Department of Health & Human Services; United Way of North Central Florida; United Way of Suwannee Valley; Individual Contributions

# CDS Family & Behavioral Health Services, Inc.

STRENGTHENING COMMUNITIES BY BUILDING STRONG FAMILIES

## 2015 ANNUAL REPORT

November 20, 2015

**Longevity    Commitment    Dedication    Partnership**

For 45 years CDS Family & Behavioral Health Services has provided essential and compassionate services to more than 100,000 people in CDS' service area of North Central Florida.

Our constituents are among the most vulnerable and most easily marginalized or overlooked. These include children who struggle with behavioral and academic issues. They may have experienced abuse or neglect; often triggered by home environments where the essential-to-children qualities such as safety, security, and stability are missing; young people whose lives have been impacted by events beyond their control, but which have left them susceptible to the negative influences of drugs, runaway, truancy or ungovernable behavior.



CDS has an unwavering commitment to serving these high-risk youths throughout our 14-county service area. Our results have been consistently successful.

Such a record of outstanding service and results are not by accident, nor can they be achieved by mere effort. CDS combines best-in-class programs with an essential ingredient difficult to measure - the commitment of dedicated and highly trained employees. CDS is significantly advantaged by a staff where more than half of our professional personnel have been with us more than 5 years; where three professionals have been on staff for more than 30 years; and where the CDS Board of Directors includes a core group of diverse professionals and community leaders each with more than 10 years board service.

CDS is also widely recognized for its cultivation of community partnerships such that within our community, great 'equity' exists for CDS.

The CDS management team is exemplary, which has led to such strong personnel, but has also matched this asset with noteworthy financial management. It would be difficult to find a 501(c)3 organization with a stronger financial base than CDS.

November is National Runaway Prevention Month commemorating the 1974 passage of the Federal Runaway Prevention Act. CDS was among the first organizations to receive funding from the Runaway Act and is also recognized as one of the first organizations in Florida to open shelters for at-risk youth.

We conclude 2015 firmly committed to our Mission:

"Strengthening Communities by Building Strong Families."

We enter our 46<sup>th</sup> year with that very same commitment.

Thank you for your important and appreciated support.

**Tommy Lane**, CDS Board President

**Jim Pearce**, CDS CEO



[www.cdsfl.org](http://www.cdsfl.org)

3615 SW 13th Street, Suite 4  
Gainesville, FL 32608  
(352) 244-0628

Interface Youth Shelters:  
Gainesville - (352) 244-0618  
Lake City - (386) 487-0190  
Palatka - (386) 385-0405

### 2015

#### Highlights:

- 1,247 youth were served through Family Action Counseling and the Interface Youth Program Shelters
- 100% of youth remained crime-free while at Interface
- 2,347 students completed evidence-based prevention training programs in Alachua & Levy Counties
- 13,917 people learned about CDS at outreach events
- 59 volunteers contributed a total of 2980 hours to CDS Programs valued at \$66,132



Please LIKE us  
on FACEBOOK!

## CDS Interface Youth Shelter

### Interface – Residential Services

Interface Youth Shelters are located in Alachua, Putnam, and Columbia Counties. Youth ages 10 through 17 that are homeless, runaway, truant, or not getting along at home stay at the shelters where they participate in a social skills development program and counseling when they are not at school. For many, this is a positive life-changing experience for both youth and their families. It's nice to know Interface is there when you need it!



### Major Accomplishments in 2015

- **511** youth received residential services at three CDS Interface Youth Shelters (Gainesville, Palatka, & Lake City)
- **99%** of youth successfully completed the program
- Of those completing surveys, **95%** of parents and **92%** of youth expressed overall satisfaction with the program

CDS Interface Youth Shelters are part of a national network of shelters to help youth throughout the United States. CDS accepts participants through the National Runaway Safeline and National Safe Place programs.

For information about these national networks, go to: [www.1800runaway.org](http://www.1800runaway.org) and [www.nationalsafeplace.org](http://www.nationalsafeplace.org)



Gonzales "Zeke" Whitter (center) received the 2015 Manager of the Year Award from the Florida Network of Youth & Family Services. After 15 years in this challenging leadership position, Zeke still comes to work with heartfelt enthusiasm to support and guide staff in the services they render to participants, as well as take on and problem solve cases of extreme sensitivity and complexity. Mr. Whitter is the Residential Supervisor at CDS Interface Central in Gainesville.



*Unity Family Community Center in Williston hosted a Safe Place presentation for their children. Thousands of children and teens learn how to stay safe and access help each year through Safe Place presentations offered by CDS.*

***"(Interface) is a good place. It helped me learn how to do good things and deal with my feelings. Thanks for all you do. . ."***

### **\*Carl Loses the Attitude & Finds Success at Interface!**

When Carl arrived at CDS Interface, he'd been in so much trouble that the school had suspended him for the rest of the year. Carl was involved with a gang, used drugs, and had very aggressive behavior.

At first, Carl had difficulties communicating with staff and following instructions. One time, he even ran away from Interface. When he started counseling, Carl said that he wanted nothing to do with his family and that he was done answering to adults in authority.

Over time, the Interface Counselor was able to help Carl explore his options. He was given in-depth information

about Job Corps and returning to school. Eventually he became focused and with the help of his Counselor, completed the application process to get into Job Corps. With a positive plan in place for his future, Carl began to participate in family sessions and became more forthcoming in individual sessions. He was finally able to see his family's point of view regarding his behaviors. When Carl left Interface, he'd improved his attitude and behavior and was looking forward to achieving his educational and career goals.

*\*Name & identifying details have been changed.*

## CDS Family Action Counseling

### Family Action

CDS offers short-term counseling through Family Action. Local schools continue to partner with CDS by providing office space, telephones, and fax lines for our counselors. Family Action seeks to help youth ages 6 to 17 who are truant, running away, or experiencing issues with their parents.

Our goal is to keep families intact by addressing issues of trust and respect, while improving communication in family relationships.

#### Major Accomplishments in 2015

- **710** youth and families were served
- **100%** of parents and **98.48%** of youth completing surveys reported overall satisfaction with services
- **96%** of youth admitted successfully completed services

**"I feel very safe here and the counselors are very helpful and understand me."**

**"(My CDS Counselor) helped me so much and I am so grateful!"**

### Outreach

CDS staff want to make sure that those who need our help, receive it. To get the word out that CDS services are available, staff along with the help of volunteers, attend many events speaking with youth and adults each year.

### Volunteering

Did you know that CDS engages dozens of volunteers in our programs? New volunteer training is offered three times each year. Most volunteers help at the CDS Interface Youth Shelters. But others assist in administrative duties, Safe Place program, and at outreach events.

During this past year, **61** new volunteers attended training. Volunteers contributed **2,890** hours of service to CDS, making an in-kind contribution valued at **\$66,132**.

To start the application and training process, please contact Radha Selvester (radha\_selvester@cdsfl.org) (352) 244-0628 x3865.

#### Major Accomplishments in 2015

- **373** events were attended by CDS staff with the purpose of sharing information about services
- **3,604 youth** were reached through presentations and events
- **10,313 adults** were reached through presentations and events
- **6,469 bookmarks** with information about CDS services, Safe Place, and National Runaway Safeline were distributed



*Lytinia McCullough, Judge Scott DuPont, and Cindy Starling at the Juvenile Justice Success Day Event.*

## Jake\* Turns His Life Around for Good

When Jake was 14, his mother referred him to CDS Family Action Counseling. His grades had dropped and he was at risk of failing 8<sup>th</sup> grade. He'd already had several school suspensions due to his behavior which landed him in an alternative school. There he began hanging out with a very negative peer group. He was even caught stealing, which caused him legal trouble as well.

Fortunately, Jake was cooperative with his Counselor who recognized that Jake was actually a good kid who was easily influenced by those around him. The Counselor recommended that Jake stay at CDS Interface so he could break his association with the negative peer group. He

actually stayed at Interface twice where he was able to have more intensive counseling. He worked hard on his issues and learned skills to help him make better choices.

Just two years after his tumultuous 8<sup>th</sup> grade year, Jake received awards for "Best Reputation" and "Honesty." He got more deeply involved in his church and even gave his first sermon a few months ago! He is now an A/B Honor Roll student who plays basketball, sings, and volunteers at his church. He plans to complete high school and attend college, majoring in Theology. Way to go Jake!

*\*Name & identifying details have been changed.*

## CDS Independent Living

### Major Accomplishments in 2015:

- **45** 16 & 17 year olds and **67** young adults received support and guidance from Independent Living counselors
- **5** Independent Living youth graduated from high school or attained their GED
- **2** young adults earned college degrees

The CDS mission in working with youth in the foster care system and throughout their transition to adulthood is to help them realize their goals and full potential as contributing members of the community.

CDS services are built on the relationships that have been established by monthly or more frequent contact with youth by our Independent Living Family Care Counselors.

Youth and young adults are encouraged to:

- Learn and demonstrate the skills needed to establish and work towards the attainment of educational, vocational, and employment goals.
- Receive individualized life skill instruction and education, employment training, and vocational opportunities that support *their* goals.
- Develop and mature toward responsible adulthood by demonstrating social and daily living skills, household management skills and by learning to be self-sufficient.

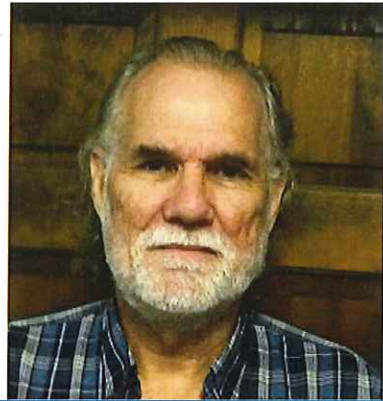
## Champions of CDS!

What makes CDS Family & Behavioral Health Services such a good place to work? It's the combination of working for a cause we all believe in alongside other caring employees who share our mission. It's an agency full of heroes giving their hearts to help others. Two of those champions in the helping field are Samuel P. Clark and Cassandra Evans McCray.

"If you do what you love, you'll never work a day in your life." (Marc Anthony). This is one of Cassandra McCray's favorite quotes and it sums up why she has been working for CDS for 30 years. Ms. McCray observes that when youth came to the shelter years ago, they came with specific plans about where they wanted to go and what they wanted to do. Now they rarely have a destination in mind. Instead they share the reasons they felt compelled to run from something. Ms. McCray was once intrigued with their desire for adventure. She is now saddened by their need to escape.

Ms. McCray finds it encouraging to see the positive differences CDS makes in the lives of youth and their families. Former participants often return as adults to thank staff, to volunteer, and sometimes to allow their own children to receive services, knowing how much those experiences benefited them.

CDS is fortunate to have quite a few employees who have been working to help others for so many years!



*"CDS has been a challenging and wonderful organization to be part of over the past 30 years. I have had the good fortune to work with exceedingly talented individuals who have been deeply committed to helping families."* **Samuel P. Clark**



*"I believe that my relationship with CDS has been a part of many blessings I have received over the last 30 years. The friendships, support, and opportunities that resulted in my personal growth, good times, and bad times, have all been reasons to stay."*

**Cassandra Evans McCray**



CDS CEO Jim Pearce with Diane Pearson, Circuit 8 Chief Probation Officer for the Department of Juvenile Justice. Jim Pearce serves as chair of the Circuit 8 Advisory Board.

## Prevention Services

Prevention Services continues to have a positive impact on youth and adults in Alachua and Levy Counties through its collaborative partnerships with the Alachua and Levy County School Boards, the Alachua County Health Promotion and Wellness Coalition, the Levy County Prevention Coalition, and the Reichert House Youth Academy. This year the program was able to provide services to **2,347** students in Alachua and Levy Counties.



*Prevention Summer Camp in Chiefland*

Through our partnership with the First United Methodist Church of Chiefland, we were able to provide our second summer program, which was an international

experience for the participants. The theme this year was "Around the World in 7 Weeks." The participants were shown how to create their own personal passports, which was the first step in experiencing the weekly themes. From there the students went on a web quest where they learned about the language, economy, and culture of each country. Their travels took them to Spain, USA, France, Germany, Italy, and England. The participants experienced the culture, food, sports, and art from each country. Several volunteers from the community were guest speakers, sharing their experiences by showing video tours, arts and crafts, food, and souvenirs that they brought back from their travels. It was a wonderful adventure for the participants and the staff.

The Alachua County Health Promotion and Wellness Coalition worked on several strategies to reduce substance abuse among middle and high school students. Through the Coalition's partnership with School Resource Officers they were able to implement the "Know the Law" curriculum in

middle schools. The Coalition hosted its 9<sup>th</sup> Town Hall Meeting "Having the Conversation" on April 15, 2015. Other environmental strategies that were conducted this year were alcohol environmental scans, synthetic marijuana surveys, and Responsible Vendor Training.

The Levy County Prevention Coalition had a successful year. The Coalition continued to build capacity through strategic partnerships with the Levy County Sheriff's Office, Levy County School Board, and many community leaders. During the past year, the Coalition conducted many environmental strategies aimed at reducing substance abuse. Those strategies included Vendor/Merchant Training to reduce the sale of alcohol to minors, RX Drug Drop-Off campaign to keep unused drugs out of the hands of youth, and the Coalition assisted the Sheriff's Office with Crab Fest. The Coalition is thankful for its strong relationship with CDS. In fact, the relationship between the Coalition and CDS is often referred to by many as the "poster child" of Provider/Coalition relationships. This relationship allows CDS to assist the Coalition with fiscal management, data management and consultation regarding strategies, and allows the Coalition to assist CDS with capacity building within Levy County. The Coalition serves as a liaison for CDS programs based in Levy County.

### Major Accomplishments in 2015:

- **1,510** students completed the Too Good for Drugs Program at 3 Levy County Schools with an average pre-test score of **66%** and post-test score of **88%**
- **442** students completed the Too Good for Violence Program at Williston Elementary School with an average pre-test score of **50%** and post-test score of **80%**
- **363** students completed Project Success at 3 Alachua & 1 Levy County Schools with an average pre-test score of **43%** and post-test score of **78%**
- **32** students completed Life Skills Training at the Reichert House with an average pre-test score of **54%** and post-test score of **66%**.

"The relationship between The Coalition and CDS is often referred to as the "Poster Child" of Provider/Coalition relationships!"

## \**Bella Passes the Grade and Learns to Get Along!*

Although still in elementary school, Bella was exhibiting lots of defiant attitude issues. She refused to do her schoolwork and homework, comply with parent's requests or rules, and was even aggressive with her younger brother. Bella was going to fail the grade and be held back a year if she didn't receive help right away. School personnel recommended CDS Family Action.

The Family Action Counselor worked with Bella individually to help identify why she was acting defiantly and aggressively. Once her feelings were expressed, Bella was better able to work on improving her behavior. She eventually agreed to make changes in her attitude and behavior.

The Family Action Counselor also worked with the rest of the family, creating a clear plan of consequences and rewards for different behaviors.

Parent and child followed through on their plan, achieving success incrementally. Bella started by completing school work and gradually began succeeding in completing homework, obeying family rules, and treating her younger brother appropriately.

Bella completed 12 weeks of counseling with Family Action and finished her grade with her class!

The family now enjoys spending time together and are so grateful to Family Action for helping Bella.

*\*Name & identifying details have been changed.*

## **Spotlight On Youth**



**Spotlight on Youth** is a teen talent show hosted by CDS Family & Behavioral Health Services each spring. The seventeenth annual event will be held on **April 17, 2016 at 2 pm at the Fine Arts Hall at Santa Fe College.**

**Spotlight on Youth** is a chance for high school musicians, dancers, artists, and poets to show off their talents. In 2015, CDS showcased its highest number of youth performers ever. 147 students performed on stage from Alachua, Clay, Columbia, Levy, and Suwannee Counties including several youth performing their own original songs or dances. 5 teen Masters of Ceremony introduced acts and guided the audience through a wonderful afternoon. After the show delicious treats created by Girl Scout Troop 733 were enjoyed by patrons and performers.

Studies show that youth who are involved in the arts are less likely to get involved with drugs, alcohol, or violence. They are more likely to stay in school and do better in their classes. The arts teach critical thinking skills, stress management, and discipline, all of which help create healthier adults and better citizens. **Spotlight on Youth** gives young people a positive alternative to potentially risky behaviors and its performers are positive role models for their peers.

Supporting and donating to CDS through **Spotlight on Youth** is a great way to be involved with our mission:

**Strengthening Communities by Building Strong Families.**

Call (352) 244-0628 x3865 for more information.

Sponsorship & Audition information is available at:

[www.cdsfl.org/youth/spotlight-on-youth/](http://www.cdsfl.org/youth/spotlight-on-youth/)

## **2015 Awards**

<p><b><u>Esprit de Corps Awards</u></b></p> <p>Angela Sidorenko</p> <p>Liz Tschumy</p>	<p style="text-align: center;"><b><u>Community Partner Awards</u></b></p> <p style="text-align: center;"><i>Carl Coalson- SEDNET Regional Project Manager/Circuit 7</i></p> <p style="text-align: center;"><i>Michael Whiting - Guardian Ad Litem Program</i></p> <p style="text-align: center;"><i>Amanda Elliott, Kim Dawson, Joan Canton, &amp; Eloise Edwards - Southwest Advocacy Group (SWAG) - Family Resource Center</i></p>
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### **Staff Achievement Awards**

- Boneur "BJ" Jean-Phillippe - Family Care Counselor, Independent Living*
- Jessica Bechtold - Family Action Counselor/Case Manager*
- Naomi Thompson - Residential Counselor*
- Tammy Owens - Community Outreach/Safe Place Specialist*
- Tiffani Markham - Prevention Specialist*
- Walter Disbrow - Administrative Assistant*



### **Longevity Awards**

**5 Years**

- Angela Williams, Residential Counselor*
- Debra Pelosi, Family Care Counselor*
- Evelitza Soto, Youth Care Worker*
- Izmane Jean-Louis, Family Care Counselor*
- Jarvis Roberts, Youth Care Worker*
- Joe Mattox, House Manager*
- Jonathan Lewis, Program Director*
- Nellie Otero, Family Care Counselor*
- Ralph Montgomery, Youth Care Worker*
- William Hickmon, Prevention Specialist*

**10 Years**

- Pamela Purnell, Residential Supervisor*

**15 Years**

- Cindy Starling, Regional Coordinator*

**20 Years**

- Peggy Vickers, Family Action Coordinator*

**25 Years**

- Linda Ellis, Data Systems Clerk*

**30 Years**

- Cassandra Evans McCray, Regional Coordinator*
- Samuel P. Clark, Chief Operations Officer*

## 2014-2015 Contributors

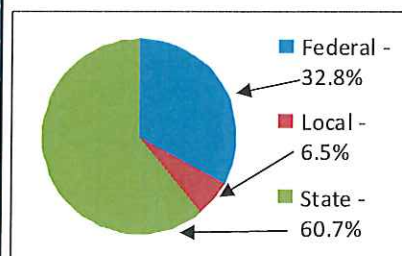
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 Jill Clemens  
 Justin Smith, SPASM Skateboards  
 Linda W. Orfield  
 Richard Mankin  
 Rene Yan  
 Robert and Diane Wilford  
 Samuel Clark  
 Skate Station Funworks  
 State Attorney William Cervone  
*And a Special Thank You to Our Many Volunteers!*

## Financial Data

<b>Supports &amp; Revenues</b>	
Grants and Contracts	4,218,638.58
United Way and other contributions	34,189.41
Contributed services of volunteers	66,131.65
Contributed facilities, materials and supplies	81,249.99
Program Services revenue	1,830.00
Interest, rental, and other revenue	40,326.43
<b>Total:</b>	<b>\$4,442,366.06</b>

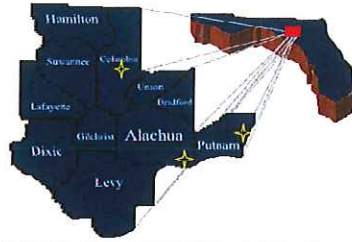


Major support by: Florida Department of Juvenile Justice; Florida Network of Youth & Family Services;  
 Florida Department of Children & Families; Partnership for Strong Families;  
 U.S. Department of Health & Human Services; United Way of North Central Florida;  
 United Way of Suwannee Valley; and Individual Donations.



CDS has offices in Gainesville, Lake City, and Palatka and its services cover an eleven county area, including: Alachua, Bradford, Columbia, Dixie, Lafayette, Gilchrist, Hamilton, Suwannee, Levy, Putnam, and Union. CDS is the sole provider of many of its services, such as runaway shelters, in North Central Florida.

An additional three counties are served with the Independent Living Program for youth aging out of foster care: Baker, Madison, and Taylor.



CDS Family & Behavioral Health Services, Inc.  
 3615 SW 13th Street, Suite 4  
 Gainesville, FL 32608  
[www.cdsfl.org](http://www.cdsfl.org)  
 (352) 244-0628

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Or Current Resident

***"I'm grateful that the program was able to take my daughter in and help her with her problems. Thanks to everyone involved!"***

## 2015 Board of Directors

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**H. Thomas Lane, Jr.**  
 Paperless Solutions Group

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**Daniel Crapps**, Realtor

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 Police Academy/  
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 Director of Sales  
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 Levy County Schools (Retired)

In Memory of 2011-2015  
 CDS Board Member :  
**Jody Soler**

*Chief Executive Officer:*  
**Jim Pearce**

*Chief Operations Officer:*  
**Samuel P. Clark**