



**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 8, 2019

Dear Community Partner:

We are pleased to share a copy of the CDS Family & Behavioral Health Services, Inc. 2019 Annual Report.

In the Fiscal Year ending June 30, 2019 of the 378 youth who received services in our residential program, Interface Youth shelter, 99% were not arrested while working with our staff and 99% completed our shelter program.

In our non-residential program, Family Action, 99% of youth served successfully completed services.

In our SNAP (Stop Now and Plan) programs 70 families were served with 94% successfully completing the program.

Prevention Services provided the evidence based programs to 1,182 youth whose average pre-test score was 53% and average post-test score was 82%.

Last year in our Independent Living program, 81 youth and young adults received support and guidance from our counselors. We had young adults who finished certifications in plumbing and cosmetology, while another is pursuing acceptance to a nursing program.

We are proud that our last 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 so fortunate to have a dedicated and committed board, and on behalf of our Directors we extend our gratitude to staff, community partners and volunteers for their ongoing support of the CDS mission:

**Strengthening Communities by Building Strong Families.**

If we may be of service to you, please contact us at 352-244-0628 or email [jim\\_pearce@cdfsfl.org](mailto:jim_pearce@cdfsfl.org), or Tommy Lane at [tlane@psginc.co](mailto:tlane@psginc.co).

Sincerely,

Jim Pearce  
 CEO

Tommy Lane  
 Board President



**CDS Family & Behavioral Health Services, Inc.**

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 Tel: (352) 244-0628 • Fax (352) 244-0668  
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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

# 2019 ANNUAL REPORT

CDS FAMILY & BEHAVIORAL  
HEALTH SERVICES



*CDS*  
*Family & Behavioral*  
*Health Services*

[WWW.CDSFL.ORG](http://WWW.CDSFL.ORG)

"STRENGTHENING COMMUNITIES BY BUILDING STRONG FAMILIES"



**TOMMY LANE**  
Board President



**JIM PEARCE**  
CEO

## 2019 Highlights

**1,078**

youth were served through Family Action Counseling, the Interface Youth Program shelters, and SNAP.

**1,182**

students completed evidence-based prevention programs in Alachua and Levy Counties.

**572 OUTREACH  
EVENTS**

were attended to inform the community about our programs

# DIRECTOR'S STATEMENT

Thanks to our extraordinary and dedicated staff, as well as our strong community partnerships, CDS again enjoyed an excellent year. Our organization continues to be committed to the highest quality of service while remaining focused on our mission.

Our staff culture combines professional expertise with genuine care and concern for our participants, many of whom interact with us during times of extreme need and personal challenge. Our programs afford these participants opportunity for real change which can lead to improved circumstances and hope for a better future.

Our management culture continues to demonstrate enviable skill and competence, such that we are financially strong and operationally efficient. These characteristics enable CDS to dedicate appropriate resources to program enhancement and also to look entrepreneurially at opportunities to expand reach among those in need of our services.

This year, we especially celebrate significant advances in one of our most valuable programs with expansion of both the out of school (SNAP Clinical) and in-school (SNAP in Schools) 'Stop Now and Plan' (SNAP) initiatives.

CDS is proud to be part of the SNAP services, which are now available in at least one site in all twenty Florida judicial circuits. CDS was selected as part of the initial pilot program and we recognize the positive impact SNAP has made on the children, and families, we serve. We currently operate SNAP services in Gainesville and Lake City and hope to expand into other locations within our service area.

Both SNAP Clinical and SNAP in Schools programs serve ages 6-11, and focus on developing SNAP skills, such as problem-solving, communication, and emotional regulation, to promote positive behavioral change. The 13-week program covers topics such as anger management, handling group/peer pressure, and dealing with bullying. SNAP also offers classroom interventions for all students who will benefit from the universal skills learned in the SNAP classroom sessions. SNAP in Schools in Alachua County is provided at Rawlings Elementary.

We also take this opportunity to look ahead to our 50th anniversary in 2020. Surely an appropriate measure of an entity's impact and value to a community is in the number of people who have been positively impacted by the work of the organization. CDS has provided consistent positive and redemptive programs to many, many thousands of people and we look forward to a grand Golden Jubilee next year.

Thank you again for all you have done to help make CDS such an extraordinary organization. On behalf of the dedicated CDS Board of Directors, our remarkable staff and partners, we salute you and your wonder accomplishments.

**TOMMY LANE**  
Board President

**JIM PEARCE**  
CEO

# CDS INTERFACE YOUTH SHELTER

Interface Youth Shelters are located in Alachua, Putnam, and Columbia counties. Youth ages 10 through 17 who are experiencing homelessness, runaway, truant, or are experiencing conflict at home stay at the shelters, usually for 3 to 5 weeks at a time. While there, they participate in a social skills development program, counseling, and also maintain their routine of attending school. This is a positive, often life-changing, experience for both youth and their families.



## NATIONAL SAFE PLACE & NATIONAL RUNAWAY SAFELINE

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 Safe Place and National Runaway Safeline programs. For information about these national networks, go to: [www.1800runaway.org](http://www.1800runaway.org) and [www.nationalsafeplace.org](http://www.nationalsafeplace.org)

Safe Place Specialists in Alachua, Putnam, and Bradford counties speak to thousands of children and teens each year about staying safe. They cover age-appropriate topics ranging from staying close to caregivers in public spaces to keeping safe from human traffickers through their Safe Place presentations.

## 378 YOUTH

received residential services at three CDS Interface Youth Shelters (Gainesville, Palatka, & Lake City)

## 99% OF YOUTH

successfully completed the program

Participant A first came to IYP-C when she was 14 years old; she had run away from home due to conflicts with her mother. The majority of these conflicts related to A's sexual orientation and relationships she was developing outside of the home. Over a span of about 3 1/2 years, A returned to IYP-C 5 times from different referral sources. When A came in for her last stay, she was about 40 days shy of her 18th birthday. The incident which sparked her return was a verbal altercation with her adult sister. A chose to return to IYP-C to connect with a stable environment and ground herself. Counselors worked with A and focused on developing an action plan for after she turned 18. This foundation involved learning how to conduct a job search, interview skills, housing options, and other tools to allow her to live independently. During this process, A submitted applications to local businesses, attended interviews, and was ultimately hired. Because A was successful in getting a job and remained at IYP-C during her first two pay periods, counselors were then able to focus on options for autonomous living and also helped her enroll in Santa Fe College's GED program.

## 630 YOUTH & FAMILIES

were served

## 99% OF YOUTH

admitted into counseling successfully completed the program

*"Over the summer, I had the pleasure of working with a 12-year old male who simply could not get along with his brother. He had great friends, a loving & supportive family, and enjoyed school -- he and his brother just could not get along. Over the 12 weeks that I worked with him, we worked on managing and controlling anger, increasing empathy for his brother, and even delved into some of the grief that was at the root of his anger -- the loss of a grandparent. Through our individual and family sessions, the parents reported that over time, my participant's attitude and behavior towards his brother softened and the whole family was able to experience more peace.*

*During our very last session, the participant said, "I'm sad that this is ending. You gave me a place to work through things and I'm gonna miss this."*

Elizabeth Pratt

Family Action Counselor

## 572 EVENTS

were attended by CDS staff with the purpose of sharing information about services.

## 4,816 YOUTH

were reached through presentations and events

## 8,725

cards and bookmarks with information about CDS services, Safe Place, and National Runaway Safeline were distributed

## 121

stationary Safe Place sites

## 115

mobile Safe Place sites

## FAMILY ACTION COUNSELING

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, have run away from home, or are experiencing issues with their parents. Our goal is to keep families intact by addressing issues of trust and respect while simultaneously improving communication in family relationships.



## OUTREACH

CDS staff want to make sure that those who need our help receive it.

To spread the word that CDS services are available, staff, along with the help of volunteers, attend many events speaking with youth and adults each year.



# SNAP: "STOP NOW AND PLAN"



SNAP is an evidence-based, cognitive-behavioral program that helps children and their parents learn how to effectively manage their emotions and "keep problems small" through communication, impulse control, and problem-solving. SNAP is in its fifth year in Alachua County and its first year in Columbia County (SNAP-NW). In its first year, SNAP-NW exceeded contracted amounts by 25% with SNAP in Schools and met all contracted numbers for SNAP clinical.

The SNAP program is designed for children ages 6 to 11 who are engaging in counter-productive behaviors with their families, peers, and teachers. Experienced and highly trained staff work with each family to assess individual challenges and develop an action plan for success. Children and families participate for 13 weeks with the goal of preventing future negative behaviors and reducing the chances of conflict with family, peers, and authority figures through proactive and targeted measures.

SNAP services are completely free to youth and their families! A meal is provided at every session. Transportation and sibling care can be provided, as well.



## INDEPENDENT LIVING

The Independent Living Program works with youth in the foster care system throughout their transition into adulthood by helping them realize their goals and full potential as contributing members of the community.

Our participants build relationships with our Independent Living Counselors through frequent contact to facilitate the youth's transition and ultimate success as an independent citizen.

Youth and young adults are encouraged to:

- Learn and demonstrate the skills needed to conceptualize and work towards 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.

70 FAMILIES  
served  
94% OF FAMILIES  
successfully completed the  
program

*"In our family SNAP has been helping with all of our kids. Even though we only had one in the group, our whole family has improved in active listening, encouraging, and praising one another. I can see my kids starting to use SNAP. And not just that-- they encourage me to use SNAP, as well!"*

*"I can see SNAP working for me. Not just at home. I see it at work, too. I'm now able to stop myself before reacting to a problem and can process the issue through the SNAP skills I learned. This has helped me with my family at home and in dealing with people at work."*

81 YOUTH &  
YOUNG ADULTS

received support and guidance  
from Independent Living  
counselors

*A few of our Independent Living  
highlights of 2018-2019:*

*Participant L completed his plumbing certification and got a job in Orlando last year. This year, he decided to return to Independent Living to receive guidance as he pursues a medical degree.*

*Participant M is earning her AA degree in December and is applying to begin her nursing program in Summer 2020*

*Participant N earned her cosmetology degree and is currently working as a security guard at New River Correctional Institution in Starke*

1,182

students completed evidence-based programs in Alachua and Levy counties



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.

## SUPPORTS & REVENUES

**\$4,439,341**

grants and contracts

**\$57,171**

United Way and other contributions

**\$74,135**

contributed services of volunteers

**\$119,546**

contributed facilities, materials, and supplies

**\$390**

program services revenue

**\$54,869**

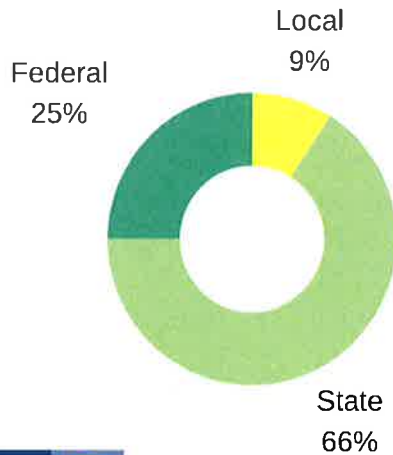
interest and other income

TOTAL: **\$4,745,452**

## PREVENTION SERVICES

This has been a year of transition and growth for Prevention Services. With sadness, we ended our long-term program services at the Reichert House Youth Academy in order to expand our "Too Good for Drugs" and "Too Good for Violence" programs by initiating both at Williams Elementary School. The move to Williams Elementary gave us the opportunity to serve 635 more youth in Alachua County. Over the past year, our collaborative partnerships have allowed Prevention Services to serve 1,182 students from Kindergarten to 8th grade in Alachua County and Levy County schools through the implementation and facilitation of evidence-based curricula.

Prevention Services has continued its collaborative partnerships with the Alachua County Health Promotion and Wellness Coalition and the Levy County Prevention Coalition. These partnerships provide many community resources that are focused on the reduction of substance abuse for youth and adults in Alachua and Levy County.



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; and Individual Donations



United Way of North Central Florida



# COMMUNITY PARTNER RECOGNITION

*Our mission statement, "Strengthening Communities by Building Strong Families" is only actionable through the work of a village. Thanks to our incredible community partners, we are able to create a network of resources for the families we serve. To our community partners of the past, present, and future, thank you.*

## CINDY BLANKENSHIP

*Circuit 8 Juvenile Alternative Sanctions Coordinator*

Cindy Blankenship has been a long-time community partner and supporter of CDS. She continually goes above and beyond the call of duty to contribute to CDS functions including, but not limited to, attending the monthly Alachua County CINS/FINS Case Staffing Committee meetings. During the past year, Cindy has been instrumental in assisting management and counselors alike during committee meetings in order to ensure families are served optimally and according to their needs. We are so appreciative of her time and dedication to CDS.

## BRENDA CHAMBERLAIN

*United Way of North Central Florida*

As Homeless Management Information System (HMIS) Administrator for United Way of North Central Florida, Brenda has been a tremendous resource for CDS. She has gone above and beyond in supporting CDS staff by providing numerous individualized trainings. Brenda has been available both day and night to answer questions regarding data input, deadlines, and more. Words cannot express her drive to provide outstanding services both to providers and to the community at large. We are extremely fortunate to have Brenda as both a supporter of, and a guide for, CDS staff.

## LEE CONLEE HOUSE

As the only other agency providing shelter services to residents in Putnam, the staff at Lee Conlee House are faced with many of the same concerns that our agency faces. One of these concerns: how do we have a positive impact on the families we serve? As agencies that work with families who are often in crisis, this question resonates even louder. Over the years, there have been times where both agencies have sheltered members of the same family in order to ensure that all were provided safety and appropriate services in their time of need. In those moments, we have found the partnership to be a tremendous asset in ensuring that all participants in both agencies are receiving the support and services to move on to a safer place.

## PAM HILL & TRISTA DYKES

Pam and Trista are the TRUE definition of educators. These two ladies, after working a full day in the classroom in Columbia County, come to the shelter 4-5 days a week to offer homework help to our participants. Not only do they provide assistance with homework, they have also chaperoned field trips during the summer, facilitated cooking and science activities, taught arts and crafts, and the list just goes on. Both ladies come each week with a smile on their faces and love in their hearts. The participants look forward to seeing them: so much so, that it is easy to hear the screams of excitement from the youth when Pam and Trista enter. It is a joy to have them as a part of our Interface NW Team.

## SGT. PAUL PARDUE

*Alachua County Sheriff's Office*

In 2018, the SNAP Program reached out to Sgt. Pardue to ask if the SNAP Girls Group could have a tour of the Alachua County Sheriff's Office (ACSO). From there, ACSO has provided tours for both our SNAP Girls and SNAP Boys groups through Sgt. Pardue. He makes the tours fun, educational, and motivational. The boys and girls have returned from each tour with a great attitude and with even better stories for their parents. In addition, Sgt. Pardue provides ice cream after each tour, which is a huge hit with the boys and girls! His efforts have been instrumental in building strong relationships between our SNAP youth and law enforcement. We appreciate all he has done and are grateful for his time and willingness to provide services for our SNAP Families.

## ANYANA STOKES

*Williams Elementary*

We recognize Ms. Stokes for her tireless efforts in bringing our program services to Williams Elementary School. Due to her commitment to ensuring the students at Williams Elementary School receive substance abuse and violence prevention education, "Too Good for Drugs" and "Too Good for Violence" classes for Kindergarten to 5th grade. This has allowed us to serve every student in the school. Ms. Stokes was also instrumental in supporting our "Project Success" program when she was the Assistant Principal at Howard Bishop Middle. We are very pleased to recognize Ms. Stokes for her dedication to students and for her partnership with CDS.





# STAFF RECOGNITION AWARDS

*Every year, we take the opportunity to recognize staff who have gone above and beyond the call of duty to provide outstanding service for the youth and families we serve. We are incredibly grateful to have these individuals on our team.*

LISA CAMPBELL  
Prevention Specialist



Lisa is truly an amazing Prevention Services staff member. Lisa is always willing to do whatever is needed to ensure that our program services are delivered with exceptional quality. She maintains the highest caseload serving 685 students in Kindergarten through 5th grade. In order to accommodate 35 classes, she has 3 different rotation schedules that she follows on a weekly basis. Every day for 45 minutes, she provides assistance to another teacher by tutoring 5th grade students in math. We thank Lisa for her commitment to CDS and the students at Chiefland Elementary School.

ALEX CULBRETH  
Residential Counselor



Alex is dedicated, intelligent, caring, and committed to excellence. He works hard to make sure all files are complete, accurate, and informative. However, Alex's best asset is his advocacy for youth. Alex is compassionate and strives to address the needs of every youth and their families. Alex is a loyal employee and works until the job is complete, which often means a lot of late evenings. He is a team player and a role model for the youth and staff. CDS is very fortunate to have such a qualified professional in the East region. Thank you, Alex, for all that you do for our shelter and especially for providing hope to so many youth in our care.

ANGIE LAY  
HR Specialist



Angie has been with us less than a year, but has jumped into the deep end with both feet! HR directly affects every agency department and has ever-increasing demands and requirements. Angie has mastered and managed it all with grace and a whole lot of patience! In her time with CDS, she has already streamlined our orientation process and reduced our reliance on paper print-outs, among other things. Angie has also found a way to stay on top of our extensive background screening process to ensure that managers are able to bring on new employees in the quickest time possible. She is the ultimate team player and a wonderful addition to our CDS team.

ABBY NOVAK  
SNAP Facilitator



Abby joined the SNAP Program in August 2016 serving as a SNAP Facilitator. Abby facilitates group sessions twice a week and has always been someone whom CDS can rely on. Abby is open and willing to help with our SNAP families and makes all feel welcome with her bubbly and energetic attitude. Abby is a great team player and is always willing to lend a hand to her coworkers. She is extremely competent in SNAP material which allows her to guide new facilitators in learning the SNAP curriculum quickly. Abby is loved and appreciated in the SNAP world, and we are so grateful to have such an amazing and competent team player.

NELLIE OTERO  
Independent Living  
Counselor



Nellie is a fantastic staff member, well-deserving of a staff achievement award. For a few months, the Independent Living Program was understaffed. One of those months, Nellie was the only counselor working alongside her direct supervisor. Nellie stepped right in and accepted any and all challenges and responsibilities that came her way and always did so with a great attitude. Nellie truly exhibits the attributes of a team player whether completing her own work or assisting with managing caseloads outside of her own. Nellie has consistently shown she is an asset to both CDS and the youth and young adults whom we serve.

JUSTIN RAYFORD  
Youth Care Worker



Justin is a devoted employee who shows up prepared and ready to work. He demonstrates respect, care, and concern for each participant and is always willing to take time to listen to their needs. As a result of Mr. Rayford's ability to instantly connect to and build relationships with our youth, he is often called upon by his teammates during challenging situations due to his excellent verbal de-escalation techniques. Finally, it must be mentioned that Justin's most significant contribution to the Northwest team is his great attitude and sense of humor which illustrate the definition of a positive teammate. Justin is always willing to help out whenever, and wherever, needed and he does so with a jovial spirit.

## Staff Longevity Recognition

35  
years

GWEN LOVE  
Prevention Coordinator

5  
years

LATISHA GEIGER  
Prevention Specialist  
FREDDIE NEAL  
House Manager

25  
years

NOREEN WALES  
Youth Care Worker

JESSICA BECHTOLD  
Regional Coordinator  
MONICA HEINECKER  
Youth Care Worker

15  
years

LYTINIA MCCULLOUGH  
Counselor/Case Manager  
KAREN BUNCH BETHEL  
Senior Youth Care Worker

JUSTIN RAYFORD  
Youth Care Worker  
LIZ TSCHUMY  
Data Systems Analyst



## Esprit de Corps Award

CASSANDRA DENHAM  
Family Action Counselor

NAOMI THOMPSON  
Residential Counselor

JOY ELLISON  
Youth Care Worker

LIZ TSCHUMY  
Data Systems Analyst

AUTUMN SANTOS  
Community Outreach Specialist

TARA WASHBURN  
Prevention Specialist

BRIAN SMITH  
Senior Youth Care Worker



2018-2019

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and more!

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CARF, Commission on Accreditation of Rehabilitation Facilities, is an independent nonprofit that provides accreditation services worldwide. CARF reviews over 1,000 measures to assure the quality of the services provided by organizations. Providers that meet CARF standards have demonstrated their commitment to excellence. CDS is proud to be one such organization.

