



MISSION

"Empowering Youth & Building Strong Families for a Brighter Tomorrow"

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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

February 19, 2025



Dear Community Partner:

We are pleased to share a copy of the CDS Family & Behavioral Health Services, Inc. 2024 Annual Report.

In the Fiscal Year ending June 30, 2024 of the 347 youth who received services in our residential program, Interface Youth Shelter, 99.6% successfully completed our shelter program.

In our community counseling program, Family Action, 493 youth and families were served with 99.8% completing services.

In our SNAP (Stop Now and Plan) program 67 families participated in services with 100% successfully completing the program.

Prevention Services provided the evidence based program to 2,898 elementary and middle school youth. For students with both pre and post-test scores, the average improvement score was 20.7%.

We are proud that our 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:

Empowering Youth & Building Strong Families for a Brighter Tomorrow.

If we may be of service to you, please contact us at 352-244-0628 or e-mail [Philip Kabler@cdsfl.org](mailto:Philip_Kabler@cdsfl.org) or Tommy Lane at Tlane@lphllc.net.

TL

Philip N. Kabler

Tommy Lane

Board President

Phil Kabler
CEO



FYSB



Family & Youth
Services Bureau

CDS Family & Behavioral Health Services, Inc.

3615 SW 13th Street, Suite 4 • Gainesville, FL 32608

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www.cdsfl.org



Major support from: Florida Department of Juvenile Justice; Florida Network of Youth & Family Services, Inc.; 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

2024 ANNUAL REPORT CDS



"Empowering Youth & Building Strong Families for a Brighter Tomorrow"

www.cdsil.org

An Overview of Our Services



Locations Where We Serve



HIGHLIGHTS
For over 54 years our
programs have helped:

Interface Youth Program:
16,976 Youth in need

Family Action Program:
16,455 Children in need

S.N.A.P Program:
**345 Children & families in
need (since 2017)**

Prevention:
122,656 Children & families

MESSAGE FROM THE BOARD PRESIDENT

It has been my great honor and a personal privilege to have penned these Annual Messages as CDS Board President for eighteen years.

Each year I have felt it fitting and appropriate to begin these messages by sincerely lauding the consistent and so very effective CDS staff.

It is our dedicated staff who represents CDS each and every day to everyone our organization serves across our excellent

programs. Each of our staff, I believe, could have - and would have - been successful in offering their professionalism and dedication to careers where financial rewards exceed those of a 501C-3 organization. But, to the great blessing for so many people - both youth and adult - who come into our programs at life-inflection points, our staff has brought their abilities and determination to all those whom we serve. And, they have done it so well and the Board sincerely thanks you.

TOMMY LANE
Board President



2024 was a momentous year for CDS. After twelve years of envisioning, planning, hoping, encouraging, and refusing to be dissuaded, we celebrated our new Gainesville Shelter, established as the anchor of our also-new 12-acre campus.

It would be hardly possible to overstate the significance of either of these milestones, as CDS is now poised for even enhanced leadership in offering another chance for a good life to people for whom circumstances have all but eliminated such a blessing.

It remains our vision to locate all CDS programs on the new campus, and to hopefully make available to synergistic organization which in some cases do not have resources sufficient to purchase land, sites on our campus on which to locate.

CDS has for many years benefited from exceptional corporate management, as evidenced by significant tenure among our staff, pristine annual financial audits, high respect among our peer organizations across the state, and a strong financial conditions. In recognition of exceptional leadership for 25 years as CDS CEO, the Board recently dedicated the new Gainesville Shelter to Jim Pearce who retired in 2022. Jim's vision for the shelter and campus was the driving force that kept these goals in focus for the twelve years it took to realize these dreams.

MESSAGE FROM THE BOARD PRESIDENT

It would be remiss not to publicly thank former Senator Keith Perry who championed our vision and never wavered in his support. It was his leadership, along with our other legislative delegation members, that resulted in funding for the shelter and the 50-year land leased for the campus. CEO Phil Kabler and our Senior Management team did a great job navigating all the challenges and seemingly ever-evolving requirements of getting the new shelter completed. The facility is beautiful and is a visual testament to CDS' commitment to its mission.

Stability within a senior management team is essential to continued success of any organization. CDS has historically been strong in this area and sustaining its success is certainly dependent upon this continuing. Leadership is not spontaneous and requires clarity of strategic vision and openness to knowledgeable and trusted counsel.

Again this year we received a good audit, with no notable exceptions.

A mainstay of CDS's success has been our work-culture. This is an issue of nuanced importance, but one which must be maintained so our staff can enjoy the excellent work they do.

I began this report with the heartfelt statement of my sincere enjoyment for having been part of such an amazing organization - as a Board member for more than 20 years, and for the privilege of serving as Board President for 18 years. I want to conclude my report with profound thanks to all who have worked so hard to make - and keep - CDS as surely the model of what any service organization strives to accomplish; that is to deliver programs which enhance the quality of life for all whom we serve, and to do that within a culture of excellence and professionalism. I thank you all for what you have done.

However, it is time for someone else to step in as Board President. Having recently celebrated by 75th birthday; having the new shelter completed, and having secured our new campus, it seems fitting that I make way for a new generation of leadership. Therefore, it is with sincere thanks, admiration, and appreciation for having been a part of such a vital and important organization, I close this report with my resignation from the Board, effective December 31, 2024.



CDS will always be high on my list of blessings I have enjoyed, and I wish the very best for CDS and all those who have made it the very model of service and success. Godspeed.

TOMMY LANE

CDS CEO, PHILIP N. KABLER, J.D

CDS' 54th year has been a truly significant one in its storied history. As you will see below.

The principal 'visible' development was actually just that – a real estate development project. During 2024 the new Gainesville Interface Youth Shelter was completed. This was a long time in the making, and involved direct partnerships among CDS, the Florida Senate and House, the Florida Department of Juvenile Justice, and Concept Construction of North Florida, Inc. and its affiliates. We are particularly grateful for the support of Senator Keith Perry, Senator Jennifer Bradley, Speaker pro tempore Chuck Clemons, Representative Chuck Brannan, and DJJ Secretary Eric Hall. We would also be remiss if we did not acknowledge the assistance of the Florida Network of Youth and Families, Lutheran Family Services, the Florida Juvenile Justice Association, and the Greater Gainesville Chamber. And of the entire CDS Team involved with the project, including, but absolutely not limited to, Cindy Starling-Hersey, Interface Zeke Whitter, Brian Smith, Zach Toundas, and Angie Lay.

The new shelter comprises approximately 9,637 square feet, has separate female and male residential wings with 20 beds total in a dormitory style layout and two day rooms, a large kitchen and dining room area, intake area, and supporting administrative offices. (One should also not miss the large 'air conditioning farm' behind the building.) Please contact us if you want a tour!

It is worth noting that the new shelter is now populated with the youth served. And that is because the prior Gainesville shelter was sold to our community partner Family Promise of Gainesville, Florida, Inc., who was good enough to lease that facility back to CDS after the closing until the new shelter was constructed. We are grateful for their partnership.

As well as many other active community linkages, including - ready for it – Alachua County Health Promotion and Wellness Coalition, BAYS Florida, CARE Connect + BRAVE, Circuits 3 & 8 Behavioral Consortium, Children's Trust of Alachua County, Community Foundation of North Central Florida (together with its Center for Nonprofit Excellence),



PHILIP KABLER
CEO



Community Foundation for NE Florida, Eighth Judicial Circuit Bar Association, Eighth Judicial Circuit State Attorney's Office, Florida Department of Children & Families, Florida Department of Juvenile Justice, Florida Juvenile Justice Association, Florida Network of Youth and Family Services, Gainesville Black-on-Black Crime Task Force, Greater Gainesville Chamber of Commerce, Junior League of Gainesville, LSF Health Systems, National Runaway Safeline, National Safe Place Network, North Central Florida Human Trafficking Task Force, Partnership for Strong Families, Putnam Safety Alliance, Tartu Foundation, Tri-County Network, United Way of North Central Florida, United Way of St. Johns County, United Way of Suwannee Valley, and U.S. HHS/Administration for Children & Families/Family & Youth Services Bureau.

CDS received funding and other support from such sources as the Eighth Judicial Circuit State Attorney's Office (deferred prosecution contribution referrals), Brown & Brown, Seacoast Bank, First Federal Bank, Campus USA Credit Union, Community Foundation for NE Florida (for the IYP-Lake City Interface Shelter), the Presbytery of St. Augustine (for the Palatka Interface Shelter), Rotary Club of Gainesville Sunrise (for the new Gainesville Interface Shelter), United Way of Suwannee Valley, and Cedarville Global Community School. We further participated in the Amazing Give and the U.F. Campaign for Charities. Fundraising events are scheduled with Kendra Scott jewelry on December 8, 2024, and MediCi The Neapolitan Pizza from February 11-14, 2025. And 'be on the lookout' for another Mi Apá Latin Café Spirit Night!

CDS' Board has been quite busy honoring its fiduciary responsibilities for fiscal, programmatic, fundraising, and oversight and policy matters. One of the Board's principal accomplishments during 2024 was its adoption of a five-year Strategic Implementation Plan. Topics addressed in the Plan include 'always on' audit readiness, diversity, communications, development, fiscal management, personnel management, succession planning, information technology, asset and risk management, and new program area identification and implementation.

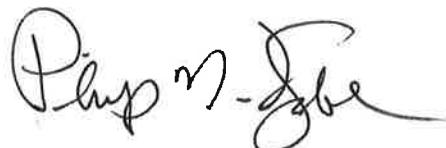
CDS is delighted to note Board Treasurer Frank Williams, Esq. was recognized as Prosecutor of the Year by Florida Attorney General Ashley Moody at the 2024 Florida Human Trafficking Summit – Victims Services Recognition and Awards Program.

Our most significant community events during the year was our 2024 Annual Celebration and Meeting (featuring Tammy Hopper, the National Safe Place Network's Chief Strategic Initiatives Officer, as Keynote Speaker). During the Celebration CDS was pleased to present Board Vice President Daniel Crapps its Community Partner of the Year based upon his many years of service to CDS, its Mission, good works, and Team.



To close out, (just some of) the accomplishments during the past year, CDS was awarded another three-year accreditation by CARF International. This is a large-scale endeavor, requiring the support of CDS' entire Team, Board, and partners.

Onward to our 55th year, being certain to remember at all times...We Help Real People. Together. Please join us.


PHIL KABLER



For over 54 Years IYP has served 16,976 Youth

INTERFACE YOUTH SHELTER

Youth experiencing various conflicts in life stay at one of our shelters for five weeks at a time. They participate in social skills development programs, counseling, and continue to attend school. At our Interface Youth Shelters, we strive to generate a positive, life-changing experience for both youth and their families. CDS's youth shelters are the only shelters of their kind in their respective counties!

Youth at risk and in crisis that are homeless, experiencing truancy, that are runaways, & have behavioral concerns ages 10-17.



347

Received residential services in one of three CDS Interface Youth Shelters (Gainesville, Palatka, & Lake City)

90%

Of youth successfully completed the program

Youth Learn Social Skills, Structure, Consistency. A positive life-Changing experience for Youth & Families

For over 54 Years IYP has served 16,976 Youth

NEW INTERFACE YOUTH SHELTER



For over 54 Years IYP has served 16,976 Youth

Interface prevents truancy by keeping Youth in schools by providing FREE transportation to and from school.



CDS provides life skills and educational trips that require safe transportation for our kids.

**For Over 54 Years Family Action has served
16,455**

FAMILY ACTION COUNSELING

Family Action Community Counseling provides counseling throughout our service area to address problematic behaviors before they are beyond the control of the youth and their families. Family Action provides 12 weeks of free counseling and/or case management for ungovernable, truant, or runaway youth. Our Family Action Program takes great pride in providing comprehensive, free, and essential services to children and families to strengthen communities by building strong families for ages 6-17.



493

**Youth and families
served
(Gainesville,
Palatka, & Lake City)**

90%

**Of youth successfully
completed the
program**

We Help youth get to the root of the problem and help them get the assistance they need in time. Our counselors help youth find tools to alleviate issues and find solutions to problems parents might not recognize.

CINS/FINS- DEMOGRAPHICS

FY 2023-2024

Age

Program (g.)	Location	Age Grp		
		5-9	10-14	15-18
Community Counseling (group)	FA-C	29%	51%	20%
	FA-E	33%	52%	15%
	FA-NW	13%	48%	39%
SNAP U12	SNAP-C	68%	32%	
	SNAP-NW	48%	52%	
Shelter (group)	IYP-C		62%	32%
	IYP-E		59%	41%
	IYP-NW		59%	41%
	ES-C		33%	67%
	ES-E			100%
	ES-NW		57%	43%

Gender

Program (g.)	Location	Gender	
		Female	Male
Community Counseling (group)	FA-C	47%	53%
	FA-E	49%	51%
	FA-NW	47%	53%
SNAP U12	SNAP-C	39%	61%
	SNAP-NW	31%	69%
Shelter (group)	IYP-C	50%	50%
	IYP-E	49%	51%
	IYP-NW	55%	45%
	ES-C	50%	50%
	ES-E		100%
	ES-NW	57%	43%

Ethnicity

Program (group)	Location	Ethnicity		
		Non Hispanic	Hispanic	Not Specified
Community Counseling (group)	FA-C	88%	12%	
	FA-E	96%	4%	
	FA-NW	96%	4%	
SNAP U12	SNAP-C	74%	24%	3%
	SNAP-NW	57%	39%	
Shelter (group)	IYP-C	96%	4%	
	IYP-E	96%	4%	
	IYP-NW	97%	3%	
	ES-C	100%		
	ES-E	100%		
	ES-NW	100%		

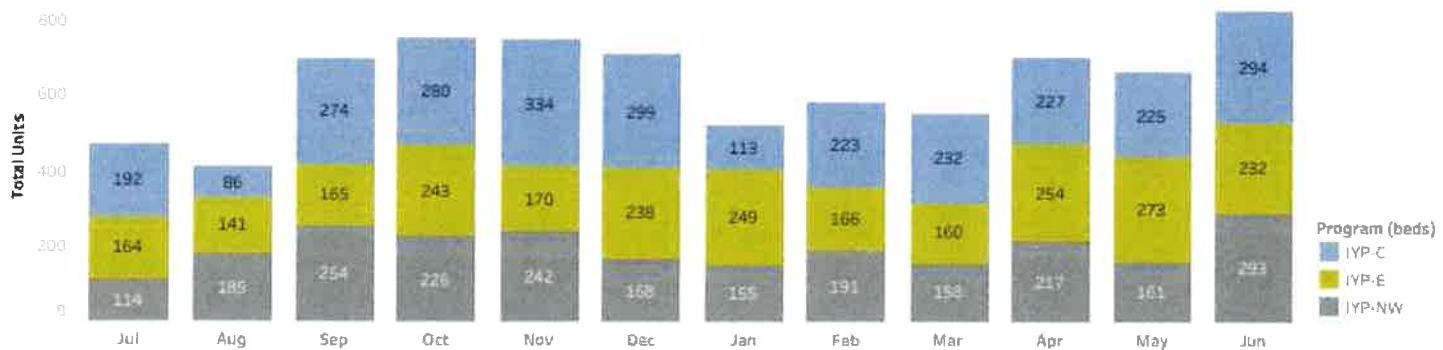
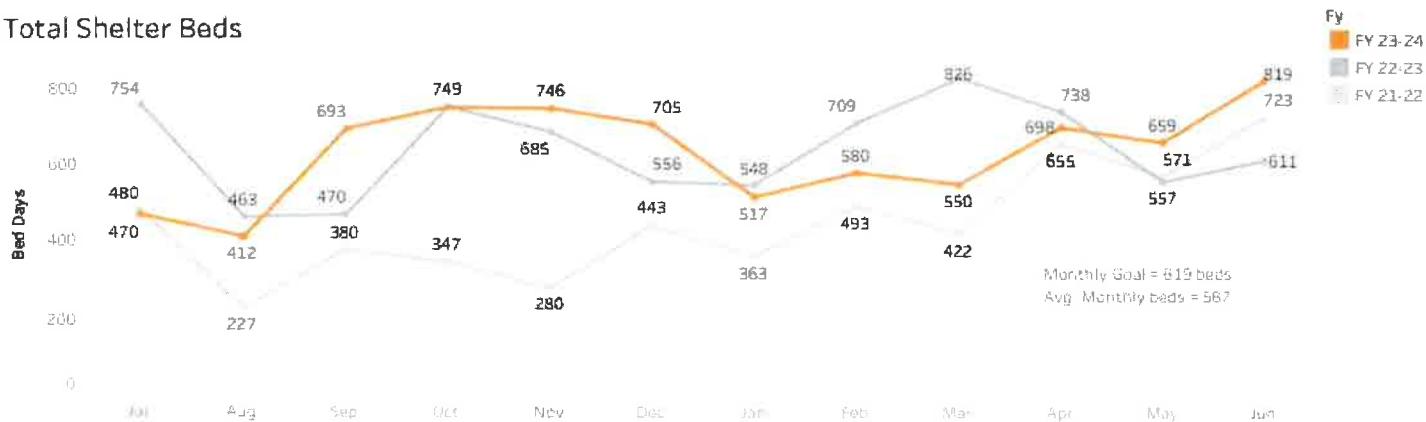
Race

Program (group)	Location	White	African American	Alaskan Native	American Indian	Asian	Native Hawaiian	Not Specified
Community Counseling (group)	FA-C	49%	47%	0%	0%	1%	1%	1%
	FA-E	49%	51%					
	FA-NW	63%	37%					
SNAP U12	SNAP-C	53%	47%	2%	1%	1%	1%	1%
	SNAP-NW	56%	34%					
Shelter (group)	IYP-C	25%	72%	2%	1%	1%	1%	1%
	IYP-E	48%	50%					
	IYP-NW	60%	40%					
	ES-C	50%	50%					
	ES-E	100%						
	ES-NW	29%	71%					

CINS/FINS- DEMOGRAPHICS

FY 2023-2024

Total Shelter Beds



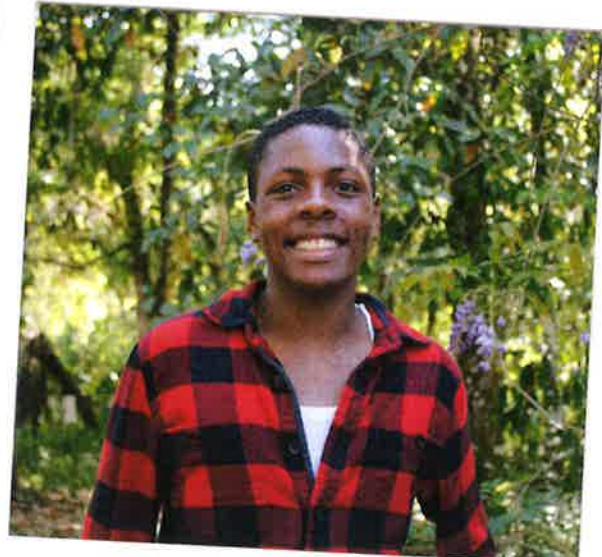
Utilization Based on Shelter Max Capacity

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
IYP-C	Total Units	192	86	274	280	334	299	113	223	232	227	225
	Utilization Rate	31%	14%	46%	45%	56%	48%	18%	38%	37%	38%	49%
IYP-E	Total Units	164	141	165	243	170	238	249	166	160	254	273
	Utilization Rate	44%	38%	46%	65%	47%	64%	67%	48%	43%	71%	73%
IYP-NW	Total Units	114	185	254	226	242	168	155	191	158	217	161
	Utilization Rate	31%	50%	71%	61%	67%	45%	42%	55%	42%	60%	43%

**For Over 54 Years Prevention Services has served
122,656 youth**

PREVENTION SERVICES

Prevention Services continues its collaborative partnerships to provide many important community resources for youth and adults in these counties. These partnerships have allowed for the expansion of the "Too Good for Drugs" and "Too Good for Violence" programs in two elementary schools. The Alachua County Health Promotion and Wellness Coalition continues its focus on the reduction of substance abuse of youth and adults in Alachua County. The Levy County Prevention Coalition and Tartu Foundation are working in the Levy and Gilchrist Counties to increase substance abuse awareness and build capacity in those communities.



493

**Elementary
students completed
the "Too Good for
Drugs" and "Too
Good for Violence"
program in Alachua
and Levy counties**

Evidence-based program
"Too Good for Drugs," "Too Good for
Violence," & "Project Success"

PREVENTION- DEMOGRAPHICS

FY 2023-2024

Numbers Served

School	186
Bell Elementary	186
Bronson Elementary	539
Cedar Key School	76
Chiefland Elementary	718
Howard Bishop MS	29
Lincoln MS	53
Trenton Elementary	209
Williams Elementary	343
Williston MS	558
Yankee Town School	187

Age

School	5-11	12-14
Bell Elementary	186	0
Bronson Elementary	539	0
Cedar Key School	76	0
Chiefland Elementary	718	0
Howard Bishop MS	0	29
Lincoln MS	0	53
Trenton Elementary	209	0
Williams Elementary	343	0
Williston MS	471	87
Yankee Town School	150	37

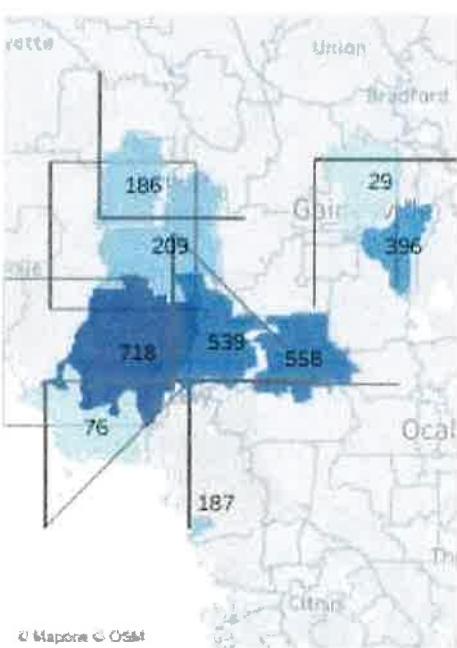
Gender

School	Female	Male
Bell Elementary	82	104
Bronson Elementary	249	290
Cedar Key School	43	33
Chiefland Elementary	346	372
Howard Bishop MS	2	27
Lincoln MS	31	22
Trenton Elementary	100	109
Williams Elementary	168	175
Williston MS	265	293
Yankee Town School	91	96

Race

School	White	Black	Asian	Native	Hawaiian	Multiple	Other/Unknown
Bell Elemen..	176	0	0	0	0	0	10
Bronson Ele..	454	39	0	1	0	45	0
Cedar Key S..	70	2	0	1	0	3	0
Chiefland El..	576	65	9	0	0	68	0
Howard Bis..	3	26	0	0	0	0	0
Lincoln MS	7	41	1	0	0	2	2
Trenton Ele..	179	11	0	0	0	0	19
Williams El..	49	215	45	0	0	8	26
Williston MS	438	85	5	1	0	29	0
Yankee Tow..	180	1	3	0	0	3	0

Numbers Served by County



Ethnicity

School	Non Hispanic	Hispanic	Unknown
Bell Elementary	179	2	5
Bronson Elementary	389	109	41
Cedar Key School	75	1	0
Chiefland Elementary	660	58	0
Howard Bishop MS	29	0	0
Lincoln MS	52	1	0
Trenton Elementary	192	8	9
Williams Elementary	294	49	0
Williston MS	406	152	0
Yankee Town School	180	7	0

Since 2017 S.N.A.P has served 345 Youth

SNAP: STOP NOW AND PLAN

SNAP is an evidence - based, cognitive - behavioral program which helps children and their families learn how to effectively manage their emotions. Staff work with participants for 13 weeks to assess individual challenges and develop an action plan for success. SNAP provides eligible youth and their families, with a meal, transportation, and sibling care provided for each session.



121

Families served

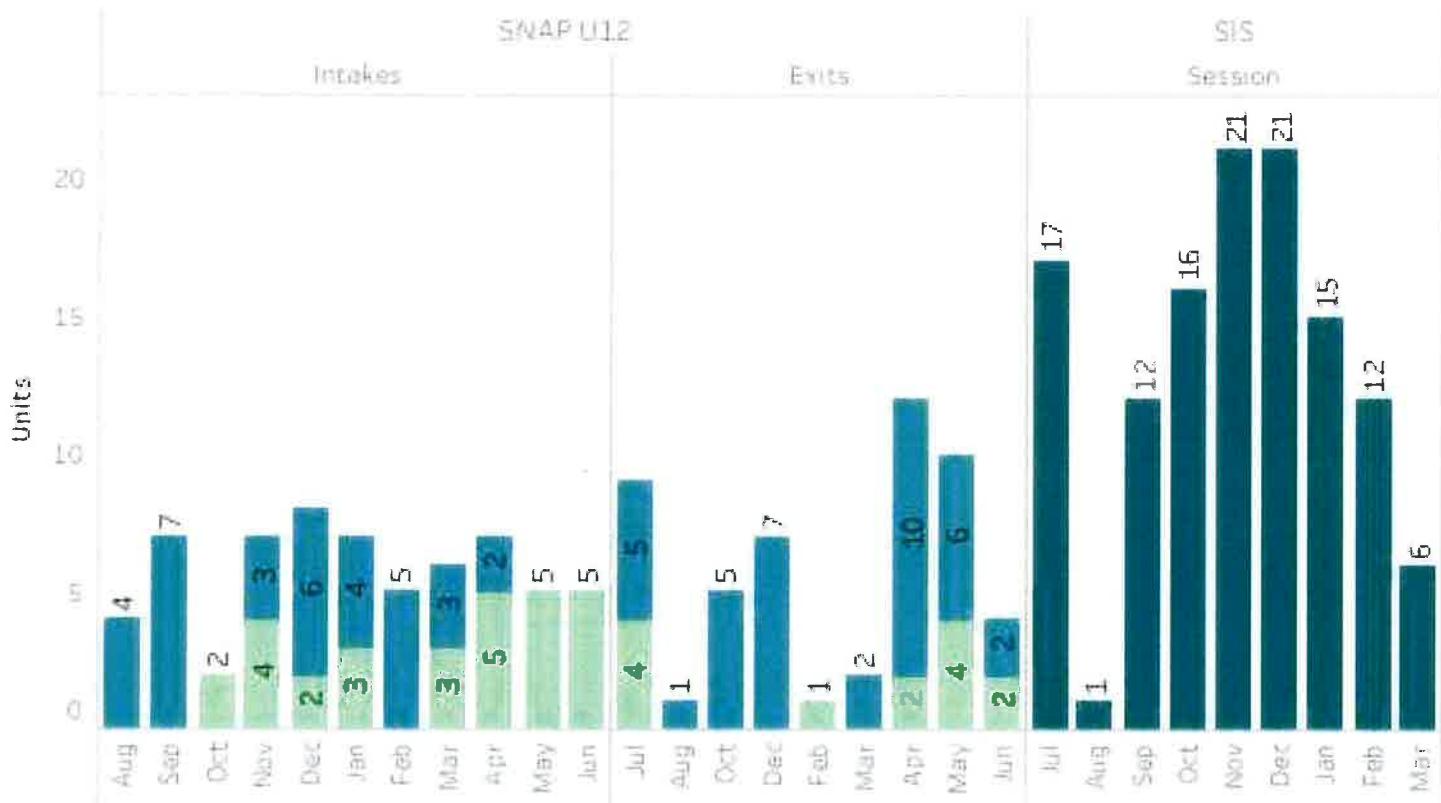
90%

**Of youth
successfully
completed the
program**

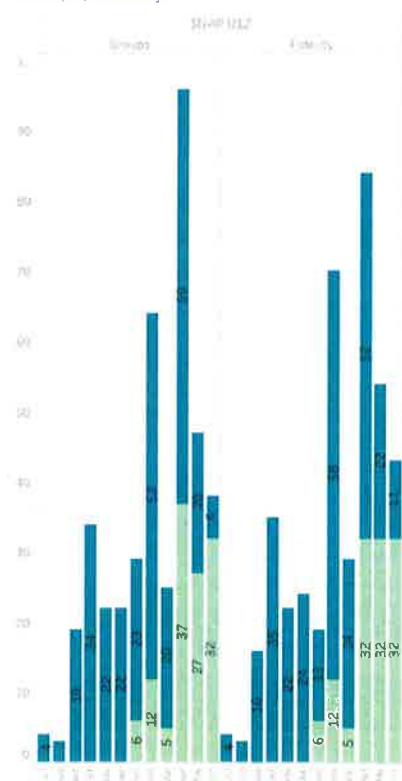
SNAP helps children with impulse control, anger management, and provides crucial tools to respond to their environment in a positive way.

SNAP DELIVERABLES

Intakes, Exits, SIS Sessions



Groups, Fidelity



Program	Location	Service	Grand Total											
			Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
SNAP U12	SNAP U12	Intakes	4	7	3	5	4	5	3	2	0	0	0	34
		Exits	5	1	5	7	2	2	2	10	6	12	12	38
		Groups	4	3	19	34	22	22	23	52	20	59	20	284
		Fidelity	4	3	16	35	22	24	13	58	24	52	32	111
SNAP-NW	SNAP-NW	Intakes	2	2	2	3	3	3	5	5	5	5	5	29
		Exits	4	0	0	0	0	0	1	2	4	2	2	13
		Groups	6	12	5	37	27	32	32	32	32	32	32	119
		Fidelity	6	12	5	32	32	32	32	32	32	32	32	119
SIS	Combined	Session	17	1	12	16	21	21	15	12	6	0	0	121

Location

SNAP U12	SNAP U12
SNAP-NW	SNAP-NW
Combined	Combined
SNAP U12	SNAP-NW

OUTREACH

CDS staff and volunteers attend events to talk to parents, guardians, and most importantly, the youth on how we can help the families we serve. We also work closely with our community partners and business to help families in our communities.

130

Stationary Safe Place sites



25

Mobile Safe Place sites

FINANCIAL DATA

Thank you for your support!

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
Individual Donations



United Way
of North Central Florida



FYSB Family & Youth Services Bureau



LUTHERAN
SERVICES
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Thomas & Company, CPA, PA
Certified Public Accountants and Business Consultants

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SUPPORTS & REVENUES

\$7,465,185.34

Grants and contracts

\$5,108.66

United Way and other contributions

\$163,998.0

Contributed services of volunteers

\$124,004.00

Contributed facilities, materials, and supplies

\$1,591,899.00

Interest and other income

**TOTAL:
\$9,350,195.00**

*Increase over prior year due to one-time and non-recurring revenue.





Staff Longevity Recognition

25 years:

Cindy Starling and Walter Disbrow

20 years:

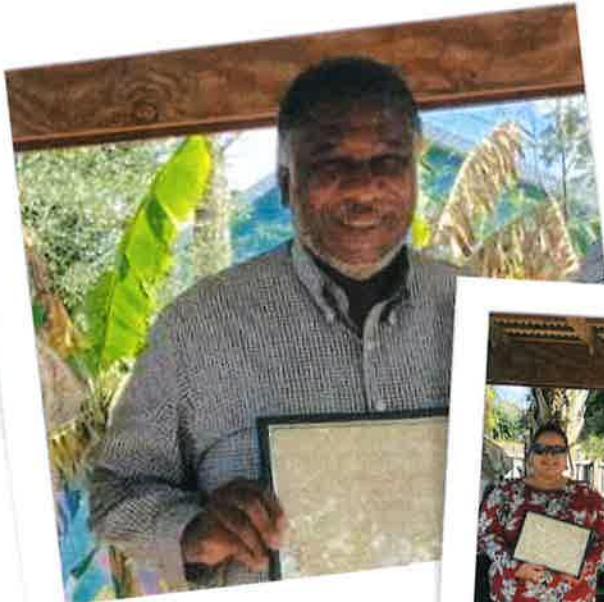
Lytinia McCullough

10 years:

Latisha Geiger, William Harmon, and Nancy Leech

5 years:

Leigh Kassem, Angie Lay, Sharon Montgomery, Belinda Ross, and Vernard West





Appreciation Awards

Prevention Program: Lorin Wood

IYP-Central Region: Anita Jenkins-McCa

IYP-NW Region: Ralph Montgomery

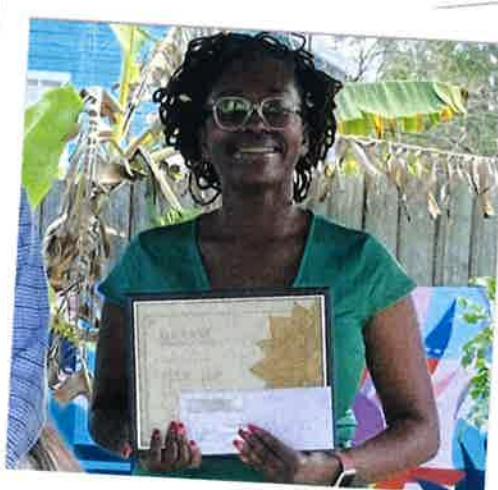
IYP-East Region: Nichelle Hall

FA-Central: Elizabeth Paz

SNAP Central: Eric Hart

SNAP NW: Christina Medina

Administration: Zach Toundas



BOARD OF DIRECTORS

PRESIDENT

H. Thomas Lane, Jr.

VICE PRESIDENT

Daniel Crapps

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Richard Mankin, Ph.D.

TREASURER

Frank Williams, Esq.

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Reginald L. Williams

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Brian Scarborough

Chief Jason L. Shaw, Sr.

Joseph E. Smith

Bishop Christopher C. Stokes

Jim Surrency, Ed.D.

Brenda Thornton

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DIRECTOR OF INTERFACE NW & EAST REGION

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SN.A.P SUPERVISOR NORTHWEST REGION

Glenna Kassem

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DIRECTORS OF PREVENTION PROGRAM

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We are pleased to announced CDS has been accredited effective through 2027 for the Commission on Accreditation of Rehabilitation Facilities. CARF, this is an independent nonprofit that provides accreditation services worldwide. CARF reviews over 1,000 measures to assure the quality of services provided by organizations. Providers that meet CARF standards have demonstrated their commitment to excellence. CDS is proud to be one such organizations.

