Our Board of Directors

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President

Fred Olmstead
Treasurer/Secretary

Nida Guzon Palmore
Board Member

Patricia E. Browns
Board Member

Eric Hodge
Board Member

Our Leadership Team

Lisa Weigant
Chief Executive Officer

Erlan Zuniga
Finance Director

Jodee Romero
Director of Human Resources

Arlene Vargas
Director of Residential Services

Mandi Reed
Director of Substance Use Treatment Services

Michelle Bejarano
Director of Foster Family Agency
Our Mission

To act as a model nonprofit organization creating tangible, measurable and accountable community benefits by providing safe, sensitive and therapeutic environments and treatment to those we serve through the work of well trained, dedicated staff in partnership with social, health, judicial, and other appropriate community agencies.
Our Commitment
2018 marked our **30th anniversary** of providing exceptional services to youth needing supportive, out-of-home care. We have grown over the years and are proud to serve our community; we greatly value the public’s trust. Our leadership team is as committed as ever to continuous quality improvement.

In looking over the achievements of the past year, we diligently implemented the changes required by the Continuum of Care Reform (CCR). These changes enable us to grow as an agency and a reputable provider of essential services. We also embraced a more trauma informed approach agency wide and implemented solid training fundamentals for our team members, better equipping them to experience more success with our youth.

We worked to change our residential services (i.e., group homes) into Short Term Residential Therapeutic Programs while simultaneously converting our Foster Family homes to Resource Families. Our program statement received approval early in 2018 by the Department of Social Services and it is with great pride we announce that Promesa was the first agency in the County to earn authorization for this improved level of residential care.

Concurrent with these two agency milestones, came the expansion of our Substance Use Treatment Services. We were awarded a pilot program to implement alcohol and drug treatment through telehealth services in rural communities. We now serve much of rural Fresno County using our secure telehealth equipment and highly qualified addiction counseling staff. We are grateful for the opportunity to serve these clients, who may have otherwise gone without treatment if not for this innovative approach.

Although there were many challenges in the implementation of CCR, there are early indicators that it is working as intended. The enthusiastic responses of our resource parents and staff to our commitment to be a trauma responsive organization is heartwarming, and better yet, adding to our effectiveness in serving children in out of home placements. It remains our great pleasure to serve the community.

Most Sincerely,

LISA WEIGANT
Safe, stable, and home-like environments are essential for teens who are placed in residential placements, when other options are not available or feasible. For many young people who find their way into the family court or criminal justice system, being accommodated in a supportive residential placement offers a positive alternative to being in custody, or remaining in an unsafe home environment — which can impact their development and can increase the chances of becoming homeless, dropping out of school or otherwise remaining “in the system.” Staff provide personal attention with a full range of professional services that fit into an individualized plan for each youth. With small numbers—six per home—our youth can each receive specific, unique attention.

Staff recognize that teens require trauma responsive supports to fully benefit from services. A commitment to quality service to our youth along with positive outcomes is our primary focus.

“Staff members demonstrate creativity in ensuring that the needs of the persons served are met within the organization and through the utilization of supportive services and resources with sensitivity to individual preferences.” [2018 CARF Survey]

**54 Bed Capacity**

- **27% Male**
- **73% Female**

16% of females are in our pregnant and parenting program
Our program is an essential link between foster care and independence. A housing benefit is critical to ensuring better outcomes during this period. Many 'aged out' youth end up homeless. THP+FC is dear to our hearts at Promesa as it prevents the likelihood of becoming homeless. Staff aim to help our youth strengthen necessary life skills, self-reliance, and confidence so they can realize their goals for the future.

"THP has provided me shelter and options to help my future, I wouldn’t know what I know today, if it wasn’t for this program” ~ Amaree Hiebert

Promesa’s THP + FC Program is pleased to offer extended supportive services to youth who “age out” of foster care who do not have strong community relationships. Youth are offered the opportunity to take advantage of an enriched transition period. During their time in THP, these young adults are offered housing, job search support and connections, as well as help enrolling in local post-secondary institutions. Our housing models (single site, share apartment or Host Family) accommodate the preferences of these young adults as they transition to independence.

“Through a team approach, and with the active and ongoing participation of the person served, the overall goal … is to improve the quality of life and the functional abilities of the person served.” [2018 CARF Survey]
We are so grateful to have such loving parents. Mr. and Mrs. Cervantes are celebrating 10 years with us!

“I want to thank Promesa for allowing me to give my passion. These ten years for me, is like I won an Oscar. Ten years of hard work, difficult times but the most rewarding times of my life. Thank you for allowing me to share my heart with every kid that Promesa has brought under their wings. I am so happy... rejoiced.

“Always pray to have eyes that see the best in people; a heart that forgives the worst; a mind that forgets the bad. And, a soul that never loses faith in God.”

... I just want to thank you for allowing me to be a part of Promesa. Thank you to all the staff of Promesa, to Lisa Weigant (CEO), to Michelle Bejarano (FFA Director) and to Jeannette Castillo (my recruiter).

Israel Cervantes, Resource Parent
With a capacity to serve up to 150 children, including those identified as needing Intensive Services, our annual average is 90 Children — from 10 California Counties — who are served by:

**55 Approved Resource Families**
who receive childhood trauma training,
and who are:

- 71%, Hispanic
- 15% African American
- 11% Caucasian
- 3% Asian

Our Resource Parents provide a supportive and stable family for children who cannot live with their birth parents - until family issues are resolved. In most cases, Resource Parents work with social services and Promesa staff to achieve family reunification. They are truly our heroes!

_The resource parents reported that they feel supported 24 hours a day, 7 days a week. It is clear that the organization has fostered and supports the development of solid, positive working relationships between its staff and its contracted caregivers._ [2018 CARF Survey]
We have proudly assisted with an annual average of 40 children who are adopted into Forever Families! Our staff work with 4 California Counties as well as the North Fork Rancheria of Mono Indians (Tribal Customary Adoption) to complete adoption home studies and guide families through the legal process.

**IMPACT OF ADOPTION** is reflected in the preparation offered to each family to ensure their adoption goes smoothly. Adopting from foster care is similar to other avenues of adoption - when the decision making, paperwork, and preparation are completed, a dream of family is fulfilled – although adopting a “system involved” child means the adoptive parents have already gone through several levels of screening that accompanies approval as a Resource Parent (childhood trauma training occurs from the moment someone expresses interest in this process). Adoption is only one step in ensuring the future of a child separated from the natal family. The adoptive family is more likely to thrive if parents understand that all children in foster care have experienced some form of trauma - parents undergo specific trauma informed training regarding the effects of trauma and ways to help children heal.

**OUR ADOPTIVE PARENTS HAVE SAID:**

“We feel genuinely cared about and supported by Promesa and the team there”

“They accommodated to our schedule and made us feel very comfortable”

**Children adopted into Forever Families in this reporting period were:**

- 58% Boys
- 42% Girls

**Representing the following ethnicities:**

- 41% Hispanic
- 21% Caucasian
- 20% Bi-racial
- 14% African American
- 4% Native American

Annually, about 3 families return for help with adopting a second child.
SUBSTANCE USE TREATMENT SERVICES

Our Counselors provide services to an average of 120 clients per year, served by a team of 5 Addiction Counselors and our Peer Recovery Coach. Many of these clients are served under our Telehealth Outpatient Alcohol and Drug Services (TOADS), a treatment which enables counseling to occur over a secure video link via telehealth.

**Demographically, SUD adult clients were:**

<table>
<thead>
<tr>
<th>Male</th>
<th>73%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>27%</td>
</tr>
</tbody>
</table>

**Ages of SUD clients are:**

- 18-30 = 49%
- 31-45 = 23%
- 46-60 = 12%
- 61+ = 16%

We are excited to report a retention rate of 80%. Effective addiction treatment requires clients to be engaged and committed to treatment. Telehealth promotes that engagement not only through technology but through cost effective convenience to the client and the agency. Through TOADS, our clients attend secure sessions virtually and from the comfort of their home or location of choice. This reduces burden on the treatment system and ensures greater participation from clients in need of treatment for substance use. Furthermore, telehealth significantly increases retention of clients needing aftercare which is often recommended to prevent relapse.

**SUD staff receive trauma responsive training which enables them to more effectively and sensitively deliver service to clients.**

"Having opportunity to be a recovery coach has been one of the biggest blessings I’ve encountered. It forces me as an individual to be positive, to listen, to open my heart and mind to others. It’s an awesome feeling to know that things I’ve said or done have made impacts and differences in people’s lives. Not only do I get to give back to my fellow brothers and sisters in recovery, I get to hear amazing stories, breakthroughs and triumphs, I also get to hear people’s stories of daily struggles and it reminds me of where I’ve been and how far I’ve come in my own life. The constant reminders help. I truly enjoy being a recovery coach and I love the relationships I’ve built over the years and continue to build. It’s an awesome position and a humbling experience."

**Coach Ryan, Promesa Peer Recovery Coach**
It is comforting to think that “time heals all wounds,” while this adage may hold some truth, a trauma history makes it less so. For children with a background of trauma, it’s also true that post-trauma coping reactions remain poorly understood. It is important for our staff to recognize that child victims of human trafficking, family separation or other deep trauma, can influence every area of functioning — physical, emotional, mental, behavioral, and social.

Adverse Childhood Experiences (ACE) studies have demonstrated a strong association between childhood trauma/stress/maltreatment, and health and well-being throughout adulthood. Almost 26% of participants (both men and women) report at least one adverse childhood experience (physical or sexual abuse, neglect, or family dysfunction), 22% report three or more such experiences. ACE studies have established a high degree of correlation among serious emotional problems, risky behaviors, social problems, chronic diseases and disability, mortality, high health care costs along with other negative consequences, i.e., work performance issues, relationship violence or homelessness. Understanding the lifelong impact of ACEs is vital in providing appropriate and effective treatment for the children/youth in our care. At Promesa, trauma-responsive care means treating the whole person with highly qualified and trained professionals, who take into account a child’s past trauma and the resulting coping mechanisms.

Applying trauma informed principles throughout the agency benefits the youth, family members, social workers, our staff and others involved in the youth’s life. Trauma informed practices enable us to better understand trauma’s impact on behavior, attitudes, motivations and decision-making. A key advantage to a trauma informed lens is that it decreases the time in care - i.e., fewer days in residential treatment and reduces the likelihood of a return to care.
We proudly collaborate with 45 California Counties to offer safe and effective treatment to children entrusted in our care.
Statement of Financial Position

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<tr>
<th></th>
<th>12/31/2018</th>
<th>12/31/2017</th>
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<tbody>
<tr>
<td>Total Assets</td>
<td>$6,515,937</td>
<td>$5,109,847</td>
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<tr>
<td>Total Liabilities</td>
<td>$2,916,455</td>
<td>$2,525,560</td>
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<tr>
<td>Total Net Assets</td>
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<td>$2,584,287</td>
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<tr>
<td>Total Liabilities &amp; Net Assets</td>
<td>$6,515,937</td>
<td>$5,109,847</td>
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Statement of Activities for December 31, 2018

**Revenues and Support**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Fees for Services-Programs</td>
<td>$10,526,039</td>
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<tr>
<td>Investment</td>
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<td>Other Income</td>
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<tr>
<td><strong>Total Revenues &amp; Support</strong></td>
<td><strong>$10,577,869</strong></td>
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**Expenses**

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<th>Category</th>
<th>Amount</th>
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<td>Program Services</td>
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<tr>
<td>Support Services</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$9,562,674</strong></td>
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**PROGRAM REVENUE**

- Residential/STRTP: 58%
- Foster Care/FFA: 32%
- Substance Use Treatment/Telehealth: 3%
- Transitional Housing Program/THP: 3%
- Adoptions: 4%