



2017 ANNUAL REPORT

PEOPLE FOR PEOPLE



NAFI
CONNECTICUT



OUR MISSION

Creating Diverse and Innovative Services for People



Lynn Bishop, Executive Director NAFI



“

I have learned new tools to help my child. Substance use is down, not using at all. Outbursts are down and overall I feel my newly learned tools have contributed to such. Thank you!

– MST PARENT

At a Glance

WEBSITE

www.nafict.org

TOTAL STAFF

226

MEMBERSHIP

Child Welfare League of America

Children's League of Connecticut

CT Community Nonprofit Alliance, Inc.

Connecticut Association of Private Special Education Facilities

ORGANIZATION OVERVIEW

NAFI Connecticut, Inc. is a multi-service agency that provides programming, consultation, and individualized support services to youth, families, and adults in a variety of settings across Connecticut and Rhode Island. Foster care, services for individuals with developmental needs, residential treatment, evidence-based models, in-home services, and training and consultation are the broad scope divisions which make up NAFI CT.

Rooted within all of these diverse services are our common values and beliefs that unite all staff, children, and families known as the Normative Community Approach. The Normative Community Approach is not a prescriptive model but rather a culmination of our basic philosophical beliefs about working with people.

ACCREDITATION AND LICENSURE

Council on Accreditation (COA)

Connecticut Department of Children and Families (DCF)

Connecticut Court Support Services Division (CSSD)

Connecticut Department of Developmental Services (DDS)

Connecticut State Department of Education (SDE)

Our fundamental beliefs, values and assumptions emphasize:

- People can change;
- Empowerment of individuals in their own care;
- Respect and dignity must be maintained at all times;
- Education and skill building are essential for sustainable change;
- Recognition and honor of each person's unique strengths and needs; and
- Individualized, cultural, gender responsive, trauma-informed and holistic approach to treatment.





Our Locations and Programs

HARTFORD COUNTY

Corporate Office - Training and Consultation Services

- Multisystemic Therapy (MST) - Community-Based Programs
- Multisystemic Therapy Transition Age Youth (MST-TAY) - Community-Based Programs
- Professional Parent Program (PPP) - Foster Care
- Corbin House - Residential Programs

MIDDLESEX COUNTY

- Multisystemic Therapy (MST) - Community-Based Programs
- Professional Parent Program (PPP) - Foster Care
- Fostering Responsibility Education and Employment (FREE) - Community-Based Programs; Educational Services

TOLLAND COUNTY

- Professional Parent Program (PPP) - Foster Care

NEW LONDON COUNTY

- Professional Parent Program (PPP) - Foster Care
- Child, Youth & Family Support Center (CYFSC) - Community-Based Programs; Educational Services
- Fostering Responsibility Education & Employment (FREE) - Community-Based Programs; Educational Services
- Multisystemic Therapy (MST) - Community-Based Programs

WINDHAM COUNTY

- Professional Parent Program (PPP) - Foster Care
- Child, Youth AND Family Support Center (CYFSC) - Community-Based Programs; Educational Services
- Fostering Responsibility Education & Employment (FREE) - Community-Based Programs; Educational Services
- Multisystemic Therapy (MST) - Community-Based Programs
- Mutlisystemic Therapy – Problem Sexual Behavior (MST-PSB) - Community-Based Programs
- Multidimensional Family Therapy (MDFT) - Community-Based Programs
- Outpatient Psychiatric Clinic for Children - Community-Based Programs

LITCHFIELD COUNTY

- Professional Parent Program (PPP) - Foster Care
- Touchstone - Residential Programs
- Touchstone School - Educational Programs
- Thomaston Group Home - Residential Programs
- Multidimensional Family Therapy (MDFT) – Intermediate Residential Program - Residential Programs

NEW HAVEN COUNTY

- Professional Parent Program (PPP) - Foster Care
- Multisystemic Therapy – Transition Age Youth (MST-TAY) - Community-Based Programs
- Corey Road Group Home - Developmental Services
- Multisystemic Therapy (MST) - Community-Based Programs
- Individual Supports - Developmental Services
- Pierpont - Developmental Services; Residential Programs
- Tress Road Group Home - Residential Programs
- Milton Ave. - Developmental Services; Residential Programs
- Outpatient Psychiatric Clinic for Children - Community-Based Programs

“”

Thanks to the therapist, we managed to be a better family.

– NAFI PARENT



Shining Moments of 2017



The MDFT Intermediate Residential program **expanded** to eight beds to meet the growing demand for services.

Clients from our DDS programs continued their tradition of giving back to their communities. This year, they held the first ever **NAFI DDS Harvest Festival** and **collected 400 canned goods to donate to their local food pantry**. Other service projects included baking cookies and delivering them to the local VFW on Veteran’s Day, participating in a neighborhood cleanup on Earth Day, and supplying water bottles to those in need during a summer heat wave.

The Professional Parent Program continued its work in helping children establish permanent family connections. This year, **eight youth were reunified with biological family members, a sibling group of three was legally adopted, and two children transitioned to independent living environments while maintaining relationships with their identified “forever” family.**

NAFI CT, Inc. was awarded the contract for the **Adolescent Sexual Behavior and Treatment Education Program**. The program will begin providing services to youth and their families in 2018.

Youth from the Willimantic and Waterford Child, Youth and Family Support Centers participated in a six week summer program during which they had the opportunity to **explore the themes of education, community awareness, nutrition, team building and volunteering.**



Seven youth from the FREE program graduated from high school and four moved on to attend a post-secondary educational setting.

Touchstone School

87%
of students averaged a 1.25
grade level increase in
math skill

88%
of students averaged a 1.46
grade level increase in
reading skill

Two MST therapists were awarded an **MST Sustained Excellence award in the category of Therapist Adherence**. MST Services presents this award on an annual basis to therapists who rank in the top one percent among their peers internationally in measures of adherent model implementation.

Staff from our DCF group homes began a cooking group which allowed clients to learn about other cultures weekly. Clients then chose one cultural meal to prepare and enjoy as a community on a monthly basis.

The NAFI CT Continuum Events Committee hosted several agency-wide events including the **NAFI Prom, the Day of Giving, and NAFI Idol.**

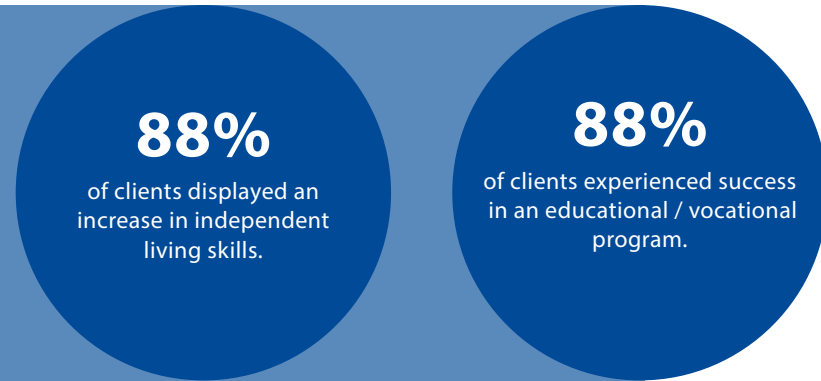
Clients from our DCF Group Homes, Touchstone, and MDFT Programs traveled to Massachusetts to participate in the **Annual NAFI/NFI Conference Talent Show.**

Touchstone School continues to help students achieve educational success. From September 2017 – January 2018, **87% of students averaged a 1.25 grade level increase in math skill.** In that same time period, **88% of students averaged a 1.46 grade level increase in reading skill.**

Program Specific Outcomes



GROUP HOMES



CHILD, YOUTH AND FAMILY SUPPORT CENTER (CYFSC)



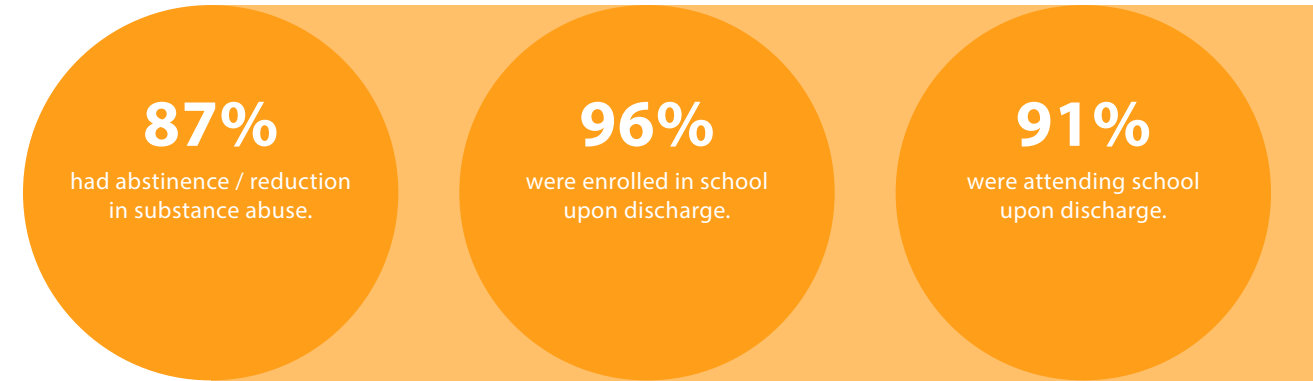
DDS



FOSTER CARE



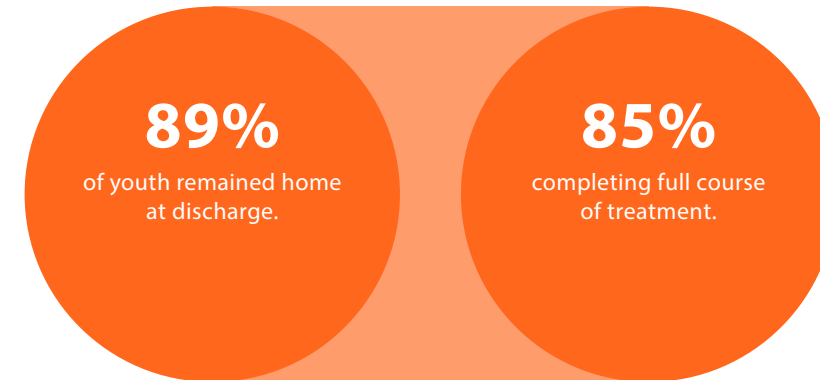
MDFT INTERMEDIATE RESIDENTIAL



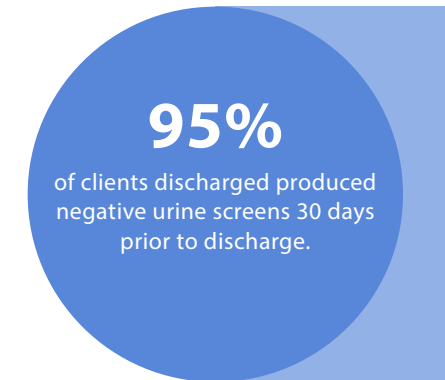
FOSTERING RESPONSIBILITY EDUCATION & EMPLOYMENT (FREE)



MST

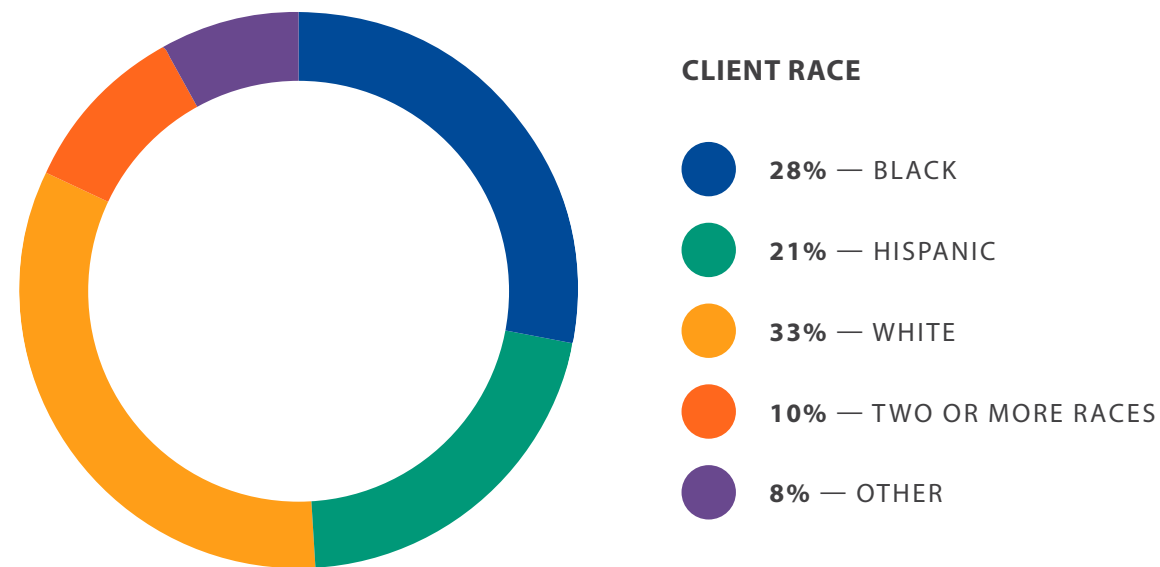
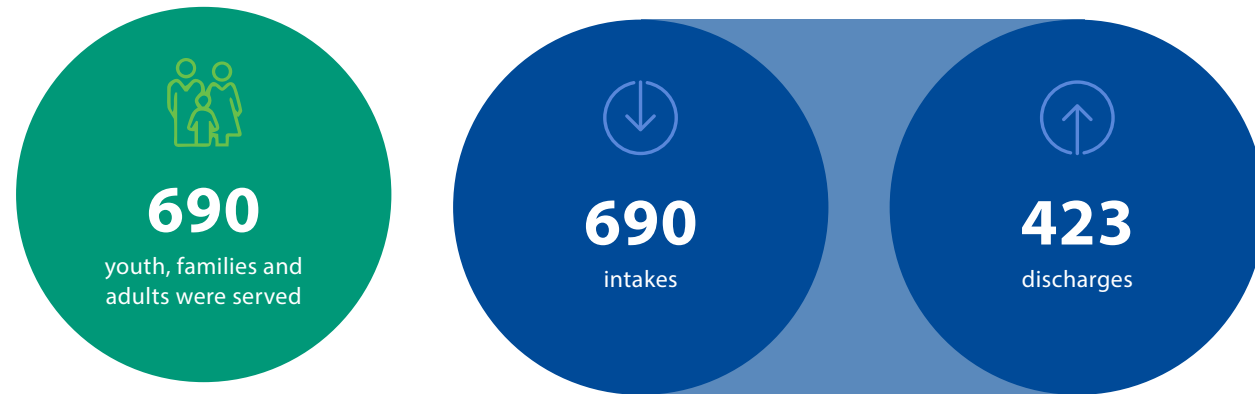


TOUCHSTONE



Client Demographics

NUMBERS SERVED, INTAKES, AND DISCHARGES



2017 Spirit of the Community Awards



Freddy Mendez

Prior to coming to NAFI Connecticut, Freddy Mendez worked at Community Partners in Action for over 15 years. During this time, she developed a collaborative partnership with NAFI program leaders and was known for her sound reputation for her work with girls in the juvenile justice system. NAFI CT was thrilled when she applied for the position of Program Director for one of our DDS programs. In her role as Program Director, she transformed the program, focusing on creating a home-like environment and drastically improving previously strained relationships with clients' families and our funding source. She left the agency when she had an opportunity to return to her passion of working with adolescent girls, but couldn't stay away for long. When the position of Residential Manager of our Touchstone program became available, Freddy came back to combine her love of working with girls and the NAFI culture. For a year, the program did not have a Director and Freddy stepped up and covered this role without missing a beat. She brought the campus together ensuring the milieu, clinical, and school staff all worked collaboratively. Freddy has the ability to make both clients and employees feel important and valued. She provides consistent mentoring to staff, ensures birthdays and holidays are special, the house is decorated festively, families know they are an important part of the treatment team, and kids are supported through community process. She is known to come in on her day off when she knows the community would benefit from her presence in the program. She is a true culture bearer and we are proud to recognize Freddy Mendez as a 2017 NAFI Spirit of the Community recipient.



Danielle Kleczkowski

Danielle is known for her contagious smile and infectious laugh. In the world of social work and non-profits, this is a MUST! She began her career in NAFI CT's Professional Parent Program in 2010 and has been with the program ever since. During the course of the last seven years, she has remained a steadfast supporter of the program and the agency as whole. Danielle has wonderful relationships with youth, families, co-workers and stakeholders alike. She commits fully to the position, the program and every aspect of the job! She is ambitious to grow herself as well as the Professional Parent Program and works collaboratively with the program director to do so. Over the last few years, she finished the requirements for a Master's degree in Social work, while working full time and completing an internship! When talking to Danielle about the complexities of cases within the foster care system, her wealth of clinical knowledge and expertise is evident. Although she has been qualified for a higher position for quite some time, she was committed to waiting patiently for the "right" job within the NAFI CT family. While waiting, she continued to do a stellar job and took on the additional task of becoming a Normative Approach trainer for the agency. Finally, in June, the "right" position became available and she was promoted to Clinical Director of the Professional Parent Program. NAFI CT is pleased to recognize Danielle Kleczkowski as a 2017 Spirit of the Community Award recipient.

Our Team

BOARD OF DIRECTORS AND OFFICERS

Andy Quinn
Chairman

Hildy Paris
Treasurer

William Benjamin

Amanda Buckingham

Kim Opperman

Mark DeFanti

Glendaly Macci

Julio Rivera

Jessica Serra



24 YEARS

Lynn Bishop

22 YEARS

Melissa Petrone
Amy Lefebvre

21 YEARS

Andy Torres
Heather Kalin

20 YEARS

Deborah Gundersen
Rebecca Hamilton

19 YEARS

Kristen Taylor
Denise Modine
Matthew Burns

18 YEARS

Maryjane Mariano

17 YEARS

Antonio Muniz
Jacob Irwin
Terri Malin

14 YEARS

Antonio Vazquez
Laura Pires
Melissa Niver

13 YEARS

Diana Bennett
Danielle Vyce
Vernell Peggins-Russell

12 YEARS

Ann Naughton
Angel McNiel
Linda Klimaszewski

11 YEARS

Deborah Campbell
Eleanor Smith
Diana Arango Dolin
Julie Waters
Donna Thomas
Nilda Lebron

10 YEARS

Craig Schmitt
Kaneisha Hill
Elizabeth Sitler
Benjamin Hauslaib

9 YEARS

Theresa Mete
Diane Thompson
Cory Soulier
Melinda Baller
Stephen Merwin
Francis Tortora
Josephine Ahiati
Monica Schiavo
Jose Cooney
Amanda Bergantino

8 YEARS

Ashley Walker
Abigail Gyampo
Catherine Garraby
Karley Root
Maria Pakalnis

7 YEARS

Caitlin Clancy
Devon Forbes
Katherine Korineck
David Castro
Danielle Kleczkowski
Lisette Ibrahimov
Laura Speller
Clifton Roberts
Pontien Mokit

6 YEARS

Kerel Tiggett
Katherine Pronovost
Jessica Abouanni
Maria do Carmo
Selina Diotaiuto
Andrew Greene
Carey Starr
Jessica Clow

5 YEARS

Jessica Farrelly
Douglas Dauphinee
Meri Elizabeth Young
Darius Conaway
Kionna Whitehead
Jorge Lopes
Denisha Dozier
Heather Dattel
Veronica Danz-Datzuk
Seana Hunter
Shirley Rodriguez
Meichelle Maynard
Jesse Bigelow

4 YEARS

Cathleen Greene
Patricia Vega-Dones
Kristen Fracasso-Kersten
Jaime Perez

Giselle Lopez
Nicole Murowsky
Shanelle Williams
Matesha Davis
Cidalia Silva
Sharon Lillibridge
Alyssa Fiore
Amy Lakin
Christopher Martinelli
Diane Fuller
Alfred Calabrese
Kevin McLaughlin

3 YEARS

Jaime Morales
Leila Connor
Rena Earlington
Trudy Granston
Corinne Eckstein
Timothy Goldberg
Elizabeth Mejia
Abigail Okarmus
Kenneth Sinclair
Andrea Mountain
Tyra Brooks
Kelly Markure
Michele Bassetti
Katrina Lopes
Jonathan Sellers
Ryan Tacy
Lisseth Jurado
Othilia Davis
Clancee Victor
Brittany Hallenbeck
Kaitlin Brexel
Nicole Ouellette

2 YEARS

Stacey Shaia
Rebecca Dawn
Melvin Campbell
Amber Perez
Lucelena Morales
Alyssa McGrath
Laqueshia McKenna
Tamara Lucas
John Johnson

Breana Morrison
Tashyia Dawson
Markus Alvarado
Calline Jones
Angela Harris
Joy Jackson
Jessica Markure
Rebecca Hutchinson
Cassandra Suarez
Freddnette Watkins-Mendez
Ebenezer Adjedu

1 YEAR

Emily Shovelin
Shakora Beckford
Catherine Callaghan
Zanetah Sasser
Kashana Ferguson
Gina Santoro
Theodore Mayo
Rachael Loveland
Giovanna Nittoli
Beatriz Jaramillo
Natalie Conley
Julia Waters
Janay Wages
Damien Perkins
Deanne Mastroccola
Kevin Foye
Danashia Saunders
Telicia Townsend
Alyssa Ramos
Sylvia Stevens
Sean Mansfield
Aileen Evangelista
Dwayne Strawder
Monee Moore
David Rowe
Anthony Simpson
Lora Small

LESS THAN A YEAR

Laura Smith
Kristine Evans
Joseph Maisonet
Matthew McBride
Mark King



Keyonna Crockett
Monica Swanbeck
Shatia Hing
Amina Hosaini
Sotiria Vamvakas
Brian Siecienski
Camryn Cox
Ashley Harris
William Pizzuto
De'Bree Robinson
Phyllis Kaplan
Emily Tyson
Gavin Craig
Monica Mobley
Anniesshia Hutton
Ceyon Prince
Elizabeth Boyajian
Jeanine Boston
Celine Conti
Yarianly Castro
Rayona Holley
Lauren Coats
Angelica Cortes
Patricia McKenna
Jamie Minton
Marisa D'Amico
Christine Finnegan
Willmely Rivera

Adirana Cartagena
Jason Primini
Victor Ekpenyong
Christina Gonzalez
Kacy Bryan
Timaya Robinson
Catrina Franco
Diamond Boxton
Jessica Maroun
Michelle Simon
Julie Kolakowski
Amanda Perreault
Nicholas Kolosky
Erika Hunter
Theresa Pennachio
Avinia Jonsbon
Leanette Lantigua
Melissa Gaudet
Theresa Gonzalez
Sabria Hardy-Pitter
Loly Gallego
Fabiola Robertson
Colette Wilson
Joshua Jenkins



The Spirit of Giving Wine and Beer Tasting Event

This year, NAFI CT hosted its second annual “The Spirit of Giving Wine & Beer Tasting Event.” The event featured wine and beer sampling from some of the areas top vendors as well as a silent auction and raffle prizes.

Proceeds from the event benefited the NAFI CT Enrichment Fund which provides grants and scholarships for educational, vocational, recreational, and cultural opportunities for those we serve. NAFI CT would like to thank the sponsors, guests, and committee members who helped to make this event such a success!

The Spirit of Giving Wine and Beer Tasting Sponsors

Cabernet Sponsor

MJF Properties, LLC
USI Insurance Services LLC
Posternak Blankstein & Lund LLP

Pinot Sponsor

Integral Industries, Inc.
The Heroux Family
Enterprise Fleet Management

The work of NAFI Connecticut, Inc. would not be possible, were it not for our dedicated team of volunteers, sponsors, and donors. Because of your time, energy, and financial support, we were able to provide numerous educational, recreational, and culturally enriching opportunities to the youth, individuals, and families we serve.

Thank you!

Volunteers and Cultural Enrichment Fund Donors

Skrip's Auto Body, Inc.
Mary Anne McIntyre
Jim Isenberg
Hildy Paris
Lynn Bishop
Nell Smith
Tanya Anisimov
Waddell & Reed
Valvoline Instant Oil Change
Thomas Portraits
Kramer Portraits

Thomas Fallon Photography
Sea Glass Fine Art Photography
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Brown & Brown of MA
Amanda Bergantino
Katie Pronovost
Ashley McGee
Jessica Abouanni

Nicole Goudreau-Green
The Tobacco Shop
Leila Connor
Beverly Hills Limousine
Anne Marie Armstrong
Goodwin College
Ben Hauslaib
Hometown Pizza III
MGB Tire
Luxury Nail Spa

For the second year in a row, NAFI CT was named a Top Workplace!

For the second year in a row, NAFI Connecticut, Inc. was named a Top Workplace by both The Hartford Courant and Hearst Media Services. The Top Workplace lists are based solely on the results of an employee feedback survey administered by Energage, a leading research firm that specializes in organizational health and workplace improvement. Several aspects of workplace culture were measured, including Alignment, Execution, and Connection, just to name a few.

“The Top Workplaces award is not a popularity contest. And oftentimes, people assume it’s all about fancy perks and benefits” says Doug Claffey, CEO of Energage. “But to be a Top Workplace, organizations must meet our strict standards for organizational health. And who better to ask about work life than the people who live the culture every day – the employees. Time and time again, our research has proven that what’s most important to them is a strong belief in where the organization is headed, how it’s going to get there, and the feeling that everyone is in it together. Claffey adds, “Without this sense of connection, an organization doesn’t have a shot at being named a Top Workplace.”

““

We are honored to be recognized for the second year in a row as a Top Workplace. The fact that this distinction was determined solely by employee feedback is particularly special. Creating strong culture, one in which a sense of caring for both consumers and employees permeates the whole organization, is essential to the mission of the agency. The Top Workplace award is a testament to the spirit, integrity, and commitment our employees bring to their work each and every day.

– LYNN BISHOP
Executive Director for NAFI CT



We are very proud to announce that NAFI CT has been reaccredited by the Council on Accreditation.



Reaccreditation is a tremendous achievement that demonstrates that our organization is recognized as a provider that continues to successfully implement high performance standards and, as such, is delivering the highest quality services to all of its stakeholders. The accreditation process is an enormous undertaking and we thank the many employees who dedicated their time, energy, and resources to helping make this possible.



*Creating Diverse and
Innovative Services for People*



NAFI
CONNECTICUT

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www.nafict.org