

Vision:

In the eyes of the community, Families First will be synonymous with integrity, exemplary service, and a compassionate approach. In the eyes of families, Families First will be a trusted partner offering hope and bolstering stamina on parents' journeys toward improved emotional/behavioral health for their children.

*Families First in Essex County, Inc.
PO Box 565, 196 Water St.,
Elizabethtown, NY 12932
* 518-873-9544 *
* www.familiesfirstessex.org **

Families First in Essex County, Inc.

2018 Annual Report



Board of Directors:

Officers:

Margie Emery-Ginn: Co-Chair,
Essex

Hillary Stransky: Co-Chair,
Essex

Joe Bogardus: Treasurer, Keene

Karen Ashline: Secretary, Willsboro

Members:

Malinda Chapman: Ticonderoga

Sharon Cook: Essex

Bonnie Haberle: Westport

Sue Reaser: Westport

Mary Rhoades: Dallas, TX

Carolyn Sicher: Elizabethtown

Winky Thomas: Middlebury, VT

Advisory Board:

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Janet Cross

Ronnie Cunningham

Joyce Daniels

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Carol Prevost

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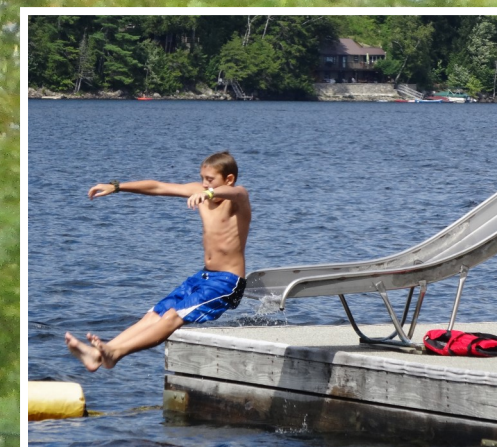
Monique Weston



Our Mission:

In the hopes and dreams of parents we find our work - offering a hand in partnership to families who have children with emotional or behavioral challenges - That self-doubt give way to uncovered strengths, despair be replaced with hope, and the once-diminishing dreams for their children's success will blossom anew.

at Southwoods



Families First - 2018 Summer Camp



From the Board Co-Chairs:

As Co-Chairs of the Board of Families First, it is a true privilege to serve this fine and very needed organization for our widespread community. During an era in which the government has mandated changes in the way our services are delivered and financed, the Board, Executive Director and the staff remain guided by and committed to our mission - *to bring hope and support to families in our community who have children with behavioral health issues. We work in partnership with families using a strengths based perspective to frame our work.*

The Families First staff addresses the challenges of change with patience, adaptability, creativity, and sometimes urgency as they continue to accomplish amazing results with the children and families we serve.

The Board of Families First is extremely grateful for the leadership of our Executive Director, JoAnne Caswell, as she continues to work tirelessly, being proactive in addressing the ever changing environment. She has kept pace with governmental changes, and has made our organization a highly regarded leader in the field. JoAnne's leadership, her ability to network with others, and her ability to sort out and navigate through the complexities of our times, has reaped many benefits for us. In addition to her keeping on top of the work of Families First, JoAnne oversees the building and grounds. She sees that the staff has appropriate work space and that the building is well maintained, i.e. this year we put on a new roof.

In response to the governmental changes, Families First is continuing to expand the Health Home Program. In December, 2017, we were serving 69 children. By December, 2018, that number had grown to 102. To help support this growth, while our 2019 Budget is challenged by unknown revenue streams and uncertainty of expenses, we have received \$80,000 in grants from NYS OMH to aid in the various transitions.

Families First has contracted with four Managed Care Organizations (Fidelis, United, MVP and CDPHP) for the new Children and Family Treatment and Support Services (CFTSS) and Home and Community Based Services (HCBS). These services were scheduled to begin in July, 2018 but were pushed back to January 2019. Late in 2018, our Finance Department began Medicaid Claims testing to be ready for this event. In addition we began to investigate options of contracting with a Clearing House to make this billing through our Electronic Health Record a possibility.

In the midst of the challenges and changes the organization received a clean financial audit and also, changed investment companies from Invest to LPL.

Last April, Nicky Bryant, Terri Morse, and Max Riley stepped down from the board. They served Families First well and we truly appreciated their work. At the same time, we were very pleased to have Malinda Chapman rejoin the board as we moved forward.

The Board passed a resolution to join the newly formed Northwinds Integrated Health Independent Practice Association (IPA). The IPA was formed through the Behavioral Health Care Collaboration Grant, which was meant to help small nonprofits work together to be able to survive the transition to Managed Care.

The Board approved the addition of new staff in response to the transition of client care delivery. Other Board actions were: the approval of merit bonuses for deserving staff; the approval to pursue a partial license from the New York State Office of Mental Health to be able to offer the new CFTS services; approval to use the New York State Office of Mental Health Cost of Living Adjustment to cover minimum wage and workforce changes; approval to contract with Essex County MH for 24/7 crisis coverage.

Other Board activities were our participation in the annual \$10,000 raffle and hosting of a donor thank you dinner in September. As Board co-chairs we also attended a fund-raising seminar in December.

Again, as co-chairs of the Board of Families First, we find it an honor and a privilege to serve such a highly valued and very needed organization.

Hillary Stransky and Margie Emery-Ginn



Staff:

JoAnne Caswell
Executive Director

Tracey Serlock
Director of Behavioral
Health Services

Anne Griffin
Director of Development &
Family Services

Andrea Kuhn
Director of Finance /HR /IT

Robin Nelson
Compliance Officer

Deb Mitchell
Coord. of Direct Services

Mackenzie Lahue
Individualized Care Coord.

Kayleigh Wojewodziec
Individualized Care Coord.

Stacey Vaughn
Individualized Care Coord.

Paul Pulsifer
Health Home Care Manager

Brian Gay
Health Home Care Manager

Tara Stockwell
Health Home Care Manager

Courtney Farrington
Health Home Care Manager

Ryan Yellott
Health Home Care Manager

Buffy Marcil
Family Peer Advocate

Robyn Anson
Family Peer Advocate

Lisa Sheehan
Family Peer Advocate

Sara Barrachina
Sunshine Caller

Peter Casanova
Admin. Asst. / Office Coord.

Donna Farrell
Receptionist

Whitney Jackson
Bookkeeper



It's been a busy year in Family Support and Direct Services. Overall, we served 97 families through the Family Support program in 2018. In the spring of 2018 we hired one new Family Peer Advocate, Lisa Sheehan, to replace Tara Stockwell, who moved into Care Management, and created a new half-time position as a "Sunshine Caller". Because the rollout of new Children and Family Treatment and Support Services was delayed by the State, we wanted to ensure that our Health Home families received extra support in addition to the care management they were receiving. Our Sunshine Caller, Sara Barrachina, was charged with regularly reaching out to Health Home families by phone to check in, offer a listening ear, and relay any concerns to care managers. Often, a simple phone call and a supportive person on the other end can help families with daily stressors, and avert smaller issues from blowing up into bigger ones. Meanwhile Lisa Sheehan began working in the Southern section of the County and quickly reached a full caseload.

With the rollout of new Children and Family Treatment and Support Services scheduled to start in 2019, we knew that our two new Family Peer Advocates needed to become credentialed through the Parent Empowerment Program (PEP) in order to be certified to provide Medicaid reimbursable services going forward. As their supervisor, I also needed to become officially credentialed. Sara, Lisa, and I all completed the twenty online training modules, wrote a statement of lived experience as a parent of a child or children with mental health issues, and completed our application packet, which gave us provisional certification. In the fall of 2018, the three of us began the second half of the training by completing a two day in person training, and embarking on twelve weeks of coaching phone calls. With the completion of the second half of the program, we now have five credentialed Family Peer Advocates, as Buffy Marcil and Robyn Anson were credentialed previously.

Also in the spring, we were approached by the NYS Office of Mental Health regarding our interest in participating in a pilot project training and implementing the "Wraparound" process. Wraparound is both a philosophy and a process using a very intensive, individualized team approach to wrap services around a family. Because it uses a strengths based and individualized approach, it dovetails neatly with our core values. The Office of Mental Health is working to demonstrate the efficacy of using this approach and certify it as an evidence based practice. We committed to sending a team of three to two days of training a month, with coaching phone calls, for the remainder of 2018 into 2019. Family Peer Advocate Buffy Marcil, Case Manager Kayleigh Wojewodziec, and Subcontractor Judy Feigenbaum, have embraced the process and begun implementing it with two families.



The overnight families at Southwoods Summer Camp

In Direct Services, Deb Mitchell continued to recruit subcontractors to match them with families providing such services as respite, skill building, and intensive in-home services. In 2018 she brought on seven new subcontractors, increasing our pool. For the second year in a row, Deb partnered with Buffy to oversee the planning and execution of our annual week at Southwoods Camp. In previous years at Southwoods we have managed between 80-85 participants; this year we expanded our group to an average of 95 participants daily. This required additional staffing and an additional group of children to manage. Once again, we had an enormously smooth and successful week at camp, with both parents and children learning new skills, making friends, and supporting one another.

We also continued our cooking groups, with two groups running for 10 weeks in both the spring and the fall. These groups provide children and teens the opportunity to learn and practice all the various kitchen skills that go into making a meal, such as measuring, chopping, slicing, whisking, etc., as well as reading recipes and food labels. The youth prepare a meal, set a table correctly, eat together, and clean up afterwards, giving them many opportunities to practice table manners as well as how to hold a dinnertime conversation and practice other social skills. These groups have been enormously popular with both children and teens, and upon graduation they have been able to learn and demonstrate some concrete daily living skills as well as increased understanding of appropriate dinner etiquette.

We closed 2018 with the largest number of children served through our Holiday Drive to date - 334 children received gifts! Deb was also able to significantly expand the number of groups and businesses willing to adopt children for gift giving.

Anne Griffin - Director of Family Services



Program Report - Continued

There are many more things I could tell you about, as 2018 was an eventful year. With 2019, we look forward to completing all of the transitions and focusing on quality and growth. Our intention is to grow the population we serve, expand our referral base and increase our staff. Families First in Essex County is well on its way to becoming a leader in this evolving system of care for children and families. Because of the system changes, which open the door for services on both the preventive level and for the most at-risk youth, I am so eager when I consider the possibilities of providing innovative, proactive and individualized services to even those who have historically fallen through the cracks.

Tracey Serlock - Director of Behavioral Health Services



Children

BHCC

CPST

HCBS

AHI

Transition

Family Peer Advocate

Wraparound

PSR

Parent Empowerment Program

OLP

New Staff

Growth

Team

Essex County

Health Home Care Management

Planning

DSRIP

IPA

Fidelis

Independent Entity

CHHUNY

Families

Health Commerce System

From the Executive Director:

2018 was another year of significant growth, planning, change and frustration!

Throughout the entire year staff:

- worked diligently to meet the growing demand for services in our Health Home (HH) Care Management program
- worked tirelessly planning for the end of the Home and Community Based Seriously Emotionally Disturbed Waiver Program (postponed until 4.19)
- worked feverishly to get ready for the beginning of the new Children and Family Treatment and Support Services (CFTSS) and the new Consolidated Children’s Waiver, Home and Community-Based Services (HCBS), (postponed until 1.19 and 4.19)

And through all of that chaos, stress and hard work, never missed a beat in providing excellent, high quality, caring services to the people we work with. I am so thankful that Families First has some of the most dedicated, hard working and compassionate staff around!

During 2018 we had the following staff changes:

- HH Care Manager Michele Paulson left to move to Florida to take care of family
- Courtney Farrington was hired to take her place
- We hired two new HH Care Managers to absorb the growing numbers of clients, Ryan Yellott and Tara Stockwell (Tara completed her BA degree and was promoted internally from a Family Peer Advocate (FPA) position - congratulations!)
- Lisa Sheehan was hired to take Tara’s place as a FPA
- A new part time position was created called a Sunshine Caller, to ensure that the growing numbers of HH families had additional support, with Sara Barrachina being hired to fill this position
- Whitney Jackson was hired as a part time bookkeeper to help with the growing needs in the Finance Department



Staff members Anne Griffin and JoAnne Caswell at the Annual Summer Picnic visiting with former Board Member Trisha Forrest

This round of hiring brought us from 17 staff (where we had been for a number of years) to 21 and we anticipate more growth again next year.

Some other major milestones in 2018 include:

- finalizing contracts with four Managed Care Organizations (Fidelis, United, MVP and CDPHP) for the transformation to Medicaid Managed Care in 2019.
- Completing multiple new audits with our three Health Home Agencies (CHHUNY, AHI, & Encompass) and scoring over 80% on all of them! (one of the highest scores in NYS)
- working with the NYS Office of Mental Health to pursue a partial licensure for Families First so that we will be eligible to provide CFTS services in 2019. We were granted an interim “NYS OMH Commissioner’s Waiver” to get started, with licensure to follow in 2019.

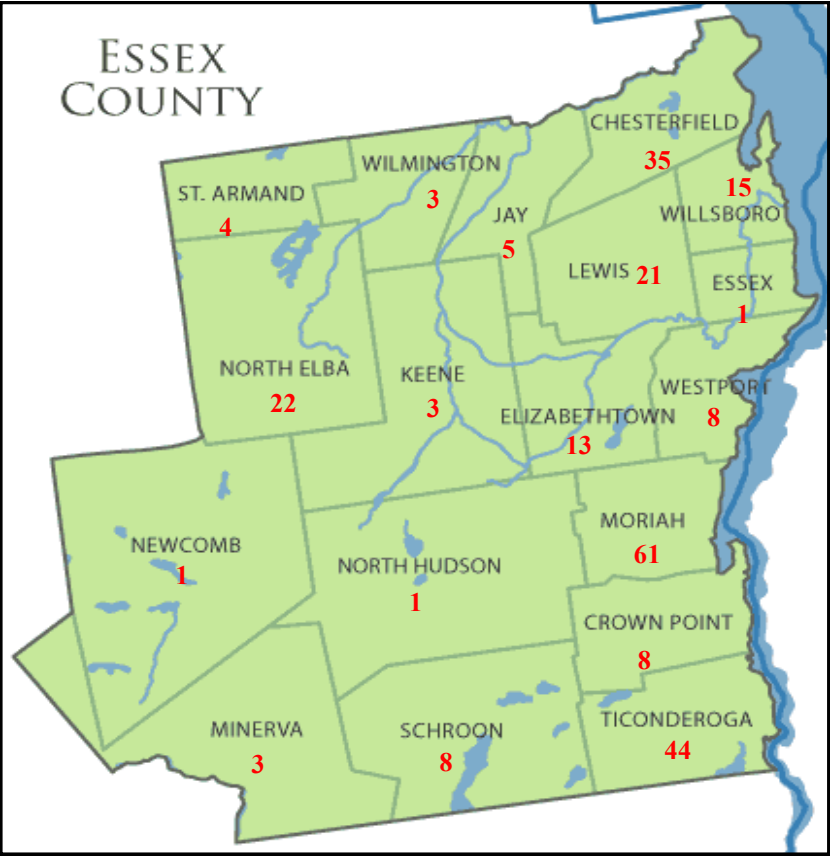
Despite this chaos that has characterized the “transformation” of the children’s behavioral health system, we remain dedicated to seeing the bold, even courageous expansion of the children’s behavioral health services through to successful completion - stay tuned!

JoAnne M. Caswell

On a personal note, I checked off one of my bucket list items - sky diving! What an amazing adrenaline rush, which I would highly recommend!



***Number of Families, served in 2018,
broken down by town ▼ and program ▼ : 271***



Franklin Co.– 5; Clinton Co. - 7; Warren /Washington Co.’s. - 3

	Resources Only	Family Support	Health Home Care Mgmt. & Non Medicaid	HCBS Waiver
Total # of Families Served ►	42	97	101	31



***Number of Individual Children
served in 2018, broken down by Program: 403 ▼***

	Resources Only	Family Support Services	Non Medicaid Care Management	Health Home Care Management	HCBS Waiver
Total # of Children Served ►	117	121	5	130	30

We said that we wanted to increase caseloads 300%. From the start of the Health Homes transition, we actually increased caseloads more than 600%. This year, we will be looking at quarterly goals of expansion. In 2018, we are up more than 45% from 2017. We need to keep abreast of this information so we know when to hire new care managers and how much the workloads of administrators will increase so that we can always look at shifting responsibilities to be able to carry the entire load and be always responsive to the needs of potential members and referring agents.

We looked toward developing relationships with referring agents. We track who sends referrals and announce the entities that are sending the most referrals each month so that we can interest people in a little “healthy competition”. If the numbers are low, we know where to target our education. We distribute a referral chart monthly at our Tier 1.5 meeting, which is a collaboration of various child and family serving agencies within the region.

We hoped to deliver services holistically. Historically, we have been a mental health focused agency, but with time, education and exposure, we are seeing our participants are in need of well-rounded care, which motivates us to explore holistic treatment options that focus on mind and body inclusive of healing and recovery.

We wished to develop relationships with regional providers. As word spreads throughout our region, we have noticed that we are receiving referrals from a much more diverse set of providers. We continue to cultivate not only these relationships, but new ones as well, with our eye on expanding outside of Essex County. We are primarily concerned with service provision for all eligible and interested children and families in Essex County, although, we do have our sights additionally set on providing services to the contiguous counties in the future.

We wanted to be certain that we had a strong training program in place. We have identified that we need a comprehensive curriculum that is available to staff members as needed. We have an individual who manages and monitors the training of all staff so that not only do we build in a level of accountability, but we also can identify training gaps and needs. This is a work in progress.

We planned to develop comprehensive policies and procedures. We were very fortunate that Families Together in NYS and the NYS Coalition for Children’s Behavioral Health collaborated to hire consultants that developed a comprehensive set of policies and procedures that could be individualized to the many agencies’ transition needs. We used their model to create solid policies and procedures that will well insulate Families First going into 2019 and the future. (Continued on next page)



**Staff Retreat -
Burlington, VT - 9.14.18**



Program Report:

The year 2018 was one of continued transition and uncertainty. If you asked any of our staff members about 2018, I am fairly certain that a common thread would be the stress of the unknown.

It is true. It was very stressful. However, we worked very hard to protect our clients from experiencing too much turmoil. We did not want to interrupt their recovery journeys. We tried to insulate them from being distracted by the changes. All staff members remained focused on recovery, strategy, and intervention, while at the same time paying attention to all sorts of new regulations, expectations, and processes.

It always humbles me to see the talent and strength of each individual staff member. I feel very proud that we were able to get through 2018 without any real crises, while managing some families that were struggling with some incredible challenges and obstacles. I am so grateful to oversee a group of people who are always willing to go above and beyond whenever called upon. It seems that in this field of work, that happens more often than not. Our staff, however, stands (in my opinion) head and shoulders above the rest. I am in awe when I think about the commitment, time and energy that our staff members contribute daily to the success of each of the families they serve and to the agency as a whole.

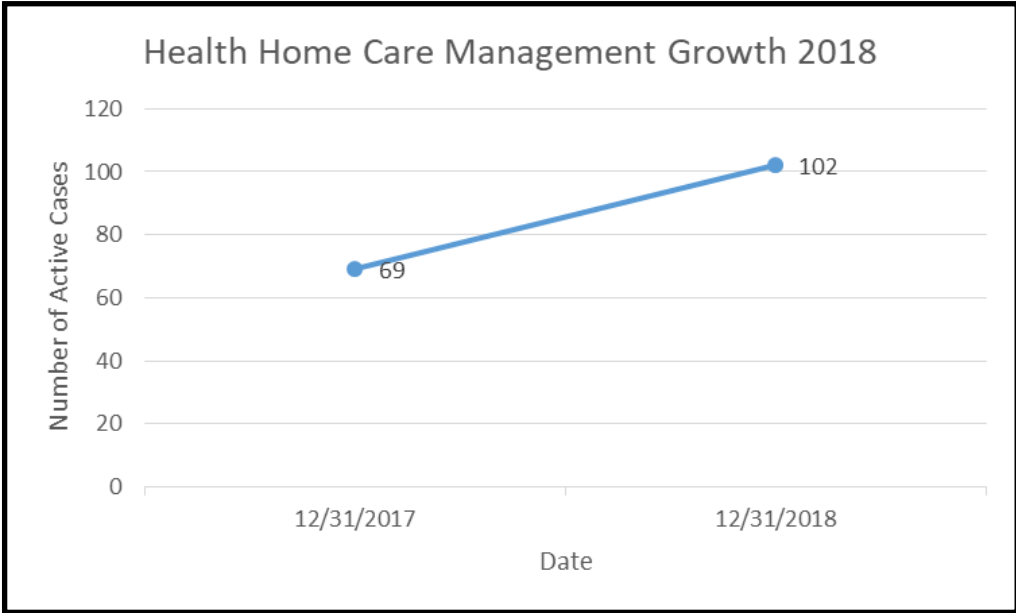
We worked very hard to streamline our Health Home Care Management program, and were also looking toward a transition of our HCBS-Waiver program to Health Homes in April. We learned that NYS reset the April 2018 transition date to April 2019, so the preparation continues. In fact, more than once, NYS changed several of our deadlines during the year.

In preparation for the upcoming changes to our HCBS-Waiver program, we created and implemented a plan to cross-train and cross-utilize our ICCs so that when our HCBS-Waiver participants transitioned to Health Homes, they would be prepared. Additionally, the caseload requirements in HCBS-Waiver changed and we wanted to be able to maintain all of our current FTE positions. We developed a system in that each ICC would be able to manage both Waiver and Health Home children (a 2/3 Waiver to 1/3 Health Home split). This put us in a much better position moving forward. Because of this adjustment, our participants are able to maintain their providers when changing programs or levels of care, providing a continuity of care of which we are very proud. Historically, this is a method we have relied on, and we believe that it has allowed for better outcomes. During transitions of levels of care, if families are able to remain with providers with whom they have developed relationships, progression is seamless.

Because 2017 brought us a brand new program that allows us to maintain as many participants as we are able to manage, 2018 was the year that we were striving to increase our numbers and perfect our systems. In fact, because of growth and our “hybrid” model of care management, we were able to increase our FTE positions by 2.5.

Below is a list of our 2018 goals and accomplishments.

We stated that we wanted to be viewed as the “only game in town”. While there are other agencies that can provide care management services in our region, there is only one, with one client, currently working within Essex County. In terms of enrollment, we are well ahead of other agencies in our area, with 131 clients in total enrolled in Health Homes since we started.



A Parent Testimonial:

My son “Jake” is currently 10 years old. He is diagnosed with ADHD, Non Verbal Learning disability and Oppositional Defiant disorder. Jake takes medication to manage symptoms of the diagnoses. He has been on several different medications. The medications that he is on currently help him to sleep, focus, and gain weight (as a side effect of his Adderall was causing him to lose weight).

We have been involved with Families First programming for about a full year now. Our family got involved with Families First because we were worried about Jake’s behavior. At that time Jake was having explosive outbursts that included him yelling, throwing himself on the floor, throwing things, harming his siblings and other people.

With the support of Families First staff over the year we have greatly lessened the number of tantrums and started to teach him how to cope when he becomes angry. Jake was in therapy for a couple months before starting services with The Children’s Health Home Care Management Program, at Families First. It was a bumpy ride to say the least as some other behaviors arose during our work with Brian (his Care Manager), such as a threat to kill his siblings, fire setting, and suspension from school. I feel in a short amount of time we developed a good relationship to where I could reach out to Brian for guidance. Together we have developed plans, house rules, pool rules, and a reward system to help Jake be successful. Jake worked with Brian to create the pool rules on our living room floor with sharpies and poster board so that Jake would be invested in the rules. Following this, there was a time when Jake was telling others in the pool what the rules were, and playing with his brother by towing him around in his floaty, which was a huge step from almost drowning him. Currently Jake has been doing well following his behavior chart, but there can be hiccups along the way. Like last Thursday morning when Jake missed the bus because he did not want to get out of bed, and yelled at me, but with the consequence of losing his tablet for the day he was able to get back on track for the afternoon.

Our family developed a strong relationship with Families First to the point where when my daughter was observed by her brothers choking herself, I knew who to call. I called Brian for guidance. He gave me multiple options to try and when most of them didn’t work he continued to offer support and guidance until we found a solution. She was eventually accepted at Four Winds Psychiatric Hospital in Saratoga where she stayed for a week. While Brian checked in daily about Jake and how he was handling things, he also checked in about “Sara” and started to prepare a referral so that she could be enrolled in the same program as Jake, once discharged.

It was at that point we realized that we now have the skills to deal with Jake who was once a child that harmed others, but we were not totally ready to manage Sara’s self harm. The day of Sara’s discharge I met Brian as we were scheduled to attend Jake’s IEP meeting. Following Jake’s meeting we started to talk about Sara and I said it would be easier to have him at her discharge meeting, so that we would have what we needed to get her enrolled in the Children’s Health Home Care Management Program. When he said he could attend with us, I had a sigh of relief because we didn’t have to go through this alone.

We may have some hurdles ahead but we know that we have the support of Families First, and the knowledge that we have already learned.

Sincerely,

“Jake and Sara’s” Mom

No Family Should Have To Struggle Alone

Development Report:

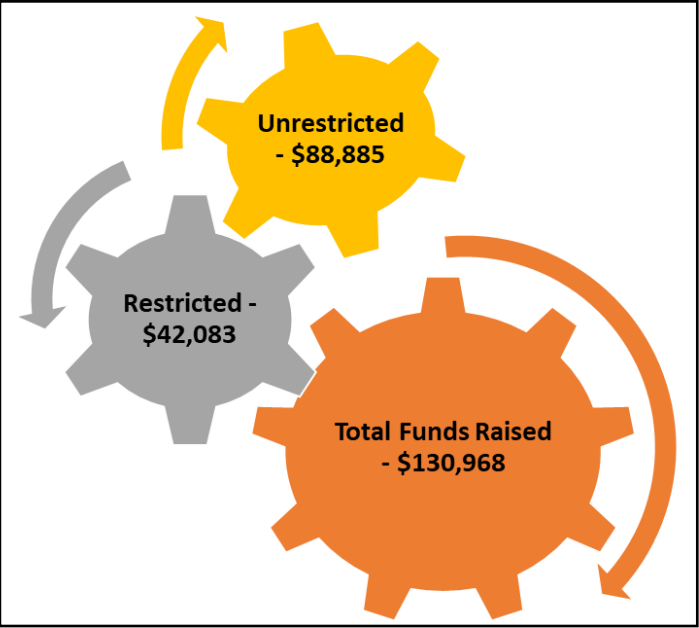
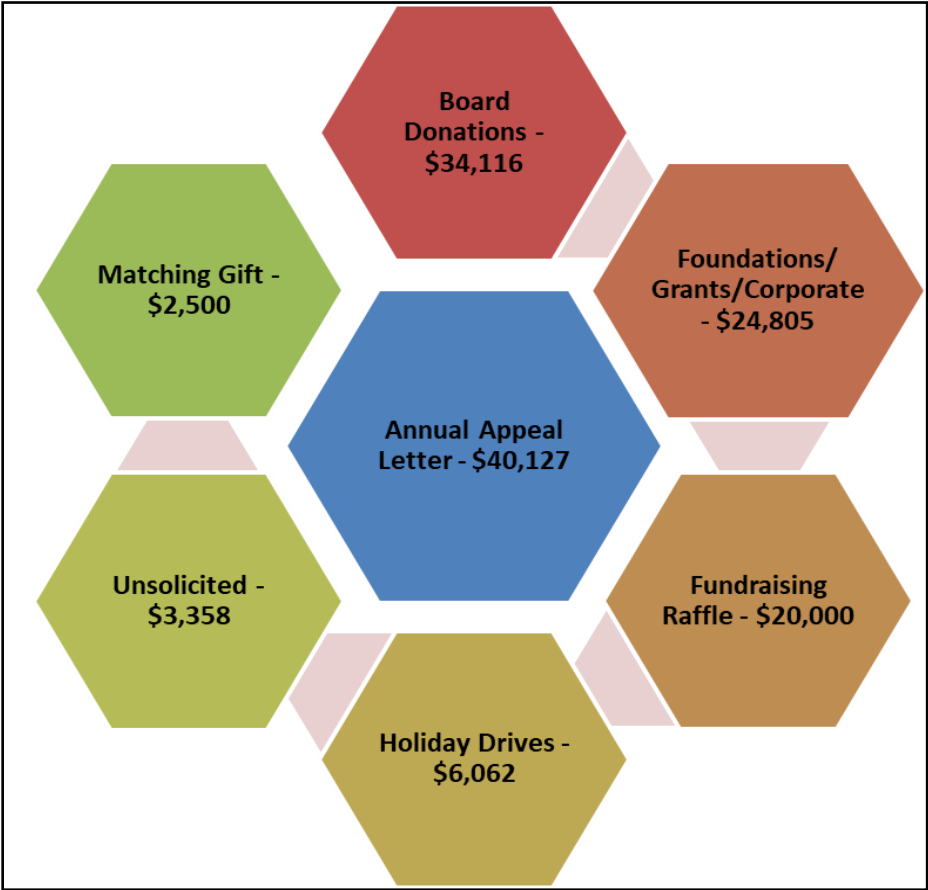
In 2004, Families First began preparing to set up a Development Department and all that it entailed. The Jacob Reiss Foundation had indicated that it would support the creation of such a Department with a \$50,000 grant spread over 2005 and 2006. I volunteered to spearhead our organizational work in 2004, and spent time finding an appropriate database and entering data from our Phoenix Fund Capital Campaign, searching out appropriate Department policies, and researching fundraising ideas. In 2005, I was officially hired as the Development Director, and spent a great deal of time with Board members as we committed to the idea of team based fundraising. Now, fifteen years later, for the first time, I ran a query on All Funds Raised since 2005. This includes grants, the annual appeal, raffle proceeds, endowment fundraising, Board contributions, and holiday drives. I am very proud that Board Fundraising and Development activities over the years have raised \$1,879,877! This is a real testament to the commitment of our Board members over the years, and the generosity of our donors.

In 2018, we raised \$130,968, a total that we have matched or exceeded in the previous two years as well. This year, our annual appeal brought in its greatest total so far -- \$40,127 from 184 gifts. We are a relatively small agency, and for the most part our reach has not extended beyond Essex County prior to this year, but we are very proud that our donors remain as generous and committed as in previous years. This is our opportunity to thank you for your unwavering support and interest through the years - without you we couldn't continue to provide the unique and often unfunded activities that mean so much to families, such as our social and recreational activities, holiday drives, food shelf, and more.

Thank you! Anne Griffin - Development Director



2018 Giving Categories

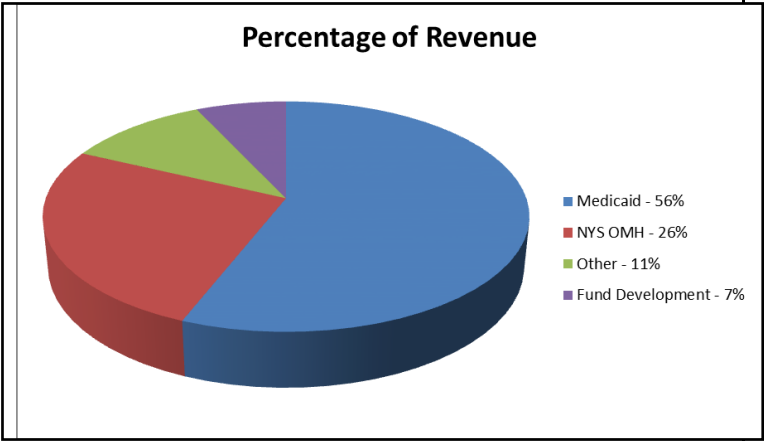


Financial Statement

Families First in Essex County, Inc., Condensed Financial Statements, Unaudited Year Ended December 31, 2018

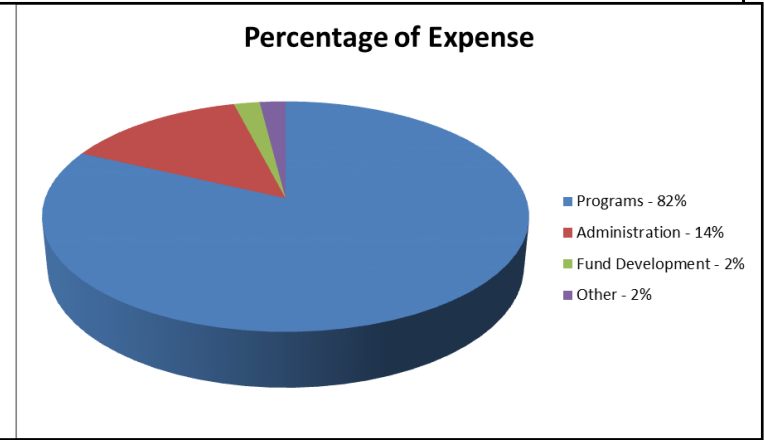
Revenues

Medicaid (HCBS Waiver & Health Homes)	\$ 978,803
Aid To Localities (NYS OMH)	\$ 453,455
Other (DSRIP, OMH Peer Supp., Readiness)	\$ 183,440
Fund Development (Restricted & Unrestricted)	\$ <u>130,968</u>
Total Revenues	\$1,746,666



Expenses

Programs	\$1,292,392
HCBS Waiver	\$429,356
Health Home	\$402,626
Family Support	\$385,437
Other	\$ 74,973
Fund Development	\$ 34,933
Administration	\$ 227,067
Other (BOD, DSRIP, OMH Grant)	\$ <u>35,213</u>
Total Expenses	\$1,589,605
Net Revenues	\$ 157,061



Fiscal Report:

For many years, the *HCBS Waiver* program had the largest budget and variety of services that Families First offered to children and families in Essex County. As we head towards 2019, with the Medicaid Managed Care changes in full swing, the *HCBS Waiver* Program will be phased out, and the *Health Home* program will replace it as the leader in services and population served. The Health Home Care Management program grew by 77% between 2017 and 2018. The service model does not cap program size or income budget, as it did previously, so we anticipate continued growth.

Families First Board of Directors and staff agree it is imperative to honor our motto “No Family Should Have to Struggle Alone” and so, we plan to expand staffing to accommodate the rising demand.

The growth in staff will require the agency to upgrade the aging network server and add new computer workstations and large capacity color printers for the downstairs offices. The agency also researched contracting with a medical claims clearinghouse, to help manage the many direct service claims we submit to Managed Care Organizations (MCOs). Fortunately, we received help from NYS OMH (Office of Mental Health) in the form of two grants. *The Behavioral Health Information Technology (BHIT) grant of \$25,000*, along with the *Strategic Transition Plan grant, also \$25,000*, which will go a long way toward offsetting the cost of growth and transition.

Our projected 2019 Budget is \$1,695,000, an 11% increase from 2018.

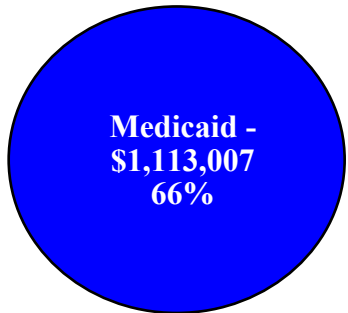
Families First Finance and Audit Committee members:

Joseph Bogardus (Treasurer), Margie Emery-Ginn (BOD Co-Chair), Hillary Stransky (BOD Co-Chair), Sharon Cook, Sue Reasor, JoAnne Caswell, Andrea Kuhn



Andrea M. Kuhn
Director of Finance/HR/IT

Families First – 2019 Budget Breakdown – Total Budget: \$1,695,000



- Health Home Care Management (HH)
- Waiver Program
- Home and Community Based Services (HCBS)
- Children and Family Treatment and Support Services (CFTSS)



- Family Support
- Coordinated Children’s Services Initiative (CCSI)
- Non Medicaid Care Management
- Care Management Flexible Service Dollars



- Board Fundraising
- Grants/Foundations
- Contracts

Annual Giving Report:

Our Annual Giving Program runs from January 1 through December 31 each year. We recognize gifts made to the Annual or Endowment Funds and those gifts that were commemorative. A separate list recognizes donors, groups and businesses that supported our Holiday Drives.

We regret that space does not allow us to list all those who supported our special event fundraisers. If you bought raffle tickets, or attended a fundraising event we appreciate your support and want you to know that each of these gifts has made a difference to Families First.

Our apologies if your name has been inadvertently misspelled, omitted or incorrectly listed. Please call the Development Director for corrections.

Benefactors: (\$10,000 & Up)

Winifred Thomas *

Patrons: (\$5,000 to \$9,999)

Joseph and Linda Bogardus **
Adirondack Foundation **
Bristol-Myers Squibb Found. **
Charles R. Wood Foundation
Daphne Hallowell **
The Kelsey Trust
The Reiss Foundation
Carolyn Sicher and Aaron Woolf

Champions: (\$1,000 to \$4,999)

Mary Elizabeth Alexander **
Karen and Robert Ashline
Babette and Marc Atz
Monique Weston Clague **
The Clements Foundation **
Barry and Sharon Cook
Bruce Crary Foundation *
The Dusky Foundation **
Empty Bowl/Full Heart
Margie and Scottie Emery-Ginn *
Tobin and Susan Greschler
Melissa Murphy *
J. Haws and Steve Pounian
James Rosenberg *
Stewart's Foundation **
Mr. and Mrs. Thomas Stransky
Kathryn Conway Preyer
Charitable Lead Unitrust *

Sponsors: (\$500 to \$999)

Anonymous
Cloudsplitter Foundation
Therese Denton
Gap Foundation *
Janice Kyle and Hans Himelein**
Dr. Charles Moisan, Jr.
Terri and Jim Morse **

Sponsors: (\$500 to \$999) - Continued

Katharine Preston and John Bingham
Clay and Sue Reaser
Sarah M Smith
Donald and Ellen Stiles **
John and Sandra Taylor **
Morris, Max, and Sarah Altman Trust *
Whallonsburg Civic Association

Supporters: (\$100 to \$499)

Carl and Inge Aiken *
Anonymous (2)
Rolland and Donna Baribeau
John and Joanne Bartlett *
S.E. and A.D. Bissell *
Ted and Catherine Blazer
Evelyn Brant
Nicky and Bill Bryant **
Merwin and Carolyn Buckland
Diane Burbank
Thomas Burleigh
Rogers-Carroll Family Foundation
Westport Federated Church
Jenifer Hale Deming
Dr. Rob and Mrs. Karin DeMuro
Paul Dooling and Sandra Danussi
Bernice and Edwin Douglas *
Jean Audouin Duval
Dominic and Melissa Eisinger *
Jane and Chip Elfner *
Gail Smith Else
Families Together in New York State
Ticonderoga Federal Credit Union
David and Bartel Fite
Len and JoAnn Folin *
Kirk Kellogg Foundation
Dick and Susan Gaffney
Susan and Woody Gandy
Henry and Michele Gasiorowski *
Harkness Methodist Church
Jay Heald
Ed Hopple *
Diana House *
Charles Hughes
Janet Findlay and David Hunter **

Supporters: (\$100 to \$499) - Continued

Gregory and Marion Jeffers
Bill and Meredith Johnston **
Wayne and Cathy Johnston *
Keene Valley Congregational Church
Richard and Joan Kelly **
Glenn and Valerie Kelsey
Alan Kennedy and Joan Simon
Ben Kernan
Bob and Phyllis Klein *
John and Miriam Klipper
Miles and Joan Kulukundis **
Bernard Leerkes
Dan and Carol Luthringshauser
Dan Mason and Debora Rice
Mineville Oil Co., Inc. **
Richard and Mona Morgan
Nick and Carol Muller
Stephen Saxl and Alice Naude
Mary Neary *
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Charles and Gloria Pfund
Elizabeth J. Pillard **
Port Henry Council # 384
Alan Hipps and Jane Preston
Bob and Mandy Preyer
David and Margaret Reuther
Harriet H. Savage **
Joyce Scovell
Bev and Don Sears
Maria Stitt *
Richard P. Suttmeier **
Richard and Bethany Teitelbaum
Charles and Delia Thompson **
Kim Tiller and Philip McFadden
George L. Topka *
Claude and Wanda Turner
Mary C. and Steve Valley
Honorable and Mrs.
Dominick J. Viscardi
Dorothy Voorhis **
Debbie and Dick Walker
Westport Chamber of Commerce
Ken and Barbara White *
Wade and Tracey Whitney **
Bob and Blaikie Worth

Annual Giving Report - (continued)

Friends: (\$1 to \$99)

Roger and Linda Adams *
Amazon Smile
Robert Andrews and Margaret Wilson
Anonymous (2)
Perry and Susan Babcock
George Davis and Susan Bacot-Davis
Joseph and Patricia Beneshan
Drs. Herbert and Laurie Bergamini
Elie Bijou
Sam and Cheryl Blanchard
Brian and Janet Bliss
Doris Bodie
Denise and Kevin Bolan
Tom and Alana Both
John and Elaine Bottirol
Mrs. Enid Bousfield *
Timothy Brearton
Colleen "Cam" Brown
Mary and Tim Burke
Marylynn B. Burres and
Melynnnda R. Schaffer
Joanne Bush
Harrison and Judy Caner
Joseph and Ingrid Carman
Doris Cohen
Edna Coonrod
Janet Cross
Judy Cross
Michael and Julie Cruickshank
Mr. and Mrs. James Cunningham
Stan and Barb Dickinson *
Dave and Mary Downs *
Marijane and Lew Egglefield
Rabbi Alec and Susan Friedmann
Virginia and John Gardinier
Howard and Karen Glass
Gordon Pratt Agency *
Evelyn Hatch *
Chattie Van Wert and Arthur Hatfield
Andrea (Toby) Herbert
Cynthia and Robert Heustis
Bruce and Nona Hoskins
Beverly Hudak *
Sylvia A. Hunsdon
Robert and Priscilla Hurd *
John and Karen Huttlinger
Terry Ingleston

Friends: (\$1 to \$99) - Continued

Reverend and Mrs. Robert Johnson *
Gerald and Mary Katz
Mary Buschman Kelly
Brian and Laura Kiely *
Kim Koch-Wright and Wayne Wright **
Jay and Candy Kohen
Ruth Kuhfal
Terence and Mary Jane Lamb
Don and Jodi LaRock
Peg LaRose
George and Terry Lavin
James and Kathy Marshall
Pat Marshall **
Anne B. McDonald
Scott and Carol McDonald
Schelling and Annie McKinley *
Robert and Joanne McShane *
Pamela and Michael Moser
Laura Newmark
Gay Olcott
Richard Arndt and Phyllis Perna
Vincent and Danna Place
Harry and Margaret Provost *
James and Emily Pugsley **
Nancy Reale
Robert and Beverly Rice
Matt and Caroline Roy
Elizabeth Rutkowski
Katherine Sharp
Larry and Leslie Shipps
Phil and Gladys Siarkowski
Donna Sonnett
Ms. Barbara R. Strowger
Rev. Bruce and Sarah Tamlyn
Megan Murphy and Eric Teed
Naomi Tannen
Jane Terlouw *
Wagon Wheel Restaurant--
Robbin Thatcher
Bruce and Kathleen Tubbs
Colleen M. Van Hoven
Helene and Larry Vanderburgh *
Linda A. Warner
Ralph and Rita Warren
David and Mary Welch
Dr. Thomas Woodman **

Bequest Society:

Anonymous
Monique Weston Clague
Trisha Forrest
Anne Griffin
Richard Kelly
Winky Thomas
Helen Paul (realized)
Jamie Paul Clark (realized)
Henrietta Thomas (realized)

Tribute Gifts:

In Memory of: **Jamie Clark**

- George L. Topka

In Memory of: **Isabel Savel & Karen Bursenos**

- Clay and Sue Reaser



Holiday Drives: This includes businesses, individuals, groups or families who contributed to our Thanksgiving Food Drive, who “adopted” a child for Christmas giving, or made it possible for us to purchase gifts for teens. 100% of these contributions of food and gifts are distributed directly to families.



Staff members spent the month of November talking turkey in order to coordinate and prepare Thanksgiving dinner boxes for 91 families from throughout Essex County. The program, which included whole turkeys with all the fixings, was funded by donations from the community. “We really appreciate the generous donation of local businesses and individuals. Without their support, it wouldn’t be possible for us to do this,” said Executive Director JoAnne Caswell.

Thanksgiving:

Jackie and Skip Andrade
Anonymous
Karen and Robert Ashline
Harry Gough and
Margaret Bartley
Joseph and Linda Bogardus
Boquet Liquor Store -
Terry MacDougal **
Barry and Sharon Cook
Scott and Lisa Decker
Donna Farrell
Tobin and Susan Greschler
Daphne Hallowell
Anne Griffin and Larry Hartson
Richard and Joan Kelly
Terence and Mary Jane Lamb
Hildegard Moore *
Hairs the Place
LuAnn and Stacy Pulsifer
Clay and Sue Reaser
Simone S. Stephens
Maria Stitt
Jane Terlouw
Winifred Thomas

Christmas:

Adirondack Bank Staff & Customers
Mary Elizabeth Alexander
Jen Allen
Amerigas
Anonymous (2)

Christmas:

Joseph and Linda Bogardus
Bowlwinkles
Nicky and Bill Bryant
Bub’s Pizza and Deli
Kim Carver
JoAnne and Jim Caswell
CEF Library
Lucianna Cellotti
Champlain National Bank
Chazy Westport Communications
Allan Clark
Barry and Sharon Cook
Judy Cross
Angie Davis
Miranda DeZalia
Essex Initiatives / Tina Gardner
Donna Farrell
Fitness Revolution Staff & Members
GAP Employees
Alyssa Goodwin
Anne Griffin and Larry Hartson
Bonnie and Albert Haberle
Sharon Haseltine
Tracie Hennessey
Janice Kyle and Hans Himelein
Rebecca Hoskins
Ann Hough
Housing Assistance Program
Whitney Jackson
Keene Central School
Keene Fitness Center, Staff & Members
Richard and Joan Kelly
Leslie Kopec

Christmas:

Andrea Kuhn
Mary Jane and Terry Lamb
Mary and Bill Michelfelder **
Ginny Miller
Malcolm and Judy Martin *
Dan Mason and Debora Rice
Mineville Oil Co., Inc.
Mountain Lakes Services, Staff
NBT Bank
Northwoods School, Staff & Students
NYSDAR-Champlain Chapter
The Old Mine
Marci Oliver
Kevin O'Neill and Julie Wever
Performance Art Connections
Present and Past Masters and Wardens Association *
Sue Reaser
Melanie Reding
Roost - Lake Placid Chapter of Commerce
Lisa and John Sheehan
Carol Spaulding
Hunter Spaulding
St. Elizabeth’s Church Congregation
Maria Stitt
Mr. and Mrs. Thomas Stransky
Sun Community News
Stacey Vaughn
Amie and Billie Jo Vradenburg
Brigitte Wagner
John Warchol & Frank Whitelaw
Sharon Wilson
Chet and Sandy Woods



Elizabethtown/Lewis Garden Club members dropping off wreaths that they made and donated to Families First.

Names in Bold = new donors
Names with an * = donors who have given to FF for 5 or more consecutive years
Names with an ** = donors who have given to FF for 10 or more consecutive years

