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Nonprofit portrait provided by The Community Foundation Serving Richmond & Central Virginia

## Virginia Home for Boys and Girls



### General Information

#### Contact Information

<b>Nonprofit</b>	Virginia Home for Boys and Girls
<b>Address</b>	8716 W. Broad Street Henrico, VA 23294 6206
<b>Phone</b>	804 270-6566
<b>Fax</b>	804 270-6574
<b>Web Site</b>	<a href="http://www.vhbg.org">www.vhbg.org</a>
<b>Facebook</b>	<a href="https://facebook.com/VHBGCommunity">facebook.com/VHBGCommunity</a>
<b>Twitter</b>	@VAHomeBoysGirls

#### At A Glance

<b>Year of Incorporation</b>	1942
<b>Former Names</b>	Virginia Home for Boys
<b>Organization's type of tax exempt status</b>	Public Supported Charity
<b>Name of supporting organization</b>	Virginia Home for Boys and Girls

# Statements & Search Criteria

## **Mission**

Since our inception in 1846, Virginia Home for Boys and Girls (VHBG) has helped thousands of children with emotional and behavioral health needs from across Virginia. Because most of the children we serve have faced some sort of trauma in their young lives, they often have social, emotional, behavioral, and academic barriers to succeeding. We offer three beneficial services that incorporate the teaching of coping skills: 1) group services, 2) a K-12 specialized school called the John G. Wood School, and 3) a therapeutic resource center. Our approach involves a family atmosphere which is important to helping children heal and restores hope to them and their families who then find the courage to thrive. VHBG is the only certified Teaching-Family Model site in the Commonwealth of Virginia and has successfully implemented this model since 1998. Nestled in a park-like setting, our 30+ acre campus includes a fellowship hall, and recreational facilities (a gymnasium, playing fields, outdoor swimming pool, an indoor recreation room with weight equipment and game tables). Whether a child lives on our campus or just spends the day time with us, VHBG looks and feels like the neighborhood you'd want to live in.

## **Background**

Founded as an orphanage in downtown Richmond in 1846, Virginia Home for Boys and Girls (VHBG) has been a longstanding provider of children and family services in Virginia. VHBG has served children who were orphaned, abused, abandoned, or neglected on its present location, a 30+ acre campus in Henrico County's west end, since the 1950s.

VHBG is the only organization in Virginia certified in the evidence-based Teaching Family Model of Care (TFM), one of the very few models endorsed by the American Psychological Association. This teaching model is incorporated into all services we offer at VHBG, from the elementary school to our Teaching-Family Homes. We believe that, given the opportunity to live in a caring, supportive, and stable home, the children we serve will achieve their goals of transitioning to a foster family, being reunited with family members, obtaining skills they need to complete their education, or achieving long-term employment – all with the goal to become successful adults.

As the landscape of services to children and families has changed over time, VHBG has expanded its programs to meet the diverse needs of children in our community. VHBG provides a spectrum of services to children with social, emotional, and behavioral health concerns. VHBG now offers programs for children through: 1) our Group Homes that provide group care using the Family Teaching Model, 2) our Specialized School (John G. Wood) provides education by offering elementary, middle, and high school courses, self-contained classrooms, and extended school year during the summer, and 3) our Therapeutic Resource Center provides therapeutic resources such as outpatient counseling, intensive in-home counseling, home-based counseling, mentoring, and psychiatric care.

## **Impact**

All VHBG programs strive to provide youth and families a place to build safe and supportive relationships, to help them find hope and healing, and to help them develop lifelong skills that will give them the confidence to believe in their future. Across all programs, 100% of survey respondents claimed satisfaction with services.

### **GROUP CARE SERVICES:**

Success of a youth is measured independently and may look and feel very different for each youth involved. For some this might mean that 80% of his or her Service Plan goals were achieved/mastered. For another youth this might mean that significant family progress was made and the youth can safely return home. In all cases, we've helped determine what the next level of care a child needs to continue on their road to permanency. In the 2016/17 year, 53 youth were served with a 218-day average length of stay. 98% were discharged when planned or sooner.

### **JOHN G. WOOD SCHOOL**

Our John G. Wood K-12 specialized school measures success in line with industry standards and in partnership with our regulatory bodies. These measures are obtained through a variety of assessments that help determine progress and/or challenges according to a student's Individual Education Plan or Individual Instruction Plan. In the 2016/17 year, 57 students attended.

### **THERAPEUTIC RESOURCES**

Improvements are measured by standardized assessments as appropriate (i.e. trauma symptom assessment). Counselors are responsive with setting up a session within 48 hours. In the 2016/17 year: Outpatient Counseling served 59 youth. 78% were discharged when planned or sooner; Intensive In-Home served 6 youth; Home Based served 11 youth; Mentoring served 19 youth. 82% were discharged when planned or sooner and 100% showed improvement.

Our impact is best expressed in the stories of the children we serve. Please go to our website to read these stories. [www.vhbg.org](http://www.vhbg.org)

## **Needs**

The following needs are vital to protect more children from abuse and neglect and connect them to caring, permanent families:

(1) Maintain high caliber of program implementation based on the internationally-accredited Teaching-Family Model; (2) Increase and diversify funding sources - annual operating funds provided by donations, grants, events and corporations - \$1,600,000; (3) Expand agency marketing efforts.

## **CEO/Executive Director Statement**

At Virginia Home for Boys and Girls (VHBG), we believe that all children deserve to grow up surrounded by a loving, nurturing family. All children deserve encouragement, protection and a sense of belonging that comes from supportive adult relationships in a healthy family environment. After all, a healthy family is critical to every child's successful journey to adulthood.

But too often, children endure tragic and traumatic circumstances within their home and families that can impact their ability to develop and thrive. In Virginia, a child is abused or neglected every 75 minutes. The immediate impact of abuse or neglect on a child is tragic, but so, too, are the long-term consequences that affect not only the child, but also their family and their community. At Virginia Home for Boys and Girls, these children are embraced by a healing community where they can experience life in a nurturing family environment, learn in a supportive classroom, make important connections with supportive role models, and develop life skills that will give them confidence to believe in their future.

More stories about the children and families we serve are available on our website: [www.vhbg.org](http://www.vhbg.org).

**Board Chair Statement**

Since 1846, Virginia Home for Boys and Girls has offered strength and hope to children and families in our communities, empowering them to achieve greater success. The hallmark of our success has been the ability to adapt to meet the challenges of the times. We provide kids and families with the tools of a lifetime - setting goals, navigating difficult circumstances and gaining hope for the future. VHBG has a long tradition of strong Board leadership, fiscal responsibility, volunteer excellence and successful partnerships with established organizations. And, while we know our strengths, we are keenly aware of the challenges that lie ahead. Fulfilling our vision will require a significant infusion of financial resources. Exciting visions and bold leadership will make the critical difference. Virginia Home for Boys and Girls is determined to protect more children from abuse and neglect and connect them to caring, permanent families by giving them the means and methods to build strong skills and a successful future.

**Areas Of Service****Areas Served**

## **Areas**

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Statewide  
Metro Richmond  
Tri-cities Region  
Richmond, City  
Ashland  
Chester  
Chesterfield County  
Colonial Heights, City  
Dinwiddie County  
Ettrick  
Goochland County  
Hanover County  
Henrico County  
Hopewell, City  
Matoaka  
Petersburg, City  
Powhatan County  
Prince George County  
Sussex County  
Charles City County  
Gloucester County  
King and Queen County  
Lancaster County  
Louisa County  
Mathews County  
Middlesex County  
New Kent County  
Northumberland County  
Charlottesville-Albermarle  
Hampton Roads  
Northern Neck  
Northern Virginia  
Shenandoah Valley  
Southside Virginia  
Southwest Virginia  
Commonwealth of Virginia

## **Service Categories**

Family Services  
Children's and Youth Services  
Group Homes

# Programs

## Programs

### Group Care Services

#### **Description**

When it is necessary to remove a child from their home, studies show children need a strong family environment and lasting adult relationships in order to succeed. In 2012, 6116 children in Virginia were found to be victims of abuse and/or neglect (VA DSS, 2012 Child Protective Services Report). When a child is found in this situation, there is a great need to provide a place where the child can heal and grow. Studies show that adverse childhood experiences like abuse, neglect, family substance abuse, and family violence during childhood lead to emotional challenges for children and young adults, including depression, anxiety disorders and post-traumatic stress disorder (Gratz, 2003 via VA Comm. on Youth, Evidence Based Practices for Children with Mental Health Treatment Needs, 2013). VHBG has a long-standing proven impact with youth who need a longer-term home in our Group Care Services Program. Each Teaching-Family Home consists of full-time, individual, teaching-parents and up to eight children (ages 11-17)– much like a large family. VHBG is licensed to serve up to 60 children in 6 group homes. Each highly-trained teaching parent uses the Teaching Family Model to care for our kids, teaching them to cope with their feelings, exhibit self-control and regain their self-confidence. We are providing a nurturing family environment – something essential that is new to many of our kids – in a setting that’s very much like a neighborhood.

One success story is Amy, an angry and traumatized 13-year-old admitted to group care. Abuse and neglect within her home and two failed foster placements resulted in emotional damage and mistrust of adults. Gently but consistently challenged by her Teaching Parents, this young lady learned that she was safe at VHBG to explore new ways of behaving. Extensive Family Therapy, supported by private Trauma-Focused Therapy, allowed her to take tentative steps toward reuniting with her biological family.

#### **Budget**

\$3,009,178.00

#### **Strategy**

Yes

#### **Long term Success**

Providing permanent family solutions for children in response to community needs. Children will have successful family placements based on the APA-accredited Teaching-Family Model.

#### **Short Term Success**

Providing permanent family solutions for children in response to community needs. Children will have successful family placements based on the APA-accredited Teaching-Family Model.

## Specialized Education - John G. Wood School

<b>Description</b>	<p>In the 1970's, VHBG's leaders recognized that for some children, a specialized school would be very beneficial, and John G. Wood School (JGW) opened. Today, JGW serves as a K-12 school, helping children with complex emotional, behavioral, and academic challenges. JGW is a fully accredited private day school for students in grades K-12 and is licensed to serve up to 61 students each year. The school's programs align with the Teaching-Family Model, Trauma-Informed Care, Aggression Replacement Training, and Cognitive Behavioral Therapy. JGW's small classrooms provide a 5:1 or 8:1 student-to-staff ratio – depending on the age and level of need – with additional support from behavioral specialists and a full-time therapist.</p> <p>Students participate in a full academic curriculum to meet Virginia Standards of Learning and graduation requirements. In addition, a school-wide behavioral program incorporates group counseling, leadership training, and an incentive system to monitor student's progress and support their social and emotional growth. At JGW, we have many ways to teach our kids these essential skills:</p> <ol style="list-style-type: none"><li>1) Mandatory life skills class, which focuses on character development and improving interpersonal skills</li><li>2) Elective Career Technical Education Course (CTE) with Vocational Educational Program Preparation (VEPP)</li><li>3) Weekly support from a licensed therapist</li></ol> <p>JGW's early-intervention elementary school is the only program in the Richmond metro area that addresses aggression, teaches social skills, and has a primary goal of returning the students back to a public school setting. It serves young children who are unable to succeed in traditional public school because of their need for special education services or individualized instruction. The goal is for the program to support the child to build stronger social-emotional skills, coping skills, and greater impulse control so that they are able to return to a regular classroom.</p>
<b>Budget</b>	\$2,416,558.00
<b>Strategy</b>	Yes
<b>Long term Success</b>	Engaging children in successful lives in the community through education - GED, high school diplomas and vocational education.
<b>Short Term Success</b>	Engaging children in successful lives in the community through education acquisition - GED, high school diplomas and vocational education. Returning children to the public school system as appropriate.

## Therapeutic Resources

**Description**

VHBG's Therapeutic Resources support children and families in our community by providing them with the services of our licensed therapists during different periods of transition and family crisis. With the goal of preventing a child from being removed from a home, support is provided to children and families while in their homes through our intensive in-home counseling. If a child is returning from an out-of-home placement, we support families during the child's transition back home. VHBG's Therapeutic Resources also help children through outpatient therapy and mentoring in the community. Finally, we support children in our Teaching-Parent Homes and alternative school through weekly individual and group therapy as well as on-site psychiatric services.

**Budget**

\$593,707.00

**Strategy**

Yes



# Board & Governance

## Board Chair

<b>Board Chair</b>	Mary Virginia Scott
<b>Company Affiliation</b>	The Bergman Group
<b>Term</b>	Oct 2017 to Sept 2018
<b>Email</b>	Info@vhbg.org

## Board Co-Chair

<b>Board CoChair</b>	Ms. Mary Virginia Scott
<b>Company Affiliation</b>	The Bergman Group
<b>Term</b>	Oct 2016 to Sept 2017

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Kelly Armstrong	Community Volunteer	NonVoting
James Baldwin	CBRE Richmond	Voting
John Barnes III	SRBC Capital Markets	Voting
Shannon Short Best	University of Richmond	Voting
Richard W.E. Bland	Bland & Sorkin, P.C.	Voting
Kelly W. Boykin	Aquent	Voting
Thom Dillon	Hirschler-Fleisher	NonVoting
Lawrence Gray	Grayco Inc.	NonVoting
Robert T. Greenland	Greenland and Associates	Voting
David R. Grogan	Retired CEO, Toter, Inc.	Voting
Deb Hagan	Barber Martin Agency	Voting
William Hardy	Harris, Hardy and Johnstone	Voting
Katie Harlow	Captial One	Voting
Billy Harper	Sun Trust	Voting
Scot Hathaway	Dominion Power	Voting
Alan Hess	Wells Fargo Financial Advisors	Voting
J. Lawrence Mansfield Jr.	Amazon	Voting
Thomas L. Mountcastle	CSC Leasing Company	Voting
Sakina Paige	Captial One	Voting
Sean Purple	BDO USA	Voting
Mary Virginia Scott	The Bergman Group	Voting
Tom Snead	Retired, Anthem Blue Cross Blue Shield	NonVoting
Don Steinbrugge	Agecroft Partners	NonVoting
Sarah G. Vogt	Community Volunteer	Voting
Edward H. Winks	Winks-Snowa Architects	Voting

**Board Demographics - Ethnicity**

<b>African American/Black</b>	1
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	25
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Other</b>	0 0

**Board Demographics - Gender**

<b>Male</b>	17
<b>Female</b>	9
<b>Unspecified</b>	0

**Governance**

<b>Board Term Lengths</b>	3
<b>Board Term Limits</b>	3
<b>Board Meeting Attendance %</b>	74
<b>Written Board Selection Criteria?</b>	Yes
<b>Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	100
<b>Percentage Making In-Kind Contributions</b>	40
<b>Number of Full Board Meetings Annually</b>	5

**Comments**

The Board Members list includes both members of the VHBG Board of Governors and members of The Virginia Home for Boys and Girls Foundation. The Foundation Board was created in 2013 and oversees the organization's endowment investments and works to ensure VHBG's assets are managed in the best way to benefit the organization well into the future.

# Management

## Executive Director/CEO

<b>Executive Director</b>	Ms. Claiborne Mason
<b>Term Start</b>	Aug 2012
<b>Email</b>	cmason@vhbg.org

### Experience

Claiborne Mason brings over 30 years of experience in business management to Virginia Home for Boys and Girls. She owns the strategic planning and marketing company C.S Mason Consulting and has extensive experience as a consultant to nonprofit groups. Claiborne most recently served as interim CEO of United Way of Greater Richmond and Petersburg. She has served on a number of local nonprofit boards, including The Children's Museum of Richmond, The Powell Foundation for Economic Literacy and Gateway Homes. Claiborne's consulting work with nonprofits has given her opportunities to work with a variety of organizations such as Sesame Workshop, Virginia Credit Union, Hampden-Sydney College and St. Joseph's Villa.

## Senior Staff

<b>Name</b>	<b>Title</b>
Mr. Brendan Folmar	Principal, John G. Wood School
Karen Rice	Director of Therapeutic Resources
Mr. Drew Routh	Director, Therapeutic Resources & Group Care Services
Mr. Brent Winn	Senior Vice President & Chief Operating Officer

## Staff

<b>Full Time Staff</b>	85
<b>Part Time Staff</b>	20
<b>Volunteers</b>	175
<b>Contractors</b>	1
<b>Retention Rate</b>	0

## Plans

<b>Organization has a Fundraising Plan?</b>	Yes
<b>Organization has a Strategic Plan?</b>	Yes
<b>Years Strategic Plan Considers</b>	1
<b>Date Strategic Plan Adopted</b>	Sept 2014
<b>Management Succession Plan?</b>	No
<b>Organization Policy and Procedures</b>	Yes
<b>Nondiscrimination Policy</b>	Yes
<b>Whistleblower Policy</b>	Yes
<b>Document Destruction Policy</b>	Yes
<b>Directors and Officers Insurance Policy</b>	Yes

## Collaborations

The Teaching Family Association (TFA) states “What is learned in one agency can be shared with other agencies within the Association and incorporated into the standards of quality assurance processes,” with transparency, developing and sharing community knowledge, and collaborating towards a common goal clearly prioritized. We collaborate with the TFA and other TFA-accredited providers to determine best practices, share insights, and continually improve services.

VHBG is also a member of the Trauma Informed Community Network in central Virginia to network with other agencies providing support to children and families dealing with trauma. VHBG works with Dr. John Lee, a psychiatrist with Therapeutic Fundamentals, LLC, who provides care to our children on a regular schedule, ensuring continuity of care and specialized expertise in trauma recovery.

The staff and mentors of Great Aspirations Scholarship Program (GRASP) and VHBG work together to offer mentoring and support for VHBG residents and students as they look at their options when they reach age 18 or graduate from high school. This collaboration provides regular and consistent support for the children, building a plan and considering the financial requirements to reach those goals.

VHBG also continues to partner with state and local social service, mental health, juvenile justice and school agencies to provide a comprehensive continuum of services that are youth-centered and family-focused to best meet the treatment needs of children and families.

We also have established relationships with CarMax, Costco, Banana Republic, Southern States, Virginia Cooperative Extension, Sun Trust, Goodwill, Altria, Richmond BMW, Chubb and others for volunteer and educational opportunities as well as in-kind donations.

# Financials

## Fiscal Year

	Oct
<b>Fiscal Year</b>	2016
<b>Projected Revenue</b>	\$5,300,000.00
<b>Projected Expenses</b>	\$6,800,000.00
<b>Endowment Value</b>	22318694
<b>Spending Policy</b>	Percentage
<b>Percentage (if selected)</b>	5%

## Form 990s

[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)

## Detailed Financials

### Revenue and Expenses

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Total Revenue</b>	\$6,999,312	\$3,990,390	\$6,163,227
<b>Total Expenses</b>	\$7,111,045	\$6,342,358	\$5,313,381

### Revenue Sources

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Foundation and Corporation Contributions</b>	--	--	--
<b>Government Contributions</b>	\$0	\$0	\$0
<b>Federal</b>	--	--	--
<b>State</b>	--	--	--
<b>Local</b>	--	--	--
<b>Unspecified</b>	--	--	--
<b>Individual Contributions</b>	\$2,964,683	\$1,731,902	\$1,574,880
<b>Indirect Public Support</b>	--	--	--
<b>Earned Revenue</b>	\$3,570,880	\$2,777,601	\$2,653,628
<b>Investment Income, Net of Losses</b>	--	(\$942,246)	\$2,124,216
<b>Membership Dues</b>	--	--	--
<b>Special Events</b>	(\$42,014)	--	--
<b>Revenue In-Kind</b>	\$169,323	\$101,245	--
<b>Other</b>	\$336,440	\$321,888	(\$189,497)

## Expense Allocation

Fiscal Year	2016	2015	2014
Program Expense	\$5,878,150	\$4,924,224	\$4,350,024
Administration Expense	\$729,642	\$1,018,629	\$649,152
Fundraising Expense	\$503,253	\$399,505	\$314,205
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	0.98	0.63	1.16
Program Expense/Total Expenses	83%	78%	82%
Fundraising Expense/Contributed Revenue	17%	23%	20%

## Assets and Liabilities

Fiscal Year	2016	2015	2014
Total Assets	\$9,615,478	\$33,156,631	\$35,267,299
Current Assets	\$2,775,790	\$23,935,668	\$25,399,139
Long-Term Liabilities	\$887,443	\$42,905	\$500,000
Current Liabilities	\$347,530	\$1,033,270	\$337,305
Total Net Assets	\$8,380,505	\$32,080,456	\$34,429,994

## Short Term Solvency

Fiscal Year	2016	2015	2014
Current Ratio: Current Assets/Current Liabilities	7.99	23.16	75.30

## Long Term Solvency

Fiscal Year	2016	2015	2014
Long-Term Liabilities/Total Assets	9%	0%	1%

## Top Funding Sources

Fiscal Year	2016	2015	2014
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

## Capital Campaign

Currently in a Capital Campaign?	Yes
Goal	5000000
Dates	Oct 2016 to Sept 2017
Amount Raised To Date	0 as of Oct 0
Capital Campaign Anticipated in Next 5 Years?	Yes

## State Charitable Solicitations Permit

Permit?	Yes Feb 2016
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The Community Foundation Serving Richmond & Central Virginia  
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