2014 annual report

Transforming young lives & the adults who serve them

TranZed Alliance
mission statement

through a process of adult and organizational transformation, we teach children the values and life skills necessary for a successful life, one filled with caring, contribution and commitment, empowering each with:

the vision to see,
the courage to try, and
the will to succeed.
Dear Friends,

This has been a watershed year for The Children's Guild as we transitioned into being known as TranZed Alliance and have seen many new initiatives come to fruition. The TranZed Alliance reflects the much larger entity we are today and encompasses all facets of our organization. This includes The Children's Guild with its special needs schools and its services to children, families and communities to include, group homes, known as The Guild Academy, our Family Life Education programs, and our Outpatient Mental Health Services. Also, Monarch Academy Public Charter Schools, The Upside Down Organization, the National At-Risk Education Network (NAREN), the TranZed Conference Center, and our national foundation, The National Children's Guild Fund, are all part of the TranZed Alliance.

What unifies these programs and keeps them working in harmony is our organizational philosophy and tools to implement a growth producing culture known as Transformation Education (TranZed). It recognizes that a key problem with many child-serving organizations and schools is that they are adult-centered rather than child-centered. The adult centeredness expresses itself through placing the needs of bureaucracy, the organization and employees ahead of the needs of children and youth. Managing a child-serving organization or school, using the TranZed approach, makes it more child-centered.

TranZed is committed to the intentional selection and implementation of best practices inspired by brain-based research. Consequently, TranZed integrates current research from the neurosciences into its approach to teaching, parenting and school management. Brain-compatible education and child rearing utilizes knowledge about how the brain learns naturally and is based on what is currently known about the actual structure and function of the human brain at varying developmental stages. Using the latest neural research, educational and child rearing techniques that are brain-friendly provide a biologically driven framework for creating effective instruction, intervening with children, and managing and creating the physical design of child-serving organizations and schools.

With a renewed emphasis on academics this year, our special needs schools have never been stronger, and we have seen our autism program grow on both of our campuses. Our schools today are indeed models for special education. We are proud of the growth of our School-to-Work program and the partnerships we have created with community businesses and organizations, giving our students the opportunity to experience the real world as they move towards independence.

Monarch Academy Melnick Campus in Baltimore moved into its permanent home in the renovated Coca Cola building on Kirk Avenue with 1,000 students in time for the 2013 school year, and our third charter school, Monarch Global Academy, opened this past August in Laurel, Maryland. Our charter schools in Baltimore and Glen Burnie are at capacity with waiting lists, and we are planning to open two additional charter schools in 2015, one in Glen Burnie, Monarch Academy North, and the other in Washington, D.C. Several years ago, we saw an unmet need for an alternative to a traditional public school education and have had tremendous success to date in meeting that need.

Emily Gavitt, M.D., a highly experienced psychiatrist, was named Medical Director for our Outpatient Mental Health Center, and our behavioral health staff has had a busy year preparing for the Affordable Health Care Act. Our School Based Mental Health program has expanded into Prince George's County and now serves over 800 children in 60 schools in Maryland.
This year we held the National At-Risk Educational Network’s (NAREN) national conference in our newly opened TranZed Conference Center. NAREN has given us an additional platform from which to spread the Transformation Education movement. We also continue to have speaking engagements nationally and internationally through The Upside Down Organization and have more and more certified trainers around the country helping us to educate child serving organizations and individuals.

As we continue to grow, we work hard on our infrastructure to develop capacity in terms of staffing to meet the future. We created a full time design team to develop stimulating learning environments in both our current and planned facilities. We are very proud of the quality and depth of our staff. We have a strong management team, good succession planning, and stable, extremely competent well trained program directors and school principals. We are especially pleased at the very low staff turnover as this assures consistency of deployment of our program service philosophy and assures a culture that fosters growth in children, youth and employees. We were also pleased to welcome this year Dr. Allan “Duane” Arbogast, who has assumed the new position of Vice President of Educational Services and Chief Operating Officer for the Guild’s non-public and charter schools. Duane most recently served as acting deputy superintendent for academics of the Prince George’s County Public Schools.

Several of our management staff have been recognized by outside organizations this year for their accomplishments. Steve Howe, Vice President of Services to Children, Families and Communities was named Social Worker of the Year by the Maryland Chapter of the National Association of Social Workers. Steve Baldwin, Chief Financial Officer of The Children’s Guild, received a 2014 Best in Finance: CFO of the Year Award from the Baltimore Business Journal and President and CEO Dr. Andrew Ross was named Champion for Youth by the Boys & Girls Clubs of Metropolitan Baltimore. In the coming year, we will continue our advocacy efforts in terms of poverty initiatives, changes in the Medicaid state plan regulations and full funding for the group home rate setting system throughout the state.

Our Board of Directors has made a commitment this year to help us create and grow a culture of philanthropy throughout the organization, and Lauren Manekin Beille has been hired as Executive Director of Mission Advancement to lead our development effort. Lauren was born into a culture of philanthropy as she is the granddaughter of a man known for his generosity and generous spirit, Harold Manekin who was the first chair of The Children’s Guild Board of Directors. Our growth depends on the generosity of our donors and the community and the coming year will see a renewed development effort. We want to take this opportunity to thank all of our loyal donors who support our events and give so generously throughout the year to help us give our children even more chances to succeed in life.

We thank the Board of Directors for its vision and leadership, which has made our growth possible, and our staff, who are the heart of our organization. Their dedication to those we serve is indeed our strength. To all of the many community friends, both in the public and private sector, your support has been invaluable to our growth and success over the past year.

Sincerely,

L. Terry Carnes
Chairman, Board of Directors

Andrew L. Ross, Ph.D, LCSW-C
President and CEO
What Drive, Commitment, and Belief Can Accomplish

Curtis came to The Children’s Guild in 2011. He was not successful in schools and was reading at a kindergarten level. However, Curtis was adamant that he wanted to get his high school diploma. During his years at The Guild, Curtis often struggled with feeling that he could not succeed. He had trouble staying in class and often joined in the horseplay. The middle of his junior year, Curtis decided to put all of his focus in learning to read and graduating. He worked hard with the reading teacher and made progress with reading skills. He worked with his teachers to complete bridge projects to meet graduation requirements. He stayed in class and completed his school work. He did so well during his senior year that he was allowed to get an off-campus job during the day. By the end of the school year, Curtis was ready to interview for full-time positions. After graduation, he was hired by The Children’s Guild to work on the custodial staff at the Monarch Academy Melnick Campus in Baltimore. Curtis is a shining example of what the combination of drive, commitment, and belief can lead to.
Special Needs Schools:
The Children’s Guild’s Brooklyn and Prince George’s County Campuses

Our special education schools accepted new students throughout the year, meeting projected enrollment numbers. With an emphasis on academics, the introduction of iPads into the classrooms, and many enrichment activities, The Children’s Guild has become known as a model for special education and many visitors tour our campuses each year.

Some of the initiatives this year at the Brooklyn campus in Baltimore City included a gardening program, where students grew lettuce, tomatoes, kale and herbs as well as experiencing a butterfly garden and sensory garden. Students participated in two successful museum projects that included creating a mural representing “Travel through Culture and Time” and examples of Native American culture.

The School-to-Work program on the Brooklyn campus built successful partnerships with the Loading Dock, St. Agnes Hospital, and the Humane Society, and students continued to work on landscaping for Monarch Academy in Baltimore. These real life work experiences help prepare students for a successful future. Our high school students also participated in many service learning opportunities, including working in a local food bank. Students excelled in sports, and our football and basketball teams compete in the Maryland Association of Nonpublic Special Education Facilities (MANSEF) league. Some of the community activities on the Brooklyn campus included a health fair with representatives from the local fire department and Johns Hopkins CARES Safety Center. We also partnered with the University of Maryland School of Dentistry to offer in-school dental care to our students. A beautiful prom and moving graduation ceremony concluded the year, and ten seniors graduated, one eighth grader and five fifth graders moved up, and five students returned to public school.

On the Prince George’s County campus, the new gymnasium/multipurpose center is nearly complete. As our high school continues to grow, the second floor of our school building is being renovated to separate the high school students from those in middle school. The high schoolers love the idea of having their own space. The Prince George’s County Campus continues to expand its autism program and serves as a model for the implementation of the TEACCH methodology, and this year, a dedication ceremony for The Janet and Frank Kelly Autism Center was held. We also are proud that we continue to meet and exceed our projections for placements of our students once they leave our school. Eighteen students commenced from 8th grade, and of the eleven students who went through our autism program, at least six will be returning to attend our high school. Of the seven students who commenced from our emotional disability (ED) program, three returned to their neighborhood public school.
Monarch Academy Honor Society Rallies To Raise Money for Cerebral Palsy

During an Honor Society meeting at Monarch Academy Melnick Campus in Baltimore, Kinice Jones, a sixth grade student, informed the group that she had recently been diagnosed with cerebral palsy. She asked if something could be done to raise money for the nonprofit organization United Cerebral Palsy (UCP). She made certain to say that she did not want to raise the money for herself, but for the charity, because there are children with cerebral palsy who are much worse off than she is. The Honor Society immediately jumped on the task and began brainstorming ideas, and an email was sent to the Monarch Academy Melnick Campus staff to ask for any suggestions or ideas.

Fifth grade teacher Mrs. Overstreet, physical education teacher Mrs. Forrester, and art teacher Mrs. Morgan worked together with Kinice to plan a 5k race to raise awareness for people with disabilities and to benefit UCP. Kinice designed and drew t-shirt artwork for the event. Wristbands were ordered and sold to members of the school community, and close to 100 people participated in Kinice’s Kickin’ 5k in May at Clifton Park. Sixth grade teacher Mrs. DiVietri sponsored the event by hiring a DJ, and many students and staff who were unable to participate in the race purchased t-shirts and wristbands to show their support. A total of $867.50 was raised and donated to the UCP on the Potomac.
Monarch Academy Public Charter Schools

Monarch Academy Melnick Campus in Baltimore had an exciting year as it moved into its permanent home in the renovated Coca-Cola building on Kirk Avenue and expanded to accommodate 1,000 students, while still maintaining a waiting list. This past year, the charter school added a sixth grade, and a seventh grade was added for the 2014 academic year. An eighth grade will be added in 2015.

With an enriched curriculum that includes emphasis on music and theater arts, Monarch Academy Melnick Campus produced the play, “ROAR,” an adaptation of the Lion King; placed 12 students in the pre-training program for the Baltimore School for the Performing Arts, and established a Glee Club for second graders. The school’s choir was one of only four schools in the city, and the only elementary school, chosen to perform in the Baltimore City Festival of Music.

We were pleased that Aramark, a food service and facility management company, chose Monarch Academy Baltimore for its Global Volunteer Day project. Aramark employees worked with students on how to grow food that will promote healthy living. Planters were created for decoration and for planting vegetables.

Monarch Academy Merritt Campus in Glen Burnie received renewal of its charter for another five years based on its excellent performance. Interviews with parents, students, and staff during Monarch Academy’s renewal site visit provided overwhelming evidence that the school’s stakeholders are extremely satisfied with their school, and that Monarch Academy is staying true to its mission and vision by implementing a school-based culture that aligns with its originally stated Expeditionary Learning (EL) educational model. Our school continues to be a strong Expeditionary Learning School, growing in its effectiveness as measured by EL’s Implementation Review. Wait lists for entry into Monarch Academy Glen Burnie continue to exceed 800 students.

Demonstrating its academic success is the fact that 85 percent of its 2013 eighth grade graduates maintained a B average or better GPA in ninth grade. Additionally, 100 percent of this year’s eighth graders participated in the passage presentation, a presentation and portfolio of their learning, which earns them the privilege of advancing to high school. The majority of our students also exceeded their projected growth scores from fall to spring in the 2013 academic year on the Maryland School Performance Assessment Program (MAP).

Knowing the importance of involvement with the community, students contributed maps, informational literature, cultural events, environmental art, energy efficient proposals, and historical recording to the community. This year also saw the completion of an engaging new playground on the campus.

Monarch Academy Public Charter Schools continue to grow both in size and reputation. To meet the ongoing demand for these enriched educational programs, we continue to look for opportunities to open additional charter schools. Our third charter school, Monarch Global Academy, opened in August of 2014 in Laurel, Anne Arundel County with a full enrollment and a waiting list. The school expanded its original projected numbers to help accommodate the large waiting list. The school is fully staffed with an experienced Anne Arundel County principal and has opened as an official International Baccalaureate Primary Years Programme (IB-PYP) Candidate School. Two additional charter schools are slated to open for the 2015 academic year, the Monarch Academy North Campus in Glen Burnie and The Children’s Guild D.C. Public Charter School, our first charter school in Washington, D.C.
Christine’s Journey

Christine, a 17-year-old with Asperger’s Syndrome, came to Staffa House two years ago, afraid of everything and with a level of anxiety that was overwhelming. Christine could play the piano by ear and was studying cosmetology at Mervo Tech. She was a beautiful young lady who has experienced a lot of trauma. She needed to learn how to take care of herself because independent living would soon be in her future. Her story was sad, but her family supported her once she exhibited the level of stability that was needed for her to move forward into adulthood. Her fear had to be conquered in order for Christine to have control over her life and everything in it. She developed coping skills that enabled her to control her anxiety enough to work during the summer and to attend and graduate from W.E.B. Dubois High School.

In Staffa House, Christine received the care, skills, and guidance that she needed to get her life back on track. Two years later, Christine walked up on the stage and received her high school diploma. It was time for her to leave Staffa House, and our Treatment Foster Care program found a wonderful home with a loving family, just what Christine needed to complete her journey.
The Guild Academy

This year, The Guild Academy has done outstanding work demonstrating how The Children’s Guild continues to transform our students’ lives and the adults who serve them. With all of the negative press and closing of group homes in the area, The Guild Academy is indeed one of the stars in the community and a true model of how a group home should be run.

We are very proud of the success that our students have achieved this year: Nathan and Kevin graduated high school, James received his GED and is applying for college, and Christian graduated high school and went to a less restrictive environment after discharge. The Guild Academy had 18 successful discharges, and several of these students went back to live with their birth families. We were especially pleased that families came and celebrated Thanksgiving at The Guild Academy, and every student went home to celebrate winter holidays with their families.

Students and staff from Debuskey House successfully grew vegetables in the garden adjacent to the house, and to date, they have grown green peppers, tomatoes, cucumbers and squash. These items are used for healthy eating in salads and other dishes. Staff and students also are actively taking part in the Brighton Community by doing bi-weekly trash and debris pick up around the community and wooded areas near The Guild Academy. By the time The Guild Academy held its quarterly community advisory meeting, the wooded area in front of The Guild Academy houses was cleared, fostering a clean and safe community to the delight of our neighbors.

As our students continue to give back to the community, they have an ongoing community service project with Moveable Feast in Baltimore. Students volunteer to pack and assemble food and care packages for the needy and disabled.

As a model for group homes, outside groups such as a delegation from Singapore and attendees at the NAREN conference held at The TranZed Conference Center toured Staffa House. NAREN participants also attended a workshop presented by The Guild Academy staff on the student achievement approach (SAA), and NAREN attendees even created their own SAA projects.
Family Help Center: Outpatient Mental Health Services

It has been an exciting year of growth and expansion for the Family Help Center, having served a total of 1,276 students, an increase of 700 students from the previous school year. The School Based Mental Health program (SBMH) expanded to serve students in 60 public schools in Anne Arundel, Baltimore, and Prince George’s counties, and additional schools are continually requesting services. The SBMH program was selected by Prince George’s County to be the first school based mental health program to provide services in the county. In June, SBMH started serving 10 schools identified in the Prince George’s County Executive’s Transforming Neighborhoods Initiative.

The Family Help Center, an outpatient mental health center, was invited to become a part of collaborative community office space at the Phoenix Academy in Anne Arundel County. This space provides the opportunity to collaborate with the Department of Social Services, the Department of Juvenile Services, and other agencies providing services to children and families in Annapolis.

In June, twelve new full-time clinicians joined the Outpatient Mental Health Center (OMHC) staff in order to meet the demands of our expanding program, and eight more clinicians joined us at the start of the school year. Additionally, two new psychiatrists were welcomed, Dr. Emily Gavett and Dr. René Stokes. Dr. Gavett has been named medical director for the Outpatient Mental Health Center, and Dr. Stokes will provide clinical services to schools in Anne Arundel and Prince George’s counties. OMHC also welcomed Keisha Bryan, LCSW-C, who has worked in our Treatment Foster Care program for the past five years, as its new clinical supervisor.

In January, all of the clinicians with the Family Help Center, The Guild Academy, and Family Life Education were trained in the ARC (Attachment, Self-Regulation, and Competency) model. ARC is a promising practice being used to work with children who have experienced trauma or are living in an environment of chronic toxic stress.

Another major accomplishment this past year was the transition of all paper records to an electronic health record, using Epitomax. The move to an electronic health record has reduced billing errors and has allowed clinicians to serve more children and document services in a more efficient manner.

The Family Help Center also received its second grant from the Kreiger Foundation to implement additional Strengthening Families Coping Resources Groups to be offered to families during the school year.

As we move forward, the Family Help Center has applied for an Adult Outpatient Mental Health Center license in order to be able to serve youth in foster care who are older than 18 years old and the adult family members of the children we are currently serving in our programs.
Family Life Education

One of the most gratifying things that happened this past year in our Treatment Foster Care (TFC) program was the adoption of Chyree and Karohn, siblings that we were able to place with the same family. Both Chyree and Karohn performed in our 2013 Cabaret for Kids production. Several events for our foster care families were held this year including a fashion show on dressing properly for various occasions and a foster parent appreciation night at the Baltimore Museum of Industry. Parents had the opportunity to tour the museum and enjoy good food and music. Parent support groups also were formed this year.

There were 101 children served in our Treatment Foster Care Program this year and 60 foster care parents, many of whom have earned TranZed Certification. The Children’s Guild is proud to be able to offer a continuum of care to its students, and this year saw several students move to the less restrictive environment of a Treatment Foster Care home from one of our group homes. Additionally, 93 percent of our TFC children who were discharged moved to a lateral or lower level of care.

We continue our student internship partnerships with the University of Maryland and Morgan State University schools of social work in training the child welfare professionals of tomorrow, many of whom are hired by The Children’s Guild.

Our staff this year has taken leadership roles in foster care and social work both on the national and local level. Steve Howe, vice president of Services to Children, Families and Communities became president of the national Foster Family-based Treatment Association (FFTA), and Family Life Education Director Nichole Boswell became president of the Maryland Chapter of FFTA. Steve Howe also was recognized as social worker of the year by the Maryland Chapter of the National Association of Social Workers and is president of the University of Maryland School of Social Work alumni board of directors.
The Upside Down Organization Continues to Gain National and International Recognition

The Upside Down Organization (UDO) completed another year of consulting services at the Alamo Navajo Community School in New Mexico. Services included the implementation of a leadership structure for the school and enhancement of the school’s behavior motivation system, including the roll-out of Another Place To Learn—an alternative to in-school suspension. UDO also did professional development for faculty, leadership training and mentoring, support services redesign and instructional delivery coaching, and provided strategic planning assistance to the school and the board. Kudos to Guild staff who contributed their expertise to the school: Frank Kros, Kelly Spanoghe, Tim Dodson, Duane Arbogast, and Steve Baldwin. Alamo has renewed its consulting contract for fiscal year 2015, marking the fifth consecutive year that UDO and Alamo have partnered together.

UDO also completed the second year of a consulting relationship with the Sacramento County Juvenile Detention Center (SCYDC) in Sacramento, California. UDO assisted in the design and implementation of a facility-wide behavior motivation system that was first piloted in several units and then subsequently implanted in all of the detention center’s units. The new system focuses on building positive relationships with youth, motivating healthy behavioral choices, and emphasizing the importance of education. In addition, UDO mentored the facility staff in developing a culture card and is assisting staff in deploying the culture card meeting system. SCYDC has also renewed its contract for fiscal year 2015 with a focus on leadership development and the certification of SCYDC in UDO workshops.

Additionally UDO conducted more than 200 workshops and presented to over 15,000 teachers, social workers, parents, and other child-serving professionals this year. To date, UDO has presented in over 44 states as well as in four countries. UDO also presented at several large national conferences to include the Association of Middle Level Educators, Court Appointed Special Advocates (CASA), and National Title I.

UDO’s certification program continues to grow, and this past year, three additional individuals were certified as presenters as well as one organization. Currently, UDO has 29 certified presenters and two certified organizations located throughout the country. Frank Kros, president of UDO, continues to work on a children’s book about the brain.

National At-Risk Education Network (NAREN) Holds National Conference at TranZed Alliance Headquarters and Conference Center

UDO also operates the National At-Risk Education Network (NAREN) and hosted the 11th annual NAREN conference, “Transforming Education: Transforming Ourselves,” was held at the new TranZed Alliance Headquarters and Conference Center. Two hundred forty education professionals and presenters from across the United States gathered to focus on the at-risk youth population. In addition to more than 30 breakout sessions and two live lunch performances, NAREN offered six “experiences” both on and off site, including visits to our Monarch Academy campuses, special needs schools and group homes. A highlight of the conference was a reenactment of the life of Martin Luther King, Jr., by Marcus Gentry. UDO continues to promote NAREN’s mission of improving the experience of at-risk students by equipping, energizing, and empowering the professionals who serve them.
TranZed Corporate Headquarters and Conference Center Opens on McClean Campus

The TranZed Corporate Headquarters and Conference Center opened this year to not only house our corporate office, but also to host seminars, conferences, retreats, meetings, and social events. Although it was a quiet opening for the Conference Center, the word spread fast, which contributed to a growing interest in reserving space that has resulted in weekly bookings. The Conference Center features a large meeting room, beautifully themed break-out spaces, a full array of audio-visual equipment, a copy center, ample free parking, and interesting environments. A Brain Path, child-friendly court room, reading/theater room, and a Maryland room, are being used to create stimulating learning environments and encourage creative thinking.

This inaugural year, the TranZed Conference Center hosted several day conferences for NAREN, Baltimore City Public Schools, and the Baltimore City Reading Council as well as several wedding receptions, adult and kid-friendly birthday parties, and many other social events. Ms. LaMar Williams, the Conference Center coordinator, is available to conduct tours and provide information on the Conference Center’s amenities. The TranZed Conference Center will have its official launch in the coming year.
**A Successful Year for Development**

Both of our major fundraising events this year were huge successes, and we thank all who sponsored and attended these special events in support of The Children’s Guild and the children we serve.

On November 2, 2013, Cabaret for Kids celebrated the 60th Anniversary of The Children’s Guild. Lee Warner, chairman and CEO of the L. Warner Companies, Inc., was the honoree and recipient of the Sadie Award. This award recognizes people who embody The Children’s Guild spirit and vision of making the impossible possible. Following a gala dinner in The France Merrick Performing Arts Center, an inspiring show, “Count on Me,” about Lee Warner’s life, was presented on the stage of the Hippodrome Theatre. The event raised $243,000 and was chaired by Lori M. Trumble and Lisa Gobrecht. The generosity of all of our corporate sponsors and attendees was truly appreciated.

In June, the 7th Annual Golf Classic was held at Hayfield’s Country Club, complete with celebrity golfers and beautiful weather. Terry Carnes and Paul Hoyer chaired the tournament, and the event set a record by raising over $84,000. We thank all our sponsors and golfers for making this year’s Golf Classic one of the best ever.

A special thank you to the generous businesses and foundations in our community who gave of their time and money this year to help our children. Aramark employees spent a day volunteering at Monarch Academy in Baltimore, participating in the company’s Global Volunteer Day and gave The Children’s Guild a $2,500 donation. M & T Bank donated $10,000 to help create learning environments at Monarch Academy in Baltimore. The Krieger Foundation gave a second grant this year to fund two additional Strengthening Families Coping Resources Groups offered to families during the school year. We also received grants from The Associated: Jewish Charities of Baltimore and Alpha Kappa Alpha Sorority, Inc. The continuing support of Janet and Frank Kelly, whose generosity continues to fund our Autism Center, positively impacts the lives of all our students on the autism spectrum.

Please take a moment to read the names of the many generous businesses and individuals who are listed in this Annual Report. Their ongoing support of our programs makes a difference in the lives of the children we serve.
We thank all of our generous donors for their continuing support of The Children’s Guild. The following donations of $100 or more were received between July 1, 2013 and June 30, 2014.

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In-kind
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Humidor Cigar Shoppe
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The National Children’s Guild Fund
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- Suzanne Pearce
- Andrew Ross

*Parent Representative

leadership
Board Directors as of August 21, 2014

senior staff

- Andrew L. Ross, PhD, LCSW-C
  President and CEO
- Frank J. Kros, MSW, JD
  Executive Vice President, President of The Upside Down Organization, and Director, National At-Risk Education Network
- Stephen M. Baldwin, MBA, CPA
  Executive Vice President of Support Services/Chief Financial Officer
- A. Duane Arbogast, EdD
  Vice President of Educational Services/Chief Operating Officer
- Tim Dodson, BBA, CPM
  Vice President of Facilities and Support Management
- Steve Howe, MSW
  Vice President of Services to Children, Families and Communities
- Terry W. Manning, LCSEW-C
  Vice President of Organizational Learning and Human Resources
- Kelly L. Spanoghe, MA, EdS
  Vice President of Special Education and Student Support Services
- Claire L. Turberville, MS
  Vice President of Special Projects
- Lauren Manekin Beille, Executive Director of Mission Advancement
• Dr. Andrew Ross, president and CEO of The Children’s Guild, received the Champion for Youth Award from the Boys and Girls Club of Metropolitan Baltimore.

• Steve Baldwin, executive vice president of support services and chief financial officer of The Children’s Guild, was named a 2014 Best in Finance: CFO of the Year, by the Baltimore Business Journal.

• Steve Howe, vice president of services for children, families and communities, was named Social Worker of the Year by the Maryland chapter of the National Association of Social Workers.

• Five students from The Children’s Guild Prince George’s County Campus received Michael Cardin Scholarships.

• The Children’s Guild Baltimore Campus was recognized with the Bronze Recognition Award as an exemplary school by the Maryland State Department of Education for outstanding implementation of Positive Behavior Interventions and Supports (PBIS).
Financials Unaudited

Total Revenues $42,558,000
Total Agency Expenses 39,045,000

Division of Expenses
Administrative  11%
Program 89%

Development

Fund Development Revenue $903,730
Special Events 297,505
General Contributions 383,832
Grants 222,393

Total Children Served

Total Day School Children 210
   Baltimore City Campus 87
   Prince George’s County Campus 123
Total Summer School Students 104
   Baltimore City Campus 36
   Prince George’s County Campus 68
Family Help Center 1,276
Group Living Program/The Guild Academy 45
Treatment Foster Care/Family Life Education 101
Monarch Academy Public Charter School 1,652
   Baltimore Melnick Campus 990
   Glen Burnie Merritt Campus 662

Total Individuals Impacted by The Children’s Guild’s Services 1,933,800

Achievement Outcomes: Success Rate

Baltimore City Prince George’s County Total for all Schools
Number of Students RTP*  17 13 30
   Successful 17 100% 11 85% 28 93%
   Partially Successful 0 0% 2 15% 2 7%
   Unsuccessful 0 0% 0 0% 0 0%

Staff Turnover Overall

Teachers 9%
Clinical and Related Services 14%
Direct Group Home Staff 5%
(Supervisors and YLEs)
Administrators (Directors and higher) 3%

*RTP = Return to Public School for school programs
**LRE = Less Restrictive Environment for the Group Living Program (Academy)
CHILDREN’S GUILD MEMORIAL/TRIBUTE CARDS

NOW AVAILABLE

Remember a loved one, congratulate a friend, wish someone a speedy recovery...a Children’s Guild Memorial/Tribute card is a wonderful way to say you care and benefit the children we serve. Cards are available in packages of six for $25.

Send check, made payable to The Children’s Guild, to The Children’s Guild, 6802 McClean Blvd., Baltimore, MD 21234. Cards will be sent to you promptly. For more information, or to have The Children’s Guild send an individual card for you at $10 per card, contact Thomas Rivard-Willis at willist@childrensguild.org or 410-491-5026.

The Children’s Guild

The Children’s Guild is a nonprofit organization founded in 1953 and dedicated to serving children who are difficult to educate and care for due to autism, multiple disabilities, and/or who have been traumatized by their life experience or family situation. The Children’s Guild operates three day school campuses for children in Baltimore City, Anne Arundel County and Prince George’s County, group homes, a foster treatment care program, and mental health support services for children in local school systems. The Children’s Guild programs are based on an organizational philosophy called Transformation Education, which creates a culture that radiates the message that life is a journey of personal growth and enlightenment that comes from the continuous struggle and search for meaningful responses to life’s challenges.