

ESSENTIAL PROGRAM™

Key Principle: Rights

To be a person of genuine self-esteem, one must always seek to act in accordance with principles which give equal respect and weight to one's own rights and to the rights of all others.

Key Principle: Responsibility

To develop and maintain self-esteem, we all must strive to fulfill the things in our lives for which we are truly responsible. Distinguishing between those which are our responsibilities and those which are not is crucial.

Key Principle: Self-Control

To maintain self-esteem, we must always try to recognize and properly use the differing roles of emotion and reason.

Key Principle: Errors

Turning errors into positive learning experiences is one of the best ways human beings have of growing, becoming better, stronger, happier and more fulfilled.

Six Stages of Moral Reasoning (Kohlberg)

Stage 6: Pursuit of Universal Justice

A principled morality and code of ethics are internalized and embrace universal justice and respect for one's own life and for all others.

Stage 5: Democratic Action

One is motivated by a commitment to justice and the greatest possible common good determined according to democratic principles.

Stage 4: Duty and Obligation

That which appeals to one's sense of duty and obligation receives the strongest consideration.

Stage 3: Desire to be viewed as a "Good Person"

Motivation stems from desire to be seen as a "good person" by others and by one's self in a stereotypical way.

Stage 2: "What's in it for me?"

Motivation stems from the desire to gain a material or pragmatic advantage for oneself or for others.

Stage 1: Avoidance of Punishment

Action consists of avoiding that for which punishment does occur and doing that for which punishment does not occur.

Not what you have, but what you use; not what you see, but what you choose; not what seems fair, but what is true; not what you dream, but what you do; not what you take, but what you give; not as you pray, but as you live. These are the things that mar or bless the sum of human happiness. ~ Author unknown

FINANCIALS

2012 Financial Position



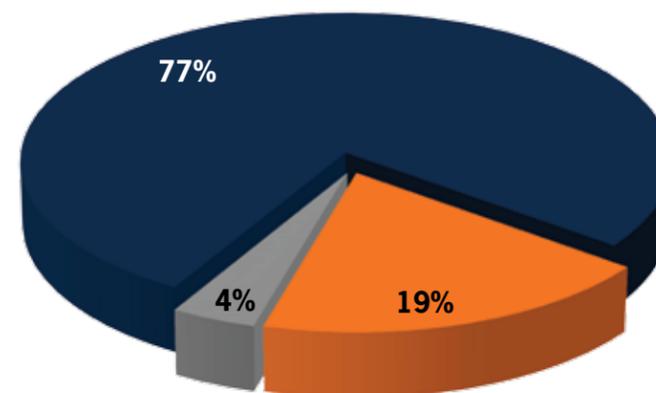
■ Assets \$525,379 ■ Liabilities \$427,439 ■ Net Assets \$97,940

2012 Financial Activity



■ Revenue \$2,368,192 ■ Expenses \$2,395,893 ■ Net Loss (\$27,701)

2012 Expenses



■ Program \$1,845,913 ■ Administration \$448,849 ■ Fundraising \$101,131

Annual Report 2012

Children are not casual guests in our home. They have been loaned to us temporarily for the purpose of loving them and instilling a foundation of values on which their future lives will be built.

~ Dobson



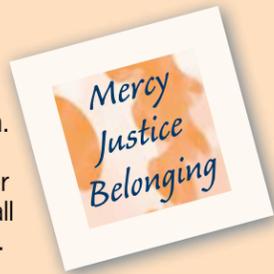
Charles Hall Youth Services

Gearing Up Youth for Positive Life Choices

www.charleshallyouthservices.com

CORE VALUES

Our three core values reflect what is truly important to us as an agency serving youth. These are not values that change from time to time or person to person, but rather they are the underpinning of the Charles Hall experience. They are the **soul** of our work.



Mission

The mission of Charles Hall Youth Services is to assist at-risk youth in making a successful transition from troubled adolescence to mature adulthood.

Vision

Charles Hall Youth Services envisions itself as a universally recognized leader in providing strengths-based, relational program services to children and families through a continuum of faith-based services.

We seek to meet the needs of at-risk youth in a holistic way, working toward healing and strengthening youth emotionally, mentally, physically and spiritually. Our goal is to help at-risk youth develop emotional and psychological resiliency, physical health, and genuine self-esteem.

Standards of Practice

- Safety First
- Child-Centered
- Solution-Focused/Strengths-Based
- Promising and Best Practices
- Hope

THE CHARLES HALL EXPERIENCE

For 48 years, Charles Hall Youth Services has responded to the needs of high risk youth in the Dakotas. At its founding in 1965, our agency served Native American youth from North Dakota's Ft. Berthold Reservation. Today, we serve girls and boys, ages 10 – 21, of all ethnic groups and from all backgrounds.

Charles Hall is known for its relationship-based programming, which includes experiential education, arts mentoring, and strengths-based therapy and case management. These core program components complement independent life skills education, recreation, health and fitness, nutrition education, creative arts, and spiritual life program activities. Approximately 50% of our youth are Native American, and we work to offer tribally-appropriate care and connections with a youth's Indian heritage.

Charles Hall Youth Services continues to be community-based and partners with area schools, social service providers, medical professionals, and youth-serving organizations like Girl Scouts, Boy Scouts, YMCA, Wilton Mentor Program, and HOBY International (youth leadership). Our youth interface with the real world and real people through daily activities, school, therapeutic programming and one-on-one mentor connections.

GEARING UP YOUTH

Today's world offers unique challenges for adolescents and teenagers. Social pressures, fragile home environments, drug

and alcohol abuse, and mental health issues challenge and often bombard today's families and communities. Our program staff helps at-risk youth learn new skills, discover and build upon their individual strengths, and prepare for more positive futures with hope and community connections.

Our Kids

Founded in 1965 as a mission of the United Church of Christ, Charles Hall Youth Services offers high risk foster care youth a stable, safe and nurturing environment. Youth enter our program for many reasons, and most are extraordinary survivors of trauma and neglect. Our ESSENTIAL Program teaches youth how to:

- use mistakes to learn and grow,
- understand the roles of reason and emotion (self-control),
- fulfill responsibilities, and
- respect the rights of self and others.

PROGRAM PHILOSOPHY

Charles Hall Youth Services believes that . . .

1. All youth have innate strengths and unique gifts that can be identified, nurtured and developed.
2. The self-worth of an individual is one of the most significant psychological human needs.
3. When youth make mistakes, they encounter some of the best opportunities to learn and grow.
4. Youth have the capacity and responsibility to take an active role in their own social, emotional, moral, physical and spiritual growth.
5. Youth have individual personalities, needs and learning styles that should be taken into account when addressing issues and challenges.

Our ESSENTIAL programming . . .

1. Develops resilience and coping skills with foster care youth to assist them in navigating the challenges of daily life.
2. Supports youth in being able to handle the stresses in their lives that have been unmanageable in the past.
3. Teaches the attitudes and skills that foster a fundamental sense of self-respect in each and every youth.
4. Supports youth as they learn to make positive choices for their futures.

We achieve our goals by . . .

1. Developing the capacity of our staff to create positive and meaningful relationships with youth; and,
2. Developing the capacity of our youth to legitimately earn a sense of self-worth for themselves.

Programming gives youth chances to grow and succeed through . . .

- Strength-based therapy and case management
- Trauma-informed practice
- Independent life skills education
- Creative arts mentoring
- Experiential education (e.g., outdoor adventure programming)
- Health and fitness activities
- Recreation and participation in area fine arts
- SOZO spiritual life programming
- Program collaborations with Boy Scouts, Girl Scouts, YMCA, and many other community partners

Memberships (agency/staff)

American Re-EDucation Association
Association of Fundraising Professionals
Council for Health and Human Service Ministries (United Church of Christ)
Festival of Children Foundation
Missouri Slope Areawide United Way
Missouri Valley Coalition for Homeless People
National Association for Addiction Professionals
National Association of Social Workers
National Chaplains Association for Youth at Risk
North American Association of Christians in Social Work
North Dakota Addiction Counselor Association
North Dakota Association of Nonprofit Organizations
North Dakota Association of Residential Child Care Facilities
North Dakota Conference of Social Welfare
North Dakota Family Based Services Association
North Dakota Suicide Prevention Coalition
PULSE – People United for Living in Safe Environments

Strategic Partnerships

American Re-EDucation Association
Appelstein Training Resources, LLC
Archway Mental Health Services, Bismarck
Bismarck Public Schools
Chambers & Blohm Psychological Services, Bismarck
Community of Hope, Bismarck
Dakota Institute of Trauma Therapy
Heartview, Bismarck
Impact Gallery, Bismarck
Mandan Public Schools
Minot State, University of Mary, UND (interns)
NuVation Health Services, Bismarck
Reclaiming Youth International
Sanford Health
The Teel Institute
West Central Human Service Center, Bismarck
Wilton Mentor Program
Youthworks, Bismarck

2013 LEADERSHIP

OPERATIONS AND PROGRAM SERVICES

Gayle Klopp Co-Executive Director Administration & Operations	Gayla Sherman, MSW, CIT Co-Executive Director Programs & Resource Development
Fannie Thiel Director of Residential Services	LaVonna Fuchs, LCSW Director of Programs
Sharon Kocourek Director of Business Affairs	Rhonda Styles-Rohde Director of Marketing & Communications

BOARD OF DIRECTORS

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CHARLES HALL FOUNDATION BOARD

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Kirk Olson (Bismarck)
Joseph Satrom (Bismarck)

PROGRAM AND ADMINISTRATIVE TEAM

Nick Cimarosti, LSW Coordinator Recreation/Health/Fitness	Phil St. John Cultural Advisor
Kelsey Fehr, LSW Social Worker	Darlene Stebbins Senior Bookkeeper
Rebecca Gerhardt, Coordinator Independent Life Skills Education Transition Advocacy	Kimberly Steffen Executive Assistant
Justin Goetz, Coordinator Facilities Maintenance	Toby Suess, Transition Teacher Bismarck Public Schools
Jenna Lahr, LSW Social Worker	Jess Wurtz, LSW Social Worker

HOUSE MANAGERS

Amanda Andreasen, Case Home
Mona Callahan, Hall Home
Tomi Cimarosti, Good Bird Home
Wyman Gray, Hall Home
Nick Roeder, Good Bird Home
Cory Taylor, Case Home

CONTRACT FACULTY

Beth Allen, ND
Naturopathic Doctor, Bismarck/Fargo
Nutrition

Charlie Appelstein, MSW
Social Work Clinician and Educator
Salem, New Hampshire

Strengths-based practice and programming

Tami De Coteau, PhD
Clinical Psychologist, Bismarck
Trauma-informed practice

Leslie Dunn, PhD
ESSENTIAL Program
The Teel Institute, Kansas City

Lynn Prouty and Wayne Pruse
Professional Art Mentors, Bismarck
Impact Creative Arts

Debi Rogers
Educator/Musician, Bismarck/Mandan
Music and Movement programming

