ANNUAL REPORT
FY 2020

TFI FAMILY OF COMPANIES
TFI Kansas
TFI Nebraska
TFI Oklahoma
TFI Texas
Pathway Family Services
Mainstream Nonprofit Solutions
TFI is a leading child welfare agency providing experience, compassion, quality services and care. Our strength as an organization lies in the fact that we do what is best for children and families. TFI continues to create new resources and develop innovative solutions as we work to meet the needs of children and families.

We provide a variety of services to the community, including foster and kinship care, case management, domestic and international adoption, counseling support and education, foster parent training and visitation and exchange centers.

The Family Initiative, Inc. is the parent company providing services in Kansas, Nebraska, Oklahoma, and Texas. We provide service to these areas through our affiliates: TFI Family Services in Kansas and Nebraska, TFI Family Connections in Oklahoma and Texas Family Initiative in Texas. Pathway Family Services is an affiliate in Kansas offering additional services to youth and families. Mainstream Nonprofit Solutions is an affiliate supporting the TFI Family of Companies and other Nonprofits.

TFI is a private, 501(c)(3) nonprofit organization with a voluntary board of directors providing effective leadership, support and guidance.
FAMILY
We honor family as each person defines it.

INTEGRITY
We do the right thing. We conduct our business with transparency, honesty and the highest standards of professional behavior and ethics.

LEADERSHIP
We have confidence that everyone can make a difference today and contribute to where we go in the future.

QUALITY
We commit to excellence through evidence-based practice and innovative service delivery.

CHILD SAFETY
We believe every child should have a childhood where they are nurtured body, mind and soul; are safe, protected and loved; and have hopes, dreams and opportunities.

ACCEPTANCE
We acknowledge and honor the fundamental value and dignity of all individuals. We pledge ourselves to creating and maintaining an environment that respects diverse traditions, faiths, cultures and experiences.
Dear friends,

While everyone has faced challenges this past year, TFI quickly adapted to the current challenges of today and has continued to grow and develop. In FY 2020, we took over Case Management Services in southeast and southcentral Kansas, as well as took over Family Preservation services in western Kansas. In Kansas, we also started a new program, Grow Nurturing Families, under a Family First Prevention Services grant.

In Texas, 2INgage began providing case management services in Stage II of Community-Based Care in DFPS Region 2. TFI Texas started a new partnership with the Texas Institute for Child & Family Wellbeing at The University of Texas at Austin. In this new partnership, TFI will be implementing a new case management practice model, through the Texas Permanency Outcomes Project. Finally, Pathway Family Services opened a Qualified Residential Treatment (QRTP) program in Topeka.

Even more important than this astounding organizational growth, TFI has proven to be resilient and strong, as our staff have continued to provide quality services to the children and families we serve, despite the physical limitations the COVID pandemic has placed on all of us.

This past year has shown us just how thankful we are for our dedicated staff and foster parents, as well as the ever-present generosity of our donors and the guiding leadership of our Board of Directors. TFI could not fulfill our mission, “Devoted to the Strength of Family,” without the help of each individual who gives so generously to TFI of their time, services and donations. While we have been forced to adjust how we serve and support children and families in 2020, there has been brilliant innovation and exciting growth. I look forward to the continued progress in the coming year.

From the bottom of my heart, thank you for caring about our children. And most importantly, thank you for your diligent work and purposeful efforts to strengthen families every day.

Warm regards,

Michael Patrick, MSW
Chief Executive Officer (CEO)
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Michael Patrick
Chief Executive Officer

Shirley Dwyer
Chief Operations Officer

Richard Wright
Chief Financial Officer

Brenden Long
General Counsel

BOARD OF DIRECTORS

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Amy Klotz; Ben Tenpenny; David Cooper; Joey Reyes; Phil Ritchey;
Rae Anderson

ACCREDITATIONS & AFFILIATIONS

ACCREDITATIONS

• Child & Family Development, Family Foster Care and Kinship Care, Residential Treatment Services, Services for Mental Health and or Substance Use Supervised Visitation & Exchange Services and Youth Independent Living Services through Council on Accreditation.
• Hague Accreditation through IAAME

AFFILIATIONS

• Alliance for Children & Families
• Children’s Alliance of Kansas
• Nebraska Association of Behavioral Health Organizations
• Texas Alliance of Child & Family Services
• OkCARE
• Association for Children’s Residential Centers
## ORGANIZATIONS & CORPORATIONS

**$14,000+**
- Robert E. Miller Group

**$13,999 - $10,000**
- Halliburton Charitable Foundation
- Scotty D. Foundation
- United Way of Dallas

**$9,999 - $5,000**
- Bicknell Family Foundation
- Local Leap Marketing, LLC
- Advisors Excel
- Everyg

**$4,999 - $1,000**
- AuBurn Pharmacy, Inc.
- 360 Document Solutions
- Blue Cross Blue Shield Kansas
- Carter's - Topeka
- CDW
- Community Foundation of SE Kansas
- Conoco Phillips Company
- CoreFirst Bank & Trust
- DLR Group
- Emporia Community Foundation
- Emporia St. Patrick's Day Committee
- Enterprise Fleet Management - Pittsburg
- Henderson Engineers
- Institute of Management Accountants
- Intrust Bank
- Marble Slab Creamery
- Oklahoma Children's Agencies & Residential Enterprises, Inc.
- Philadelphia Insurance Companies
- SBL Charitable Trust
- Security Benefit
- Sigma Sigma Sigma Sorority
- Sole Reason
- Tatro Plumbing
- Topeka Community Foundation
- United Heartland - AP Group
- Topeka First United Methodist Church
- United Way - Reno County
- Walmart
- Western Kansas Community Foundation
- Westside Family Church
- Wheatland Sharing Success Grant
- Wichita Community Foundation
- Wolfe Charitable Trust

**$999 - $500**
- Ash Grove Cement Company
- Blue Cross Blue Shield Kansas
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- Dynamic Advisors Group, Inc.
- Experient Association
- Industrial Maintenance, Inc.
- Jan Lee Baptist Church
- Kansas Prairie Quilters Club
- Los Cabos
- McCrite Plaza Health Center
- Peerless Products
- Praise Assembly of God
- Scott Community Foundation
- Thomas Transfer
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- Evergy Employees

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- AASI Insurance, Inc.
- Ada Area Chamber of Commerce
- Aunt Pam's Closet
- Berkshire Hathaway
- Blooming Cafe LLC
- C&L Clark
- Chipotle Mexican Grill
- Commerce Trust Company
- COR-BBM - Leawood
- CSI Measurement, Inc.
- Enterprise Fleet Management - Emporia
- Fairlane Apartments, LLC
- First United Methodist Church
- Foot Locker, Inc. - Junction City
- Garnett Rotary Youth & Community Fund
- Grace Fellowship Church
- Gungoll, Jackson, Box & Devoll, PC
- Hammes Trucking, Inc.
- Hotel at Old Town
- JJ & J Inc.
- Jan Lee Baptist Church
- Johnson County Community College
- Jones Heritage Realty
- Kansas Fencing, Inc.
- Kaup Law Office
- Kaw Valley Bank
- Kay Club - Santa Fe Trail High School
- Lower Plumbing, Heating & Air, Inc.
- Merry Maids
- Ogden Publications, Inc.
- Opie’s Family Restaurant
- Peak Performance Roofing, LLC
- Skinny's Inc
- Smokin’ Willie’s BBQ
- Spherexx
- Sprint
- Stride Bank
- Thairapy
- The UPS Store
- Troy Tranys & Auto Repair
- UCI Training
- Underground Vaults & Storage, Inc.
- Wheatland Pest Control

**$99 & BELOW**
- Alvoru
- Brown’s Shoe Fit
- Countryside United Methodist Church
- Dyna Operating - Tropical Smoothie Cafe
- 2019 KC Chiefs Tickets Fund
- Greater Horizons
- Meche Hair Salon
- On the Border
- OTB Acquisition, LLC
- Powell Gardens
- RJ’s Discount Store
- Texas Roadhouse

"THANK YOU FOR DONATING MORE THAN $250,000 IN MONETARY AND IN-KIND DONATIONS TO MAKE A DIFFERENCE IN THE LIVES OF CHILDREN IN FOSTER CARE!”
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Michael & Kameron Patrick
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Lane"
Thank you for donating more than 2,981 hours of your time!

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Ronda Harth
Reginald Heard
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Jazette McKissick
Melissa Melsoni
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Tara Mitchell
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“Thank you for donating more than 2,981 hours of your time!”
TFI Family of Companies

TFI Kansas & Nebraska

TFI Oklahoma

TFI Texas

Pathway Family Services
An agency of TFI

8,012+ children served in FY 20

4,206 children served

578 children served

2,888 children served

340 children served

“Strengthening families through compassionate quality services”
Foster Care Services

TFI Family Services, Inc. foster care programs continue our 50+ year tradition of strengthening families through providing support to foster families in Kansas. This includes recruitment, training, retention and support of the foster homes. TFI has a CPA license with DCF to provide foster care and adoption services to the Child Welfare Case Management Provider grantees: TFI Family Services, KVC, Saint Francis Ministries and Cornerstones of Care. TFI has provided additional services within its CPA contract to include relative, adoption from foster care, and adopt only home studies and kinship assessment and licensing. Providing the additional services has brought permanency to children and families across Kansas. Kansas Foster Care continues to explore a variety of service provision to meet the needs of the populations we serve.

TFI Family Services, Inc. has three Family Visitation and Exchange Centers, located in Topeka, Wichita and Lawrence. The first visitation and exchange center opened in 1995 and since then, has been dedicated to serving children and parents in having safe and appropriate visits and exchanges.

By the Numbers

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
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<tbody>
<tr>
<td>1,644</td>
<td>Foster Children Served in Kansas</td>
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<tr>
<td>547</td>
<td>Children Currently in TFI Kansas Foster Homes</td>
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<tr>
<td>455</td>
<td>TFI Kansas Foster Homes</td>
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<tr>
<td>105</td>
<td>Children Adoptions Finalized</td>
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<tr>
<td>354</td>
<td>Children Reintegrated with Biological Family</td>
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<tr>
<td>129</td>
<td>Safe Parent Exchanges</td>
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<tr>
<td>715</td>
<td>Children and Parent Supervised Visits</td>
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<tr>
<td>224</td>
<td>Families served in Family Preservation</td>
</tr>
<tr>
<td>18</td>
<td>Family served in Grow Nurturing Families Program</td>
</tr>
</tbody>
</table>
Case Management Services
TFI Family Services provides Case Management and Permanency services for children and families in southeast Kansas, and central Kansas, outside of Wichita. We serve approximately 1,400 children in out-of-home care. We have approximately 300 employees through these two grants. This year, we have increased outcomes in timely reunification for children, and increased relative and kinship placements for children in care as well, with more than 40 percent of children living with someone they knew before they came into care. We are excited for the progress we have made and look forward to continued improvement in services to the children and families we serve.

Family Preservation
TFI is dedicated to keeping families safely intact. Therefore, TFI’s Family Preservation services emphasize the importance of connections, warmth, genuineness, and being mindful and aware of the impact trauma has on child development and family systems.

To help families remain together safely, TFI utilizes a model that is characterized by mutual trust, respect, honesty and open communication between parents and service providers. In this model, families are active participants in the discussion and they are active decision-makers in selecting services for themselves and for their children.

Grow Nurturing Families
TFI Family Service’s new program, Grow Nurturing Families, utilizes an evidence-based Parent Child Interaction Therapy (PCIT) model. The goal of Grow Nurturing Families is to increase child social skills and cooperation, and improve the parent-child attachment relationship. PCIT teaches parents traditional play-therapy skills to use as social reinforcers of positive child behavior and traditional behavior management skills to decrease negative child behavior. Grow Nurturing Families is being offered through a Family First Prevention Services Act (FFPSA) grant. Grow Nurturing Families is premised on the belief that all families have value and children belong with their parents.

Success Stories
Grow Nurturing Families
One family referred to Grow Nurturing Families identified 25 problems with their child at intake.
- After 7 sessions, problems decreased by 50%.
- After completing only two sessions, parent’s negative language toward their child decreased by 60%.
- After completing only three sessions, parent’s praises increased by 90%.

Case Management
CK was arrested in April 2019 for drug and alcohol use. Her four children were removed from her care, and TFI was able to place them with relatives in another city. CK admits she struggled to come to terms with her addictions and trusting the foster care system. When she was assigned a new team after the case was transferred to TFI in October 2019, she states things began to change. She felt the TFI team supported her, believed in her and wanted to help her get her kids back home with her. She turned a corner in January 2020 and never has looked back.

CK reported she feels she became stronger and was not going to allow the world to beat her and she was not going to lose her children, no matter what. She asked for help and allowed TFI to support her. They assisted her in setting up services for her and the children. TFI worked closely this family to keep them moving forward to reintegration. When others placed barriers in her path to make reintegration harder, she said it was frustrating and it was hard to keep it together, so she chose to lean on her TFI team to get through it. Her Permanency Support Worker was available almost any time of the day with only a phone call. Her Permanency Support Worker was there daily to support her, answer her questions, and encourage her and remind her of the goal. The children were placed back home with CK on September 3, 2020.
TFI Family Services, Inc. contracts with DHHS for foster care services including recruitment, training and support of foster homes. TFI continues to recruit as well as provide information in the community about our programs. TFI is currently serving three Relative Placement Homes in the Western Service Area.

TFI also contracts with Nebraska DHHS to provide Family Support Services and Parenting Time/Supervised Visitation Services for families who have children at home or in out-of-home care. This involves supervision and coaching of the parents for in-home visitation and education on topics such as parenting, discipline, budgeting and more. Currently TFI has provided a family with an average of 6 hours per week of in-home visitation. TFI continues to explore grant opportunities to enhance and expand our service provision in Nebraska.
TFI Texas serves Regions 1, 2, 3, and 3B as a contractor for DFPS, OC-OK, 2INgage and Saint Francis providing foster care services, including recruitment, training, support and case management services to the children placed in our homes. TFI continues to support and service ICPC homes. ICPC homes are those homes taking placement of relatives from other states and follow Texas minimum standards.

TFI is a preferred subcontractor by OCOK due to the quality of the services provided and alignment with their mission and values. TFI continues to provide foster care services in Region 2, and we have expanded into Region 1.

The Texas Permanency Outcomes Project grant was awarded to TFI in Region 2 in 2020. This project will implement a new method of involving biological parents in the lives of their children while in care. TFI will work with the University of Texas at Austin and the Texas Alliance for Child and Family Services for the next three years to bring biological parents, foster parents, and other stakeholders closer together while children are in care.

EXPANSION IN TEXAS

2INgage, a Program of Texas Family Initiative (TFI) in partnership with New Horizons, began providing case management services June 1, 2020, in DFPS Region 2, a 30-county region which includes Abilene and Wichita Falls.

In December 2019, DFPS awarded 2INgage case management services in Region 2 following an amendment to their Community-Based Care (CBC) contract. To begin providing case management services, 2INgage was required to hire more than 80 permanency case managers. 2INgage exceeded their hiring goals and was fully staffed with qualified permanency case managers for the kick-off of Stage II of CBC.

CBC is a resourceful and innovative way to provide services than traditional foster care because it gives local communities the flexibility to draw on local strengths and resources and find new ways to meet the unique and individual needs of children and their families. Through our partnership with DFPS, 2INgage is committed to serving every child, youth and family member in its care, so they may realize safety, permanency and overall wellbeing.

Due to this expansion of services, 2INgage expanded its offices in Abilene and Wichita Falls, as well as opened new offices in Brownwood, Sweetwater, Graham and Bowie.
Pathway Family Services LLC offers a variety of programs, including Psychiatric Residential Treatment Facility (PRTF), Qualified Residential Treatment Program (QRTP), Safe Haven Shelter, Independent and Transitional Living Services through TRAIL (Teens Reaching Adult Independent Living) and the Chaffee program and a Specialized Foster Care program in Kansas. Pathway strengthens families, children and communities they serve through the use of evidence-based and best practice services. The types of interventions include case management, individual, group and family therapy and specialized therapeutic interventions, including Trust-Based Relational Interventions (TBRI), Positive Behavior Interventions & Supports (PBIS), and Trauma Focused-Cognitive Behavioral Treatment (TF-CBT). Treatment also includes psychiatric services, including medication management, play therapy, biofeedback therapy, and psychological testing. Pathway Family Services prides itself in using a trauma-informed, strengths-based, client-centered philosophy to care.
Mainstream Nonprofit Solutions, Inc. provides efficient, effective administrative services to enable nonprofits and small businesses to focus on their clients’ needs. Services provided include: executive services, facilities, management, finances, grant writing, human resources, information technology, marketing, nonprofit startup, training, resource management and program support.

"Maximizing the mission of charitable organizations."

OUR MISSION
“PROVIDING EFFICIENT, EFFECTIVE ADMINISTRATIVE SERVICES SO CHARITIES CAN FOCUS ON THEIR CLIENTS.”

24 MEMBERS RECEIVING SERVICES

“MAXIMIZING THE MISSION OF CHARITABLE ORGANIZATIONS.”
FY 2020 Revenue by Percent

- FY 20 Revenue: $87,212,143
- Placement and Case Management - TX: 1.33%
- Grant Revenues and Donations: 0.10%
- Case Management - KS: 8.39%
- Resource Family Services: 21.96%
- Psychiatric Residential Treatment Facility: 22.27%
- Other Programs: 3.34%
- Training, Interest & Miscellaneous: 42.61%

FY 2020 Expense by Percent

- Child/Family Expenses: 52.15%
- Personnel - Direct Care: 10.98%
- Offices, Supplies & Equipment: 1.06%
- Interest and Misc.: 35.82%
TFI Family Services, Inc.
618 Commercial St.
Emporia, KS 66801

State of Kansas Department for Children and Families, License 766
State of Nebraska Department of Health & Human Services, License CPA038
Oklahoma CPA License #K860000352
Texas CPA License #1533903-9631
TFI is a 501(c)(3) nonprofit organization