

ANNUAL REPORT

JUNE 2016 — MAY 2017

NORFOLK FRIENDS OF FOSTER CARE

ENRICHING THE LIVES OF FOSTER CHILDREN IN NEED





Denise Gallop, Director of Norfolk Human Services, honors our foster care heroes.

we believe

that every child deserves a healthy and happy childhood.

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we are committed

to enriching the lives of foster children in our community.

Letter from the President

To say that Norfolk Friends of Foster Care's first year exceeded all my wildest expectations is a gross understatement. What started as a desire to help recruit more foster parents for Norfolk's foster children has evolved into a broad initiative to appreciably improve the lives of our community's most vulnerable citizens. In our first year, Norfolk Friends of Foster Care has established a robust academic tutoring program that is dramatically improving academic outcomes for enrolled foster youth; forged a partnership with the YMCA of South Hampton Roads that offers unprecedented access to wellness programs, extracurricular activities and summer camps for our foster youth; launched an outreach campaign to recruit the next generation of foster parents, which has the potential to be leveraged into a national initiative; and provided birthday and holiday gifts to 100% of foster youth in the Norfolk Court System. These accomplishments have been made possible through the amazing partnership with the Norfolk Department of Human Services (NDHS), the tireless efforts of our small but dedicated volunteer staff, who you will learn more about in this report, and the remarkable generosity of our donors.

We have been recognized at local and state levels for our innovative approach in partnering with local social service agencies, forging alliances that are not only unparalleled, but that also raise awareness and create advocacy for foster youth from a broad spectrum of constituencies. Norfolk Friends of Foster Care has made big promises to the foster youth of Norfolk and has met or exceeded every one of them!

While launching this non-profit with high hopes, I never dreamed that Norfolk Friends of Foster Care would grow so fast to play such an important role in improving outcomes for our foster youth or have such genuine and generous community support. As you will read in the coming pages, we have leveraged the tremendous generosity of our supporters into meaningful programs that are changing lives on a one-on-one basis. Through Norfolk Friends of Foster Care, this past year has been a journey beyond all others – one more profoundly meaningful than I ever could have imagined – and we are just getting started. To everyone at NDHS and all our dedicated foster parents, thank you for your unwavering commitment to and support of the foster youth in your care. You all are true heroes. To all of our supporters, partners and friends, I express my sincere and heartfelt appreciation. **You made all this possible.** Please pause to be proud of the impact you are making, not only for youth currently in foster care, but also for children coming into care by helping to ensure that they enter stable, loving family homes. **Together, we truly are making a difference!**

“Norfolk Friends of Foster Care has made big promises to the foster youth of Norfolk and has met or exceeded every one of them!”



(L-R) Denise Lipscomb, Kenny Alexander-Mayor of Norfolk, and Audra Bullock

- Audra Bullock
President

Meet The Team



T. Richard Litton, Jr. and Audra Bullock
NFFC Directors and Founders

Richard is a founding Director of Norfolk Friends of Foster Care and serves the organization in the offices of Secretary and Treasurer. Richard is the President of Harbor Group International, LLC and is a devoted foster parent for the city of Norfolk.

Audra is a founding Director of Norfolk Friends of Foster Care. Audra and her husband Richard became foster parents in February 2015 and since have become increasingly more involved in the realm of Foster Care and Adoption, culminating in the founding of Norfolk Friends of Foster Care. Formerly with NASA, Audra now serves as the NFFC President/Executive Director.



Liza Delpierre
NFFC Director and Vice President

Liza is a Director and the Vice President of Norfolk Friends of Foster Care and serves as the Coordinator for the NFFC Tutoring Program. Liza also volunteers as a Norfolk CASA (Court Appointed Special Advocate) for children, providing a voice for abused and neglected children in our over-burdened legal system.



Diane Angelos Johnston
NFFC Director

Diane is a Director of Norfolk Friends of Foster Care and leads the NFFC Birthday Project for Foster Children of Norfolk. Diane is a community leader with a passion for the wellbeing of women, children and families of South Hampton Roads who was recognized by the Virginia General Assembly with a Resolution for her efforts on behalf of the children of Virginia.



Denise Lipscomb
NFFC Director

Denise is a Director of Norfolk Friends of Foster Care and serves as the Community Outreach Coordinator. Denise is a community leader within Hampton Roads, a CASA for Norfolk and true champion of children's causes. She is the mother of five children and wife of retired Navy Commander Curtis Lipscomb. The Lipscomb's love of children shows in the many years of being foster parents for the city of Norfolk.



Ken Shewbridge
NFFC Director

Ken is a Director for Norfolk Friends of Foster Care. Founder of TCI Voice and Data Networks, Ken and his wife, Windsor, were active foster parents for the city of Virginia Beach for many years. Today Ken serves on 4 non-profit boards, ranging from domestic violence, child abuse, and education, to foster care.



Thomas R. Litton
NFFC Assistant Treasurer

Dick serves as the Accountant and Assistant Treasurer for Norfolk Friends of Foster Care. Following his career as a mechanical engineer, Dick became a self-employed accountant, and served in this capacity for thirty years, working with a diverse group of small businesses. Dick has served on a number of boards, including the Boys Home.



Deborah Bullock
NFFC Summer Camp Coordinator

Deborah is the Summer Camp Coordinator for Norfolk Friends of Foster Care, helping to ensure that foster kids get to have fun and sibling groups get a chance to reunite during the summer. A retired Senior Corporate Account Manager for Verizon, Deborah has also served as a designated CASA for the City of Virginia Beach.



Advisory Board- Norfolk Department of Human Services:

Denise Gallop - Interim Director of Human Services
Kimberly Lewis - Programs Director, Foster Care and Adoption Unit
Camille Campos-Wilson - Office Manager, Foster Care and Adoption Unit
LaCora Harris - Interim Director of Intake, Foster Care and Adoption Unit



NFFC hosts a fishing trip for teens. Thanks to Tim Dorsey and Dwight Bullock for sponsoring this day of fun. Reel fun was had by all!

Working To Change Outcomes

Did you know that nearly 250,000 children enter the foster care system nationally each year? Norfolk currently has 169 kids in foster care – that's down from 205 just a year ago. The vast majority of these kids are teens, with approximately 60% of Norfolk's foster care population being between 11-18 years old. These children, in particular, face enormous challenges even outside the strife that led to them being removed from their families. Foster youth have the worst educational outcomes of any group in the nation, with high school graduation rates at 50% for any child ever having been in the foster care system and only 25% of those in foster care at the time of expected graduation will receive a high school diploma.

Foster youth are also much more likely to fall into adverse circumstances, especially if they remain in foster care for a prolonged period of time without finding permanency. Former foster youth are 7 times more likely to develop a drug dependency, 5 times more likely to have Post Traumatic Stress Disorder, and 25% experience homelessness within 4 years of leaving the foster care system.

The core mission of Norfolk Friends of Foster Care is to change these outcomes. We do this in two principal ways: 1) by recruiting more good foster parents who are committed to staying the course with a child who needs a stable, loving environment with a mindset of providing life-long relationships; and 2) by designing our service programs to bridge critical gaps that are common among foster youth due to family disruption. Though one-on-one private academic tutoring, enriching extracurricular activities, and programs supporting family ties, we are making a difference.

TUTORING PROGRAM:

Since incorporating in June of 2016, we have actively tutored over 40 students in Norfolk's foster care system, ranging from 2nd to 12th grades and GED preparation, providing over 630 hours of one-on-one, in-home instruction to

our kids. More than 80% of the foster youth receiving tutoring are between 11-18 years old. The majority of the students in our program are referred to us for failing classes.

Under the outstanding leadership of Liza Delpierre, our Vice President in charge of the tutoring program, and in partnership with Chuck Davis, founder and Director of Achievement Plus, we have hired an exceptional group of highly qualified tutors, with the experience and training to work one-on-one with foster youth that need special attention and intensive support. One of the great things about our tutoring program is that our tutors follow our kids wherever they go, so when they get moved from one foster home to another or return to their biological families, our tutors remain a constant source of academic, and in many cases emotional, support. The tutors also submit mandatory written reports following each session, which allows foster parents and case workers to closely monitor academic progress.

Norfolk Friends of Foster Care is proud of the impact our tutoring program is making; with improved study habits and rising grades across the board, there is no doubt that this program is changing lives. We are also very excited to report that all seniors in our tutoring program have graduated this year, and we are working closely with them to help ensure their preparedness for college placement on the Virginia Placement Test. Additionally, we are gearing up to provide summer tutoring for more than 20 of our foster youth to help bring them up to grade level in reading and math, as well as to prevent brain drain over the summer months!

“When you see a child go from an E to an A in a matter of months, you know that it’s a great thing. My girls were resistant to tutoring at first – you have no idea how many required appointments and visits they have each week – but when they realized this was one-on-one tutoring specifically for them, they got excited. The NFFC tutoring program has made all the difference for them and I am so grateful.” ~ Sharon Norman, Foster Parent

Extracurricular Program:

Studies show that kids who participate in extracurricular activities score higher on the SAT! We believe that all kids should have access to activities of interest that broaden horizons, relieve stress, and expand healthy relationships in their lives. Through our extracurricular program, we are facilitating just that! We have provided support for piano, dance, intellectual pursuits, cosmetology, soccer, baseball, basketball and more. Additionally, we sponsor monthly group outings for foster youth including, Tree Top Adventures, fishing, wood turning, athletic events, such as Tides Baseball and ODU football and basketball, and even pedicures. As further described in this report, we have also partnered with the YMCA of South Hampton Roads to expand access to extracurricular activities for our foster kids and their families. This includes providing monthly YMCA membership for 34 of our teens and their siblings, as well as swim lessons to ensure our kids are safe around water.

**Camp Program:**

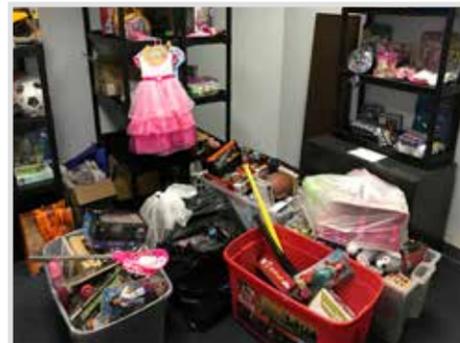
Summer is upon us and we are sending kids to exciting summer camps with their siblings! Through the partnership with the YMCA our kids have unprecedented access to top-tier summer camps. So far, we have signed kids up for 24 weeks of camp this summer and things are just getting started. With all of the YMCA's Best Summer Ever Camps at hand, our kids will enjoy the following amazing camp experiences: Camp Silver Beach, Camp Arrowhead, Camp Red Feather, Camp Minne Sota, Camp Venture, and Camp New Horizons! It's going to be a great summer!

"We are beyond honored that Norfolk Friends of Foster Care has chosen the YMCA of South Hampton Roads as a partner in changing the lives of foster children in our community. Together we provide lifesaving skills through swim lessons, safe places to have a blast through summer camps, and programming that develops character. NFFC has provided this very special group of kids with opportunities that will last a lifetime."

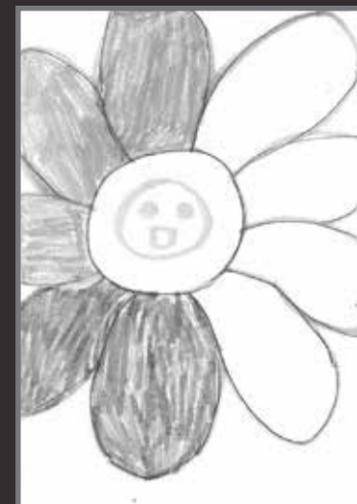
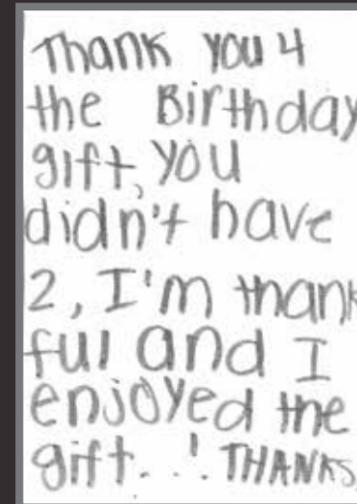
~ Amanda Letterman, Director of Operations - Blocker Norfolk Family YMCA

Birthday and Holiday Projects:

We had a very successful holiday project this year. Thanks to Harbor Group Cares and our generous supporters we ensured that gifts were provided to every Norfolk foster child (more than 180 recipients). And these weren't just random gifts, these were holiday wishes come true! Similarly, our birthday project has granted birthday wishes for 100% of Norfolk's foster kids since June 2016 for a total of over 200 happy birthdays. Together with the charitable members of our community, we've provided over 380 gifts so far and have ensured that no foster child this year will carry that memory of the Christmas or Birthday they didn't receive a gift because they were in foster care!



Here's what one grateful birthday girl had to say about the gift she received from NFFC for her 12th birthday...

**What Our Partners Are Saying...**

"As a former educator and the director of a private tutoring service, I have always found one-on-one tutoring to be very rewarding. It has been especially rewarding to have the opportunity to provide tutors for the many children enrolled in the Norfolk Friends of Foster Care tutoring program. This program is helping them become academically successful and watching their progress toward this end through the NFFC session evaluations is very gratifying."

~ Chuck Davis, Dir. of Achievement Plus

"Norfolk Friends of Foster Care was extremely supportive and worked super-fast! My client met with his math tutor on a weekly basis starting in February. It helped improve his math testing skills and assisted tremendously with receiving his GED this June. I also noticed that he gained more confidence and motivation to succeed academically."

~ Cristina M. Barco, Family Services Worker with Norfolk Department of Human Services

Here are some quotes from our tutors about their experience with our kids...

"She was a delight to tutor; ready and willing to learn. She WILL graduate next week!" ~ Christal Harkins, Tutor

"He was phenomenal during this evening's tutoring session. He was very receptive to me, eager to do the work I gave him and encouraged by my motivation. He is quite smart and he impressed me with doing higher level work." ~ Suzanne Schott, Tutor

"At 16 years-old, her situation is hard. As a teacher, I remember having 16-year-olds in my 8th grade class, but she is only in the 6th grade! I am glad that she has NFFC in her corner." ~ Kim Ammons, Tutor

Partnerships

We are so fortunate to have such great support from our friends and neighbors in Norfolk who care about improving outcomes for foster youth! This year we have forged two very important partnerships - one with Old Dominion University to recruit new foster families and the other with the YMCA of South Hampton Roads to enrich the lives of children and youth in care.

ODU Partnership

In many ways, Old Dominion University can be credited with inspiring the creation of Norfolk Friends of Foster Care. In a meeting with Old Dominion President John Broderick, Jeff Tanner, Dean of the College of Business, and Steven Pullen, Chair of the Communications and Theater Arts Department, the concept was born to create a non-profit to help recruit more foster parents in our community. From that meeting sprang a partnership to develop a marketing campaign targeted at enlisting the next generation of foster parents – those willing to take in school-aged and teen-age kids; those willing to stay the course with a child through the custody process and all the emotional fallout they go through during this process; those willing to love a child with all of their hearts and still support them returning to their family; those willing to create and maintain a lifelong relationship with these kids; and most importantly, those willing to do for someone else's child what they would do for their own.

The first step in the process was developing the marketing plan and to this end, ODU dedicated a summer marketing class to doing just that. Four teams of students each studied the foster care system, the local population of prospective parents and the issues that face foster youth. Each team drafted marketing plans and presented them to the class professor, Anh Dang, Norfolk Friends of Foster Care and the Chair of the Marketing Department, Dr. Liu-Thompkins. They were all fantastic plans, each with unique elements to draw in new foster parents and recommended strategies for developing marketing materials for recruiting.



Here's what **John Broderick, President of Old Dominion University**, has to say about our ODU collaboration...

"We are proud to partner with Norfolk Friends of Foster Care in making a positive impact in the lives of children and their families in Norfolk. Old Dominion University faculty and students have selflessly contributed time and resources to help ensure family homes are available when children come into care. Together we are making a difference!"

The next step was to pull together the key elements from each into a single plan and then take this to the Communication and Theater Arts Department to build the materials. The approach was two-fold: film and print. We embarked on filming a commercial with David Mallin, head of the ODU Film Program to be aired on the Jumbo Tron at Foreman Field during an ODU Football game and at the Constant Center during Basketball games. In parallel, the Graphic Arts Department developed logos and advertising media for use in printed materials. This endeavor was wildly successful and has spawned interest and awareness of the needs of foster youth throughout Hampton Roads. Norfolk Friends of Foster Care is grateful for the phenomenal support ODU has provided!



YMCA Partnership

Norfolk Friends of Foster Care first approached the YMCA about providing swim lessons for foster youth. This was an idea from foster parent Connie Burgess, who had a teen-age foster daughter who had never learned to swim. The misfortune of this, considering all the waterways surrounding Hampton Roads, was something that Connie felt passionately about addressing. She negotiated a deal with the YMCA to provide these lessons to any foster youth through a Norfolk Friends of Foster Care program where we would receive a discount to help underwrite these lessons for as many kids as possible. To date, we have provided more than 25 YMCA Swim Certificates to Norfolk's foster youth and we will continue to provide these lessons for all foster youth in need of swim lessons.

Through this collaboration, the concept of serving our kids further through YMCA programming was born. Amanda Letterman, Director of Operations – Blocker Norfolk Family YMCA, and Anthony Walters, Chief Strategy Officer – YMCA of South Hampton Roads, worked with Norfolk Friends of

Foster Care to develop a special membership program for foster youth, one that is not tied to their foster parents or their financial standing, and that allows the membership to follow the youth wherever they go (i.e., between foster homes or back to biological family). Further, the YMCA showed great consideration of the intricacies of foster families, comprised of many household members from various families, and accommodated this in the program's definition of eligible enrollees for family memberships.

Ultimately, through this partnership and the generous discounts the YMCA of South Hampton Roads provided, Norfolk Friends of Foster Care has sponsored 26 monthly YMCA memberships covering over 30 foster youth, their siblings and their families. And we are not done yet! The YMCA has committed to providing special programming for our foster youth so they stay engaged at the Y, to build a community and culture of support, that serves our kids in their journey to become productive, healthy adults.

Here's what **Anthony Walters, Chief Strategy Officer – YMCA of South Hampton Roads**, has to say about our YMCA partnership...

"The YMCA of South Hampton Roads is proud to work alongside of Norfolk Friends of Foster Care to provide yet another option for young people to have a safe, nurturing environment where the emphasis is on healthy relationships and continued character development. We're grateful that Norfolk Friends of Foster Care sees the YMCA as a key partner in its mission to serve and further enrich the lives of children through our programs and services."

FOSTER CARE AWARE



“Over 40 prospective families signed up to take the steps toward licensing as foster parents, making Foster Care Aware the single largest foster parent recruiting day in our region!”



Foster Care Aware

One of the core missions of Norfolk Friends of Foster Care is to recruit the next generation of foster parents, so that youth coming into care are ensured placement in a stable, loving family home. While group homes and residential facilities are a necessary option for some children and youth entering foster care, these settings can be emotionally devastating to a child in need of a close-knit family environment. No matter who the child, nothing replaces the love of a family.

Foster Care Aware is our principal foster parent recruiting event and we partnered with the Norfolk Department of Human Services (NDHS) along with other local non-profits and churches to make this event a knockout. Held in May in recognition of National Foster Care Awareness Month, the Foster Care Aware 2017 Block Party was a huge success, drawing more than 400 people to the Harrison Opera House in Downtown Norfolk to celebrate foster care and raise awareness of the needs of foster youth throughout Hampton Roads. This was the first ever regional recruiting event, with active participation from 30 local licensing agencies and social service providers from across Hampton Roads. Over 40 prospective families signed up to take steps towards licensing as foster parents, making Foster Care Aware the single largest foster parent recruiting day in our region!

Superheroes of all shapes, sizes and ages descended upon the Harrison Opera House in Norfolk on May 27th to meet, mingle and support the cause of foster parenting. Beautiful weather, a Superhero costume contest, hands on fun for the kids and Foster Care 101 seminars for the adults kept the energy level high throughout the afternoon. Foster Care Aware concluded with a private reception for our current foster parents and our many generous sponsors. Norfolk Mayor Kenneth Alexander also was on hand to offer his thanks and support.

Kudos to the many dedicated Foster Care Aware volunteers and community partners for a successful collaboration! And a big thank you to the City of Norfolk, NDHS and the Eastern Regional Office of the Virginia Department of Social Services (ERO-VDSS) for joining forces and encouraging all local Social Services agencies to participate.

Here's what **Steve Hawks, Interim Assistant City Manager for Norfolk**, had to say about it...

“Foster Care Aware is an opportunity like I have never experienced in my 45-year career. Norfolk Friends of Foster Care is an organization that was created by several of our foster/adoptive parents. Their accomplishments in a short period of time are incredible. The Director of ERO-VDSS [Eastern Regional Office of the Virginia Department of Social Services] is so impressed with this organization that she is referring it to the Commissioner of the Virginia Department of Social Services as an example of an innovative approach that is being used to combat poverty in the Commonwealth. This is a quality organization that is giving back to our community. I highly endorse our City participation in this event.” ~ Steve Hawks

Thanks To Our Generous Donors

FOUNDING SPONSORS (\$25,000 and over)

American Borate Company together with Mr. & Mrs. James Sparks
Citrin Cooperman & Company, LLP together with Mr. Matthew Bonney, Mr. Mark Mindick & Mr. Michael Devito
Mr. & Mrs. Jeff Dunne
Harbor Group International, LLC
Mr. T. Richard Litton, Jr. & Dr. Audra Bullock
Mr. & Mrs. William Roohan
Shearwater Foundation, Inc. (Mr. & Mrs. Conrad Hall)

FOSTER FRIEND FELLOWS (\$10,000 to \$24,999)

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Jones Lang LaSalle together with Mr. David Gutting & Mr. Derrick Bloom
Kaufman & Canoles, P.C.
Madison Title Agency
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The Williams Mullen Foundation together with Mr. Lawrence Bryant, Mr. William Devine, Mr. Robert Dewar & Mr. John Mitchell

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Mr. & Mrs. David Delpierre
Mr. & Mrs. Shawn Rosenthal

TUTORING CHAMPIONS (\$1,000 to \$2,499)

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Mr. & Mrs. Alan Dworetzky
Mr. & Mrs. Steven Jensen
Mr. & Mrs. Curtis Lipscomb
The Hon. Joseph Massey
Mr. Luis Ortiz Hernandez
Mr. & Mrs. Ken Shewbridge
Dr. Stephen Wohlgemuth

CAMP LEADERS (\$500 to \$999)

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Mr. & Mrs. Randy Harrington

EXTRACURRICULAR HEROS (\$250 TO \$499)

Mrs. Lorri Abdolazadeh
Mr. & Mrs. Michael Belka
Blessed Sacrament Catholic Church
Mr. & Mrs. John Broderick
Mr. & Mrs. Chuck Gray
Mr. & Mrs. Ray King
Mr. L. Robert Layton
Mrs. Lynne Monroe
Mr. & Mrs. Jeremy Voigtmann

FAMILY FINDERS (\$100 TO \$249)

Anonymous
Ms. Marie Butler
Mr. & Mrs. William Casanova
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Mr. & Mrs. Wayne Shank
Friends of Diane Vasta organized by Ms. Kelleen Sucharski
Mr. & Mrs. Patrick Tedesco

GIFT GIVERS (\$10 TO \$99)

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Ms. Veronica Marquez
Ms. Sylvia McGriff-Spain
Ms. Kitty McMaster
Mr. & Mrs. Mark Mengel
TOPS VA 0147 VB organized by Ms. Diane Milnaric
Ms. Pamela Minor
Ms. Sandra Schneirla
Ms. Carrie Snead
Mr. Charles Terrell
Mr. & Mrs. Alan Vigneauh
B. L. Vineyard
Mrs. Shuron Whitney
Ms. Angela Wilson

IN HONOR OF

Mr. Kevin Ball by Mr. T. Richard Litton, Jr. & Dr. Audra Bullock
The family of Darrell Brown by Mrs. Shuron Whitney
Mr. Gray Corder by Mr. & Mrs. Ken Shewbridge
Kaden Simon Litton-Bullock by Mrs. Patsy Schutte
The Lipscomb Children by Mr. & Mrs. Curtis Lipscomb

We sincerely apologize for any inadvertent omissions or errors. Please contact the Development office at 757.227.4187 to make any corrections.

IN MEMORY OF

Mrs. Diane Vasta – Diane R. Vasta passed away on July 8, 2016. Over the course of many years, Diane and her husband, Al Vasta, selflessly gave to their community by fostering over 50 children and they provided a forever home to one of these children through adoption. Diane's contributions have been memorialized by her friends and family through donations to assist foster children in need.

Ms. Sandra Schneirla, TOPS VA 0147 VB organized by Ms. Diane Milnaric, Friends of Diane Vasta organized by Ms. Kelleen Sucharski

EVENT AND GIFT SPONSORS

Adventure Park at Virginia Aquarium
The Barry Robinson Center
Berkley Center Canteen Fund
Blocker Norfolk Family YMCA
Changes City Spa
Chick-fil-A Harbour View
CrossRoads Church
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Norfolk Department of Human Services
Norfolk Utilities
Norfolk Southern
Norfolk Tides Baseball Club
Old Dominion University

One27 Initiative
Park Place United Methodist Church Sunday School
Priority Automotive
Productive AV
R2R Marketing
Roland Vaults, Ltd.
Tidewater Baptist Women Missionary & Education Convention
Virginia Beach Nobelman
Whites Nursery & Greenhouse
Wilbanks, Smith & Thomas
Winn Nursery
WoodCraft of Norfolk

Outlook For The Future

We are very optimistic about what lies ahead and we will continue to hone our initiatives to best serve the needs of foster youth in Hampton Roads. Outreach will be a key initiative; having more good foster homes truly is the answer to many of the issues that plague foster youth. There is no program or service that supplants what a stable, loving family can provide for a child in need. The right foster home can make all the difference in whether a youth transitions into a healthy, productive adulthood, or ends up perpetuating the current statistics that are common among individuals from the foster care system. Of course as part of our outreach, we will host Foster Care Aware again next May as our primary recruiting event, but we will also continue to develop and deploy the multifaceted media campaign, targeting the next generation of foster parents, that germinated through the partnership with Old Dominion University.

Tutoring has been an overwhelming success and we will sustain our planned growth of this program – growing from servicing 25% of the school-aged population to 50%. With high school graduation rates as low as they are for foster youth, we estimate a need to serve at least 80% of the school-aged population with academic tutoring to make a marked difference in outcomes in the arena. Doubling the population we serve in this program will require doubling the budget for tutoring. We are working diligently to raise funds for this expansion and are over half way to our fundraising target.

We also plan to expand our extracurricular program, so that we may provide more activities and YMCA memberships to foster youth. We feel this aspect of our programming is as important as providing academic support, because in addition to the diverse skillsets these activities help develop, they also channel youth toward healthy and productive habits that can improve all areas of their wellbeing: physical, mental and emotional. The goal for expansion in this program element is to serve at least 35% of our school-aged population within the next calendar year.

The Camp, Birthday and Holiday projects are at full capacity and will remain in steady state for the coming year. We will explore a new program element intended to rapidly respond to acute needs of foster youth, for example to provide text books or reading glasses in extenuating circumstance that would otherwise present roadblocks to success. As we did during formation, we will be surveying our foster parents again this year to identify any services or initiatives that they identify as helpful and will bring these in front of our board of directors for consideration. Finally, we will continue to forge community partnerships, like those with Old Dominion University and the YMCA of South Hampton Roads, that will enrich the lives of foster youth and give them the best chance for success. **The future looks very bright indeed!**



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