



Justice Resource Institute —  
**Annual Report**  
2019



Leader in  
Social Justice

our **mission**  
statement

Justice Resource Institute works in partnership with individuals, families, communities, and government to pursue the social justice inherent in opening doors to opportunity and independence.



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## Message from the — President

In 2019, JRI continued to build its social justice mission. In this report, we highlight examples of programs and services—but really, each of our (over 100) programs deserves its own report.

Every five years or so, we take additional time to engage in a comprehensive strategic planning process—and 2019 was that year for us. We held focus groups with seventeen employee groups, including Futures (up-and-coming leaders at the agency), Program Directors, the Diversity Advisory Group, and senior managers. The Board of Trustees participated, and we interviewed numerous external stakeholders, including legislators, peer agencies, and administration officials. The result is a clear but flexible plan broken down into seven target areas:

*Workforce Development, Inclusion & Retention, Resource Development & Community Based Partnerships, Growth, Information Technology, Expertise Growing, Sharing & Creating, Organizational Culture, and Social Justice.*

Three primary cross-target areas emerged:

- 1. Workforce:** Pay levels, retention, culture, and continued “connectedness” to the mission.
- 2. Diversity and Inclusion:** Enhancing our workforce, and allowing us to serve clients more effectively, with special attention to clinical and managerial levels.
- 3. Communication:** Doing our best to ensure that all employees, and our community at large, are informed about progress in various initiatives.

My job in all this has several levels, but one of the most important ones is this: We have to advocate, and insist that our regulatory, legislative, and administrative partners understand the need for better salaries, more flexibility in service delivery, and changes that allow us to get people the services they need, when they need them. We have, and will continue, to advocate directly—and to work within coalitions and trade organizations, since these same issues are faced by our peer agencies. JRI must continue to be a leader in this advocacy.

I could write for pages about the many things we do, and for pages more about the things we want to change. We do a lot of things really well, and we are changing thousands of lives for the better. But we need to do more. Meeting that challenge—to achieve excellence, and strive to be even better—is part of the DNA of JRI. It’s what has driven us since JRI was founded, and drives us still.

**Andy Pond**, JRI President



# Dr. Linda Edmonds Turner

— Joins JRI's Board of Trustees

“Throughout my career and as part of my many leadership roles I have always been interested in social justice, support for employees and their families, and education for all. I am pleased to have been invited to join the JRI Board of Trustees and to have the opportunity to support JRI’s dedicated leadership and staff. I come away from each board meeting even more impressed with JRI’s mission and commitment to social justice.”

—Linda Edmonds Turner, Ph.D.

Dr. Linda Edmonds Turner has held many senior leadership positions in higher education, corporate, and government/public policy organizations, including the Massachusetts Director of Industrial Accidents (DIA), Interim President of Roxbury Community College, President of Urban College of Boston, and Vice President of Marketing at Dean College in Franklin, Massachusetts. Turner has also had a very rewarding career in corporate America, succeeding in consumer product innovation and senior marketing executive positions at three Fortune 500 Companies.

In 2009, Dr. Turner received the Greater Boston Chamber of Commerce Women’s Advisory Network “Excellence in Arts & Education Pinnacle Award” for her focus on non-traditional bilingual and international educational models at the Urban College of Boston. In 2016, the Virginia Tech Alumni Association honored Dr. Turner and five other black women in a 50th Anniversary Year Celebration for their outstanding historical achievements and the legacy they created at Virginia Tech as the first black female undergraduate students to enter the university in the fall of 1966.

She received a Ph.D. in Business Administration, MBA, and B.S. in Clothing Textiles & Related Art from Virginia Tech. Additionally, Dr. Turner has a Master of Science degree in General Ecology from Michigan State University and she has completed a postdoctoral fellowship (Administrative Fellows Program) in Higher Education Administration and The Seminar for New Presidents, both at Harvard University.

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*“Our newest board member, Linda Edmonds Turner, Ph.D. brings tremendous expertise in the areas of academics, business, government and social services. She has shared with us some of her experiences of being a “first,” including being the first woman and/or person of color in a number of leadership positions throughout her stellar career. The breadth of her interests and experience is invaluable to JRI, as we benefit from her content knowledge as well as her deep understanding of the importance of our diversity and inclusion initiatives.”*

*--Andy Pond, President and CEO*

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# STRIVE Boston and Brigham and Women's Hospital

## A growing partnership

STRIVE Boston aims to address structural inequity by supporting unemployed and underemployed individuals to enter the workforce and progress along the career ladder. This year STRIVE supported 89 participants on their employment journey, focusing in particular on individuals who were formerly incarcerated. STRIVE is proud to share that 96% of participants who completed the CORE workshop in 2019 who had criminal records were placed in jobs, all of whom retained their employment for 60 days or more.

STRIVE is excited to share the news of our growing partnership with Brigham and Women's Hospital (BWH). Together, STRIVE and BWH developed a formal internship program through which STRIVE participants, including those with a criminal record, can access employment with livable wages, good benefits, and clear career paths. Upon graduation from the CORE program, interested candidates will be recommended by STRIVE to Brigham and Women's Hospital for consideration for placement in the internship program. Internships will be available in



departments that are looking to hire permanent employees and will last for a period of three months. At the conclusion of the three months, candidates will be eligible to be hired as permanent paid employees. Placements will vary according to each client's interests and skills but could include food services, patient transport, security, or administration. The average wage at entry is \$15/hour and BWH has a stated commitment to employee development and promoting from within. As new positions become available within the hospital, current employees

are given special consideration and prioritized for promotion, enabling employees to increase their wages and climb the career ladder. This program began in January 2019 and to date we have placed 7 interns, 2 of whom have been hired to permanent, full-time positions and 4 of whom are mid-internship.



## JRI Develops Educational Partnerships

JRI is committed to the notion that we can enrich our employee pool by reducing economic barriers to advancement. By making higher education more accessible to employees, we are able to develop a competent staff who are ready to spend their careers at JRI. Over the past year, we have continued to develop strong educational partnerships as part of our plan to support a diverse “pipeline” of clinicians and managers. As an incentive to retain employees, we offer a generous tuition reimbursement program for employees seeking an Associate’s, Bachelor’s or Master’s degree.

To support staff in pursuing Bachelor’s and Master’s degrees, we are pleased to continue our partnerships with William James College, Simmons College, Framingham State University, and Boston University. We have also collaborated with William James College and Mass Bay Community College for employees pursuing an Associate’s Degree. In addition, we are excited to announce our newly formed partnerships with Temple University, Regis College, and Bridgewater State University. All of these partnerships focus on a shared mission and priority for helping develop a strong workforce with diverse leadership. Many JRI employees are taking advantage of these opportunities and we are thankful for guidance and support that the colleges provide. Our relationships with these highly regarded schools not only focus on academic opportunity for our staff, but also on ways to engage with community to help promote the mission of social justice.

*“JRI and William James College have partnered to expand and develop the ‘pipeline’ of candidates that reflect the diversity and lived experience of the communities we serve. With William James, and with other colleges and universities, we have found partners that share our social justice mission, our commitment to racial equity, and our dedication to culturally competent services. A very important part of this effort is to substantially reduce the cost of education. By helping student/employees to avoid crippling college debt, many of these new partnerships alongside JRI are making careers in nonprofit work more attractive to a broader and more diverse base of individuals.” - Andy Pond, CEO of JRI*

For more information about educational opportunities at JRI, please go to: [www.jri.org/educational\\_opportunities](http://www.jri.org/educational_opportunities)



### The Massachusetts Commission on LGBTQ Youth

The Massachusetts Commission on LGBTQ Youth, a legislative commission for which JRI serves as fiscal agent, has long provided trainings and other interventions for schools across the state, averaging over 200 annually. Over the past year, however, the Commission has broken new ground by developing a training curriculum approved by all Executive Office of Health and Human Services (EOHHS) agencies. This curriculum marks the beginning of bringing LGBTQ inclusion training to a section of the state government that serves more than one in four Massachusetts residents, in an unprecedented effort to improve health equity across the Commonwealth. This builds on other trainings conducted by the Commission for state employees,

such as assisting the Registry of Motor Vehicles (RMV) in making Massachusetts one of the first states to offer a nonbinary gender marker on state-issued IDs.

In addition to bringing this new training opportunity to the agencies that comprise EOHHS, the Commission continues to offer annual policy recommendations to 17 different government agencies, the Legislature, and the Governor; serve LGBTQ students through its evidence-based student leadership program; and foster community connections to ensure state programs and policies better address the needs of LGBTQ youth. First founded 28 years ago by Governor William Weld, the Commission remains the only agency of its kind in the nation.

## Employee Spotlights



**KIM  
DENNIS**

Staff Accountant

Kim Dennis attended JRI's Victor School and from there she graduated from Framingham State with a Bachelor's degree in Math, before joining JRI as a Staff Accountant in April 2018. Kim enjoys working at JRI because she loves to learn and her experience has been that there is always something to learn – and always someone willing to teach – here at JRI. She also likes working with numbers, troubleshooting and is drawn to the mission of JRI. Kim stated, "I love the mission and values of JRI and how it's clearly carried out across programs as well as agency operations." Over the past year with the agency, Kim has already made significant contributions and improvements in the operations of the accounts receivable department.

*"Kim's diligence and work ethic has been exceptional and has contributed to her being recommended for and completing the JRI Futures group. Kim has recently been nominated to be part of the 2020 JRI Leadership group and hopes to be in management someday. Kim goes the extra mile in her day to day responsibilities while helping others in their own positions to make things easier. JRI is fortunate to have such a talented, passionate and dedicated employee on the rise at JRI."*

*- Shawn Power, Senior Revenue Manager, JRI.*



**BISSER  
DOKOV**

Chief Financial Officer

Bisser Dokov came to JRI as an assistant accountant and worked his way up in the finance department over the last 23 years, eventually becoming budget director and then CFO, a position he has now held for over two years. Bisser, a Bulgarian immigrant, has great people skills and highly developed analytical skills, and it is this combination that has propelled him forward at JRI. He is a giving, patient and supportive manager to a broad cross-section of personnel. He is always sure to demonstrate his appreciation to staff for the work that team members accomplish, while recognizing the challenges they face in their jobs.

*"Bisser is an outstanding nonprofit CFO, and it has been particularly rewarding to watch him grow into the position by first handling varied roles in his department and learning from each of them. We are grateful to have Bisser as part of the JRI team."* - Andy Pond, CEO



## The Black and The Blue Forum

In March of 2019, JRI held our first Black and Blue Forum to explore U.S. Crime and Racial Relations at the O'Bryant African American Institute at Northeastern University with author and CNN Law Enforcement Analyst, Matthew Horace. Horace discussed his book, "The Black and The Blue," and shared his experiences and insight on crime, racism and the interaction between law enforcement and the African American community. Also participating in the event were Dr. Richard O'Bryant, Director of the John D. O'Bryant African American Institute at Northeastern University, Hon. Rachel Rollins, Suffolk County District Attorney and Hon. Steven W. Tompkins, Suffolk County Sheriff.

The forum was presented by the John D. O'Bryant African American Institute, My Brother's Keeper, Becoming a Man (BAM) Youth Guidance and JRI. It was a fantastic event and close to 200 people attended.



## JRI Prioritizes an --- Agency-Wide Focus on Substance Use Challenges

Providing patient-centered, trauma-informed care means that every JRI program must provide a holistic response to the unique challenges faced by each client. For more than a year, JRI has been expanding its capacity to ensure that substance use issues are being effectively addressed in non-judgmental, evidence-based ways.

All JRI staff now receive training in overdose prevention and reversal with each site carrying naran, a nasal spray that can reverse a potentially fatal overdose.

Program RISE in Framingham is now providing a number of services that address substance abuse issues. Partnering with the Commonwealth of Massachusetts, which has expanded needle exchange

services across the state, the program provides syringe exchange services, ensuring that people who inject drugs have a reduced risk of HIV and hepatitis C exposure. Program RISE also distributes naran to community members who are using opiates or concerned about a loved one at risk of an opiate overdose. In addition, staff are working with law enforcement in several MetroWest communities to follow up on 911 calls related to overdose. They provide follow up services, such as information and referral, to ensure that overdose survivors and reporters have access to continued health and prevention services.

JRI has initiated an agency-wide substance use workgroup tasked with building the

agency's capacity to respond to substance use issues. A priority of this group is creating an organizational culture in which people who use substances are not stigmatized or inadvertently punished for the use. To accomplish this, the agency will need to develop policies and procedures that recognize the disease of addiction. In addition, a comprehensive training plan is being designed to ensure basic competency levels among program staff. The workgroup is also examining program development opportunities to respond to gaps in care. This includes expanding support groups, peer-oriented models of care, screening tools and evidence-based interventions.





# Congratulations!

## ... to all of our Leadership and Futures graduates!

JRI maintains a strong staff development program dedicated to building a competent and diverse staff. We have developed two professional development groups that are helping us identify and work with employees who have a desire to move toward leadership positions within the agency. Both groups meet monthly for a full year which gives participants ample time and opportunity to network, build professional relationships, and work toward their personal goals.

Futures is a professional development group for staff who have been identified by their supervisors as long-term employees and future leaders. Leadership focuses on supporting staff who already have some experience as a leader. The focus of this group includes support, networking, problem solving, as well as higher level leadership skills.

*“It is such a privilege to work with so many dedicated and talented staff across the agency as part of our Futures Professional Development series. Their passion and commitment to JRI’s mission is evident in the energy they bring to meetings each month and is inspiring to both senior leaders and others in the room. To witness the growth they make as professionals over the course of the year is a very powerful experience.” -Tara Sagor, CAGS, LMHC, Director of Training & Trauma Response*

*“Futures was an amazing experience. It helped build my confidence and connected me with individuals throughout JRI. Futures drives home the point that at JRI we are a family. Through promoting social justice and advocacy, together we better serve the community.” - Keri Branquinho, Assistant Supervisor at Meadowridge Academy*

## ... to our Student Loan Repayment Award Recipients!

The Massachusetts League of Community Health Centers is grateful to have the opportunity, through the generosity of the Executive Office of Health and Human Services, to assist these providers with their educational debt. This past year, three JRI employees received the student loan repayment award to help defray educational costs while they continue to excel in their roles at JRI.

**Kristen Deasy** is currently employed with the Cape & Islands CSA. She came to JRI in 2017 with experience in the areas of domestic violence, developmental services, and children’s services. In 2014, Kristen participated in research which led to a publication focused on implementing developmental screening programs for infants and toddlers in the child welfare system.

**Lacey Liebert** is a Clinical Director and currently oversees Clinical programming provided by JRI at the Paul T. Leahy Center in Worcester. In that role, she oversees the provision of clinical services to youth in DYS custody; supports program managers and specialists in the development and facilitation of programming on site; and provides clinical supervision. Lacey spent several years at JRI’s Children’s Friend & Family Services’ Lynn site in various roles. She is a superb leader who truly understands JRI’s mission.

**Morganne Crouser** has been the Program Manager of GRIP Community Based Services in Lowell for the past 5 years. Morganne has grown the program from 10 clients with only 2 staff to a much larger program serving 65 clients with 20 staff. She is JRI’s coordinator on a project with Neuromotion, a software company that has developed a bio-responsive video game system. Her commitment to the staff and the clients they serve is a powerful testament to her amazing leadership.

# Program Highlights



## Maggie and Delta join our Berkshire Meadows Program

The two mini horses, officially named Sweet Lil Magnolia and Sweet Lil Delta Dawn, were a gift to us by Fred Klepper. Fred and Mary Ann Klepper raised the minis to be social, tender and gentle and they are a perfect match for us. Long time staff Cheryl Cardillo and her daughter, Brittany, were responsible for the connection. Sisters Maggie and Delta are both sorrel pinto colored and in the American Miniature Horse Registry. While both are very smart and intuitive, Maggie's got a spark and we just love it! We've brought them on board to be a part of our alternative therapy program, which includes our therapy dog, Greg. We hope to explore new ways for Maggie and Delta to become a part of the larger JRI equine program. So far, the individuals in our program have responded in amazing ways, from smiling and touching the mini, to re-regulating themselves at the sight of the mini horses.

## Social Service Centers Joins JRI

On July 1, 2019, Social Service Centers (SSC), a private organization operating four group homes for adults with intellectual and developmental disabilities in Lexington, Massachusetts, formally became part of JRI. Merging with SSC brings decades of well-reputed service experience and over 50 caring staff into the Developing Abilities Division. Over six months of planning activities resulted in a smooth transition, including welcome activities for individuals and their families, orientation and training for staff, and the transfer of contractual and vendor agreements. SSC's focus on high quality services for individuals and commitment to staff longevity makes it a great fit for JRI. We are delighted to have new colleagues and to be ensuring the continuation of such wonderful services.



## Two Dozen Meadowridge Academy Students Celebrate Achievements

Nearly two dozen Meadowridge Academy students were honored at an awards ceremony held in June at the Swansea campus. Most of the academy's 34 students, as well as parents, were present for the event, which celebrated academic, athletic and other achievements at the therapeutic residential school. In addition to classroom instruction, the academy provides psychological and emotional support and life skills training for youths, grades 6 through 12. It was a great day to celebrate the student's success. James Falvey, program director, recognized the challenges faced by the students, many of whom had a hard time succeeding in other settings. "It's really hard to be in a residential program," he said. "But you all did really well and I want to thank you."

## The Center for Trauma and Embodiment

JRI was pleased to introduce the Center for Trauma and Embodiment at JRI. Experiences of psychological trauma profoundly change our relationship to our body. The Center for Trauma and Embodiment at JRI is dedicated to researching, developing and training providers in effective, trauma-informed practices that help survivors safely re-connect to their body so that they may engage more fully with their life. The program offers various components, including Trauma Sensitive Yoga, which originated as Trauma Center Trauma Sensitive Yoga (TCTSY) under JRI's Trauma Center. TCTSY was the first yoga practice of its kind to receive a National Institute of Health (NIH) grant to study yoga as an intervention for trauma. Currently under development is a trauma-informed weight-lifting model. The goal of the Center for Trauma and Embodiment is to provide high quality, peer-reviewed, and empirically validated options for those seeking trauma care. The hope is that this program will also have an impact on the greater communities (such as yoga, weight-lifting, therapy) by bringing trauma-informed care to these modalities.

*“Every time I go to [yoga] class, I am more comfortable in other situations saying what I want, and not feeling like I have to read the other person and do what they want. That I can just go, I want to do this. ... It makes me more able to be aware of what I want.” from the paper “Claiming Peaceful Embodiment through yoga in the Aftermath of Trauma” by Alison Rhodes based on interviews with the women in the TCTSY, NIH-funded study*  
[http://www.traumacenter.org/products/pdf\\_files/Peaceful\\_Embodiment\\_Through\\_Yoga\\_R0002.pdf](http://www.traumacenter.org/products/pdf_files/Peaceful_Embodiment_Through_Yoga_R0002.pdf)

## A New Farmhouse Wing at the Susan Wayne Center of Excellence in CT

The Susan Wayne Center of Excellence (SWCE) has opened a new wing adding six more beds to the program. The Farmhouse focuses on pre-independent living skills, social skills, and community access. The goal of this program component is to support children in learning and practicing skills in an environment that is smaller and more homelike. Youth who reside in the Farmhouse are generally more clinically stable and may be preparing to discharge to a less restrictive setting. We hope this life-skills program component serves to minimize the significant changes that youth experience going from a highly structured residential program to a family home.



*“Thank you for helping our family so much. The entire team at SWCE has really supported our child on this journey. There was a time when we had very little hope that our child could function safely in the community at all. Now she is a young lady with confidence, skills and self-reflection. Our entire family is beyond grateful for the life-changing treatment she received in your care. We are so happy our little girl is able to live at home with us. There are no words to express gratitude.”*  
 - Parent of a Child at the Farmhouse Program



## Audrey Morrissey of My Life My Choice discusses the Mute R. Kelly movement

Audrey Morrissey, Associate Director & National Survivor Leadership Director of My Life My Choice, a program of JRI, was on NBC Boston in January during Human Trafficking awareness month to discuss the Mute R. Kelly movement and to bring awareness to human trafficking. Audrey has dedicated her life to helping survivors, bringing awareness and prevention of human trafficking. One piece of advice she had to offer parents is to pay attention to your children's social media accounts.

Scan the QR code above to learn more.



## Celebrating our Foster Care Parents

In May, Justice Resource Institute’s Foster Care Program honored its foster parents, kicking off Foster Care Awareness month with a reception at the program’s Berkley headquarters. Leaders from JRI and the Massachusetts Department of Children and Families thanked the parents for providing a stable home for children, while acting as first responder, counselor, coach and mentor. The parents offer children love and acceptance, while teaching them basic living skills and providing them with healthy family experiences. Foster parents often take children on their first family vacation or to their first restaurant meal. Some parents have stayed up at night calming substance-exposed infants.

*“Thanks to our foster parents for being driven by hope and faith that you can make an impact on a child,”  
said Deb Oliveira, JRI vice president. “I’m in constant awe of our foster families,”  
said Mia DeMarco, chief operating officer of JRI.*

The families in the JRI Foster Care Program accept traumatized children who require the most intensive care, including infants who were exposed to opiates and other substances in the womb. Parents undergo 20 hours of training annually in addition to the standard training that Massachusetts requires for all foster parents. They also receive additional training in the particular needs of their child. Parents in two of the homes, for instance, are trained to work with transgendered youth.

Bob Costa, director of the Foster Care Program, applauded the parents’ willingness to help with homework, meet with teachers, doctors and therapists, offer loving guidance and make late-night visits to the emergency room. Their work helps children succeed and often enables them to reunite with their families of origin. As adults, former foster children keep in touch with their foster parents, even visiting them with children of their own.

Michael Pay, director of the DCF Plymouth area office, said the foster families “put the pieces back together in these children’s lives.” He presented a proclamation signed by Gov. Baker declaring May as Foster Care Month and celebrating foster parents’ service to society.



## Working Toward Permanency at Littleton Academy

Littleton Academy staff had the pleasure of participating in a Permanency training provided by Plummer Youth Promise. Staff were able to deepen their understanding of the importance of permanency efforts which include family engagement, youth guided teaming, and enhancing permanency readiness.

Jay has been at Littleton Academy since August 2017 and was one of our first clients at the new program. At the outset of his stay, he was identified as needing a forever family. Like many of our clients, Jay has experienced significant developmental

trauma that has greatly impacted his day-to-day functioning. This was very apparent when he first came to us; he presented with numerous externalized behaviors because of the challenges he endured. Jay has been resilient in the face of his trauma and has made significant progress during his time here. Jay has learned regulation strategies and has developed positive social skills. He is a strong self-advocate and shows natural leadership qualities.

He is the first student to greet visitors and shows his enthusiasm as soon as you meet him. He is an excellent ambassador for the program. As much as we would love to continue to work with Jay, we are glad to see him move on. Jay has been elated to get to know his current pre-adoptive foster family who will be taking him home this summer.

## Teen is First Dad in the Teen Parenting Program

Omer Thibault IV is a musician, a mechanical technician and, at age 20, a single dad.

At age 19 when his son was born, Thibault had not yet earned his diploma from Swansea High School and was uncertain of his prospects. He was certain on one thing, however. He wanted to be a great dad to his infant son, whose teen mother was unable to care for him.

The Department of Child and Family Services (DCF) took custody of the infant, but Thibault was unwilling to lose him. When he entered JRI's DCF-funded Attleboro Teen Parenting Program (TPP), he became the first male in the state to participate in any DCF Teen Parenting Program.

Today, Thibault and his toddler son make their home in a tidy three-bedroom apartment in Attleboro, in a five-apartment TPP building. There, teen parents and pregnant moms each live in their own three-bedroom apartment with 24-hour supervision and supports to become effective parents who can live independently. They receive monetary, educational and job training assistance, as well as training in parenting skills.

With TPP support, Thibault quickly earned his high school degree with perfect scores in three out of the five GED exams. He plans one day to study business so he can open his own auto mechanic shop. For now, however, he is happy to work full time and looks forward to picking his son every day after work. Thibault is grateful for the support he is receiving from TPP and doing very well.

*“Teen fathers deserve as much help as teen mothers,” he said. “All I want to do is create a peaceful, happy home for my son to grow up in.” JRI is proud to be part of the success that Thibault has accomplished and will be supporting him every step of the way.*



## Building Communities of Care: A Comprehensive Model for Trauma-Informed Youth Capacity Building and Behavior Management in Residential Services

We are excited to announce that Building Communities of Care: A Comprehensive Model for Trauma-Informed Youth Capacity Building and Behavior Management in Residential Services has been published in Residential Treatment for Children and Youth. We'd like to give special thanks and recognition to the JRI employees who authored this article: Stacey Forrest, Robert Gervais, Kayla A. Lord, Dr. Lia Martin, and Kari Beserra. Congratulations!

Scan the QR code above to learn more.

## Community-Based Care Opens New Bedford office

JRI announced the opening of its Community-Based Services programs at Howland Place, 651 Orchard St. in New Bedford. JRI's Community-Based Services programs offer in-home individualized and family-focused services, including in-home family therapy, in-home behavioral support, parent/caregiver support and skill building and coaching/modeling for youth. Clients are referred by the parents/guardians, courts, schools, state agencies and health care professionals.



## Granite Academy hosted [William Kamkwamba](#), author of *The Boy Who Harnessed the Wind*

From African village to Braintree school, a message of persistence.

Granite Academy was honored to welcome William Kamkwamba, author of *The Boy Who Harnessed the Wind* to the school. He shared his personal journey exploring the true value of education, innovation and spirit. He described his experiences overcoming internal and external obstacles and talked about his strongest influences in helping him to achieve his goals. William was truly an inspiration for our students (and staff too!).

In anticipation of William's arrival, students and staff alike read his book provoking discussions of politics, science, family structures, famine, climate change, and the power of knowledge. Students were proud to share their *The Boy Who Harnessed the Wind*-inspired projects with William. Meeting William Kamkwamba has been a life-changing experience for everyone at Granite Academy!

## Youth Trauma Program In Fall River Joins JRI

The Youth Trauma Program located at the Fernandes Center for Children & Families at Saint Anne's Hospital in Fall River became a program of JRI in July of 2018. The program, previously a service of the May Institute, will continue to provide assessment and trauma-focused outpatient therapy services to child and adolescent victims of sexual abuse, physical abuse and other trauma at its current location and with its existing staff.

*"JRI's focus on trauma-informed care and the highly specialized services that we have developed in particular across the Southcoast make this a smart and timely move for this program and the children and families that it serves. We are taking a program that is already an outstanding resource for the community and strengthening it." - Andy Pond, CEO of JRI*

## YouthHarbors Marks 10th Year of Service as 35 Formerly Homeless and At-Risk Teens Graduate from High School

In May of 2019 YouthHarbors, a program of JRI, celebrated the graduation of 35 public high school students who were formerly homeless or at risk of homelessness. The ceremony also marked YouthHarbors' 10th year of partnership with Eastern Massachusetts area schools to provide students with support in the areas of housing, education, employment, health, and independent living skill development. YouthHarbors has helped over 475 students graduate in the past decade.

This graduating Class of 2019 consisted of one student from Boston Day and Evening Academy (Roxbury), twelve from Everett High School, six from Jeremiah E. Burke High School (Dorchester), four from Lowell High School, ten from Malden High School, and two from Somerville High School. The students are making post-graduate plans including attending college, joining the workforce and serving in the military.



## STEM at Anchor Academy

STEM projects provide opportunities to take traditional learning and pivot it to hands-on experiences and real-world applications necessary for developing an innovative mind. When students engage in activities that combine different elements of STEM, they experience a path in which they must ask thoughtful questions, discover answers, apply what they learn, and problem-solve creatively. Cross-curricular STEM projects also engage different parts of students' brains so that they are seeing the project through different lenses, focusing on details while also learning to step back and look at the bigger picture.

Anchor Academy continues to integrate STEM into the classroom as students learn concepts in a fun and engaging way. Anchor Academy students learned about the dynamics of hot air balloons. This activity was designed for students to use a variety of skills including critical thinking and questioning, testing and redesign, researching balloon design, researching component designs and analysis of final designs. Students utilized the scientific method to test the theories of buoyancy and air density as they flew their balloons.

*“The hot air balloon project perfectly encapsulates the mission and vision of how Anchor Academy fosters students’ academic growth through project-based learning. These types of multi-modal learning opportunities provide students with differentiated and individualized academic experiences.” - Lauren Cohen, LICSW, Director of Anchor Academy*

## The CAC’s Drug Endangered Children Program in Bristol County

In 2018 the Children’s Advocacy Center of Bristol County (CAC) founded the Drug Endangered Children (DEC) Program. Based on identified community needs and years of requests from partner youth serving organizations, the CAC has taken a leadership role in offering a number of community awareness building activities, alliance development and intervention trainings to better understand and address the needs of children impacted by substance use disorders.

In October of last year, the CAC partnered with the National Association for Children of Addiction (NACoA) to offer NACoA’s “Community Trauma Sensitivity Training” and the “Children’s Program Kit: Supportive Group Education for Children of Addicted Parents.” In December 2018 and May of 2019, the CAC held trainings facilitated by the National Alliance for Drug Endangered Children to raise awareness among child-serving multidisciplinary team members, public safety and public health professionals concerning the growing number of drug endangered children in Bristol County. Out of these trainings, four county-wide alliances were formed to address the needs of these children.

### Future Focus for DEC

The CAC recognizes that in Bristol County there is a need to continue to identify all drug-endangered children, communicate between agencies, and provide direct services for these youth. To meet this need, the CAC has sought and obtained several private foundation grants from both the Carney Family Foundation and CVS Health. In addition, the National Drug Endangered Children Alliance has identified the CAC of Bristol County to receive further leadership training to meet the needs of drug endangered children in Bristol County and statewide.



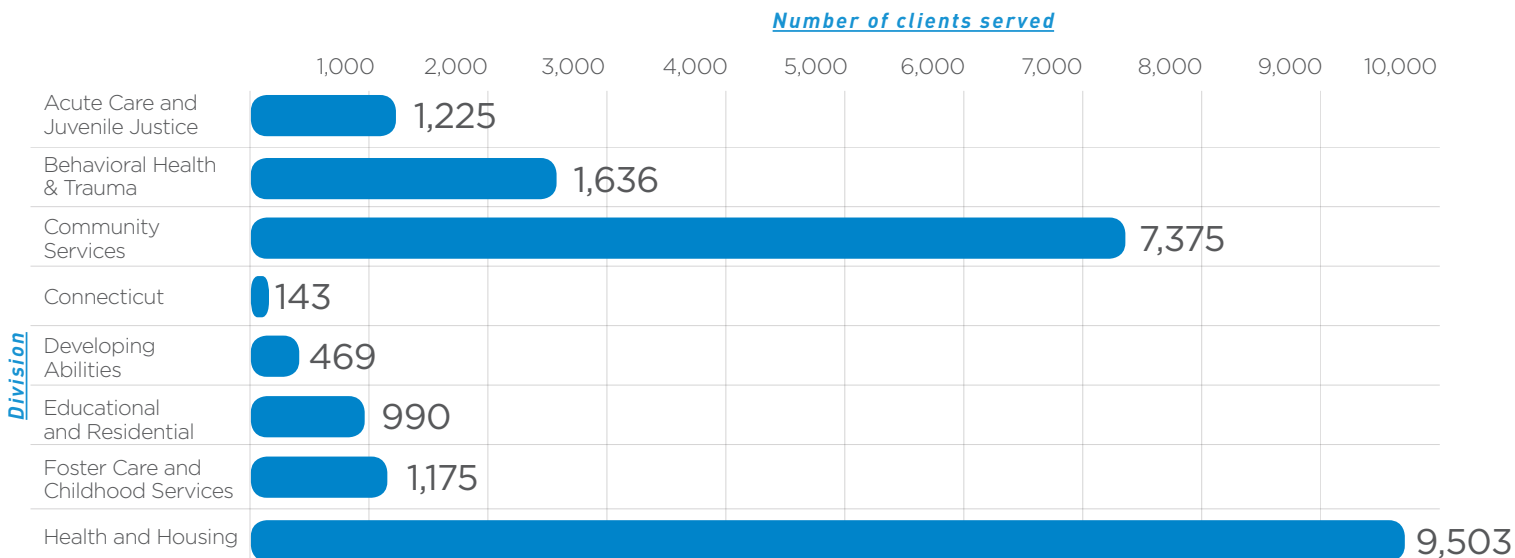
# Financials & Demographics

FY 2019

## FY'19 Actual Operating Revenue by Service Category



## 22,516 Clients Impacted by Division







# Volunteers

**309** volunteers & interns contributed **23,157** hours of service to our programs.

Our volunteers and interns are a diverse group of individuals comprised of people from all walks of life.



## Girl Scouts

who purchase holiday gifts for our foster care program



## Therapy Dogs

who work with clients and families



## Retirees

who run the Bargain Bazaar Thrift Shop and donate all of their proceeds to our programs



## Students

who are majoring in social work and psychology

We offer 55 internship opportunities across the state. Our interns come from all over the country and bring so much energy to our programs. We truly appreciate all the amazing work our volunteers and interns do!



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# First Connections

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doing great work  
in 11 communities

First Connections, a Coordinated Family and Community Engagement Grant Program, primarily funded through the Department of Early Education and Care, served over 700 families last year through educational playgroups, parent education and support, and providing resources and referrals in the Acton area. Our free programs are provided in 11 communities, including Hanscom Air Force Base. One of our priorities is to reach and meet the needs of families, especially those with multiple risk factors or are hard to reach.

The most critical services reach families from over 30 communities and include the only postpartum depression

and anxiety support group and new dads groups in the area. These groups fill a significant community need as 1 in 9 mothers experience depression or anxiety during pregnancy or postpartum, and up to 25% of new fathers suffer from symptoms of postpartum depression.

Our Emotional Wellbeing after Baby support and education group is facilitated by a social worker with advanced training in infant-parent mental health and early childhood development through her work in Early Intervention. This group meets weekly and has seen its participation rate double over the past year.

In a recent American Academy of Pediatrics (AAP) report, it was estimated

that 50% of women who are depressed during and after pregnancy are undiagnosed and untreated. Our group does not require a diagnosis for moms to attend – it is offered to new moms who are feeling stressed, overwhelmed, have a high-need baby, or are anxious about the transition back to work. In this way, we often can work with moms who may not recognize the signs of postpartum depression/anxiety or are reluctant to open themselves up to that diagnosis and the stigma connected to it.

This group has been recognized by Postpartum Support International.

# Board of Directors

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 FY 2019


“A theme that emerges from this annual report is the importance of our staff to everything we do at JRI, and the efforts we are taking to support our team members. We continue to advocate for improved state reimbursement so that our employees can receive better pay for their extraordinary efforts in helping individuals overcome trauma, realize new opportunities and achieve greater independence. Our efforts are bearing fruit as evidenced by some of the honors over the last year, including being featured in The Boston Globe’s Best Places to Work publication. Of all the honors JRI receives, this is among the most important because it affirms that we are creating a workplace where people want to be.”

—Andrea Nix, Board Chairperson

## JRI PRESIDENT

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Andy Pond

## BOARD CHAIRPERSON

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Andrea Nix

## BOARD VICE-CHAIR

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Robert J. Guttentag

## TREASURER

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Audrey Shelto

## CLERK

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Stephen Porter

## BOARD MEMBERS

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Francine Rosenberg

Jim Cunha

Valerie Samuels

Joel Kershner

MonaLisa Smith

*Honorary Board Member*

Judith Tsipis

Dawna Paton

Linda Turner



Leader in  
Social Justice



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JRI Corporate: (781) 559-4900

#### **BEHAVIORAL HEALTH & TRAUMA SERVICES PROGRAMS**

Boston Trauma Response  
Team  
Center for Trauma  
and Embodiment  
Children's Advocacy  
Center of Bristol County  
Connecticut Behavioral  
Health Center  
Integrated Clinical Services  
Metrowest Behavioral  
Health Center  
Service Navigator  
Southeast Behavioral  
Health Center  
Southern New England  
Behavioral Health &  
Trauma Center  
Total Achievement Program  
Trauma Center at JRI  
Youth Trauma Program

#### **COMMUNITY BASED SERVICES PROGRAMS**

Cape and Islands Community  
Service Agency  
Cape and Islands  
Behavioral Health Service  
Children's Friend  
and Family Services  
Clinical Services Team  
Connecticut Community  
Based Services  
First Connections  
Lynn Community Service  
Agency  
Lawrence Community  
Service Agency  
Metro-Boston Community  
Based Services

Metrowest Community  
Based Services  
My Life My Choice  
Northeast Community  
Based Services  
Southeast Community  
Based Services  
Southeast Continuum  
Southeast In Home  
Behavioral Programs  
STRIVE Boston  
YouthHarbors

#### **DEVELOPING ABILITIES PROGRAMS**

Berkshire Meadows  
Day Habilitation Services  
& Supports  
Employment Services  
& Supports  
Full Circle ARTS  
Residential Services  
& Supports  
Social Services Center  
Willow Tree Day Habilitation

#### **EDUCATIONAL PROGRAMS**

Anchor Academy  
Bay Cove Academy  
Bridge Campus  
Case House  
DeMarco Adventure Course  
Early Childhood Services  
Educational Advocacy  
Program  
Granite Academy  
Glenhaven Academy  
Lanewood Group Home  
Littleton Academy

Meadowridge Academy  
Pelham Academy  
Susan Wayne Center  
of Excellence  
River Run Academy at Susan  
Wayne Center of Excellence  
Swansea Wood School  
The Victor School  
Walden Street School

#### **ACUTE CARE & JUVENILE JUSTICE**

Attleboro Center  
Butler Center  
Centerpoint  
Cohannet Academy  
Court Clinics  
DYS Capacity Building  
DYS Health Services  
DYS Western Services  
Intensive Residential  
Treatment Programs  
Merrimack Center  
Partial Hospitalization  
SMART Clinical Services Team  
Transitional Homes

#### **TRANSITIONAL PROGRAMS**

Connecticut Group Homes  
Evolution  
GRIP  
Journey Home  
Lindencroft  
Little Heroes  
Rediscovery  
STEP  
Stepping Out  
Teen Parenting Program

#### **HEALTH PREVENTION & HOUSING PROGRAMS**

Assisted Living  
Boston GLASS  
Focus  
Health Law Institute  
Housing Options  
Huntington at Symphony  
MA Commission on LGBTQ  
Youth  
Medical Case Management  
PACT Project  
Peer Support Services  
Professional Development  
Program RISE

#### **FOSTER CARE & CHILDHOOD SERVICES**

Adoption Program  
Court Clinics  
Connecticut Therapeutic  
Center  
Early Childhood Training  
and Consultation  
Foster Care  
MA Intensive Foster Care  
Young Parents Support