

# FY25

## Programs & Quality Improvement Annual Report





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# Board of Directors

## FY2025 (July 1, 2024-June 30, 2025)

### OFFICERS

Rev. Dr. Kent King-Nobles, Chair

Tom Carroll, Vice Chair

Sandi Scheidenhelm, Secretary

Matt Johnston, Treasurer

Jim Brown

Tom Carroll

Robyn Cashen

Mike Crawford

Marlene Dietz

Julie Dobski

Matt Johnston

Rev. Dr. Kent King-Nobles

Michelle Mancias

Renesia Martin

Dr. Danielle Miller-Schuster

Becky Mills

Rev. Dr. Ray Owens

Rob Parent

Linda Park

Brett Petersen

Larry Phillips

Jene Pulliam

Sandi Scheidenhelm

Dr. Roosmarijn Tarhule

Cory Tello

Rev. Sylvester Weatherall

Rev. Dr. J. Keith Zimmerman

# Leadership Team

## EXECUTIVE LEADERSHIP TEAM

Clete Winkelmann, President and Chief Executive Officer

Dr. Rhonda Howard, Chief Operating Officer

Mike Straza, Chief Financial Officer

Vikki Falls, Vice President of Human Resources

Lara Raper, Vice President of Quality Improvement

Sam Guillory, Vice President of Development and Public Relations

Shawn Gifford, Vice President of Information Systems

Ariel Ameday, Executive Assistant to the CEO

## PROGRAM DIRECTORS

Krista Reichert, Director of Post-Adoption Services

Julie Stoll, Director of Academic Services

Theresa Lawrence, Director of Early Childhood Services

Dana Lloyd, Director of Intervention Services

# 01 GOVERNANCE

## FY 2025 ANNUAL REPORT OF THE BABY FOLD TREATMENT ADVISORY COMMITTEE (TAC)

The 2024-2025 membership of the TAC has not changed this past year. The members who serve include:

- Sandi Scheidenhelm serving as the parent representative since March 2015.
- Frances Godfrey (Social Worker for District 87) serving as the school social work representative since June 2020;
- Holly Ng (ISU/Mennonite School of Nursing) serving as the medical representative since 2021;
- Attorney Julia Davis (Family Law attorney) serving as the attorney who understands mental health law since 2019);
- Ms. Melissa McClelland (Metcalf School, School Psychologist) serving as the behavioral specialist since 2024; and
- Dr. Marla Reese-Weber (ISU Department of Psychology) serving as child development expert and Chairperson of TAC (TAC member since 2001).

Staff representatives this past year included:

- Dr. Rhonda Howard (VP of Program Operations);
- Julie Stoll (Assistant Director, Hammitt Schools); and
- Sarah Boitnott (Academic Director).
- Blythe Bauer (Therapeutic Specialist & Consultation Supervisor)

TAC monitoring visits occur approximately every other month. Our TAC meetings occur during the months of September, November, January, March, and June. The committee has met both in person and via Zoom this past year.

We have continued to fulfill our major functions as outlined in Board policy which include: 1) reviewing and approving all proposed treatment/behavior interventions, discipline techniques, and behavior management techniques/procedures; 2) conducting unannounced monitoring visits at Hammitt School on Willow and Hammitt School on Oglesby to ensure that treatment procedures are implemented appropriately from a human rights perspective; 3) serving as the Institutional Review Board reviewing all proposed research projects to be conducted at The Baby Fold; 4) reviewing the statistics regarding the implementation of Accompanied Recovery (AR; previously referred to as Accompanied Time Out); and 5) review of all more intrusive or restrictive treatment procedures, including physical restraints implemented with children and adolescents in both schools. Police, crisis team calls, and risk of harm assessments at both Hammitt Schools are also monitored as part of TAC monthly reviews. A discussion of the patterns (frequency and type) of use of these procedures are a part of every TAC meeting.

Although the TAC remains responsible for receiving, reviewing and/or investigating significant or unresolved human rights complaints regarding behavioral interventions, none were again received during the past year.

Related to the role of the TAC functioning as the Institutional Review Board for The Baby Fold, no new research proposals were submitted for review. One previously approved proposal was submitted with modifications and was approved by the TAC chair (Dr. Marla Reese-Weber).

The TAC would like to thank the staff representatives serving on TAC for responding to all requests for information in a timely manner to allow us to fulfill our responsibilities as reflected in Board policy. Agency staff have also remained very responsive to implementing any suggestions related to facilitating the completion of TAC functions.

Minutes of the TAC meetings are on-file and available in the main office of The Baby Fold. Please contact me if you have any questions regarding this report.

Respectfully submitted for the TAC by,

A handwritten signature in cursive script that reads "Marla Reese-Weber".

Marla Reese-Weber, Ph.D.  
Treatment Advisory Committee Chair  
June 30, 2025  
mjreese@ilstu.edu or 309/438-2521



# Clete Winkelmann

## President and CEO



Our year was one of progress and accomplishments and I'm pleased to share with you the state of The Baby Fold as we move into transitional times. For the past 123 years, The Baby Fold has evolved to meet the needs of our community, and it is our time to do the same. In doing so, the work requires a solid foundation, new processes and investments in technology to accomplish the complex work of innovation required by us today.

At the heart of this work is our amazing staff who work to heal others from the impacts of trauma. They work tirelessly every day to support children and families to provide them with skills allowing them to live a better life. The work is hard, and our staff show up every day to carry out our mission.

The task of innovation requires a vision and plan providing a roadmap so that you stay on course. During this fiscal year, we assembled a team of 30 staff and board members to help us chart that course through our new three-year strategic plan. Over 5 months, our team met to create this plan which is bold and has three core strategies to lead us into the future. Those core elements are anchored in people, programs and property.

The effort around people (staff) is focused on making TBF the best experience for anyone who wants to work in this field. Culture and connection are at the center of this strategy. In the area of programming, we are focused on leveraging our expertise to bring about new innovative ways to serve our community. The strategy of property is focused on assuring our sites are aligned with people and programs to ensure the best possible outcomes of our work.

In addition to the strategic work accomplished in the fiscal year, we also were busy addressing some other opportunities. We partnered with Illinois State University and provided them with space for their new Child Welfare Simulation Center in an area of the Oglesby property that was not being used. This partnership is valuable and will bring about a systemic change providing workers with more skills as they enter into child welfare services.

To improve organizational efficiencies, we invested in two technology platforms to address employee and donor experiences. While we are still learning all the features of both platforms, we are confident in the value it will bring to the organization. Our vision is to have our entire suite of administrative software, Human Resources, Fundraising, and Finance, share information which will reduce time to accomplish tasks.

As you can see, Fiscal Year 2025 was about action and vision. We thank each of you for the partnership you provide TBF and we rely on you for your prayers and support.

A handwritten signature in blue ink that reads 'Clete Winkelmann'. The signature is fluid and cursive, written in a professional style.



# Reports from Quality Improvement and Program Services Departments

# Lara Raper

## Vice President of Quality Improvement

### Quality Improvement Process and Measures

Overall, our quality improvement work includes routinely measuring specific quality indicators for each department and program to assess the “health” of the agency. We work hard to improve the lives of the children and families The Baby Fold serves. Quality is achieved through regularly and consistently looking at agency performance and striving to improve. To perform at a level of exceptional quality, we need to exercise the discipline of self-analysis and improvement.

Both non-program and program departments have established quality indicators. Tables containing measurable outcomes and benchmarks for each non-program department is included. Quality indicators are established within programs and benchmarks are set. Charts represent trend data available over the past several years and depict quality indicators within each program area. When no data point appears on the line graph this indicates there was no data reported for that year. This report also contains infographics from the programs for fiscal year 2025, providing a current picture of census, demographics, outcomes and other important items.

The Quality Council monitors, provides oversight and reviews risk regarding Quality Improvement. The council reviews the program quarterly Quality Improvement reports, the agency program volume and trend data, training needs, and risk management information. Individual departments also continue to review their program-specific Quarterly Quality Improvement Report including client outcomes data at the supervisory and staff levels. Employees are encouraged to propose formal quality improvement projects related to their individual program or cross-departmental issues. Informal improvements are made across departments throughout the year and are summarized by department.

The Baby Fold collects data on all its service areas on a quarterly and fiscal year basis according to pre-determined measures of program effectiveness. The Baby Fold compares program outcomes to the benchmarks established by the agency. These benchmarks are based on several factors:

#### Program plan requirements

- Best practice guidelines
- Prevailing industry standards when available
- Previous history within the program
- Contract set benchmarks

# The Baby Fold Quality Improvement Program Dashboard FY25

## Program-Wide Outcomes

	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Q1	Q2	Q3	Q4	YTD	Benchmark	Notes	Past 4 year Cycles:
<b>Client Satisfaction</b>	81/91	190/214	306/323	787/871	●	●	●	●	●	90%	Cumulative totals based on returned surveys	FY21: 92% FY22: 82% FY23: 92% FY24: 86%
<b>Referral Source Satisfaction</b>	NA	NA	NA	100	NA	NA	NA	●	●	90%	Cumulative totals based on returned surveys (All are school referral sources)	FY21: 95% FY22: 84% FY23: 100% FY24: 83%
<b>Record Compliance</b>	100/104	95/95	97/97	194/197				●	●	90%	Totals based on records reviewed each quarter	F21: 98% FY22: 99% FY23: 96% FY24: 93%
<b>Employee Satisfaction</b>	10 of 16	12 of 21	14 of 24	17 of 29	●	●	●	●	●	90%	Cumulative totals based on responses to exit surveys; rating TBF as overall place to work either "excellent" or "good" (Q40)	FY19: 89% FY20: 87% FY21: 74% FY22: 69% FY23: 67% FY24: 76%

## Program Outcomes

	Outcome	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Q1	Q2	Q3	Q4	YTD	Benchmark	Indicator	Comments about Benchmark	Past 4 year Cycles:
<b>HMR/TRAD Foster Care</b>	<b>Children have permanent families</b>	14%	18%	25%	42%					●	40%	HMR/TRAD - 40% of FY21 beginning year caseload (70) reach permanency	DCFS dashboard	FY21: 45.7% FY22: 52.8% FY23: 41% FY24: 50%
<b>HMR/TRAD Foster Care</b>	<b>Children achieve timely permanence</b>	41%	17%	38%	59%	●	●	●	●	●	70%	Youth in care who return home within 12 months of entering care + Youth in care who achieve permanency through Adoption/Sub Guard within 12 months of goal change.	QI report benchmark	FY22: 59% FY23: 68% FY24: 58%
<b>Specialized Foster Care</b>	<b>Children have permanent families</b>	30%	30%	30%	30%					●	25%	Cumulative discharges SPEC - 25% of FY22 beginning year caseload (7) reach permanency	DCFS dashboard	FY21: 33% FY22: 43% FY23: 66% FY24: 11%
<b>HMR/TRAD/SPEC Foster Care</b>	<b>Children remain safe in substitute care</b>	100%	100%	100%	100%					●	100%	No indicated abuse/neglect during services provided	QI report benchmark	FY24: 98%
<b>Foster Care Therapy</b>	<b>Improve child functioning</b>	NA	100%	100%	100%	NA	●	●	●	●	75%	Decrease in Pre-BPRS-C to Post-BPRS-C, at time of discharge	QI report benchmark	FY24: 100%
<b>Foster Care Therapy</b>	<b>Youth made satisfactory progress towards goals</b>	100%	100%	100%	100%	●	●	●	●	●	75%	Clients who partially or fully complete therapeutic goals	QI report benchmark	FY24: 77%
<b>Intact Family Services</b>	<b>Improve family functioning</b>	59%	88%	25%	50%	●	●	●	●	●	60%	Decrease in pre-CANS to discharge CANS re: Knowledge of Parenting/ Child Development	QI report benchmark	FY24: 50%
<b>Intact Family Services</b>	<b>Improve child functioning</b>	56%	80%	38%	62%	●	●	●	●	●	60%	Decrease in pre-CANS to discharge CANS re: Life Domain Functioning, Child Behavioral/Emotional Needs sub-scales	QI report benchmark	FY24: 30% for Life Domain; 36% for Beh/Emot
<b>Intact Family Services</b>	<b>Family unit is maintained, providing safe and stable home for children</b>	100%	100%	100%	100%	●	●	●	●	●	85%	No involuntary out-of-home placement six months following case closure	DCFS dashboard	FY21: 86.4% FY22: 92% FY23: 100% FY24: 100%

## Program Outcomes (continued)

	Outcome	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Q1	Q2	Q3	Q4	YTD	Benchmark	Indicator	Comments about Benchmark	Past 4 year Cycles:
Healthy Start	Children remain safely in their home	98%	100%	100%	99%	●	●	●	●	●	95%	Cumulative % of Children remain safe with their family throughout the quarter (no involuntary removal of the child from the participant's care)	Q1 report benchmark	FY21: 100% FY22: 98% FY23: 99% FY24: 98%
Healthy Start	Successful completion of services	100%	100%	86%	63% (closure of Urbana HST program)	●	●	●	●	●	90%	Cumulative percentage of successful discharge (> 3 years in program or meet HFA standard for successful discharge)	Q1 report benchmark	FY21: 100% FY22: 100% FY23: 100% FY24: 74%
Adoption Support and Preservation	Improve family functioning	78%	88%	88%	88%	●	●	●	●	●	80%	Based on worker/supervisor assessment from several measures on quarterly discharges	Q1 report benchmark	FY21: 81% FY22: 81% FY23: 90% FY24: 81%
Adoption Support and Preservation	Family remains intact	100%	97%	97%	100%	●	●	●	●	●	97%	Percentage of families served in the quarter that maintain legal relationship (no adoption dissolution or re-entry into care)	Q1 report benchmark	FY21: 94% FY22: 99% FY23: 100% FY24: 98%
Respite	Family receives relief through access to respite services	100%	100%	100%	87%	●	●	●	●	●	95%	Percentage of families that report receiving relief from caregiving through access to respite services.	Q1 report benchmark	FY23: 93% FY24: 99%
Hammitt Oglesby Campus	Youth attend school		83%		82%		●		●	●	85%	Attendance rate collected after each semester during school year	Q1 report benchmark	FY21: 77% FY22: 77% FY23: 82% FY24: 80%
Hammitt Oglesby STRIVE	Youth attend school		88%		85%		●		●	●	90%	Attendance rate collected after each semester during school year	Q1 report benchmark	FY21: 85% FY22: 88% FY23: 89% FY24: 91%
Hammitt Willow Campus	Youth attend school		87%		86%		●		●	●	87%	Attendance rate collected after each semester during school year	Q1 report benchmark	FY21: 84% T, 86% C FY22: 87% T, 84% C FY23: 89% T, 88% C FY24: 85%
Hammitt Schools	Graduation Rate		N/A		100%		N/A		●	●	90%	% of students eligible for graduation who do graduate	Q1 report benchmark	FY21: 97% FY23: 99% FY24: 92%
Hammitt Willow	Youth improve social emotional well-being	96%	97%	100%	96%	●	●	●	●	●	100%	% of teachers uploading/ including SEL lessons daily in their instruction; tracked by Asst. VP of QI via Google Sheets	Q1 report benchmark	FY24: 97%
Hammitt Oglesby	Youth improve social emotional well-being	88%	90%	90%	87%	●	●	●	●	●	100%	% of teachers uploading/ including SEL lessons daily in their instruction; tracked by Asst. VP of QI via Google Sheets	Q1 report benchmark	
Community Schools	Students and their families linked to needed services, resources	102%	95%	124%	N/A	●	●	●	N/A	●	100%	Percentage of families accessing services/resources CSC referred to with CSC follow up	Q1 report benchmark	FY22: 100% FY23: 100% FY24: 102%
Community Schools	Students and families report increased academic confidence, competence and connectedness	NA	100%	100%	100%	N/A	●	●	●	●	90%	Percentage of families reporting increased confidence, competence and connectedness	Q1 report benchmark	FY24: 95%

# Administrative Outcomes

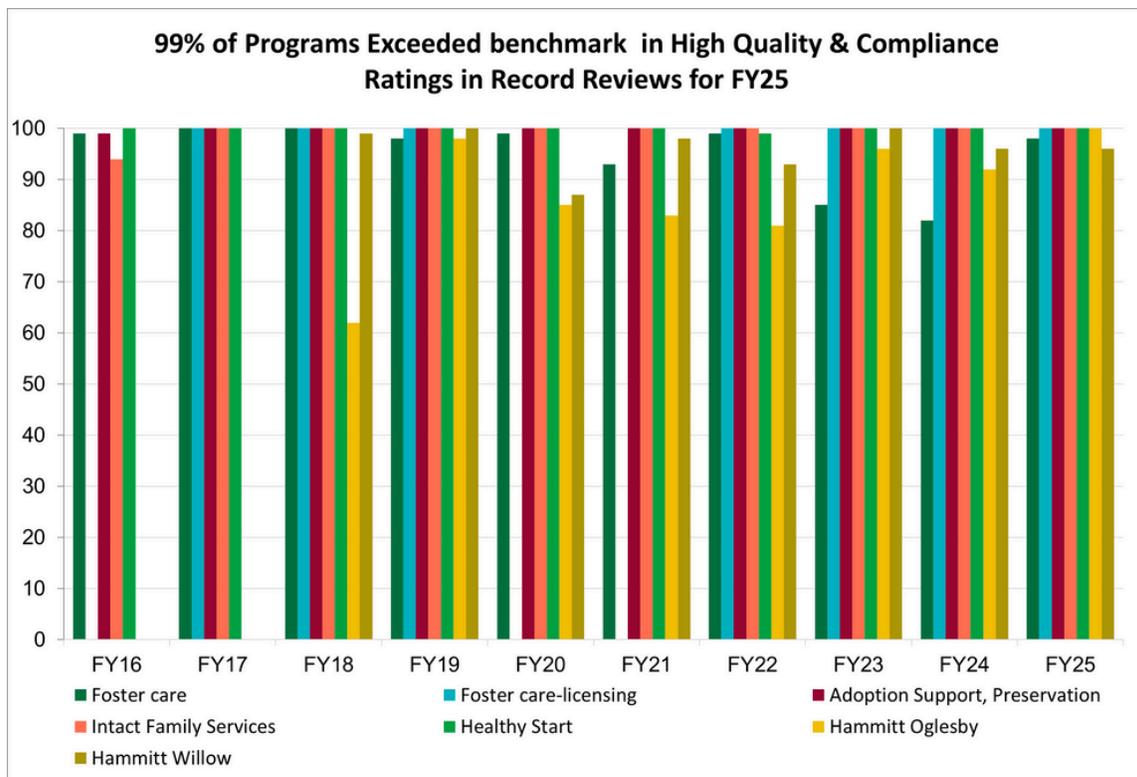
	Outcome	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Q1	Q2	Q3	Q4	YTD	Benchmark	Indicator	Comments about Benchmark	Past 4 year Cycles:
Development and Public Relations	Funds raised	\$332,306.24	\$745,677.57	\$286,386.02	\$252,373.69	●	●	●	●	●	Meet or exceed \$1,425,000	Number of dollars raised each quarter with an end of the year target of \$1,425,000.	TBF Goal	
Finance	Aged Receivables - Municipalities, School Districts	4.27%	1.14%	0.00%	0.00%	●	●	●	●	●	5% or less	% of dollars in accounts receivable over 90 days for accounts billed by the Business Office. Excludes DCFS, DHS, and HFS contracts. Measures timeliness of Business Office billing and collection processes.	TBF benchmark	FY21: 0.12% FY22: 8.79% FY23: 23.66% FY24: 14.18%
Finance	Aged Receivables - DCFS, DHS, HFS Contracts	17.71%	47.51%	19.20%	37.99%	●	●	●	●	●	5% or less	% of dollars in accounts receivable over 90 days for accounts billed by the Business Office. Excludes school districts and local municipalities contracts. Measures timeliness of Business Office billing and collection processes.	TBF benchmark	
Technology	Timeliness of IS work orders	84.4%	87.1%	86.9%	86.70%	●	●	●	●	●	90%	Number of helpdesk tickets completed in specified time frame	TBF benchmark	FY21: 92% FY22: 93.6% FY23: 96% FY24: info not provided
Technology	Incidents of virus/malware/trojan successfully resolved	100.00%	100.00%	100.00%	100.00%	●	●	●	●	●	100%	% of virus/malware/trojan incidents that were resolved successfully	TBF benchmark	FY22: 100% FY23: 100% FY24: info not provided
Operations	Health Inspection compliance	0/1	2 of 2	1 of 1	2 of 2	●	●	●	●	●	100%	Number of health inspections completed during quarter with score of Pass (no fail)	TBF benchmark	FY21: 100% FY22: 67% FY23: 100% FY24: 100%
Human Resources	Employee Turnover	13.3%	20.5%	24.9%	31.2%	●	●	●	●	●	Not to exceed 25.0%	Quarterly turnover rate based off #FTE's each quarter; End of Year - Cumulative turnover rate (25.0%); this rate does not include promotions and transfers	TBF benchmark	FY21: 19.4% FY22: 31.5% FY23: 36% FY24: 27.6%

### Color Key

●	Meets or exceeds benchmark
●	< 10% below benchmark
●	> 10% below benchmark
*	Number is 0 or no data available due to COVID-19 pandemic

# Agency Record Reviews: Quality and Compliance

The Baby Fold peer reviews client records on a quarterly basis while student records are reviewed at annual meetings, based off Council on Accreditation standards for record sampling. Required documentation, compliance and quality based, items are listed on a record review form and ratings of 1 through 4 are given for each item of documentation. Ratings with 1 and 2 being are considered in compliance with the average scores for specified sections of the client record determining compliance. In order for a record to be compliant, all sections must have average scores of 1 or 2. The overall percentage of record compliance for the program in the chart below is based on the number of records that have an overall average a score of 1 or 2. This average score does not mean that the record was "perfect"; however, the score reflects that generally the record contains quality services and required documentation with isolated missing or insufficient information. Many records for the agency consistently have high compliance and quality scores.



For FY25, we increased significantly our percentage from 71% in FY24 to 99% of programs that met or exceeded the 95% benchmark for average section scores in record compliance and quality. Concerted efforts were put into training peer reviewers, instituting pre-review file checks and tracking systems to help improve our outcome. The Baby Fold Programs strive for high quality work and high compliance in documenting the great work they do. The majority of program staff maintained 96-100% compliance per results of the peer file reviews completed each quarter and the annual student file reviews. When client records contain any deficiencies, the staff assigned to the case work on corrections prior to the next quarter's review. Record review forms continue to be updated on a regular basis to meet contractual requirements, accreditation standards, laws/mandates and revised policy and procedures. Quality improvement staff work diligently with program staff to track progress on correcting deficiencies, as well as celebrating successes in high compliance and high quality.

# Dr. Rhonda Howard

## Chief Operating Officer

As the Chief Operating Officer, my role is to oversee the programs we offer our community in providing vital services that meet children and family's needs. I am excited to share our continuum of care that is designed to bring stability and healing to anyone who reaches out to The Baby Fold.

### Continuum of Care

The Baby Fold provides a comprehensive continuum of care that begins with prevention and extends to the most intensive intervention services. This approach ensures that children and families receive the right level of support at the right time.

#### **Prevention and Early Support**

At the prevention level, we equip families, caregivers, and professionals with tools to promote stability, strengthen relationships, and foster lifelong success.

- **The Center of Excellence** offers education, training, and consultation to mental health providers, educators, community professionals, and parents.
- **The Caregiver Connection Program** supports early childhood professionals working with children ages 0–5 to promote stable daycare placements and healthy development.
- **Hammitt School** partners with K–12 educators in public school settings to better serve students with special needs through consultation, coaching, and training.

#### **Community-Based Family Strengthening**

- **Healthy Start** provides in-home and community-based services for parents of young children, promoting positive parenting and child development.
- **Community Schools** embed social workers within public schools to support at-risk students, remove barriers to learning, and strengthen educational outcomes.
- **Respite Services** offer short-term caregiving relief for families united through adoption or guardianship, helping to sustain family stability and caregiver well-being.

#### **Intervention and Stabilization**

As needs increase, our services shift toward intervention and stabilization.

- **Adoption Support and Preservation** delivers therapeutic services to families formed through adoption or guardianship to foster healing, attachment, and resilience.

- **Intensive Family Support Services (IFSS)** provide voluntary, short-term, home-based stabilization—often within the first 90 days of a crisis—to prevent the need for more restrictive interventions.
- **Intact Family Services** work with families identified through DCFS hotline reports, whether voluntary or court-mandated, offering in-home and community-based support focused on safety, stability, and permanency.

### **Education and Specialized Care**

When children's needs cannot be met in traditional school settings, Hammitt School provides a highly structured, trauma-informed learning environment for students in grades K–12 referred by their home school districts.

### **Substitute Care and Permanency**

At the most intensive end of the continuum, **Foster Care** offers safe, nurturing homes for children who cannot remain with their families due to abuse or neglect. This court-mandated program supports birth parents toward reunification whenever possible and helps children achieve permanency through adoption or subsidized guardianship when reunification is not an option.

The Baby Fold's continuum of care reflects our deep commitment to strengthening children and families at every stage of need. By aligning prevention, early intervention, and intensive treatment within one integrated system, we ensure that each child and family receives compassionate, evidence-based support tailored to their unique circumstances. This seamless network of services not only promotes safety, healing, and stability but also builds lasting resilience and hope for the future.

Through collaboration, innovation, and unwavering dedication, The Baby Fold continues to help children and families thrive, creating stronger homes, schools, and communities for generations to come.

# Julie Stoll

## Director of Academic Services

In the 2024-2025 school year, both campuses were approved through ISBE to serve grades K-12, up through age 22. Both campuses also changed names, from Hammitt Elementary to Hammitt School on Willow and Hammitt Junior Senior High School to Hammitt School on Oglesby. This allowed for more flexibility and alignment with student programming.

Hammitt School on Willow served students in the Connections program, through Grade 12. Hammitt School on Oglesby continues to serve students in the Traditional program and Connections program, and now, all STRIVE students, through Grade 12. The Challenges program of Hammitt School underwent a name change to better reflect the students served, now identified as STRIVE (Structured, Therapeutic, Relationships, Independence, Voice, Engage). In addition, the newly named STRIVE program moved to our Oglesby School campus. This move allowed all STRIVE students to be served on the same campus.

Both campuses focused on additional stakeholder engagement activities. These activities included monthly education groups for families led by our Family Advocates and Counselors. They worked with presenters in a variety of specialties to provide families with information they have requested to learn more about. Families were also invited to activities held in the schools, such as the annual Thanksgiving Feast and Popsicles on the playground.

Both campuses had a student council and additional clubs that reflect student interests. Many student council activities at both campuses were school-wide and centered around providing fun items included activities

or experiences for students on special dates and holidays.

Both schools received a grant from Illinois Prairie Community Foundation to create sensory bags for all students. The sensory bags included sensory tools and visuals designed to support students and families in community settings and at home. Feedback from families has been overwhelmingly positive, with many reporting the bags have provided helpful options both at home and in public environments.

School administrators and supervisors placed a strong emphasis on relationship-building among staff. These efforts will continue into the 2025-2026 school year, with a continued focus on fostering connections across both campuses.

Hammitt on Willow moved through the reaccreditation process during the 2024-2025 school year. The school was awarded Accredited status by the North Central Association Commission on Accreditation and School Improvement (NCA CASI), the Northwest Accreditation Commission (NWAC), and the Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI). The three listed regional agencies provide your institution with a highly regarded accreditation that is recognized throughout the world. This action was conferred by the Cognia Global Commission on June 26, 2025. Hammitt on Oglesby will begin the accreditation process during the 2025-2026 school year, beginning with Cognia's Candidacy process.

# Hammitt Schools at Willow



Admissions	8 students
------------	------------

Discharges/ Exits	11 Students
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For the 2024-2025 school year, Hammitt Willow served 46 students. Hammitt Willow admitted 8 students for the 2024-2025 school year. There were 11 discharged students, including two high school graduates.

## Attendance



Attendance Rate  
(6,336/7,313 Days Attended)

## Student Graduation



2 Students Graduated from Hammitt Willow  
during the 2024-2025 School Year



## Survey Feedback for the 2024-25 School Year

### Stakeholder Feedback - Students:

The adults in my school:

- Make decisions to make us feel safe
- Make sure we have resources needed to learn
- Know and do the work well
- Take time to get to know me
- Show that they care about us
- Provided Support when I needed it

### Stakeholder Feedback Post Six Months of Discharge:

All surveyed students are able to apply social/emotional skills learned while attending Hammitt.

All stakeholders surveys reported being satisfied with the services received from Hammitt Willow.

Families noted that communication with the assigned Family Advocate was most beneficial.



# Hammitt Schools at Oglesby



For the 2024-2025 school year, all programs at Hammitt Oglesby served 84 students. The traditional program served 39 students and Strive/Connections served 45 students.

Admissions Traditional	Admissions Strive/Connections
4	2

Discharges/Exits Traditional	Discharges/Exits Strive/Connections
12	7

There were a total of 16 new admissions for all of Hammitt Oglesby. Four admissions for the Traditional program and Two admissions for Strive/ Connections.

There were 19 students discharged/exited for all of Hammitt Oglesby. Twelve students were discharged from the Traditional program, including six graduates. Seven students were discharged/exited from Strive/ Connections, including one graduate.

## Attendance: Oglesby Traditional



Attendance Rate  
(4,095/4,960 Days Attended)

## Attendance: Oglesby STRIVE/Connections



Attendance Rate  
(7,118/8,249 Days Attended)

Graduates Traditional	Return to Public School Traditional
6	1

Graduates STRIVE/Connections	Transitioned to Public School or Independence STRIVE/Connections
1	2



## Stakeholder Survey Results

### Students Report the Adults:

The adults in my school:

- Make decisions to make us feel safe
- Make sure we have resources needed to learn
- Provided Support when I needed it
- Help us believe in ourselves
- Know and do the work well

### Post Six Months:

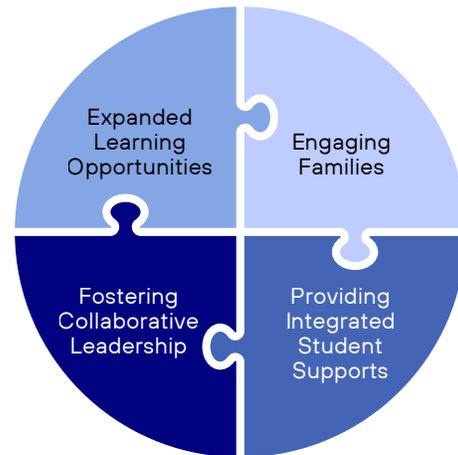
67% of surveyed students are able to apply social/emotional skills learned while attending Hammitt.

Stakeholders reported that Teacher, Counselor, and Family Advocate engagement were amazing; small class size and staff pattern were beneficial



# Rebecca Kinsey Community Schools Supervisor

This year, the Community School programs at Fairview and Cedar Ridge Elementary Schools have continued to demonstrate the power of the four-pillar framework—expanding learning opportunities, engaging families, providing integrated student supports, and fostering collaborative leadership. Together, the schools served as hubs of learning and connection for hundreds of students and families.



## Expanded and Enriched Learning Time and Opportunities



Both schools provided students with robust enrichment experiences. During the school year, Cedar Ridge had a successful second year in partnership with DuPage Children’s Museum’s Wonder Club (STEAM-based programming) and Fairview was able to successfully launch Wonder Clubs this year at Fairview. Both sites also continued the WOW Girls’ Group and expanded after-school offerings to include tutoring, art, dance, and Girls on the Run. Cedar Ridge also facilitated a successful Basketball camp, culminating in their teams participating in a local tournament. Teachers, staff, and community partners played active roles in providing small groups, clubs, and classroom supports, ensuring that students had diverse opportunities to learn and thrive. Over the summer, 120

students participated in daily activities at the summer program, supported by community partners including the Children’s Discovery Museum, Illinois Art Station, Miller Park Zoo, and Carle Fitness.

## Active Family and Community Engagement



Family engagement remained central to both schools' efforts. Fairview hosted large-scale events such as Fall Fest, Trunk or Treat, and PE VIP Week, while Cedar Ridge welcomed families through Day of the Children, 100 Caring Adults, and classroom-based family events. Both schools held well-attended Back-to-School Open Houses, bringing hundreds of families into the buildings. Partnerships with PTOs, Promise Councils, and local churches provided resources ranging from backpacks and picnic tables to bicycles, ensuring that cost was never a barrier for families to participate. Regular communication through Class Dojo, newsletters, and direct outreach kept families connected and informed.

## Integrated Student Supports

The Community School teams worked closely with families facing challenges, particularly those experiencing housing instability under McKinney-Vento eligibility. Supports included enrollment assistance, transportation coordination, emergency housing resources, and direct financial support such as rental assistance and gas cards for families with hospitalized children. Weekly food bag programs, provided in partnership with Midwest Food Bank and Heartland Church, served up to students at Fairview, with similar supports provided at Cedar Ridge with a partnership with 1st Presbyterian Church. Both schools also offered parent coaching to dozens of families on routines, peer relationships, and behavior management. Referrals to behavioral health services, medical providers, and after-school programs ensured that children and families had access to the resources they needed.

## Collaborative Leadership and Practices

Fairview and Cedar Ridge both strengthened leadership capacity this year through the addition of new staff. Cedar Ridge welcomed a new Bilingual Community School Coordinator and both schools added full-time Enrichment Coordinators to expand programming. Both schools' staff actively participated in Act Now statewide leadership teams, FSCS onboarding, and professional learning sessions, ensuring alignment with district goals and broader Community School initiatives. Locally, coordinators collaborated with principals, staff, and community partners to embed the four-pillar framework into school culture and to sustain momentum for the FSCS.

## Closing Note

Together, Fairview and Cedar Ridge Community Schools impacted hundreds of families this year through engaging enrichment opportunities, meaningful family connections, and responsive wraparound supports. The programs exemplify the value of Community Schools as centers of stability, learning, and collaboration. With strong partnerships, expanded staff capacity, and a shared commitment to the four pillars, both schools are well-positioned to deepen their impact and sustain growth in the years ahead.

# Theresa Lawrence

## Director of Early Childhood Services

### Healthy Start

In FY 25 Healthy Start served 129 Families. There were 46 admissions and 82 discharges. This increase in discharges is due to the Champaign Healthy Start not receiving funding for FY26 so participants needed to close. Thirteen of the participants were transferred to other agencies.

#### Families Served

129

In FY 25 Healthy Start served 129 Families. There were 46 admissions and 82 discharges.

#### Event Participants

859

Healthy Start held 38 events and a total of 859 participants attend throughout the year.

#### Parents Screened for Pre-/Post-Natal Depression

76

There were 76 parents screened for pre-/post-natal depression. 7 of those needed referrals and all of these received referrals.

#### Children Receiving Needed Services At Discharge

100%

100% of focus children identified as needing Early Intervention services were on target or receiving those services at discharge.

Healthy Start was able to secure funding through the McLean County Board of Health for a part-time Family Support Assistant who can assist families with transportation, resource navigation, and outreach in high-risk communities. These supports address barriers to service engagement and promote equitable access to care.



Children participate in a Healthy Start event at Rader Family Farms, September 2024.



Staff and families pose for a photo at the Healthy Start Champaign-Urbana Holiday Party in December 2024.



(Photos, above and right) Families attend a Healthy Start event at Miller Park Zoo in Bloomington, IL, in June 2025



### **Maternal Child Health Specialist**

At the end of FY 25 the Maternal Child Health Specialist offered 23 groups and a total of 56 people attended. She worked with 13 parents throughout the fiscal year and completed 79 individual sessions with participants.

### **Doula Program**

In FY 25 the Doula program served 34 clients. Of those clients 24 had births and 16 were attended by a doula.

## Caregiver Connections

In FY 25 the Early Childhood Mental Health Consultants (ECMHC) provided 232 hours of training to Daycare staff and 15 hours of training to Family Childcares. The ECMHC's served 61 different Childcare Centers and provided 2,207 Face to Face Contacts to Daycare Centers or Family Child Care homes. Of the children who were discharged from the program, 82.5% remained in their educational setting.

# Dana Lloyd

## Director of Intervention Services

### Foster Care

#### Youth Served

169

During FY25, the Foster Care program served a total of 169 youth. Of these, 152 were placed in traditional or relative foster care homes, while 17 required a specialized level of care.

#### Youth Achieved Permanency

53

In FY25, a total of 53 youth achieved permanency. Of these, 66% reunified with their parent(s), while 34% achieved permanency through adoption or guardianship.

#### Foster Families

130

During FY25, the foster care and licensing team worked with a total of 130 foster families, 78 of whom were relative caregivers.

#### Newly Licensed Foster Families

9

During FY25, The Baby Fold licensed 9 foster homes, including 4 relative caregivers and 5 traditional foster families.



Comments received from satisfaction surveys completed by foster care clients post case closure:

- "Timely, listened to me, helped out the whole way"
- "My caseworker and her supervisor were very understanding, and worked with me during all of this. Helped me a lot."
- "Got my child back as fast as possible with no hassle. They did great with my son and myself."
- "Visits were very consistent. Communication was very consistent. Transitioning home was appropriate."
- "Kept the children safe"



# Intact Family Services

## Families Served

65

In FY25, the Intact Family Services (IFS) program served 65 families.

## Intact at Time of Discharge

70%

Of the 34 families discharged, 24 (70%) remained intact at the time of discharge.

## Remained Safe

79%

While involved in the IFS program, 79% of families did not have any indicated reports of abuse or neglect.

## Remained Intact

100%

For families that remained intact at case closure, 100% had no indicated reports of abuse or neglect six months post-closure, and the same remained true at 12 months post-closure.

In FY25, the Intact Family Services (IFS) program served 65 families. Of the 34 families discharged, 24 (70%) remained intact at the time of discharge. For the remaining 10 families, DCFS and/or the court determined that there was an immediate need for the children to be removed from unsafe situations and placed in substitute care.

For families that remained intact at case closure, 100% had no indicated reports of abuse or neglect six months post-closure. At 12 months post-closure, this outcome remained the same, with 100% of families having no indicated reports. These results reflect that families served through the program are leaving with improved functioning and are successfully retaining the skills learned to maintain safety and stability.



Comments received from satisfaction surveys completed Intact clients post case closure:

- "The help"
- "The information provided"
- "How flexible and easy to talk to your workers are!"
- "My case manager was amazing!"
- "Our intact worker was great! She has made intact easy and comfortable"
- "Having someone to talk to"



# Krista Reichert

## Director of Post-Adoption Services

All post-adoption programs maintained high service quality, expanded access, and met or exceeded key performance goals. ASAP and Respite programs demonstrated strong family outcomes and innovative service delivery, while the Record Search program improved efficiency through digitization. Staffing recruitment, development, and wellness/retention remain a focus.

### Adoption Support and Preservation (ASAP)

Clinical and therapeutic support for adoptive/guardianship families, including therapy, case management, assessment, trauma/attachment-focused training, and groups.



Multiple statewide and local trainings (TBRI, Transracial Adoption, Sand Tray, ARC, EMDR).



*When we play together, we grow together. Fostering wellness through fun and teamwork*

Ongoing parent groups (virtual and in-person), book clubs, and family engagement events.

Launched ASAP Facebook page for outreach and resource sharing. →



Created a committee within the department to focus on Client Engagement Initiatives.

Strong community partnerships and staff wellness events. ←

Thanks to DPR, Urbana office was awarded \$3,000 grant for therapy space upgrades. →

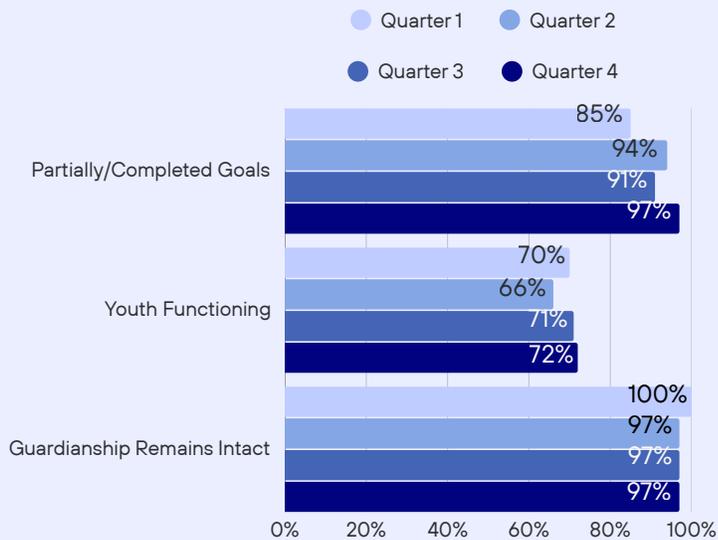


**Clients Served:** 249 children / 197 families; average length of service 13 months. Most referrals were open within 30 days of receiving the intake, keep the overall waitlist low

**Outcomes:**

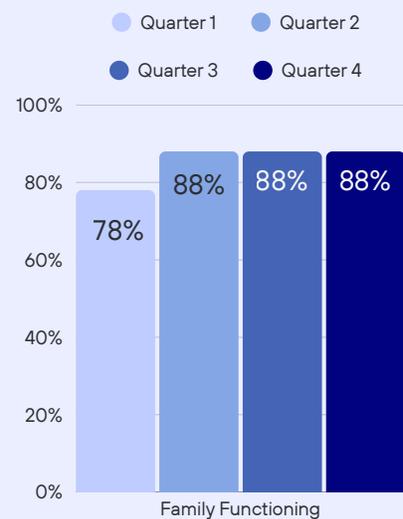
- Families with partially/fully completed goals an average of 92%
- Improved family functioning was an average of 86%
- Remain intact outcome was an average of 98%
- Post 6 months 100% of families remained intact

**Family Stability**



With the intensive, in-home services provided by ASAP staff, 98% of the families served YTD remain intact at the time of discharge, with no dissolution of legal relationship between parent/child occurring. Of those discharged youth served in Q3, 71% had improvement in their functioning, as identified by pre/post BPRS-C scores, and 91% had partially or completed goals at the time of case closure.

**Improved Functioning**



For the families discharged in Q4, 88% had improved family functioning.



**Client Responses to Services:**

- "ASAP was like a lifeline to us during a very difficult time. My only regret is not having made connection with them earlier."
- "Every therapist that has come to my house through your organization is trained on trauma very well. I think you employ some of the best therapists."
- "Staff was such an inspiration to YOUTH. She was patient and always had YOUTH's best interest at heart."
- "We saw growth in our child and ourselves during this time."
- "Staff was fantastic! She was one of our favorite parts of the week."
- "Staff is amazing! He immediately got to work on relationships and understood the whole family dynamic. 100% would recommend."



# Respite Program

## Respite Camps Held in FY25

16

Respite Camp averages 12 kids per camp, providing nearly 8,000 hours of respite throughout the year.

Temporary caregiving relief via weekend camps and financial reimbursement. Focus over the last year has been on staff development and on integrating TBRI through Connection (nurture groups), Empowerment (Zones of Regulation and sensory supports).

**Clients Served:** 98 clients / 81 families; average length of service 10 months. Respite continues to maintain no waitlist, with all referrals being opened immediately.

**Camps:** 16 camps held over 10 months (Aug to May) with most months having 2 camps each, averaging 12 kids per camp. Camp provided nearly 8000 hours of respite.

**Respite Reimbursement:** Nearly 3200 hours of respite were supported over the year.

### Outcomes:

- Family stability (families remain intact) was an average of 98%.
- Caregiver stress relief was an average of 97%



# Keith Brotheridge

## Training Coordinator

### Foster Care Therapy

The Foster Care Therapy Program and Agency Training is overseen by Keith Brotheridge, our Training Coordinator. Keith supervises our foster care therapist, Michelle Bledsoe, who has 34 years of experience at The Baby Fold. Our Foster Care Therapy Program continued to bill Medicaid over the past year, and the team has learned more about how reconciliation works so The Baby Fold can receive 100% of the dollars billed out for Medicaid eligible services provided. Michelle offered individual and family therapy services to 20 foster children in the past year, with the majority making significant progress. This program's pre and post assessments show that 100% of the clients had improved functioning at the time of closing.

### Agency Training

Keith Brotheridge, Training Coordinator, has continued to provide a foundation of trauma-informed care knowledge to all new staff in their New Employee Orientation, and then within the first 6-months of a staff's tenure they are offered a training on Adverse Childhood Experiences, Secondary-Traumatic Stress and Self-Care. Keith has continued to provide monthly Lunch and Learn opportunities which are open to staff across the agency. Topics included individualized educational plans, road to regulation, compassion fatigue, playful acceptance curious empathy (PACE), zones of regulation and social skills development.

Keith worked with Foster Care Staff in developing 2 Lunch and Learn and Dinner and Learns for licensed foster parents on the topics of *Transitions & Routines* and *Grief & Loss*. Keith also rolled out another offering of *Transitions & Routines* to Foster Parents in a 90-minute training toward the end of the fiscal year. Keith is a Trust Based Relational Intervention (TBRI) Practitioner, an Adverse Childhood Experiences (ACEs) Master Trainer, is Phase 1 certified in the Neurosequential Model of Therapeutics (NMT) and provides many trauma trainings in the community as well:

3-hour training on the topic of *ACEs, Trauma Impacts and Resilience* to 40 community professionals

assisted in facilitating the 4-day *TBRI Caregiver* training to professionals

1-hour *ACEs* training for community members

presented on *Trauma-Informed Schools* for Tri-County Special Education

developed and delivered a 3-hour *Trauma-Informed Workplaces* training for community organizations

developed and delivered a 1-hour training on the *Positive Parenting Model* for the YWCA After School Program at Sheridan School

1.5-hour training on *ACEs/Childhood Trauma* for the abnormal psychology class at Heartland Community College

3-hour training for Crittenton Crisis Nursery staff on the topic of *Vicarious Trauma: Buffering Impacts and Building Resiliency*

1-hour *Self-care/Wellbeing and Building Resilience* training to home visiting staff at Crittenton's annual recognition breakfast

1-hour virtual training on the topic of *Vicarious Trauma* to over 200 participants in the Carle sponsored Sexual Assault Multidisciplinary Response Conference



# Reports from Development and Administrative Services

# Sam Guillory

## Vice President of Development and Public Relations

Development and Public Relations delivered remarkable results in FY25. Through bold strategy, innovative tools, and deep donor engagement, we exceeded fundraising goals and also advanced the agency's mission in measurable, record-setting ways, fueling every program agency-wide.

### Record-Breaking Revenue

In FY25, we raised \$1,634,017.64 in cash, exceeding last year's total by \$269,018 and surpassing our FY25 budgeted revenue by 14%.

### Efficient, High-Impact Appeals

This year's direct mail appeals were our most efficient to date, with a Cost Per Dollar Raised of just \$0.11, down from \$0.15 in FY24 and \$0.29 in FY23.

- Donor retention rate rose significantly from 48% to 58%, far outpacing the national average of 40%.
- Average gift size increased from \$530 to \$553.
- Personal donations rose by 12%, nearly doubling last year's growth rate.

### Advancing Digital Giving

Our giving experience is now more inclusive and donor-friendly than ever:

- We added mobile wallet options (Apple Pay, Venmo, and PayPal) preferred by over 50% of online givers.
- We launched a modern online donation platform that improves user experience and efficiency:
  - Gifts now post directly to donor records—eliminating manual entry
  - Personalized pop-up messages help improve click-through rates
  - Donors can now manage their giving and receipts through self-service accounts
  - Individualized ask amounts based on giving history replace generic asks to boost avg. gift size

### Volunteers Add Value Across the Agency

FY25 marked the first year we formally tracked volunteer impact. Volunteers supported programs and operations by assisting with administrative tasks, painting, and more—saving staff time and increasing efficiency. Their contributions totaled \$90,462.33 in value.

### Festival of Trees: A Historic Milestone

The 2024 Festival of Trees became our most successful fundraiser on record.

- Gross revenue: \$368,520.75 (+9%)
- Net revenue: \$307,751.24 (+12%)
- Expense reduction: 2% below FY24, on top of a 16% decrease the year prior
- Cost Per Dollar Raised: \$0.17 — lowest since the pandemic

This is the first time we have ever netted over \$300K from Festival of Trees. For perspective, just six years ago, net revenue from this event barely exceeded \$200K.

### Christmas Wish List Expands Its Reach

Nearly 800 children were served and \$30K raised through our Christmas Wish List in FY25. For the first time ever, the program also extended support to Caregiver Connections, ensuring that every program across the agency received holiday assistance.

### Looking Ahead

FY25 was defined by historic fundraising, deep community engagement, and measurable operational efficiency. The DPR team continues to drive essential resources that advance our mission and power our agency-wide impact.

Respectfully Submitted,



Sam Guillory  
VP of Development and Public Relations

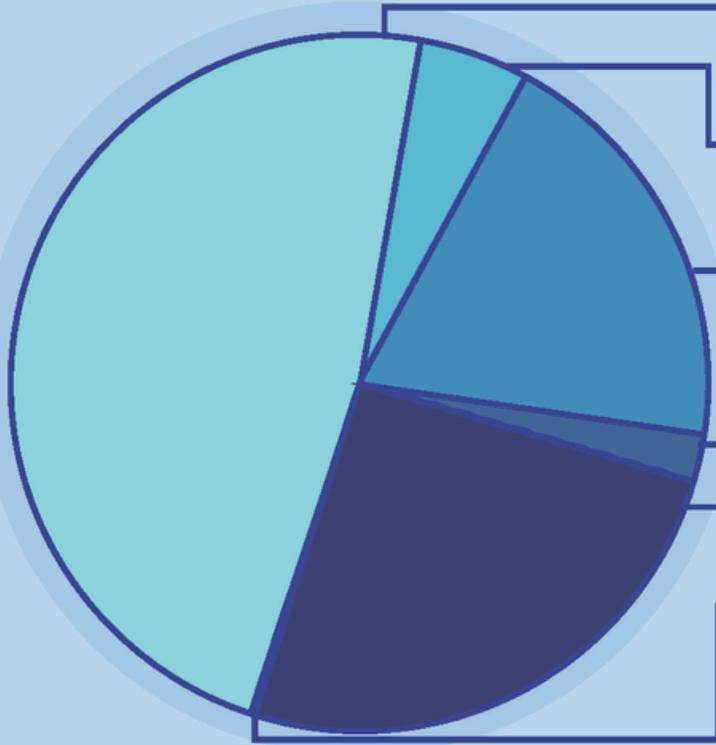


# DEVELOPMENT AND PUBLIC RELATIONS

*fiscal year 25 summary*

**Cash Total: \$1,634,017.64**

## Types of Gifts



Personal (48%) \$780,142.86

Church (5%) \$83,090.32

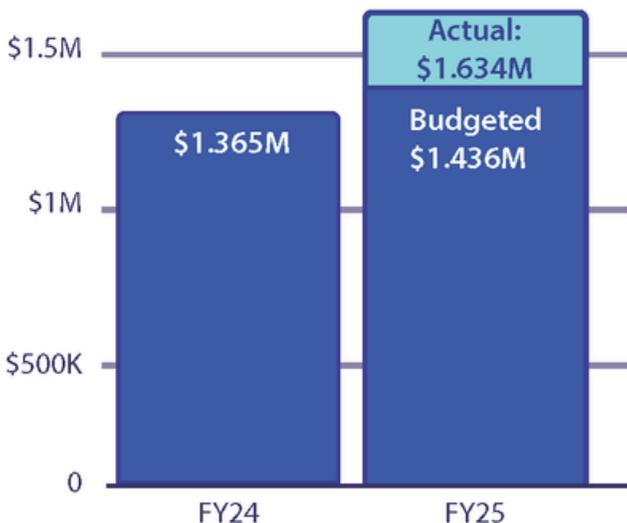
Corporate (20%) \$318,448.60

Realized Estates (2%) \$35,817.00

Festival of Trees (25%) \$413,518.86

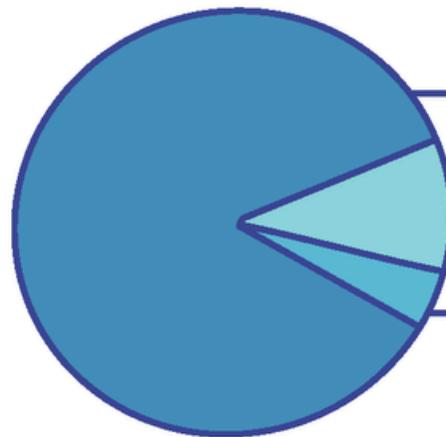
Endowments (<1%) \$3,000.00

## 20% Increase Over FY24



**Raised \$269K more than FY24.  
Raised \$198K more than  
FY25 budgeted revenue.**

## Total Value Raised: \$1,942,770.64



Cash (85%)  
\$1,634,017.64

In-Kind (10%)  
\$218,291.00

Volunteer (5%)  
\$90,462.00

**Total Future Estates:  
\$9,788,000.00**

# Vikki Falls

## Vice President of Human Resources

### PROJECTS

#### Compensation Review

Newport Group was hired to conduct a compensation review across all departments. This review began after the widespread wage adjustments for school staff effective 8/29/24 that were made possible by adjustments in our school rates. The process included a review of our current structures, discussions with department leaders on position analyses, compilations of market surveys, and consideration of DCFS rates and grant funding. Meetings will be held with department leaders in FY26 to review the specifics of individual departments.

#### Paylocity

Much of FY25 was spent vetting and implementing Paylocity, our new HR system, with Alex Berg (Lead HR Analyst) taking on much of the backend work needed to make this a successful transition. We have taken advantage of system integrations for American Funds/Capital Group (403b) and Employee Navigator (benefits) to reduce human errors and increase efficiency. Employee Navigator is provided to us with no charge from our broker and contains a wealth of benefit education and support easily accessible to employees.

### BENEFITS

As mentioned in the FY24 report, we chose to move our medical coverages to BCBS due to the notice of a 16% rate increase from Health Alliance. This change was effective for FY25, and included the opportunity to expand the coverage options to include a HDHP (high deductible health plan). This addition allowed us to also offer an HSA (Health Savings Account), with a \$500 company contribution to all accounts opened in FY25.

<b>FY25 INSURANCE OVERVIEW</b>	
<ul style="list-style-type: none"> <li>• Moving coverages from Lincoln to Mutual of Omaha</li> </ul>	
• Short Term Disability (STD)	No premium changes
• Long Term Disability (LTD)	No premium changes
• Life Insurance	No premium changes
• Employee Assistance Program (EAP)	Expanded coverages through Mutual

We also moved ancillary benefits from Lincoln to Mutual of Omaha with no premium changes while receiving expanded coverages.

The work of the Benefits Ad Hoc group identified Mental Health as a top employee priority, and we entered into a contract with Headspace to help meet that need. Headspace is an organization that provides care and support for common and complex mental and emotional health issues. Their approach is a multilayered mental healthcare system that focuses on accessibility and prevention. This includes live chat with coaches 24/7, 1:1 therapy sessions, and unlimited access to self-care content & resources. These options are available for employees and their dependents age 13 and over. We also successfully implemented the Student Debt Solution through PNC Bank, powered by Candidly, as a more robust replacement to the BenElevate option.

## TRAINING

Our TRANSIT team was rebooted in FY25, with a focus on supportive supervisory topics. Our conversations have resulted in:

- A Supervisory NEO session focused on HRIS work tools, hiring/interviewing practices, staff injuries, and best practices supervision
- Building Trust/Rebuilding Trust training sessions, which included reflecting questions and additional resources for supervisors of all levels to use as part of their department or team meetings
- Strategies for slowing the pace of training to allow leaders time to put the trainings to use in practical ways, and to integrate the lessons learned into their overall department policies and culture

Going forward, we will merge our training efforts with the work being done through the Culture Club portion of Strategic Planning.

## JUSTICE, EQUITY, DIVERSITY, & INCLUSION (JEDI)

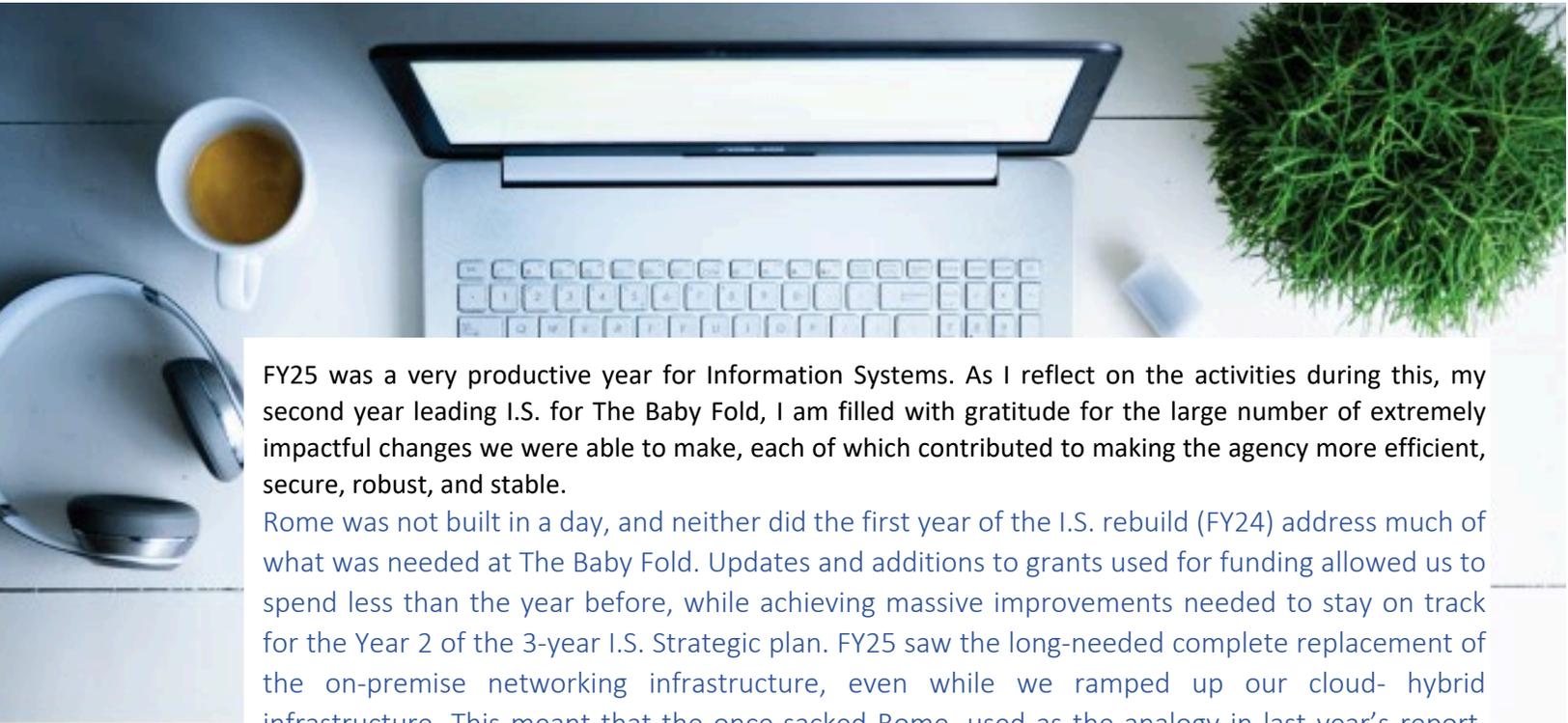
The JEDI group continues to have committed members and strong engagement. JEDI focused on two (2) main initiatives for FY25:

- Addressing disparity between our employee population and those we serve
- Examining the Communication model through an EDI lens and providing a proposal for changes/improvements

The strategy for addressing disparity included explorations of involvement in local cultural activities (Pride Fest & Juneteenth), creation of Connection Groups across the agency (Parenting, LGBTQ+, Coffee Chat), and exploration of training options through collaboration with local EDI resources. In addition, JEDI group members took responsibility for creating monthly information sheets to acknowledge and educate employees on cultural celebrations and local events. Efforts on reviewing the Communication model were moved to FY26 to allow for school break absences and personal vacations.

# Shawn Gifford

## Vice President of Information Systems



FY25 was a very productive year for Information Systems. As I reflect on the activities during this, my second year leading I.S. for The Baby Fold, I am filled with gratitude for the large number of extremely impactful changes we were able to make, each of which contributed to making the agency more efficient, secure, robust, and stable.

Rome was not built in a day, and neither did the first year of the I.S. rebuild (FY24) address much of what was needed at The Baby Fold. Updates and additions to grants used for funding allowed us to spend less than the year before, while achieving massive improvements needed to stay on track for the Year 2 of the 3-year I.S. Strategic plan. FY25 saw the long-needed complete replacement of the on-premise networking infrastructure, even while we ramped up our cloud- hybrid infrastructure. This meant that the once-sacked Rome, used as the analogy in last year's report, now had the last vestiges of the crumbling former city removed, and new buildings, viaducts, and roads were built in their place. The last year was spent rebuilding trust with great people who make The Baby Fold what it is. This year saw us invite the people back into the rebuilt city, with all-new systems in place to help them come together, such as our new 'TBF Connect', a completely new hub for communications and collaboration. What follows is the details of some of those improvements, and some details on FY25 delivery:

### Systems Improvements in FY25:

- Network:            Replacement of all Routers  
                         Replacement of all Switches  
                         Replacement of all Wi-Fi Access Points
  
- Security:            Replacement Redundant Firewalls with Advanced Cloud Security Capabilities  
                         Replacement Web Filters with built-in malware management  
                         Security Awareness Training build-up  
                         CrisisGo: a new system for crisis alerts, aligned with the Emergency Operations Plan
  
- Productivity:        All new TBF Connect, a communications and collaboration intranet hub  
                         Cloud-based inventory and Asset Tracking system  
                         Comprehensive cost-analysis with 2-year plans for reduction  
                         Comprehensive needs analysis and vendor comparison for FY26 phone system

## 3-year I.S.

### Strategic Plan:

#### Year 1

Repair systems  
Staffing a team  
Compute Refresh  
Trust-building Training  
introductions

#### Year 2 (FY 25)

Network refresh  
Agency usage alignment  
Initiate Cloud-hybrid  
Project management  
Training enhancements

#### Year 3

Cloud migrations  
Cloud-hybrid, phase 2  
Information standardization  
Planned AI integrations  
Continuous Learning Training



**aruba**

a Hewlett Packard  
Enterprise company

## FY25 Information Systems

### Performance:

#### *Network Refresh:*

In partnership with USAC and the E-Rate federal grant program, The Baby Fold was able to secure 80% reimbursement in order to allow us to replace all network equipment, most of which was at or past its useful life. An exhaustive vendor selection process concluded with a change of vendors to HPE Aruba instead of Cisco Meraki. All network switches, routers, and all Wi-Fi were replaced, at all locations throughout the agency.

Laptops and other equipment were replaced at a rate of 224% of budget in FY25, thanks partially to equipment donations procured by the Donations and Public Relations team. The rotation scheme from FY24 was integrated into our new Asset system, with a build-up toward eventual program-based asset allocations.

All Files were also consolidated and migrated to new systems, bringing these systems into the Nutanix systems installed in FY24. This was done with zero down-time due to improvements to structures and procedures by I.S. administrators.

Not all was smooth however, as one of the incumbent systems, which had hosted the agency intranet, failed catastrophically just before the new replacement system was ready to come online. Luckily, the team was able to accelerate development and bring new systems online in very short order to keep our users up and running.

#### *Agency Usage Alignment:*

The name of the game here was reducing 'shadow IT' services. Throughout the agency, I.S. worked with each program and department to bring the use of various systems into alignment, so that each can use the systems in the ways that enabled their program to succeed, while consistent policies and equitable procedures were implemented.

The culmination of these efforts for FY25 was TBF Connect, a new cloud-based intranet system to bring together announcements, team collaboration, compliance documentation, and many more needs, so that the entire agency had one hub from which to work. This was a large project with stakeholder involvement from all around the agency.

#### *Cloud Hybrid:*

The Cloud hybrid setups were started, ahead of schedule, in the previous year, but thanks to the start of a new grant from Microsoft, TBF was able to greatly expand our systems and cloud presence by upgrading the capabilities of all network users. This allowed for systems to be built in a way that kept necessary systems on-premise, but most new systems were built with an eye for cloud redundancies, with new security systems put in place that aligned with this strategy.



### *Project Management:*

In addition to initial efforts described above, I.S. continued to meet with program and operations staff on a regular basis, helping each with projects that improved or updated their capabilities. In order to do this effectively, I.S. implemented a new cloud-based project management application called Planner. Enterprise-wide use of this was encouraged, with several departments eagerly adopting it. Planner allows projects to be broken down into manageable tasks, with assignments and due dates integrated into other systems such as email.

### *Training:*

The final I.S. strategic tentpole for FY25 was the continuation of our commitment to continuous learning and user training. I.S. continues to use KnowBe4 to begin deliver security-awareness training to the entire staff. A new addition to I.S. Staff includes our new trainer, Abbi. Abbi has already created and delivered multiple trainings, such as for Keeper (our password and secure records system), CrisisGo (our new Emergency Operations System for alert notification), and Google Suite.

### *Conclusion:*

While not everything worked out to our ideal (see the intranet server failure, above), and ticket operations continue to get closer to caught up after the disastrous conditions we started to repair in FY24, I am elated to say that this past year has seen us perform very well on our strategic plan, and continue to improve systems so that our staff can continue to deliver for our children and families.

### **Respectfully submitted by:**

Shawn Gifford  
Vice President of Information Systems

# Mike Straza

## Chief Finance Officer

### FINANCE

This past year we continue to look into excess revenue for our ASAP and Foster Care programs. We have been putting in more processes and procedures to make sure we are capturing all of the accepted costs for the programs. With the new processes and procedures in place we were able to collect an additional \$250,000 in revenue and able to prove that we did not owe money back to the State of Illinois.

We continue to partner with Mike Fischer with Fischer Consulting to complete our Consolidated Financial Report (CFR) for FY25. This document has shown importance to recovering about \$700,000 FY24. Preliminary findings for FY24 is showing that our rate FY25 will go down which will result in returning about \$400,000 in June of 2026. We are currently a year behind in our rate determination. With the FY25 audits being done sooner, we will be able to adjust our school billings for FY27.

The outstanding pension loan with Compeer Financial is approximately \$800,000. The PPP (Payroll Protection Plan) loan was fully paid during FY25.

The Finance department completed the FY24 annual financial audit and the single audit in May of 2025 with suggestions of adding some processes to the day to day management. The 403(b) audit was completed in April 2025.

Sikich will be doing the Financial, Single and 403b audit for FY25. This is the second year for them to complete the audit. We are expecting to have this audits completed by December 2025. The audits started at the beginning of September.

When the audit is finalized, it will be reported to the Business Committee.

The income statement for FY25 follows. All figures represented in this annual report are prior to the financial and single audit.

## The Baby Fold Income Statement FY25

	Actual FY23	Actual FY24	Unaudited FY25
Total Program Revenue	\$ 17,090,465	\$ 19,245,868	\$ 20,031,657
Total Program Expenditures	\$ 19,300,416	\$ 20,917,631	\$ 21,160,271
Unallocated M&G	\$ 544,602	\$ (102,522)	\$ 26,256
Programs Net Surplus/(Deficit)	<b>\$ (1,665,349)</b>	<b>\$ (1,774,285)</b>	<b>\$ (1,102,358)</b>
Net Development and Public Relations	<b>\$ 273,004</b>	<b>\$ 394,071</b>	<b>\$ 500,102</b>
Net Investments	<b>\$ 1,576,701</b>	<b>\$ 1,708,427</b>	<b>\$ 3,604,276</b>
Total Net Surplus/Deficit)	<b>\$ 184,356</b>	<b>\$ 328,213</b>	<b>\$ 3,002,021</b>

## RISK MANAGEMENT

As in previous years, the liability marketplace for social service agencies remains challenging. Upon review of our insurance portfolio, the umbrella policy was greatly reduced from ten million to one million, but paying a higher cost-to-coverage ratio. Overall our premium increased by \$14,000 over last year.

In FY25 we are working with StarNet Insurance Company to provide workers' compensation insurance. Our experience modification factor (which is one element in determining our rate) increased to .75. The mod factor is calculated using claims from the past three years. In FY24 our factor was .67, in FY23 it was .84, and in FY22 it was .85.

Following the analysis performed last year, we will continue to actively monitor the use of our agency fleet vehicles to identify and implement further operational efficiencies.



# External Asset Management Reports



**BABY FOLD FARMS**  
**2024-2025 ANNUAL REPORT**

**By:**

**FIRST MID AG SERVICES, A DIVISION  
OF FIRST MID WEALTH MANAGEMENT COMPANY  
Brian R. Thompson, AFM, ARA  
President  
6 Heartland Drive – Suite A  
Bloomington, IL 61701  
(309) 665-0959**

**August 5, 2025**



August 5, 2025

Business Management Committee

The Baby Fold  
P. O. Box 327  
Normal, IL 61761

Dear Committee Members,

Enclosed please find the 2025 annual report for the Baby Fold. This report covers the period from July 1, 2024 to June 30, 2025. Included in this report are the following items:

- Summary of Farm Improvements
- Review of 2024-2025 Farm Returns
- Farm Valuation Estimate
- Acreage and Crop Planting - 2025 Crop
- Grain Production Estimate and Sales Review - 2025 Crop
- Grain Inventory and Sales Review - 2024 Crop
- Grain Sales History
- Grain Production Review
- Farm Inventories
- Farm Progress Reports
- Disclosure Statement
- Statement of Account
- Income and Expense Summaries
- Copies of Individual Transactions

It has been a pleasure to work with you in the management of these farms. Please feel free to let us know if you have any questions concerning farm operations or this report.

Very truly yours,

A handwritten signature in black ink, reading "Brian R. Thompson". The signature is written in a cursive, flowing style.

Brian R. Thompson, AFM, ARA  
President

BRT:sk

Enclosures



**THE BABY FOLD**  
**SUMMARY OF FARM IMPROVEMENTS**  
**July 1, 2024 through June 30, 2025**

<u>FARM</u>	<u>ITEM</u>	<u>COST</u>
Johnston	RentalHouseFurnace	\$ 444.78 \$
	TOTAL	444.78

**THE BABY FOLD  
REVIEW OF FARM RETURNS FOR FISCAL YEAR 7/1/24 TO 6/30/25  
ADJUSTED FOR INVENTORY CHANGE**

<u>Farm</u>	<u>Net Cash Return</u>	<u>Inventory Change</u>	<u>Adjusted Return</u>	<u>Per Tillable Acre</u>
CORNELL	\$75,642.56	(\$30,311.13)	\$45,331.43	\$153.10**
COURTNEY	\$19,264.53	\$0.00	\$19,264.53	\$173.71
JOHNSTON	\$103,243.34	\$15,110.79	\$118,354.13	\$603.85**
BLUM	\$35,241.85	\$10,199.73	\$45,441.58	\$590.15**
PRUSSNER	(\$3,528.10)	\$0.00	(\$3,528.10)	(\$23.85)
<b>TOTAL ALL FARMS</b>	<b>\$229,864.18</b>	<b>(\$5,000.61)</b>	<b>\$224,863.75</b>	<b>\$328.32**</b>
Fiscal Year 7/1/24 to 6/30/25 684.9 Till. Acres				
<b>TOTAL ALL FARMS</b>	<b>\$253,816.71</b>	<b>(\$26,966.07)</b>	<b>\$226,850.64</b>	<b>\$422.44**</b>
Fiscal Year 7/1/23 to 6/30/24 537.0 Till. Acres				
<b>TOTAL ALL FARMS</b>	<b>\$255,484.47</b>	<b>\$38,698.38</b>	<b>\$294,182.85</b>	<b>\$547.83**</b>
Fiscal Year 7/1/22 to 6/30/23 537.0 Till. Acres				
<b>TOTAL ALL FARMS</b>	<b>\$190,514.68</b>	<b>\$27,958.50</b>	<b>\$218,473.18</b>	<b>\$406.84</b>
Fiscal Year 7/1/21 to 6/30/22 537.0 Till. Acres				

\*\* Includes various wind lease payments.

## THE BABY FOLD

### FARM VALUATION ESTIMATE\*

June 30, 2025

<u>Farm</u>	<u>Acres</u>	<u>Value Estimate Per Acre</u>	<u>Total Value Estimate</u>
CORNELL	160.00	\$11,500	\$1,840,000
COURTNEY	111.46	\$6,900	\$769,074
JOHNSTON	229.00	\$13,100	\$2,999,900
BLUM	80.00	\$15,600	\$1,248,000
PRUSSNER	157.20	\$12,000	\$1,886,400
TOTAL	<u>737.66</u>	<u>\$11,852</u>	<u>\$8,743,374</u>

#### Information Limitations

The above detailed value estimates for the farms are being provided as an information resource for the Baby Fold Board. This information is a rough estimate of value, and does not represent a thorough investigation of the land market for each property or an appraisal of the properties. The limitation of this information must be recognized so as not to provide erroneous information or conclusions.

Blum Farm has one operating wind turbine.

Johnston Farm has two operating wind turbines.

## THE BABY FOLD 2025 CROP PRODUCTION PLANS

	<u>Corn</u>	<u>Soybeans</u>	<u>Wheat</u>	<u>Tillable</u>
Blum	40.0	37.0	--	77.0*
Cornell	88.2	64.9	--	153.1
Courtney	110.9	--	--	110.9
Johnston	98.0	98.0	--	196.0*
Prussner	72.0	75.9	--	147.9
<b>TOTALS</b>	<b>409.1</b>	<b>275.8</b>	<b>--</b>	<b>684.9</b>

\*Adjusted for wind turbines

## CROP ACRES PREVIOUS YEARS

<u>Year</u>	<u>Corn</u>	<u>Soybeans</u>	<u>Wheat</u>	<u>Tillable</u>
2024	223.2	281.8	32.0	537.0
2023	305.1	231.9	0.0	537.0
2022	255.2	281.8	0.0	537.0
2021	305.1	201.9	32.0	539.0
2020	272.6	376.3	0	648.9
2019	371.6	249.3	0	648.9
2018	513.6	436.6	110.9	1,061.1
2017	459.9	601.2	0	1,061.1
2016	773.3	604.9	48.5	1,426.7



Monday, October 6th, 2025 Scott Davis  
The Baby Fold  
108 East Willow  
P.O. Box 327  
Normal, IL 61761-1170  
RE : The Baby Fold Investment Fund

Dear Scott:

2025 has been marked by volatility. The new administration's ideals initially lifted stocks and bonds through February, but the market's response to "Liberation Day"—when the S&P 500 fell 10.5% over two days, its 4th worst two-day period since 1950—highlighted sensitivity to policy. As harsh policies were rolled back and trade negotiations concluded, markets rebounded, reaching new all-time highs by fiscal year-end. From July 1, 2024, to June 30, 2025, the S&P 500 returned 15.16%, the NASDAQ 15.68% (led by AI-driven companies), the Dow Jones Industrial Average 14.72%, and the Russell 2000 7.68%.

International equities also performed strongly. Capital spending, an earlier rate-cutting cycle, and lower valuations contributed, while the U.S. dollar weakened roughly 10% from the start of 2025, further boosting returns. Over the same period, the MSCI EAFE index gained 8.04% and the MSCI Emerging Markets index gained 15.29%.

The yield curve steepened, though primarily due to short-term rates falling ahead of anticipated Fed cuts, which added to returns from higher starting yields. The Bloomberg U.S. Aggregate Bond Index returned 6.08%, and credit spreads remain historically low, reflecting a strong U.S. economy and healthy corporate balance sheets.

The Federal Reserve has shifted its focus to employment and economic stability. Inflation remains near 3%, but the Fed has been closely monitoring labor market indicators. Job growth has slowed slightly, though layoffs remain minimal and the unemployment rate sits at 4.3%. The Fed appears willing to tolerate lingering inflation for the time being, seeking to support the economy while preemptively addressing potential labor market softness. Broader economic indicators—consumer spending, corporate earnings, and capital investment—remain resilient, supporting continued expansion and providing a buffer against downside risks.

Looking Forward:

Without AI and the "Magnificent Seven" stocks, S&P 500 returns would have been less than half of the gains seen over the past 3 years. We expect earnings growth to broaden as AI benefits impact more companies. Small-cap U.S. stocks and core fixed income remain attractive, with accelerating small-cap earnings balanced by moderating mega-cap growth. We reiterate our base case on the U.S. economy continuing to grow, with interest rate cuts and strong consumer spending suggesting no imminent recession, though labor market trends—particularly job losses—will be key indicators to watch.

	<u>6 Months Ended June 30, 2025</u>	<u>12 Months Ended June 30, 2025</u>
Investment Total Fund Return*	7.38%	11.20%
US CPI	2.20%	2.67%
<hr/>		
	<u>6 Months Ended June 30, 2025</u>	<u>12 Months Ended June 30, 2025</u>
Investment Fund – Equities	8.79%	13.32%
MSCI All World Equity Index	10.05%	16.17%
Investment Fund – Fixed Income	4.59%	7.55%
Bloomberg US Aggregate Index	4.02%	6.08%
<hr/>		
	<u>5 Years Ended June 30, 2025</u>	
Investment Total Fund Return	6.70%	
US CPI	4.58%	

\*Performance is net of all Cerity Partners and manager fees.

## Doug Nardi

Douglas C. Nardi, CFA  
 Founding Partner  
 Cerity Partners, LLC  
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