

2021 ANNUAL REPORT

HOPE & SUPPORT

Through Life's Challenges.



R PRESSLEY
RIDGE



PRESSLEY RIDGE THERAPISTS WERE ALWAYS THERE WHEN I NEEDED THEM—AT SCHOOL MEETINGS, MAGISTRATE MEETINGS, AND HOME AND VIRTUAL VISITS

— *Parent receiving Community-Based Services*

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PRESIDENT'S MESSAGE

We made it through another difficult year.

During the past year, we saw first-hand the impact of the pandemic on kids and families. Uncertainty, isolation, and disrupted schedules — in addition to the added stress of families having to educate their children at home — led to increased anxiety and depression. Waiting lists for our community-based mental health programs are the longest they have ever been. Yet, despite the struggles experienced in the past year, there were many bright spots and accomplishments to be proud of.

This year, we celebrated 40 years of our Treatment Foster Care program. When we developed the program in 1981, it was the first of its kind in the U.S. Now, after 40 years of experience and research, more than 180 foster care agencies are currently training their foster parents using our proven methods. We are proud to say that ours is the only evidence-based Treatment Foster Care Pre-Service Curriculum in the country.

Once again, our foundation, corporate and individual partners made it possible for us to not only continue to support our kids and families but to further expand our services to meet their needs. Foundation grants helped us to provide resources for parents in Delaware to care for their children after exiting treatment foster care. These parents and youth learned skills and were connected to services aimed at keeping the children healthy, continuing to progress, and avoiding future out-of-home placements.

Our corporate partners enabled us to respond to the increasing need for support for families affected by opioid and other substance abuse by funding the expansion of the HOMEBUILDERS® program into Central Maryland. We can now provide intensive, in-home crisis

intervention, counseling and life-skills education for families who have children at imminent risk of placement in state-funded care.

As we look ahead to fiscal year 2022 and beyond, we are excited to embark on a new strategic plan that was designed in response to the diverse needs of our clients. At the center of our strategic goals is our continued effort to increase racial equity within our own organization, as well as in the communities we serve. You can read more about the 2022-2024 Strategic Plan on page 5 of this report.

Also in this report, you will meet just a few of the 7,178 individuals who relied on our programs and trusted staff for the hope and support they needed to keep going during the pandemic.

We are grateful to have experienced so much success in a year that was marked by disruption and loss, and we couldn't have done it without you. On behalf of all our kids and families, thank you for supporting Pressley Ridge.



Susanne

Susanne L. Cole

President and
Chief Executive Officer



J. Gill

Jeremy Gill

Chairperson,
Board of Directors



Vision

“All Kids Thrive”

All of us at Pressley Ridge share a dream that one day all kids may thrive. All of our efforts every day are directed at creating a world in which our vision can become a reality

Mission

“Whatever it takes to create success for children and families”

Our mission statement speaks to our complete and unequivocal commitment to do all in our power to improve the lives of children and families everywhere and especially those whose lives we touch. There is no challenge too big or barrier too strong to keep us from doing our utmost on their behalf. We succeed when they succeed.

Core Services



Community-Based Mental Health Services

Individualized services designed to strengthen, preserve and keep families together in order to overcome whatever challenges they may be facing, so that children can remain at home, and in their own schools and communities. Office-based and school-based outpatient mental health services support children, adolescents, adults and families in the community.



Private Academic Schools

Education with an individualized, strength-based, holistic approach to academic and behavioral growth with an added focus on social and life skills to help students reach their maximum potential. Specialized services include education for students with serious emotional and behavioral challenges, as well as children impacted by autism and those who are Deaf or hard of hearing



Foster Care and Adoption

Trained foster parents ensure children are safe and well cared for in a secure and stable home while we work to reunite them with their biological families or find an adoptive family when reunification isn't an option.



Residential Treatment Services

Short-term programs in a supportive live-in environment with 24-hour treatment staff to help youth learn the skills that will enable them to return home, strengthen family relationships and become better connected to their community. Services include working with the biological family in order to ensure a successful transition home.



Supportive Services for Transition-Age Youth

Programs offering youth between the ages of 16-24 the essential skills and support to make a sound transition into adulthood, including workforce development and independent living.

STRATEGIC PLAN OUTLINE

Pressley Ridge's strategic plan ensures that our organizational priorities meet the diverse needs of our ever-evolving clients. The urgency of this plan matches the dynamic environment brought about by the COVID-19 pandemic and its cascading effects on the communities served by Pressley Ridge.

Three themes emerged which helped shape the plan: prioritization, consistency of approach to services, and centralized direction. The end product is a strategic plan that is data-informed, future-focused, and actionable.



The following strategic priorities will be the focus of Pressley Ridge (FY2022 – 2024):

Racial Equity

Racial equity is just one part of racial justice, and thus we will work to address the root causes of inequities, not just their manifestation. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them. We will continue to advance data-driven strategies, employ racial equity principles, and hold true to our commitment to continual evaluation, assessment, and transformation throughout our organization.

Workforce & Leadership Development

We must ensure that our organization can continue to meet our present workforce needs, as well as grow to meet future demands, with a highly skilled, diverse and culturally competent workforce to handle the complexity of clients we serve. We must also create an internal pipeline of job-ready candidates to assume supervisory and leadership roles within Pressley Ridge as opportunities present.

Clinical Mastery

We will ensure our services and practitioners can meet the increasing complexity exhibited by the children and families we serve with the most effective and consistent clinical interventions. We will also ensure that we have the highest quality of clinical supervision for the continued advancement of skill and knowledge, while being responsive to the ever-evolving community and programmatic needs.

Financial Health

Pressley Ridge will meet our obligations, withstand temporary financial challenges, and plan for our growth and future needs by maintaining a strong cash position, generating consistent surpluses from operations, maintaining acceptable debt ratios, deriving revenue from a diverse pool of sources, and providing for capital project funding.

Business Development

We will strategically position ourselves for growth by evaluating mission-aligned expansion and acquisition opportunities which return the highest margins, while most efficiently delivering impactful outcomes where there may be gaps in services in communities. We will also actively seek opportunities for coordinating care model expansion in states looking for managed care solutions, and mergers and acquisitions with complementary organizations or in desirable geographic locations.

Michael



After struggling to find success in public school, Michael James came to the Pressley Ridge Day School Pittsburgh. At the time, anger and self-control issues made him act out and become aggressive in the classroom. Using the 12 principles of Re-Education, which focuses on the strengths of each child and family and the belief that a child's behavior can change, the teachers and support staff worked with Michael to identify his strengths and helped him learn to stop and think before reacting.

In addition to the support Michael was receiving in the classroom, the James family relied upon Pressley Ridge staff for emotional support. The family's Home Community Liaison helped Michael's mother see that she was a capable and competent caregiver and connected the family to other community resources and supports. Seeing the confidence his mother put in Pressley Ridge led Michael to also become more trusting in the staff.

In an effort to redirect Michael's fighting instinct in a more positive, structured way, the liaison introduced him to the 412 Boxing Team at the 3rd Avenue Gym in Downtown Pittsburgh in late 2019. There, he quickly found a nurturing environment where he experienced a strong sense of belonging. For Michael, or "Spoonie" as he is known in the boxing world, boxing tapped into his natural abilities, provided an appropriate outlet for his anger, and forced him to become more self-disciplined—and he was really good at it!

Since joining Team 412, Pressley Ridge staff have seen a new level of maturity from Michael. He has opened up, formed more genuine relationships with the staff, and has developed more self-control. He has seen the benefits of being part of a community, which has inspired him to participate in community service projects at school, such as volunteering with Allegheny CleanWays and helping at a local bicycle shop.

In July 2021 after less than a year with Team 412, Michael traveled to the USA Boxing National Junior Olympics in Lubbock, Texas. He defeated three worthy opponents on three consecutive days to win the gold medal in his weight and age class.

In December, Michael went on to win the national title at the U.S.A. Boxing National Championships in Shreveport, Louisiana. At the age of 15, he is currently ranked number one in his age and weight class in the United States and was selected to join the U.S.A. Boxing National Team, which travels and fights internationally representing the United States.

Throughout his time at Pressley Ridge and particularly within the past year, Michael has demonstrated an intense drive to do things that challenge him. While he has had the support of a strong community of family, friends, school staff and coaches along the way, Michael has put in the effort and done the hard work himself, and it has paid off.



Now as a student at the Pressley Ridge Day School's Career Development Center, Michael knows that his teachers and staff won't give up on him. In a recent class exercise, he and his classmates were asked to identify their personal values. Michael chose these words: humility, responsibility, world peace, self-control,

mastery, and growth. Pressley Ridge is proud to have played a part in instilling these values to help Michael become a successful young man. We look forward to cheering him on as he continues to excel in his boxing career!

Candace

Candace King began her foster care journey in 2011. Though many foster parents are hesitant to take in older kids, Candace's natural ability to connect with girls over the age of seven and into their teens made her an ideal foster parent. For the past decade, she has provided more than two dozen young girls with a stable home life and the patience, warmth and love they need during a formative time in their lives.



In the beginning, adoption was not part of the plan. That changed in May 2017 when Faith and Jurnee were placed in her care after witnessing their mother's tragic death when she was hit by a car. The children's father was unable to care for them. So, in addition to the trauma of losing their mother, the children were uprooted from their home, and the girls were separated from their three siblings. Jurnee, who is intellectually disabled, and Faith, who was already behind in her academics, both needed a great deal of support. They also needed extensive grief counseling due to the circumstances surrounding the loss of their mother.

As a Pressley Ridge treatment parent, Candace worked directly alongside our staff to provide therapy and treatment. Through consistent behavioral and trauma-based interventions, clinical consults, and unconditional love and care, Candace gave support and encouragement, and most importantly, she was there to help Jurnee and Faith feel safe.

Candace formed a tight bond with the girls and knew in her heart that she wanted Faith and Jurnee to join her growing family. She officially adopted the sisters in November 2020.



Thanks to Candace's love and guidance and the support of the Pressley Ridge staff, Jurnee is receiving the help she needs, and Faith is gaining ground in school. Their lives are full and busy as both girls sing with the church choir, Jurnee loves photography, and Faith enjoys dance and cheerleading. Above all, the sisters are thriving in their forever family with Candace and their three new sisters.

Sarah

As a toddler, Sarah began showing signs of severe mental health issues. She experienced episodes in which she felt confused, annoyed, short-tempered and disoriented.

She would act out in unpredictable and violent ways, often directing her anger and aggression at her mother. Eventually, Sarah's mother could no longer care for her, and throughout the early part of her life, she was placed in numerous treatment facilities, psychiatric hospitals, foster homes, and residential facilities due to her behavior.



In 2018, Sarah was placed with Kim. As a Treatment Parent with Pressley Ridge, Kim has received advanced training to work directly with youth like Sarah on changing behaviors and building new skills. For 11 years, Kim has opened her home to help children with chronic mental health and behavioral issues.

When she first came to live with Kim, Sarah's behavior was very erratic. She had episodes in which she would go into a rage slamming her bedroom door repeatedly trying to break it. Kim responded by removing the door to let Sarah know that this type of behavior would not be tolerated. Sarah suffered from extreme mood swings and anxiety. She also had low impulse control and often became so agitated and enraged that she would destroy furniture, as well as Kim's personal property. During these episodes, Kim emphasized to her that all she was doing was breaking "things." Kim cared more for Sarah than the items she destroyed.

Kim used the training she received from Pressley Ridge to gain Sarah's trust and support her emotional needs. When Kim learned how much Sarah loved to read, she began using books as a tool to reward good behavior. Over her time with Kim, Sarah has amassed quite a library of books.

Sarah was used to her behavior resulting in being moved, but Kim chose to show her that she was in a place now where someone cared about her and would not give up on her, no matter what. Kim was the first person in Sarah's life who was willing to work through her difficult behavior. The longer she was with Kim, the less frequent the extreme behaviors became.

Though it wasn't an easy road, Kim remained steadfast in her dedication to Sarah. For the first time in her life, Sarah did not have to be hospitalized during the three years she has spent with Kim. Sarah recently turned 18, which marks her entry into adulthood and a new chapter in her journey. She is learning self-regulation and remains in Kim's home as she prepares to transition into adult services. A plan is in place for her to get a job and, hopefully, one day live on her own. Finally, there is hope on the horizon for Sarah.

2021 Leadership

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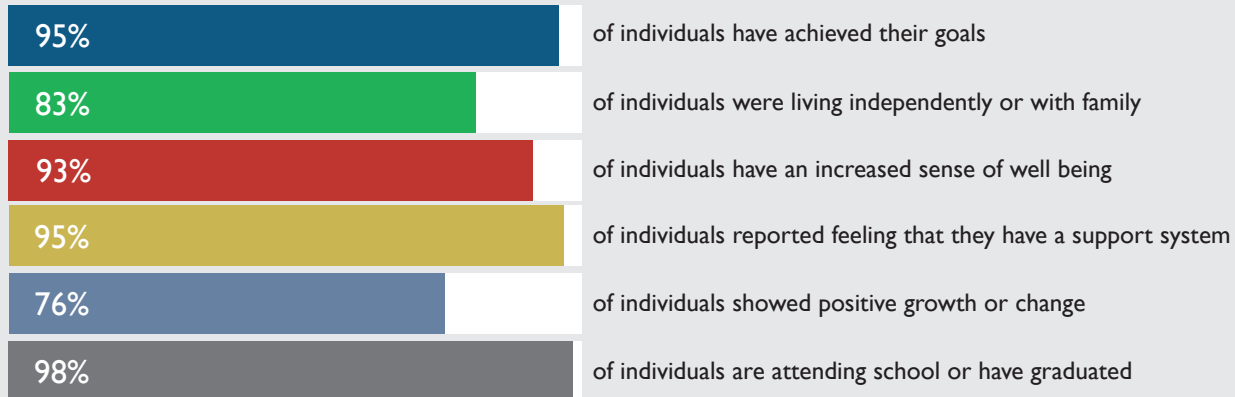
THE FOSTER FAMILY HAS BEEN REALLY
NICE AND SUPPORTIVE, AND EVERYONE
IS WORKING SO HARD FOR MY KIDS.

— *Mother with youth in Foster Care*

2021 Fiscal Year

Outcomes

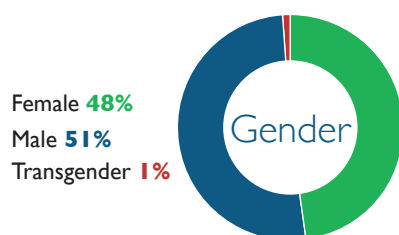
Upon Completion of Services (*Measure of Impact Achieved*)



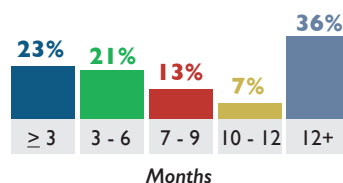
At One Year Follow-Up (*Measure of Sustained Impact*)



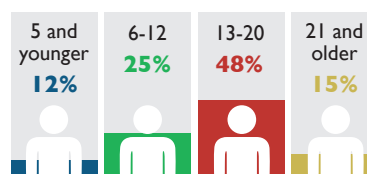
Demographics



Length of Stay

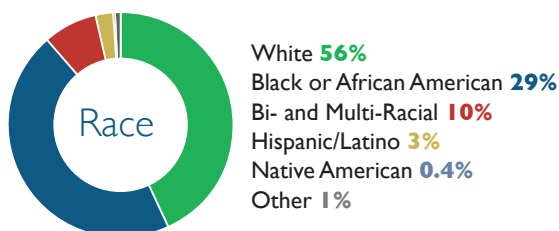
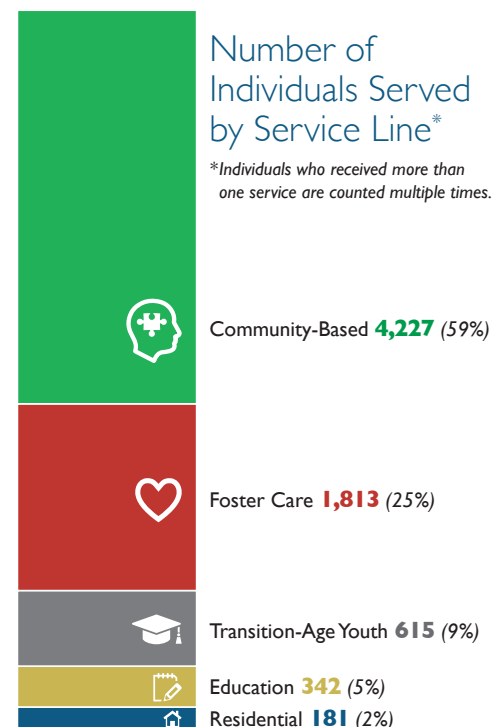


Age Groups

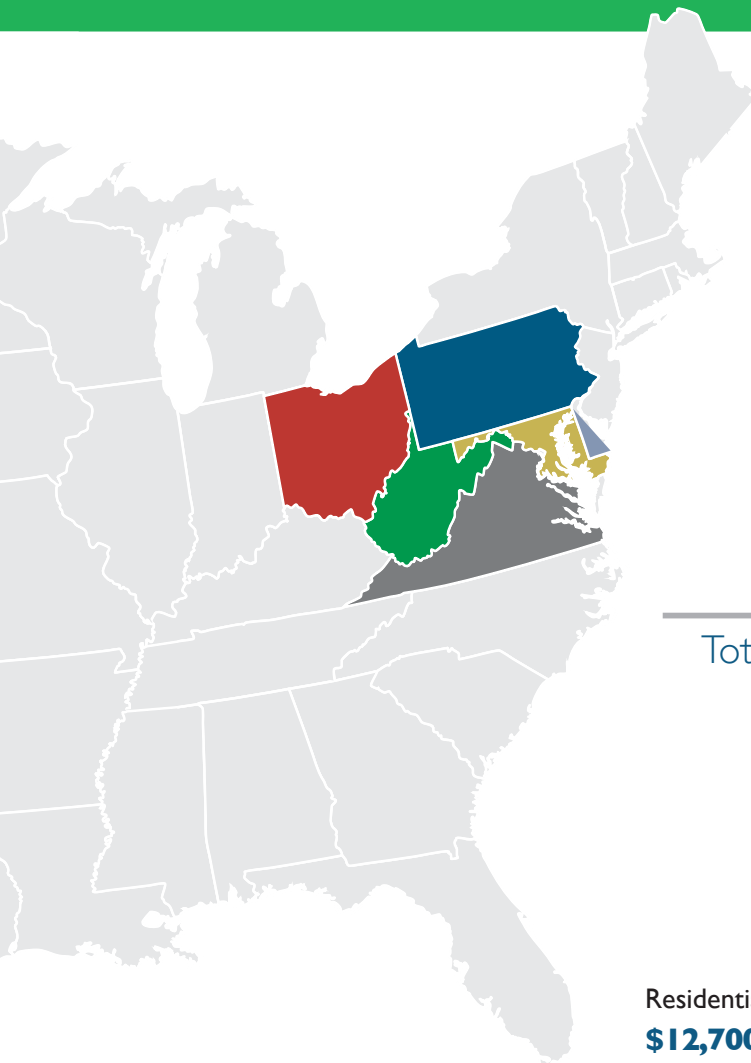


Number of Individuals Served by Service Line*

*Individuals who received more than one service are counted multiple times.



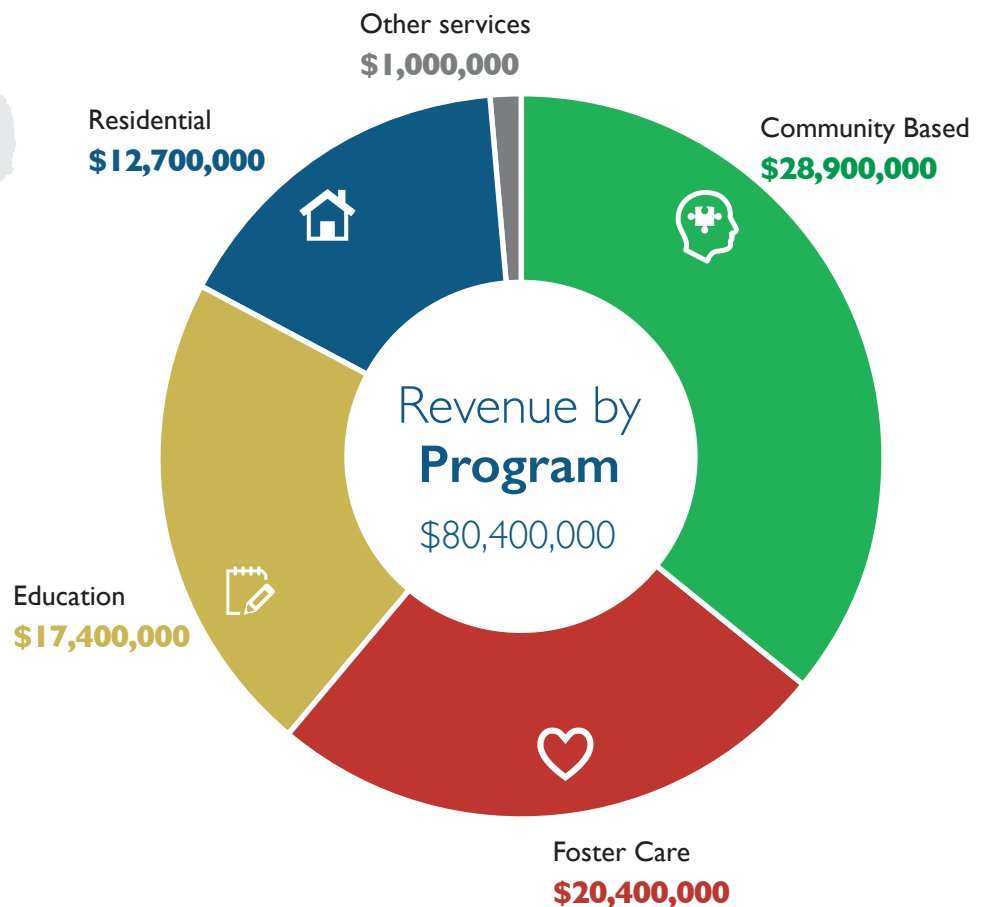
Financial Performance



Revenue by State

PA.....	\$48,400,000
WV.....	\$13,400,000
OH.....	\$6,100,000
MD.....	\$8,500,000
DE.....	\$2,000,000
VA.....	\$1,000,000
Other Services.....	\$1,000,000

Total revenue: \$80,400,000



Donor Honor Roll

July 1, 2020 – June 30, 2021

Thanks to the following individuals, foundations, corporations, and organizations that have supported our work with children and families.

Individual Donors

Patrick Kelly Society

Just like the father, Patrick Kelly, who in 1832 reluctantly surrendered his three daughters to the Orphan Asylum when he was unable to care for them, these donors who gave \$1,832 or more set the foundation for the success of Pressley Ridge.

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\$1,000 – \$1,831

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“

THEY WERE THERE WHEN
WE NEEDED THEM, NO
MATTER WHAT OR WHEN.
WE GOT ALL THE SERVICES
WE NEEDED.

— Parent receiving
Community-Based Services

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Mr. Michael Tallent

Every effort has been made to ensure the accuracy of these listings. If your name is incorrect or omitted, we sincerely apologize. Please let us know so we can correct our records.

Donor Honor Roll

July 1, 2020 – June 30, 2021



I LEARNED HOW
TO COPE WITH
THINGS AND HOW
TO SEEK HELP
WHEN I NEEDED IT.

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Treatment

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\$99 and under

We would like to express our appreciation to the
128 individuals who made gifts at this level.

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\$50,000+

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\$1,000 – \$4,999

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\$500 – \$999

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CME Management LLC
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Railey Realty
The LaSalle Trust
The Pittsburgh Foundation
WN Tuscano Agency, Inc.
Orbital Engineering
Solenture LLC
J.P. Morgan Securities
Tetra Tech
SSM Industries
Duquesne Light Company
Williams

\$100 – \$499

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ACMEGive Back Where it Counts Program
AmazonSmile Foundation
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\$1– \$99

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Donor Honor Roll

July 1, 2020 – June 30, 2021

The Hobbs Society

Nicholas Hobbs was a visionary leader. As the architect of Re-Education, he is recognized as a pioneer in the treatment of troubled kids and families. At Pressley Ridge, his vision continues to give meaning to our work, just as Re-ED continues to be our foundation of excellence. The Hobbs Society recognizes the Pressley Ridge employees who give 1% or more of their salary in the annual employee giving campaign.

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Ms. Alicia J. Hall
Ms. Amy L. Hall



THE GROUPS AND HUDDLES
AT PRESSLEY RIDGE GRANT
GARDENS SHOWED ME WHAT
I'M REALLY CAPABLE OF WHEN
I PUT MYSELF FORTH.

— Youth in Residential Treatment

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July 1, 2020 – June 30, 2021

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 Ms. Goldie Meadows
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 Ms. Kimberly Miller
 Ms. Mary H. Miller
 Ms. Patricia Miller
 Mr. Mark W. Mitchell

“

PRESSLEY RIDGE SCHOOL FOR
 THE DEAF HAS GIVEN MY CHILD
 ACCESS TO LANGUAGE/ASL.
 THEY HELP HIM COMMUNICATE
 HIS NEEDS AND WANTS AND
 HELP HIM MANAGE AND
 UNDERSTAND BEHAVIORS.

— School for the Deaf Parent

Ms. Michelle Mohring
 Ms. Shenequal Monday
 Ms. Traci Monroe
 Ms. Jessica H. Mooney
 Mr. Antonio Moreno
 Ms. Jennifer L. Morgan
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Donor Honor Roll

July 1, 2020 – June 30, 2021

“

I'M LEARNING BETTER WAYS TO COPE AND TALK TO MY FAMILY AND FRIENDS. I'VE ALSO LEARNED HOW TO GET OUT OF A BAD SITUATION, TO TAKE CONTROL OVER MY ANGER, AND TO UTILIZE COPING SKILLS WHEN NEEDED.

— Transition-Age Youth



Ms. Radonna Thompson
Ms. Tesha Tinsley
Ms. Autumn Tinta
Ms. Nancy A. Travis
Mr. Martin Tremper
Ms. Trisha Trescartes
Ms. Dawn R. Triplett
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Ms. Laura Walker
Ms. April Wall-Parker
Ms. Sonia Welch
Mr. Nathan West
Ms. LeeAnna Wiles
Ms. Becky Wiley
Ms. Autumn Williams
Ms. Dianne Williams
Ms. Marnie L. Williams
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