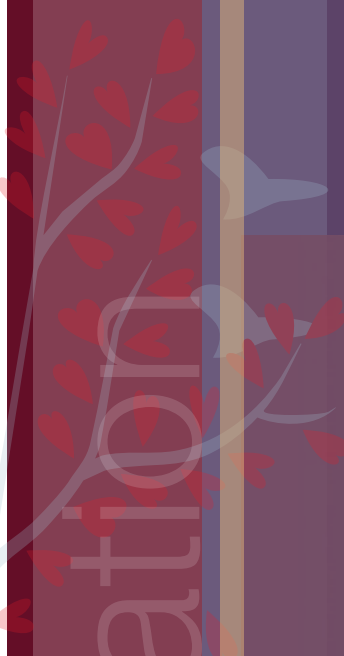




Progressive Life Center, Inc

We Change Lives...and We Have the Evidence



Transformation

2009 Annual Report

The background is a solid light orange color. On the left side, there is a stylized tree branch with several leaves, some of which are falling. In the upper right quadrant, there are several stylized birds in flight, rendered in shades of light orange and white. The overall aesthetic is clean and modern.

OUR MISSION

To educate and empower families, organizations and communities to realize and utilize their inner power to achieve healing using culturally competent, spiritually-based human services practices.

OUR PHILOSOPHY

Progressive Life Center (PLC) uses the NTU psychotherapeutic model, a clinical approach unique to PLC, as the foundation for all services and interventions it provides to children, youth and families. PLC developed NTU as its philosophical framework for delivering spiritually-based, culturally centered and family-centered psychological services. NTU is based on Africentric philosophy and the humanistic modality of psychology. Because of its universal principles and focus on spirituality and cultural awareness, NTU can effectively meet the clinical, mental health and human service needs of youth, families and groups regardless of ethnicity.

NTU is a philosophy, a treatment paradigm and a lifestyle. 

SIGNIFICANT MILESTONES FROM OUR FOUNDING TO TODAY

1983 – Progressive Life Center, Inc. founded.

1984 – PLC receives first government contract from DC Youth Services Administration to provide in-home family therapy to pre-adjudicated youth.

1986 – NTU Psychotherapy developed by Dr. Frederick Phillips, founder, with support of clinical staff. This clinical approach is unique to PLC and forms the foundation for all services and interventions provided.

1986 – Becomes first community-based organization to receive a contract from the DC Office of Aids Administration to provide counseling to HIV-positive African Americans.

1990 – Conducts first in-service NTU Certification Course and graduates the first NTU therapists.

1990 – Awarded first Child Placement License by the Child and Youth Services Administration to provide treatment foster care services in Washington, DC.

1990 – Opens office in Prince George's County with first Maryland contract to provide juvenile justice youth diversion services.

1992 – Opens office in Baltimore, MD and awarded contract to provide Family Preservation services.

1992 – Awarded Child Placement License in Maryland and begins offering Treatment Foster Care services in Baltimore, MD.

1993 – Named one of ten national model programs in Cultural Competency by Georgetown University.

1995 – Opens first international office in Lusaka, Zambia.

2000 – Conducts school-to-school partnership between St. Mary's Secondary School for Girls in Livingston, Zambia and Wilson Senior High School in Washington, DC.

2001 – Opens first private mental health clinic in Accra, Ghana – the first in the country.

2002 – Expands operations nationally and opens offices in Philadelphia, PA and Wilmington, DE.

2003 – Conducts national study on cultural competence within and among ethnic minority agencies with an Annie E. Casey Foundation grant.

2006 – Awarded contract from the Department of Youth Rehabilitation Services to manage an independent living program for a juvenile justice population.

2008 – PLC celebrates its 25th Anniversary.

2008 – Purchased building for Headquarters and DC operations.

2008 – Dr. Frederick Phillips, founder and CEO retires. Dr. Laurence E. Jackson is named President and CEO.

2009 – Awarded major contract from Department of Youth Rehabilitation Services in partnership with the Children's Youth Investment Trust Corporation to manage a 30-member community coalition to provide comprehensive services to adjudicated youth.

MESSAGE FROM THE CHAIRMAN AND THE PRESIDENT

Throughout the year, the economic crisis brought great uncertainty and enormous challenges for our nation.

We saw double-digit unemployment, unprecedented foreclosures, Wall Street failing, corporate America retracting and federal, state and local government facing severe budget shortfalls. Economists called this recession the worst since the Great Depression, and its impact was felt by everyone.

Amidst all this economic turmoil, Progressive Life Center, like many businesses and nonprofit organizations, took stock of its core mission and re-evaluated how it can better serve the children, youth and families in communities too often forgotten and underserved. Given the tremendous pressures the economic slowdown placed on people already struggling, it was particularly important that we focused on the recession's impact on children and families and effectively respond to their rising needs as a result.

The statistics bear out that the population hardest hit were the most vulnerable – our children and youth. According to the National Data Archive on Child Abuse and Neglect, over 740,000 children were the victims of abuse or neglect. Nearly a half million children were placed in foster care, either living in family foster care, group care or institutional care. And as the year ended, 26,000 youth aged out

of foster care never being adopted or acquiring the life skills necessary to lead a healthy, independent and productive life.

Sadly, these statistics are even more sobering for children of color. As a percentage, more children of color are in foster care than the general U.S. population. Black children are four times as likely as white children to be placed in state protective custody. Not only are children of color more likely to stay in foster care for longer periods, but they are less likely to return home to their biological families or be adopted.

This harsh reality only sharpened our focus to continue what we do best: healing and changing the lives of children, youth and families. During the year, we made significant changes to the organization in order to strengthen our capacity to provide culturally-competent, family-centered and evidence-based child welfare, behavioral health care and juvenile justice services to youth and families.

We concluded a two-year leadership training for our management team that incorporated the well-regarded Baldrige Principles. In so doing, we ensured that PLC's core values, culture and productivity were in sync with what experts define as a high-performing organization.

We purchased property in Northeast Washington, DC to house both our Headquarters

and our DC Operations. This major achievement reinforced PLC's long-term commitment to the communities it serves. It also brought stability to the community by providing a permanent facility to house PLC's signature programs and thus, the ability to better provide children, youth and families with quality family and mental health services.

As a health and human services agency, our motto is *"We Change Lives...and We Have the Evidence."* To provide evidence-based results, we implemented a company-wide clinical outcomes database that allows PLC to show how our unique approach and services and programs changes the lives of children, youth and families and back the results with hard evidence.

We were especially proud to receive a major grant from the Department of Youth Rehabilitative Services in partnership with the Children's Youth Investment Trust Corporation to lead an innovative juvenile justice pilot program. In response to the critical need for comprehensive services for adjudicated youth in Washington, DC and our long history of successfully serving the communities of Wards 1–6, PLC will serve as one of only two Lead Entities and will develop and manage a coalition of community organizations and nonprofits to provide services in Wards 1–6.

And in support of our affiliate office in Accra, Ghana, we sponsored the debut of a new journal on mental health issues and trends in Ghana and Africa. The journal, "Ghana International Journal of Mental Health" is a combination of original articles and litera-

ture reviews. Future plans call for the journal to be published bi-annually in April and November.

As you will learn from our 2008-2009 Annual Report, against a very challenging economic and policy environment, we accomplished a significant amount. We could not have achieved these results without the support of our very dedicated, stellar staff and the leadership of our board of directors. We are also grateful to the government agencies, foundations, corporations and individuals who continued to invest in Progressive Life Center and provided the financial support necessary for our programs. We look forward to continuing our partnerships to heal and change the lives of children, youth and families.

William A. Donan
Chairman

Laurence E. Jackson, PhD
President and CEO

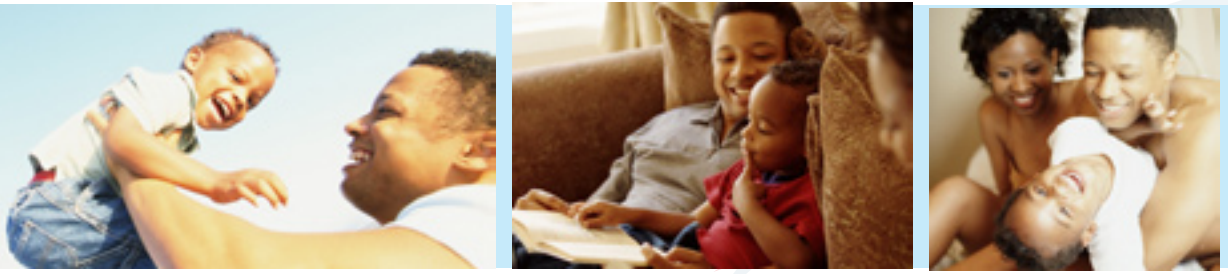


Our Signature Programs

Studies confirm that children grow best in families. Studies also show that young people who age out of foster care are significantly more likely than their peers to experience homelessness, poverty, unemployment, compromised health, incarceration and other life challenges. Without systemic changes or intervention, the confirmed number of children abused and neglected will only increase and experts predict that the number of children placed in the foster care system will grow into the millions. The result? There will be more youth aging out of foster care totally unprepared to wholly participate in society.

Progressive Life Center fundamentally believes that children are our future and therefore require a significant investment of time, love and mentoring. Without a loving, safe and nurturing home environment from the very beginning of a child's life, the odds for success are impossibly stacked against them. Our experience shows that the best way to ensure successful outcomes for children and youth in foster care is to strengthen the family and build the community. We are especially expert at working with emotionally troubled children and youth who have had multiple failed placements in traditional foster home settings, require treatment foster home environments, or have been involved with the juvenile justice system. Through our signature programs and services, PLC turns the odds in the favor of these children and youth so that they can thrive and succeed.

During the year, PLC provided traditional and therapeutic foster care, family preservation, functional family therapy, kinship care and independent living services to our target populations in the District of Columbia, Maryland, Philadelphia and Delaware. Although the children and youth we served often had significant behavioral, emotional and development issues, by providing a holistic continuum of care, a high level of structure and extensive specialized clinical and case management services, the children, youth and families we served healed, grew, developed and thrived. The following report highlights some of our major accomplishments in 2008-2009 and the impact we had.



District of Columbia NIA Foster Care Program

In the District, DC NIA provided therapeutic foster care services for male and female children and youth between the ages of two and twenty-one years old. In addition to weekly individual and/or group therapy combined with in-home consultation and educational support, DC NIA hosted a range of activities and events designed to both nurture and enhance the children's cultural identity and emotional well-being and broaden their life experiences. Successful events included the Annual Youth Fishing Activity of the Chesapeake Bay; the Third Annual Black History Month Celebration; Parent Appreciation Cruise on The Odyssey; the Arts and Elegance Graduation Recognition Program and the Annual Kwanzaa Celebration.

By engaging all stakeholders at all levels early on, and by utilizing a team approach, the DC NIA program successfully enhanced the children's cultural identity and sense of spirituality, strengthened their interpersonal skills and emotional and social functioning, and importantly, provided much needed stability.

Total Served: 58 children

Program Highlights:

- 5** Adoptions
- 4** Youth graduated from high school
- 3** Youth accepted to college
- 4** Youth reached emancipation

PLC's signature foster care program is named *NIA* in honor of our long-standing tradition to brand our programs with cultural names. *NIA* is a Swahili word for "purpose" which reflects the program's goal to have a meaningful mission. *NIA* also stands for Nurturing Individuals Always – a fitting acronym for our foster care program. We are known for healing, nurturing and changing the lives of the children and youth we serve.





Baltimore NIA Foster Care Program

The NIA Foster Care program in Baltimore provided quality clinical and case management services, individual, family and/or group therapy, Rites of Passage and multi-family retreats for male and female children ages 2-18 years old and their caregivers. Baltimore NIA also engaged the community and forged strong relationships with several organizations including, the Baltimore Child and Adolescent Response System (B-Cars), Building Communities Today for Tomorrow (BCTT), Global Health Systems, Mountain Manor Treatment Center, The Institute for Family Enrichment, The Stone Foundation and T.I.M.E. Organization. In collaboration with these organizations, Baltimore NIA was able to expand the level of supportive services it provided.

The monthly Foster Parent Support Group saw an increase in its parent participation and the children responded well to structured events offered by Baltimore NIA such as play therapy, cinema and art therapy. These services successfully stabilized their home environment until permanency was achieved.

Total Served: 38 children

Program Highlights:

- 1 Adoption
- 3 Reunifications
- 2 Youth reached emancipation

Our foster care families

received 24/7 support from a *PLC Team* that consisted of an Admissions Coordinator, Clinical Social Workers, Clinical Therapists, Case Managers, Parent Recruiter, Parent Trainer, Licensing Specialist, Records Coordinator, Receptionist, Consulting Psychiatrist, the Clinical Supervisor and the Program Director.

Prince George's County NIA Foster Care Program

The Prince George's County, MD NIA Program expanded its services to provide therapeutic foster care services in Charles, Calvert and Anne Arundel counties. It continued its efforts to "build a community of strength," and held a Foster Parent Recognition Day. This outreach, combined with a stronger clinical presence in the community, not only increased the engagement level of the foster parents but also increased their satisfaction with the services and support provided by Prince George's County NIA.

By placing the emphasis on the children *and* the treatment parents, and utilizing a team approach, the Prince George's NIA program enhanced the cultural identity, spiritual, emotional and social functioning of the children and youth it served.

Total Served: 36 children

Program Highlights:

- 4 Family reunifications
- 1 Youth achieved emancipation
- 1 Youth accepted into the Job Corp

Our Treatment Parents Received:

- Monthly In-Service Training
 - Monthly Foster Parent Support Groups
 - 24-hour Crisis Intervention
 - Planned and Emergency Respite
-

Philadelphia NIA Foster Care Program

Philadelphia's NIA Foster Care program provided general and treatment foster care services for children and youth from infancy to twenty-one years old. During the year, Philadelphia NIA became a member of the Statewide Adoption Network (SWAN). This membership allowed Philadelphia NIA to handle public and private adoptions as well as other units of service throughout the state of Pennsylvania.

In tandem with its clinical and case management services, Philadelphia NIA also offered a creative parenting program called Parents Progressing with Life (PPWL). Since 2004, the PPWL program has offered parenting techniques to families and parents working towards reunification in order to foster effective family communication, extended family values, child growth and development, and positive self-esteem.

Total Served: 234 families

Program Highlights:

24 Permanencies

4 Youth accepted and entered college

110 parents completed the six session PPWL course

Third consecutive year PPWL program exceeded target participation goal

Delaware NIA Foster Care Program

The Delaware NIA Foster Care program provided treatment and specialized foster care to male and female youth ages 12-17 years old. To address their behavioral, emotional and mental health issues, Delaware NIA provided behavior management and parent training as part of its family-focused therapeutic approach. Monthly Parent Night meetings and twice-monthly Teen Support Group meetings were held and Delaware NIA hosted several annual events popular with the community, including the Black History Month Celebration, Annual Spelling Bee, Foster Parent Appreciation Day, the Fall Hayride and Bonfire, Graduation and Academic Achievement Awards Day and the Annual Kwanzaa Program. Delaware NIA also partnered with the YMCA and the Boys and Girls Clubs to expand and strengthen the spectrum of services offered.

These efforts decreased foster parent turnover, increased stakeholder engagement and client satisfaction, improved program performance and documentation standards, and enhanced PLC's reputation in the community. As a result of Delaware NIA's intervention and positive impact on the lives of the adolescents it served, institutional placement was averted and the youth learned thriving behaviors.

Total Served: 34 youth

Program Highlights:

7 Family reunifications

3 Adoptions

4 Youth reached emancipation

3 Youth graduated from high school

1 Youth accepted and entered college

8 Youth had part-time employment

Family Preservation Program

Progressive Life Center's Family Preservation Program is an intensive, in-home intervention model designed to avert at-risk children from being placed in foster care. The program provides families in crisis with therapeutic services that protect the children while supporting, strengthening and stabilizing the family. PLC also incorporates the NTU Service Delivery model in all interventions. NTU is an Africentric, culturally-centered psychotherapeutic treatment model unique to Progressive Life Center.

Over the past year, PLC's Prince George's County, MD operation reestablished its Family Preservation Program as a formidable service provider throughout Prince George's County. PLC staff provided intensive, in-home interventions to families for a six-week period, followed by a two-week transitional period. With the addition of a bilingual interventionist to the staff, Prince George's County Family Preservation Program was able to expand its reach and provide comprehensive services to the Latino community.

Total Served: 57 families

Program Highlights:

- 80%** of the children were stable at home after one year
- Attended facilitations for **75%** of clients referred to us
- Provided food referral and assistance for **25%** of the families
- 85%** of the families received community linkages
- Scored **100%** on Prince George's County Department of Social Services audit

Our Family Preservation Program provided:

- 24/7 services
 - Customized family action plan of care
 - In-home, intensive weekly visits
-

Functional Family Therapy Program

Progressive Life Center was selected by the Prince George's County Department of Family Services, Administration for Children, Youth and Families to provide Functional Family Therapy services to families in Prince George's County with children 10-18 years old who were at-risk for out-of-home placement. Staff clinicians and therapists in PLC's Prince George's County operation worked with these families and provided intensive therapy for a period of 120-150 days. The goals were to reduce the re-arrest rate and out-of-home placements, improve school attendance and performance, and improve the overall functioning of the family.

As part of its stakeholder engagement, PLC's Prince George's County Functional Family Therapy Program hosted two Open House receptions for industry professionals and the general public that received media coverage from the *Maryland Gazette*. We are also proud to report that due to our success in meeting the program goals, we received a recognition award for quality services rendered from the Department of Family Services.

Total Served: 153 youth

Program Highlights:

- 100%** of families satisfied with services provided
- 94%** of parents acquired parenting skills necessary to handle future problems
- 83%** of youth were not placed out-of-home during program participation
- 97%** of youth were not arrested or re-arrested while participating in program
- 76%** of youth at discharge were in school or working

Kinship Care Program

In 2009, across the nation, more than 2.5 million children lived in households headed by relatives without either parent present. In Maryland alone, over 54,000 children were raised by their grandparents or other relatives. Progressive Life Center responded to this crisis by providing case management and supportive services to families residing in Prince George's County, MD who care for a relative's child 18 years or younger living in the caregiver's home. PLC is distinguished as the only private-care organization providing Kinship Care in Prince George's County.

In order to reduce the necessity of these children entering foster care and provide emotional support, counseling and financial assistance to the caregivers, the Prince George's County Kinship Care Program provided a range of services from regular weekly home visits, individual and family counseling and family advocacy and crisis intervention, to monthly caregiver support groups, recreational and cultural activities, and parenting classes. Families who participated in our Kinship Care Program were better equipped to continue to raise their kin. The success of PLC's Kinship Care Program was recognized and we were awarded at the Department of Family Services Recognition Breakfast. In addition, the number of referrals from the Department of Social Services increased.

Total Served: 143 families

Program Highlights:

- 100%** of children remained in the home during intervention
- 98%** of children were not reported to Child Protective Services
- 99%** of families surveyed reported a decrease in stress
- 97%** of families surveyed reported an increase in knowledge and/or use of community resources
- 99%** of families surveyed expressed overall satisfaction with the services

Subira Semi-Independent Living Program

The juvenile justice system can be characterized as a series of decisions made by the courts, law enforcement, social services and child advocates, at varying points in a juvenile offender's life, about what to do with the child. Each decision is critical and has life-altering implications for the child. To ensure that the decisions made are in the best interest of the child and lead to the child's success, Progressive Life Center runs a scattered site, semi-independent living program for males and females 18-21 years old that have been referred by the Department of Youth and Rehabilitation Services.

During the year, PLC's Subira Semi-Independent Living Program provided high levels of support to youth and families in Washington, DC so that the youth successfully transitioned from juvenile justice or foster care to productive adulthood. Housed in residential communities with access to public transportation, the residence programs replicated a loving, supportive and structured family environment. PLC staff provided supervision, monitoring and staff support on a 24/7 basis. This included family therapy and family outings, counseling and role playing, life-skills and employment development and money management training. After participating for 18 months, youth gained the life skills needed to become independent, capable and productive citizens.

Total Served: 16

Program Highlights:

- 72%** of the youth improved their family communication skills
- 62%** of the youth improved their interpersonal skills
- 70%** of the youth learned to purchase groceries on a weekly basis within budget
- 68%** of the youth were able to engage community resources

Executive Management Team

Laurence E. Jackson, PhD
President and CEO

Kofi A. Boateng, CPA
Chief Financial Officer

Tracy O. Garrett, PhD
Chief Clinical Officer

Rodney Foxworth, MPA
Chief Administrative Officer

The Leadership Team

Godfried Anokye
Director of Accounting

Peter Fitts, LCSW, LISW
Director of DC Operations

Lewis Smith, MHS, LPC
Director of Maryland/Delaware Operations

Deborah Thomas-Campbell, MA
*Program Director,
Family Preservation*

Angelica Knight, MSM
Director of Human Resources

Brian C. Sneed, MHS
Program Director, Subira

**Josephine C. Carandang,
LCSW-C, BCD**
Program Director, NIA

Rosalind Lee, MA
*Director of Quality
Improvement*

Sandra Thomas, LCSW
Program Director, NIA

Linda M. Carter, LPC*
*Program Director,
Family Preservation*

Carolyn Morgan, LCSW
Program Director, NIA

** Left during the year*

Donna Clarke, LICSW, LCSW-C
Program Director, NIA

Zenobia Moultrie, MSW
Director/Clinical Supervisor

Evette Clarke, MS
Program Director, Kinship Care

Blake Prather
*Director of Information
Systems*

James Cook, MA*
Director of PA Operations

Veda Rice, MBA
*Contract Manager/Executive Assis-
tant to the CEO*

Maisha Davis, LGSW
*Director of NTU and Clinical
Services*

Andrea Sakyi, MBA, CICA
Director of Finance

Progressive Life Center, Inc.

Summarized Audited Financial Statements

September 30, 2009 and 2008
FINANCIAL POSITION

ASSETS

	2009	2008
TOTAL ASSETS	\$10,211,228	\$5,068,441
LIABILITIES AND NET ASSETS		
TOTAL LIABILITIES	6,524,680	1,503,529
TOTAL NET ASSETS	3,686,548	3,564,912
TOTAL LIABILITIES AND NET ASSETS	10,211,228	5,068,441

ACTIVITIES

	2009	2008
REVENUE AND GAINS		
Fees for social services provided and other income	12,595,815	12,791,450
EXPENSES AND LOSSES		
Temporarily restricted net assets released during the year	120,000	120,000
State of Maryland Programs	4,259,099	4,878,224
District of Columbia Programs	3,836,322	3,577,590
State of Pennsylvania Programs	1,924,755	2,008,686
Management and General Expenses	2,334,003	2,144,057
Total Expenses and Losses	12,474,179	12,728,557
Increase (decrease) in Net Assets	\$121,636	\$62,893

The statements of financial position and statements of activities for 2009 and 2008 are summarized on this page. These financial statements were audited by our auditors, Benjamin & Associates, who issued clean audit opinion on them. Copies of the complete audited financial statements are available upon request.



Board of Directors

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William A. Donan

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Vice President
Meridian Management
Group, Inc.

Secretary

Roderic L. Woodson
Partner
Holland & Knight LLP

Reginald Daniel

CEO
Audio Video Solutions

Dr. Ericka M. Miller

Vice President of Operations
and Strategic Leadership
The Education Trust

Carol A. Randolph

Vice President/Strategic
Communications
Miller & Long Concrete
Construction

Dr. James E. Ray

Education Consultant

Raymond A. Skinner

Secretary, Maryland Department
of Housing and Community
Development

Edward Viltz

President
Internet Collaboration Coalition

STAFF

Treasurer

Dr. Laurence E. Jackson

President and CEO
Progressive Life Center

Dr. Frederick B. Phillips

Founder/Senior Advisor



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