



**The
Family
Tree** Raising families up.

General Board Meeting

January 18, 2021

5:30 p.m. to 7:00 p.m.

Location: via Zoom

AGENDA

- | | | |
|-------|---|--------------|
| I. | Legislative Update, Governor's Legislative Officer Andrew Cassilly
– Pat Cronin | 5:30-5:45 pm |
| II. | Welcome – Sally Bauer
A. Evening to Give Thanks
B. Report on the Holidays | 5:45-6:00 pm |
| III. | Approval of Consent Agenda – Sally Bauer
A. Approval of Minutes from October 20, 2020 Annual Board Meeting
B. Accept the Executive Committee Minutes & Financials | 6:00-6:05 pm |
| IV. | Approval of the Corporate Resolution – Sally Bauer | 6:05-6:10 pm |
| V. | 30 th Annual Great Chefs' Dinner – Sally Bauer | 6:10-6:30 pm |
| VI. | Executive Director's Report – Pat Cronin
A. Moving Families Forward Update | 6:30-6:45 pm |
| VII. | Executive Director's Search Update – Charlene Hayes | 6:45-6:55 pm |
| VIII. | Open Discussion – Sally Bauer
A. Build our Pipeline & Help Cultivate Supporters
B. Other business | 6:55-7:00 pm |
| IX. | Adjournment | 7:00 pm |

SAVE THE DATE!!

Tuesday, April 13, 2023 - General Board Meeting, Zoom



POLICY AGENDA 2020-2021

Maryland’s future prosperity requires the healthy development of our children. When we invest upstream in public policies and programs that build strong families and supportive communities, we are securing the safe, stable and nurturing environments that all children need. All Marylanders must play a role in providing supportive and nurturing environments where children thrive. The Family Tree advocates for the following policy priorities, which help to support families and are essential for Maryland’s future prosperity.

❖ Expand access to evidence-based home visiting and parenting education programs to parents and caregivers

Evidence based parenting education, whether delivered in home or in a group setting, has been shown to prevent child abuse and neglect.

❖ Invest in evidence-based programs to prevent child sexual abuse

Research shows that the two most effective ways to prevent child sexual abuse are through education and training focused on adults and programming focused on skills training in children.

❖ Expand access to high-quality early childhood programs

Access to affordable, supportive early childhood programming reduces parental stress, and having access to high-quality child care is associated with fewer symptoms of maternal depression. Both parental stress and maternal depression are risk factors for child abuse and neglect.

❖ Implement paid family leave

Paid family and medical leave is associated with significantly higher rates of maternal and infant health, reductions in hospitalizations for abusive head trauma, and lower rates of family stressors and risk factors.

❖ Increase family economic security

Empowering families to meet their basic needs of food and shelter by strengthening household financial security is proven to reduce the risk factors for child abuse and neglect by helping to establish a stable household – two factors that can help protect children from abuse and neglect.

❖ Prioritize Primary Prevention

The inclusion of primary prevention activities will increase the capacity of state governments to implement and scale up effective interventions aimed at preventing child abuse and neglect from happening in the first place.






The Family Tree works closely with our statewide partners to support policies that strengthen families and prevent child maltreatment. Our policy priorities align with recommendations from the Centers for Disease Control and Prevention (CDC) Technical Packages to Prevent Violence, including the Essentials for Childhood framework and preventing Adverse Childhood Experiences (ACEs).

For more information about our policy priorities, please contact Pat Cronin, Executive Director, The Family Tree, pcronin@familytreem

HIDDEN PREDATOR ACT (SB134 & HB263)

Will Maryland protect its children or protect its predators?

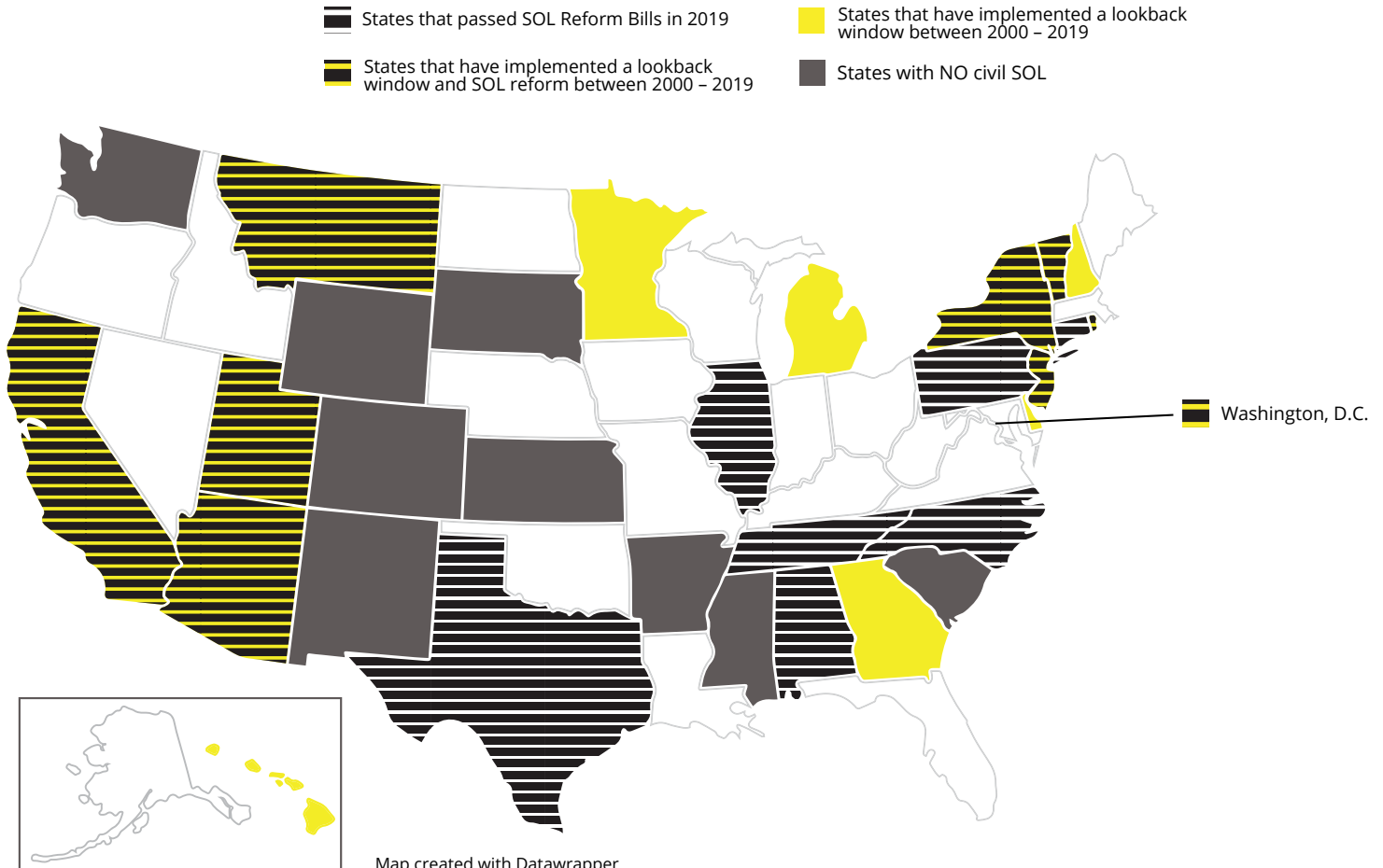
GOALS OF HIDDEN PREDATOR ACT (SB134 & HB263)

-  Identify Hidden Predators
 -  Disclose Facts of Sex Abuse Epidemic to Public
 -  Arm Trusted Adults to Protect Children
-  Shift Cost of Abuse from Victim to Those Who Caused It
 -  Justice for Victims Ready to Come Forward

WHAT WILL THE HIDDEN PREDATOR ACT (SB134 & HB263) DO?

- Eliminate the civil statute of limitations going forward.
- Create a lookback window for those victims who have been previously barred by the statute of limitations, allowing them to file suit for a period of two years.
- Removes the “statute of repose” making it clear to the courts, the public and survivors that the Maryland General Assembly did not intend to vest constitutionally protected property rights in child sexual predators nor the individuals and organizations that hid predators from discovery and prosecution.

Since 2018, 1/3 of states have passed laws extending the civil statute of limitations (SOL) and establishing a lookback window for child sexual abuse claims, enabling survivors the opportunity to have their claim considered in a court of law. This bill would apply to all individuals and organizations, **no one would be exempt from civil litigation.**



FACT: There is a national shift towards exposing Hidden Predators through civil SOL lookback windows.

In 2019, Washington D.C.:

- Extended the civil SOL where victim was under 35-40 with a 5 year discovery rule
- Opened 2 year revival window for victims abused as minors and adults
- 16 states + D.C. have passed “lookback windows” or revival laws and 9 states, including MD, have introduced these laws in 2020

In 2019, New Jersey:

- Extended the civil SOL for child sex abuse to age 55 or 7 years from discovery for claims against individuals, public and private institutions
- Removed claim presentment requirement for claims against public entities
- Opened 2 year revival window for victims abused as minors or adults against perpetrators and institutions

FACT: In other states lookback windows have exposed hidden predators.

In Delaware:

- During 2 year lookback window ('07-'09), 175 survivors filed claims
- Under follow-up window for healthcare providers, 1,000 claims made solely against Pediatrician Dr. Earl V. Bradley, the most active previously undisclosed predator to date

In Minnesota:

- 125+ predators identified, including the predator in the high-profile cold case of Jacob Wetterling
- During the 3 year lookback window ('13-'16), 1,006 claims were filed

In California:

- 300+ predators were identified
- During the 1 year look back window in '03, 1,150 survivors filed claims

Q: Is there a need for further Civil SOL reform?

A: Criminal and civil proceedings provide different solutions and both are needed for justice to be served. Criminal prosecutions are at the discretion of prosecutors and law enforcement with limited resources and are often not pursued. If pursued, the remedy is a criminal sentence for perpetrators. Civil suits empower victims to initiate a court case to shift the cost from the victim to those who caused the harm.

Q: How will the lookback window impact institutions that provide education and social services to low-income individuals and communities?

A: Many institutions receive a large percentage of their funding from government agencies as payment for services provided. This bill would have no effect on that funding or the ability to provide those social services. For example, nearly 77% of Catholic Charities revenue comes from governmental agencies. In rare circumstances, an organization may choose to seek legal relief under the bankruptcy code to reorganize their debt. This legal relief does not cause operations to close.

Q: In 2017, did the Maryland General Assembly intend to include a “statute of repose” in the legislation?

A: A “statute of repose” gives constitutionality protected property rights to a defendant. It is intended to be used in product liability cases to limit the length of time that the builder or inventor may be held responsible for problems or defects. It was never intended to protect wrongdoing by sexual predators and those that protect them from prosecution or discovery. In 2017 There was no discussion or debate of the constitutional implications of the “statute of repose” in committee or on the floor of either chamber. Neither the Fiscal and Policy Note, nor the Revised Fiscal and Policy Note, make any notice of the pivotal constitutional implications to this law. Neither the constitutionality of a lookback window nor a “statute of repose” in child sexual abuse cases has been decided by the Maryland courts. Constitutionality should be determined by the courts. The Hidden Predator Act (SB134 & HB263) removes the “statute of repose” language making it clear to the courts, the public, and survivors that the Maryland General Assembly did not intend to vest constitutionally protected property rights in child sexual predators nor the individuals and organizations that hid predators from discovery and prosecution.

Q: How will this bill help Maryland prosper?

A: The average age for adults to disclose childhood sexual abuse is 52. Research shows that children who experience an Adverse Childhood Experience (ACEs) can have poor long-term mental and physical health, educational, and employment outcomes at enormous cost to individuals and the state. The trauma from childhood sexual abuse may lead to PTSD, alcohol and opioid abuse, depression, suicide, and poor educational and employment outcomes. The lookback window provides survivors a window of time to access justice and shifts the costs of healing to those who caused the harm. It also provides protection for our children who may still be at risk from formerly unknown abusers and leads to improved institutional practices that keep children safe from sexual predators.

For additional information, please contact the State Council for Childhood Abuse and Neglect (SCCAN):
 Claudia Remington, Executive Director | Claudia.Remington@maryland.gov





Annual Board Meeting Minutes

October 20, 2020

5:30 p.m. to 6:15 p.m.

Location: Zoom

MEMBERS PRESENT: Jeanne Aarsand, Sally Bauer, Doug Brinkley, Brad Downs, Stephanie Adler, Kyle Gore, Charlene Hayes, Chris Johnson, Sarah Kahl, Pat Kirk, Gary Marino, Tom McDonald, Hunter McIntyre, Stephanie McCormick, Mike Medinger, John Meyerhoff, Andrew Michael, Sean Murphy, Tom Peltier, Linda Robeson, Scott Robinson, Charles Roebuck, Ann Rosenberg, Steve Shaw, Betsy Sherman, Josh Slater, Lois Shofer, Xandy Waesche, Sarah Sheckells, Brian Weatherford, Sarah Woods, Stefanie Woodhouse, Liz Wurster

MEMBERS EXCUSED: Paul Cooper, Peter Fillat, Tom Hauser, Dennis Graul, Adrian Johnson, Ellen Macks, Erik Nachbahr

STAFF PRESENT: Pat Cronin, Mary Francioli, Stacey Brown, Allie Cook, Erik Weber, Connie Anderton, Kelley Harrison, Phil Saracino

AGENDA

- | | |
|--|----------------|
| I. Welcome – Sally Bauer | 5:30 – 5:45 pm |
| 1. Great Chefs' Update | |
| 2. Holiday Shop | |
| II. Mission Moment – Stacey Brown | 5:45 – 5:50 pm |
| III. Consent Agenda – Sally Bauer | 5:50 – 5:55 pm |
| 1. Approval of Minutes from June 2, 2020 Annual Board Meeting | |
| 2. Approval of Executive Committee Minutes | |
| IV. Moving Families Forward Update – Pat Cronin | 5:55 – 6:05 pm |
| 1. FY20 Impact | |
| 2. FY21 Plan | |
| 3. Strategic Plan | |
| V. Treasurer's Report – Chris Johnson | 6:05 – 6:15 pm |
| 1. Audit Report – Clean/Unmodified | |
| 2. Operating Results | |
| VI. Lace Up to End Child Abuse – Stefanie Woodhouse, Kelley Harrison | 6:15 – 6:25 pm |
| 1. Sponsors to-date | |
| 2. Opening Ceremony | |
| 3. Team Competition | |
| VII. One Thing – Mary Francioli | 6:25 – 6:40 pm |
| VIII. Discussion – Sally Bauer | 6:40 – 7:00 pm |
| 1. A Virtual Evening to Give Thanks – November 19, 2020, – Via zoom | |
| 2. Administrative Tasks – Conflict of Interest sent electronically, Fall Appeals | |
| IX. Executive Session – Sally Bauer | 7:00 – 7:15 pm |
| X. Adjournment | 7:15 pm |

SAVE THE DATE!!

An Evening to Give Thanks – **Thursday, November 19, 2020 at 6:30pm** – Via Zoom
 General Board Meeting – **Tuesday, January 19, 2020 at 5:30 pm** – via Zoom

Recorder: Allie Cook

ISSUE #1: Welcome, Great Chefs Update, Holiday Shop

SUMMARY OF DISCUSSION: Sally Bauer thanked everyone for joining and wished Ann Rosenberg a happy birthday. This is the first official board meeting of the year and the first one Rick Barth is attending. He has been on the program committee for years and we are thrilled to have him. His input will be invaluable. Rick said it is a privilege. Sally did some housekeeping for how we plan to have a successful meeting. We are going to try not to interrupt the speaker. Write your questions down or raise your hand and then we will take all of the questions at the end. We do not want people talking over each other, but we want to be sure everyone is heard!

Sally started with some good news. We are scheduled to host Great Chefs' on Monday, April 26th. We are thrilled to have for the first time, honorary chairs Betsy and George Sherman, Pat and Don Kirk, BJ and Bill Cowie, and Tom and Jaimie McDonald. John Meyerhoff and his wife, Lenel will chair along with Ashton and Becky Newhall from Greenspring. Big thanks to Jeanne and Steve for helping confirm the Newhall's. We are still looking for a third chair, we should know next week. We have an ask out but if it does not work out, we will let the board know.

Sarah Woods is reporting on the theme. We started working on the theme early this year. The theme is community is alive. The colors will be black, white and gold. A number of auction items have been transferred from last year to this year. We are lucky to have Ellen Brinkley and Carole Obrecht working on logistics already. We have raised \$325,000 already from sponsors. We have obviously have been working with Planit for design but also for the video this year. Hopefully we will be in person this year, even if we have to move the event outside.

Thanks to Lindsay Jacks for spearheading the Holiday Shop. We know there is a pandemic but this is a really hard time, so we need to make sure we make the shop the best ever although it will look really different. The goal, now more than ever is to relieve the financial burden for families. We will have parents fill out a website form to let us know kids' names, ages and a little bit about what they like. Our employees will help them if they need technology assistance. From the other side, the parents will virtually shop. From December 7 – 16 they will shop via zoom or facetime so they can see what they are actually getting. From the 16th to the 23rd we will decorate the court yard and can pick up their packages in a safe environment. Lindsay has an "elf" working with her this year, thanks Kelley! We can't think of anyone else better to help. We needed some fresh ideas to keep families safe but give them the same help, so we will need a lot of help with donations this year. Some of the companies we reach out too are not in the office, so we are a little worried about collecting enough. We will not know the numbers until November 30th. This is only a week and a half before the shop physically opens. Sally Bauer asked if any board members need to help her with handing out the gifts. Any board members can help with prepackaged goodies that they can grab from outside the building. We are hoping to turn this into a winter wonderland. We can only really use staff and board to volunteer this year, we cannot bring in outside volunteers this year. We will send out a sign up for staff and board. We will send the amazon wish list and a target wish list soon. It will also be on social media and emailed out. We are online shopping everywhere and not just amazon. If anyone has questions send Lindsay and email. We will all really need to support Lindsay with this effort.

ISSUE #2: Mission Moment

SUMMARY OF DISCUSSION: Stacey asked everyone if they had a piece of paper. This will give us an idea of why we do what we do. Fold the paper in half, then again, a few more times. Now open up your paper and fold it exactly as you did before. Open it up again and fold it a completely different way, now it's all messy and harder to do. Now fold it back to how it was the

first time if you can. Don't know if you can? It was different. The first time you folded it back the way that it was, it was harder when you tried to change it. This explains why we do things; we are taught things and do them a certain way it is hard to do things differently. When we make changes within ourselves and when ask our parents to change. We try to teach people there are other ways to do things, we know that behavior is learned.

ISSUE #3: Consent Agenda

SUMMARY OF DISCUSSION: Sally asked everyone to take a few minutes to review the minutes from the last board meeting and the executive committee meeting. Sally asked for an approval of the general board meeting minutes, Lois Shofer motions to approve, John Meyerhoff seconded. Sally asked for an approval of the executive committee meetings, John Meyerhoff approved, Lois Shofer seconded.

ISSUE #4: Moving Families Forward Update

SUMMARY OF DISCUSSION: Pat Cronin started with her updates on the impact we have had in FY20. The board looked over a dashboard showing numbers served in the different program area's of The Family Tree. After we had to shut down our programs briefly, we were very worried we would not hit our goals this year, but as everyone can see, we did. We are so proud of our program staff for the hard work they did. Stacey told the board that the chart on the bottom right shows the quarterly breakdowns. We reminded the board that these numbers were established in our strategic plan and we are proud to say we accomplished this. Charlene Hayes asked if this is a unique number or if it overlaps.

Pat began updating on the strategic plan.

Family Impact: Pat said BCCRC could have some overlapping numbers as well as outreach and training, but parenting ed, and home visits are all unique. Pat then went on to show our progress through the first quarter of FY21. For Family Education and Support we are at 37% of our goal, and for Community Outreach and Services we are at 19% of our annual goal. Overall, we are 23% to our goal. For our goals this year, we did drop a little bit in order to be realistic. In other news, Family Connects Maryland just received a great grant that will allow us to serve Baltimore County. We hired two new nurses and medical director. We are going through our first recredentialing with this program that is taking up a lot of staff time. For BCCRC, our newest program that provides technical assistance, training and mental health assistance in Baltimore City to in home and day care providers. Our resource center, PG county and Baltimore County, are creating a shared data base to manage people in child care, but will also help provide training on how to collect fees and other administrative tasks that family child care providers have trouble with. Another new program, Kids care Plus is thriving. We are official open everyday we have about 10 kids with us. As of September 1, we are providing a learning hub for children K-2nd grade. Our Family Education department has been doing virtual classes but for a few families that have a lot of technology issues we will be providing one in person class a week. We have also been funded by United Health Care to deepen our services in PG and Balt County.

Community Impact: This year we will need to recredential our Ace training curriculum. We are looking into how to get our hands around corporal punishment. We are hoping to populate a campaign along with Scott Krugman and PCAA around Marylanders opinions. Thank goodness we had a technology plan to reach families where they are. If we didn't, we would not have been able to transition to serve our families virtually.

Societal Impact: We will work with our partners to see how to manage what we do with the general assembly. We know we will not be invited to join them, but we will again be working to get the statute of limitation passed again this year.

Strategic Plan: We will work on a strategic plan this year and a new three year ask.

Two other announcements: Thanks to Sally Bauer, we received a \$50,000 grant for Family Ed.

The other announcement, is about George Sherman and the accident he had. Some board members are aware and other are not. He is in a rehab center in Philadelphia. Betsy can only see him two hours a day as of now. Mary will send out the address if anyone wants to contact him. Sally asked everyone to take a minute to wish George and Betsy the best. It will be a long recovery.

ISSUE #5: Treasurer's Report

SUMMARY OF DISCUSSION: Phil Saracino gave an update on finance. The Auditors, Karen Hoffman and Tom Klien presented the FY20 Audit to the finance committee and the Executive Committee. The Finance Committee went through it really closely. The auditors gave an unmodified opinion which is the best they can give. Overall, the organization had a \$30,000 operating loss, but considering the timing of donor designations, this is really good. Due to the board generosity, we had a great cash flow and thanks to PPE. The organization's financial position remains on very solid footing and it maintains ample cash reserves. For the year, program expenses equaled 76% while admin was 13% and Fund raising 11% of total expenditures. The auditors also reviewed the notes to the financials and no management letter will be issued. The committee reviewed the audit as presented. Last year, we received more than \$750K of federal Grant money so we needed to have a bigger, more extensive audit and got a clean opinion. They reviewed the basic set of financials, there will be another one that will be done for federal government purposes. We will be sure to forward that to the finance committee. If anyone has any questions, email Phil.

The Finance committee also reviewed the FY21 first quarter. We received a \$336K financial loss these were not unusual for the first Quarter of the year for TFT. When we add back \$155,000 of restricted funds that can be released the remaining loss is not unusual for the first quarter of the year. Our revenues tend to be seasonalized towards the 4th quarter. The committee then reviewed a Statement of Financial Position that outlines the organization's Assets and Liabilities through 9/30/20. It shows the continued strength of the organization's finances. The organization had almost \$5.7 million dollars in current assets versus only \$903,000 in current liabilities. We have not had the cash flow issues that we were expecting. As a result of unexpected cash inflows (including UHC Foundation 95K) the organization also remains liquid with 144 days in operating cash at the end of the quarter and do not anticipate any cash flow issues for the coming fiscal year.

The finance committee also reviewed the investment portfolio, we were up about 5.9%, a little less now that we are at the end of September. We will keep everyone posted about how the investments are going. Sally asked how the grants are going? Are we getting more grant requests out or less? We have had a lot of meetings that Pat and Mare have been involved in. Phil said there was concern about government funding not re-upping, but we actually have more government grant dollars this year than we did in the last 6 years. Private foundations have been incredibly busy. A few have put their money on hold on priorities and shifted to COVID response and we have received a few of those new ones that have come up for COVID relief

funding. We have reached out to the Hurst Foundation that we can apply to every 4 years. We are starting to talk with them about a new ask. So far so good for Private Foundations.

ISSUE #6: Lace Up to End Child Abuse

SUMMARY OF DISCUSSION: Stefanie Woodhouse and Kelley spoke about Lace Up. Stef told the board the great news to report. We have \$35,000 in sponsors so far. We have already bumped up our peer to peer goal from \$10,000 to \$20,000 and are 55% to this goal, raising \$11,000 so far. We have to shout out to the big teams, Team Harrison, Team Rosenberg, the Kappa Delta, Bowers Powers, Thyme to Get Fit, Waecshe's walk. If you have not joined to signed up to run walk, bike, make sure you join a team or start your own. This Saturday is the official kick off. We have a lot of great people who will be involved in our kick off video. CJay will do a warm up, Pat and Stacey will speak, Elmo and Juan Dixon. We are thankful for your participation. If you are participating tag us on social media or email pictures them to Kelley Allie or Erik. Stef is so excited for this event that we have been talking about for years finally happening. This has been a silver lining during COVID. We are excited to see a lot of new names donating and joining teams. If you raise over \$100 you will get a tshirt. We will get these in the mail soon. The board asked if we can we send out instructions on how to join a team. We will send these out and make it simple and easy. Sally thanked Kelley and Stef for their hard work and the Rosenbergs for Brents name and being a strong sponsor and leading fundraiser for the event.

ISSUE #7: One Thing

SUMMARY OF DISCUSSION: Mary spoke about providing an easy way for each board member to make a difference. We have a GC chair search, Evening to Give thanks, prospect or donor meetings get set up. Expanding our reach in AA county, GC sponsors, build up NGN. We are so thankful for all the help and especially new ideas are amazing. Donating to the Holiday Shop and strategies to make it a success. Thanks to everyone who helped, and it is not too late to send your emails in to Mary. 20 out of 40 responses is not bad. Mary will follow up with anything that needs follow ups. Sally said thank you to everyone who responded and all the good feedback. We are trying to get bigger and better, and mostly better.

ISSUE #8: Other Discussions

SUMMARY OF DISCUSSION:

Evening to Give thanks: This will be on zoom on November 19th. Jeanne spoke about the differences this year. It will be yet another virtual event, but we want to make it different. We know this is a time to thank our supporters more than ever. We will have some of it be live and some will be prerecorded. We will do the pumpkin pies again and had some Champagne donated. It will be a lot of work but it is really appreciated by our supporters. We were hoping it would be in person, but we will still try to make it heartfelt. The three awards are: Sherman Mission Maker to M&T, Meyerhoff Public Servant – Zeke Cohen, Pat Kirk Volunteer of the Year Award – Kristy Erikson at Miles & Stock who has helped with HR policies and work pro bono for over 20 years. This is the third year we have done this to really say thank you to our donors, no asking, only giving back. This will again be held the Thursday before thanksgiving. There is nothing more important than thanking someone. We will really need to thank those donors who help like the Graul's and Jeanne for the idea to do this and all her work that goes into getting it all done.

There will be a conflict of interest sent to all board members electronically from Connie, please be sure to sign that and connect with Connie for your board solicited appeals if you have not already.

Sally wanted to end on a positive note, we have done really well. The board attendance records are wonderful which really means people are engaged and contributing in any way they can. The staff have gone above and beyond working with our families that have limited access to technology and you are able to make it work. Our funders have not stopped giving, this is the most important time in TFT history. Let's pause and give thanks for what we have and give thanks for our family and our health. Thanks again for all you do for TFT.

The staff left the meeting for the board to have a closed session.

The meeting adjourned at 6:35pm.



The Family Tree

Raising families up.

Executive Committee

Tuesday, January 12, 2021 12:00 p.m. – 1:30 p.m.

MINUTES

MEMBERS PRESENT: Stephanie Adler, Steve Shaw, Gary Marino, Sally Bauer, Kyle Gore, John Meyerhoff, Tom McDonald, Jeanne Aarsand, Sarah Woods, Stephanie Woodhouse, Chris Johnson, Tom Peltier, Charles M. Roebuck, Stephanie McCormick, Charlene Hayes

MEMBERS EXCUSED: Tom Hauser

STAFF PRESENT: Pat Cronin, Mary Francioli, Stacey Brown, Jennifer Wolff, Phil Saracino, Kelley Harrison

AGENDA OVERVIEW:

TFT leads Maryland in preventing child abuse, connects caring communities and builds strong families to improve society for generations to come.

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|------|--|-----------------------------|
| I. | Mission Moment -Stacey Brown | 12:00 -12:10 pm |
| II. | Approval of October 13, 2020 Minutes – Sally Bauer | 12:10 -12:15 pm |
| III. | President's Report – Sally Bauer | 12:15 -1:00 pm |
| | A. An Evening to Give Thanks | |
| | B. 30 th Annual Great Chefs' Dinner | |
| IV. | Executive Director Search-Sally Bauer & Charlene Hayes | 1:00 -1:10 pm |
| V. | Executive Director's Report – Pat Cronin | 1:10 -1:20 pm |
| | A. FY 21 Performance Update | |
| | B. Public Policy Agenda | |
| | C. FY22 Planning | |
| VI. | Brief Committee Report | 1:20 -1:30 pm |
| | Finance and Facilities Committee | Chris Johnson/Phil Saracino |
| VII. | Closing Remarks—Sally Bauer | 1:30 pm |

SAVE THE DATE!!

Tuesday, January 19th at 5:30 pm – General Board Meeting Zoom

Tuesday, March 23, 2021 – Noon, Executive Committee

30th Annual Great Chefs' Dinner TBD

Recorder: Jennifer Wolff

Executive Committee Minutes

January 12, 2021

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ISSUE #1 – Welcome**SUMMARY OF DISCUSSION:**

Sally welcomed the group and Jennifer Wolff did a roll call.

ISSUE #2 –Mission Moment

SUMMARY OF DISCUSSION: Stacey Brown, Director of Programs and Research, reported on the Holiday Shop. Lindsay Jacks, our Volunteer Coordinator, did a fantastic job this year by organizing parents to “shop” virtually and then select a time to for ‘curb side’ pick-up of their items. Lindsay decorated the courtyard for when parents arrived. Even with the pandemic we were able to serve 102 families that includes over 265 kids. Each child received 4 toys and 1 stuffed animal. Each family also received 2 board games. Stacey thanked all of the board member because this couldn’t have been done without all of their donations of toys and cookies.

ISSUE #3: Approval of October 13th Minutes

SUMMARY OF DISCUSSION: Minutes were approved as submitted.

ISSUE #4: President’s Report

SUMMARY OF DISCUSSION: Sally reported on the following:

- a. An Evening to Give Thanks: Sally thanked the board for all of their work to deliver boxes to our guests. We had great feedback. Jeanne, who chaired the event, said it was such a pleasure and it was nice to see people from a distance when dropping goodies off. The program was very heartfelt.
- b. Great Chef’s: Due to the ongoing pandemic, it will not be possible to host a live 30th Great Chefs’ Dinner this spring. Without Great Chefs’ we can anticipate sizable reduction in event revenue (\$350k in sponsorship alone). Mary presented three options (proposal filed with minutes) for the committee to consider: 1. Move date for 30th GC Dinner to the Fall of 2021, date TBD and location would be outside; 2. Skip GC in 2021, instead launch a major donor program campaign that would allow us to make up some revenue from not having Great Chefs’. The 30th will occur in April 2022; 3. Have a virtual 30th GC Dinner in the Spring. Sally asked each Committee member to provide feedback. There was agreement that 30th Great Chefs’ dinner, our signature event, would be cancelled in 21 and be held in Spring, 2022 when there is more stable community health. The Committee agreed to establish a Fall 2021 event that was outdoors, less formal and could serve as a ‘welcome back’ from COVID party and recognize Pat’s tenure and introduce new ED. Although no event will occur in 2021, sponsorship can be solicited and booked for 2021. Sally thanked everyone for their ideas. Sally asked that Mary send to the Committee for their approval the decisions made this afternoon. With the Committee’s final approval, we can present at next week’s General Board Meeting.
- c. Executive Director Search-Sally announced that after due diligence including a thorough review of references, we have selected Kittleman Firm to secure new Executive Director. We expect to have a new ED selected by May 15th. Charlene reported we have received a draft agreement from the firm. They have been very responsive and seem very vigilant in

Executive Committee Minutes

January 12, 2021

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finding the right person to fulfill the position. They want to speak with board members as well as anyone outside of the organization that may be helpful in finalizing job. The firm will guide selection of members to join the selection committee. Amy Smith is the manager of our search. There were no further questions from the board about this process.

ISSUE #5: Executive Director's Report

SUMMARY OF DISCUSSION: Pat thanked everyone for all their input on ideas regarding Great Chefs'. We currently have had no transition in staff and are continuing to provide services both virtually and in-person with Kids Care Plus. Pat provided these updates. We were alerted this week from the Baltimore City Health Dept that The Family Tree staff are eligible to receive the Covid-19 vaccine. Our accreditation with Duke University (Family Connects Maryland) will occur during the next 6 months, minimally. FCM's evaluation (Baltimore Babies Project) by MD School of Social Work is wrapping up its study. Preliminary findings will be reviewed at the Program & Research Committee in February. Because of the pandemic the study was interrupted, and the focus will be the impact the pandemic has had on new moms. TFT will also be re-accredited by Prevent Child Abuse America this June.

Stacey gave an overview of the program dashboard (filed with minutes). We have hit 80% of our goals so far. Numbers were coming in low during the beginning of the pandemic, increased in the summer but we have noticed a decline in numbers this fall. Staff are aggressively reaching out to referrals sources and community partners to insure we can reach families during this stressful time.

ISSUE #6: Finance & Facilities Committee Report- only report due to GCs' Discussion

SUMMARY OF DISCUSSION: Phil provided a brief overview.

- a. YTD Performance FY 21: Through December 31, the organization experienced a \$673,000 loss. However, when we add back revenues of \$310,000 that was attributable to FY 21 but previously recorded, the remaining loss was not unusual as our revenues tend to be seasonalized toward the second half of the year. Based on current projections it does not appear as though we will need to access program reserves. However, should the Great Chefs' event not occur in FY 21 as scheduled, it could result in unexpected net losses. From a cash flow perspective, we do not feel that FY 21 will be an issue. If it becomes an issue, we have options like the line of credit or the NEXT GEN fund that are easily accessible.
- b. Statement of Financial Position is strong. It includes over \$1.2 million in operating cash, \$3.2 million in Investments and \$1.5 million in fixed assets. The organization has \$937,000 in Liabilities, the largest of which is the PPP loan. We hope to have the forgiveness application submitted by the end of January. Another round of PPP will be made available shortly. We believe we are eligible. Phil asked if the Committee would approve TFT to move forward with a second PPP loan. He anticipates the loan amount of approximately \$600k which we would seek forgiveness.
- c. **APPROVAL OF MOTION:** Sally asked for a motion to be made to approve TFT to apply for a second round of PPP loan from M&T. A motion was made, seconded and the Committee unanimously approved for TFT to seek a second PPP loan.

Executive Committee Minutes

January 12, 2021

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- c. Investment Update: At November 2020, the entire portfolio was up 7.5% and up 11% fiscal YTD. It is invested 73% in equities and 27% in Fixed Income in compliance with our investment policy and 52% in actively managed fund versus 48% passively managed. Compared to a blended index that mimics our investment policy, our portfolio's performance is slightly lower at the 1- and 3-year marks but slightly ahead at the 5-year mark. Investment Committee conducted its annual review with MS Team. The Investment Committee agreed with MS minor recommendations that essentially took some gains off the table in our international sleeve and re-invested the proceeds into small/mid cap and value portions of the portfolio.

In closing, Sally asked any other Committee Chair if they had any announcement. With no other comment, Sally thanked everyone and ended the meeting at 1:35p.m.

Unaudited

The Family Tree Operating Results - General Fund 6 Months Ended, Dec 2020

Dec-20 YTD	Dec 2019 YTD	Variance	
		YTD \$	YTD %
660,858	691,812	(30,954)	-4.47%
257,334	82,450	174,884	212.11%
150,759	204,000	(53,241)	-26.10%
55,771	46,679	9,092	19.48%
23,199	59,050	(35,851)	-60.71%
50,000	26,000	24,000	92.31%
1,197,921	1,109,991	87,929	7.92%
1,308,768	1,213,433	95,335	7.86%
201,348	199,768	1,579	0.79%
136,942	125,385	11,557	9.22%
31,171	1,841	29,330	1593.46%
7,425	10,100	(2,675)	-26.49%
183	16,593	(16,411)	-98.90%
1,710	29,090	(27,380)	-94.12%
7,646	10,396	(2,750)	-26.45%
9,274	13,836	(4,562)	-32.97%
17,492	23,234	(5,742)	-24.71%
50,240	118,988	(68,748)	-57.78%
3,434	5,291	(1,857)	-35.11%
6,779	22,840	(16,061)	-70.32%
16,389	44,537	(28,148)	-63.20%
17,378	25,497	(8,119)	-31.84%
2,581	5,561	(2,980)	-53.59%
1,092	1,167	(75)	-6.39%
12,989	15,783	(2,794)	-17.70%
1,832,840	1,883,340	(50,500)	-2.68%
(634,919)	(773,349)	138,429	-17.90%
52	232		
8,528	14,570		
47,000	48,000		
(673,444)	(806,547)		
309,500	412,219		

	Annual Projection	Approved FY 21 Annual Budget	Variance Projected Vs. Budgeted	
			\$	%
Government Grants	1,429,858	1,408,764	21,094	1.50%
Foundation Grants	447,334	425,000	22,334	5.26%
Contributions	850,759	875,000	(24,241)	-2.77%
Fund Raisers (Net)	830,000	830,000	(0)	0.00%
Program Fees	77,199	113,000	(35,801)	-31.68%
Endowment Revenue	50,000	45,000	5,000	11.11%
Program Reserves	0	33,636	(33,636)	
Total Revenue	3,685,150	3,730,400	(45,250)	-1.21%
Salaries	2,658,768	2,550,349	108,419	4.25%
Benefits	430,848	440,340	(9,492)	-2.16%
Professional Fees	186,942	187,344	(402)	-0.21%
Staff Training	32,171	25,000	7,171	28.68%
Volunteer Stipends	15,425	25,000	(9,575)	-38.30%
Volunteer Training/Spt./Recog	2,183	10,000	(7,818)	-78.18%
Travel	9,210	35,000	(25,790)	-73.69%
Participant Supplies	20,146	35,000	(14,854)	-42.44%
Supplies	22,274	33,000	(10,726)	-32.50%
Communication	33,492	34,282	(790)	-2.30%
Equipment Rental/Maint.	101,240	112,278	(11,038)	-9.83%
Marketing/Public Relations	18,434	20,000	(1,566)	-7.83%
Printing	21,779	36,000	(14,221)	-39.50%
Occupancy	45,889	99,286	(53,397)	-53.78%
Insurance	33,378	36,000	(2,622)	-7.28%
Dues/Subscriptions	10,081	20,000	(9,919)	-49.60%
Delivery	2,592	2,500	92	3.68%
Miscellaneous	25,989	29,021	(3,032)	-10.45%
Operating Expense	3,670,840	3,730,400	(59,560)	-1.60%
Net Operating Income (Loss)	14,310	0	14,310	
Gain (Loss) On sale of Gifted Stock				
Investment Income				
Depreciation Expense				
Net Income/(Loss)				
Net effect of Restricted Funds				
Restricted Funds		Amt Restricted	Est Release	
FY 21 Contribution Pledge		221,000	110,500	
FY 21 Event Pledge		353,000	176,500	
FY 21 Abell Foundation		15,000	7,500	
FY 21 Blaustein Foundation		25,000	12,500	
FY 21 Myers Foundation		5,000	2,500	
Net Restriction		619,000	309,500	

**Cash/Investment Balances
as of Dec, 2020**

		July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
Operating Cash (including MMA at MS)	FY 2019	1,437,435	1,385,162	1,238,580	1,244,936	1,176,130	1,080,558	1,311,239	1,524,936	1,268,849	1,349,151	1,496,890	1,287,945
Operating Cash (including MMA at MS)	FY 2020	1,107,673	862,036	798,115	890,694	858,371	933,389	901,225	1,017,677	986,651	1,673,807	1,636,790	1,458,348
Operating Cash (including MMA at MS)	FY 2021	1,576,832	1,642,537	1,469,656	1,489,315	1,577,667	1,381,209						
Building	FY 2019	106,541	102,474	102,474	102,474	102,474	102,474	97,934	97,934	89,279	81,804	81,804	76,084
Building	FY 2020	68,324	68,324	93,324	92,159	92,159	92,159	92,159	92,159	92,159	87,987	87,987	87,987
Building	FY 2021	87,987	87,987	83,815	83,815	83,815	83,815						
Next Generation	FY 2019	1,790,557	1,819,009	1,818,951	1,697,253	1,701,697	1,559,453	1,688,270	1,731,873	1,715,800	1,746,638	1,724,822	1,763,535
Next Generation	FY 2020	1,761,557	1,755,946	1,772,657	1,796,376	1,826,100	1,865,755	1,857,690	1,754,019	1,577,687	1,695,100	1,654,523	1,772,223
Next Generation (FMV 12/31/20)	FY 2021	1,837,786	1,885,671	1,856,331	1,834,115	1,984,241	2,054,320						
Weinberg Endowment	FY 2019	1,104,618	1,121,636	1,070,345	1,000,265	1,004,161	923,458	998,634	1,024,200	1,017,574	1,036,841	1,022,523	1,045,900
Weinberg Endowmwnt	FY 2020	1,044,776	1,039,356	999,917	1,012,811	1,028,349	1,051,412	1,044,373	989,963	892,080	957,512	935,742	1,002,539
Weinberg Endowmwnt (FMV 12/31/20) Draw in 9/20	FY 2021	1,040,813	1,067,090	1,001,740	991,900	1,070,554	1,105,738						
Total	FY 2019	4,439,151	4,428,281	4,230,350	4,044,928	3,984,461	3,665,943	4,096,077	4,378,943	4,091,502	4,214,434	4,326,039	4,173,464
Total	FY 2020	3,982,330	3,725,662	3,664,013	3,792,040	3,804,979	3,942,715	3,895,447	3,853,818	3,548,577	4,414,406	4,315,042	4,321,097
Total	FY 2020	4,543,418	4,683,285	4,411,542	4,399,145	4,716,277	4,625,082						
Days of Operating Cash @ month End FY 19		165	159	142	143	135	124	151	175	146	155	172	148
Days of Operating Cash @ month End FY 20		102	79	74	82	79	86	83	94	91	154	151	134
Days of Operating Cash @ month End FY 21		154	161	144	146	154	135						
Days of operating Cash rolling six months avg		130	141	150	148	149	149						

Denotes Highest value over 3 year timeframe



Denotes Lowest Value over 3 Year timeframe



The Family Tree
Portfolio Net Worth & Performance Summary
As of 11/30/20

	Balance	Balance	Performance Summary *			Dividends & Cap Gains	
	11/30/2019	11/30/2020	Month	Fiscal YTD	Basis	Month	Fiscal YTD
Morgan Stanley Money Market Fund	\$ 200,058	\$ 228,962				\$ 3	\$ 16
Next Generation Fund:	\$ -						
Morgan Stanley	\$ 1,826,100	\$ 1,984,241	8.2%	11.9%	19.2%	585	\$ 6,065
	\$ -	\$ -					
Total Next Generation:	\$ 1,826,100	\$ 1,984,241	8.2%	11.9%	19.2%	585	6,065
	\$ -						
Weinberg Fund:	\$ -						
Morgan Stanley	\$ 1,028,349	\$ 1,070,554	7.9%	11.7%	23.7%	378	\$ 3,413
	\$ -	\$ -				-	
Total Weinberg:	\$ 1,028,349	\$ 1,070,554	7.9%	11.7%	23.7%	378	3,413
TOTAL BALANCES	\$ 3,054,507	\$ 3,283,757	7.5%	11.0%	20.7%	\$ 966	\$ 9,494

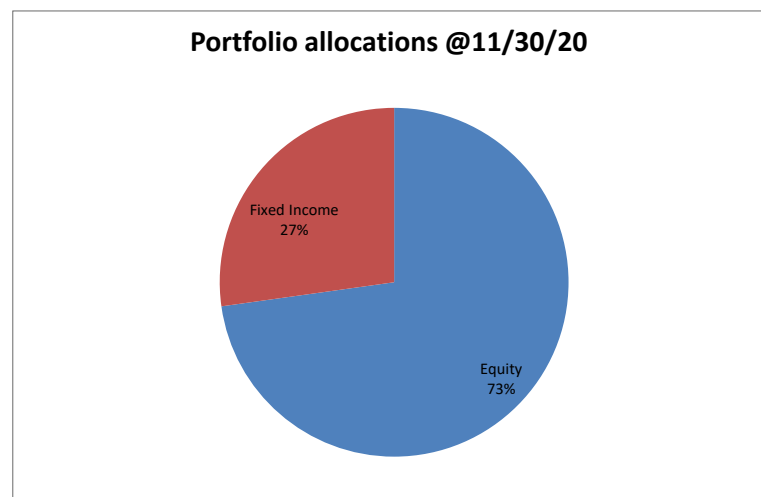
Weinberg Endowment Draw 9/20 \$50,000

*After netting for Fund Transfers, additions and Drawdowns but inclusive of Dividends and CG

Percent of Balance Active vs Passive	Active	Passive
Next Generation	50%	50%
Weinberg	55%	45%
Total	52%	48%

Portfolio Performance & Advisor Fees @ 11/30/20				
	CYTD	1 Year	3 Year	5 Year
Advisor Fees	\$ 17,539	\$ 17,539	\$ 59,869	\$ 103,375
TFT Performance	6.5%	8.8%	6.2%	8.3%
TFT Performance (With Fees added back)	7.1%	9.4%	6.9%	9.2%
Performance of the Blended Index in IP	7.7%	9.7%	7.8%	9.0%

Portfolio Allocations (Weinberg)	Value \$	Percent
Equity	\$ 753,644	70%
Fixed	\$ 316,910	30%
Total	\$ 1,070,554	100%
Portfolio Allocations Next Generation		
Equity	\$ 1,470,018	74%
Fixed	\$ 514,223	26%
Total	\$ 1,984,241	100%
Portfolio Allocations Combined		
Equity	\$ 2,223,662	73%
Fixed	\$ 831,133	27%
Total	\$ 3,054,795	100%



CORPORATE RESOLUTION OF
(The Family Tree, Inc.)

I, Sally Bauer, do hereby certify the following:

1. I am the duly elected and acting President of the Board of The Family Tree, Inc., a corporation organized and existing in good standing under the laws of the State of Maryland (the "Corporation").

2. Paragraph three below constitutes a true and correct statement of the resolutions (the "Resolutions") which were duly adopted by the Board of Directors of the Corporation at a meeting held on January 19, 2021.

3. **RESOLVED:** That the Corporation is hereby authorized to apply for and accept financial assistance (the "Award") from the Department of Housing and Community Development of the State of Maryland (the "Department") for the implementation of a project (the "Project") further described in the Application dated November 19, 2020. (the "Application"), which Award shall be upon those terms and conditions as the Corporation shall deem appropriate;

FURTHER RESOLVED: That the Corporation is hereby authorized to accept the Award on such terms and conditions as the Department and the Authorized Officer(s) (as identified and defined below) shall deem appropriate for financing the Project;

FURTHER RESOLVED: That the approval of this Board of Directors is hereby deemed conclusively evidenced by the execution of any and all documents required to effectuate the Award, including, without limitation, letters of agreement, award agreements and any other documents pertaining to the Award, by the Authorized Officer(s) of the Corporation, and the President of the Board is hereby authorized to attest to the signatures of the Authorized Officer(s) and to certify a copy of these resolutions to any party having a valid interest therein.

FURTHER RESOLVED: That the Board of Directors approves the inclusion of a confession of judgment clause in favor of the Department, and the execution and delivery of the Award documents, including a confession of judgment clause by the Authorized Officer(s), shall be conclusive evidence of approval.

4. The Resolutions have not been amended, rescinded, or modified and are in full force and effect on the date hereof in the form originally adopted, and are in conformity with the Corporation's Articles of Incorporation and By-Laws.

5. The Articles of Incorporation dated July 1, 1997, and the By-Laws dated June 20, 2017, all of which were submitted to the Department on the 7th day of May, 2019, have not been amended, rescinded, or modified and are in the full force and effect on the date hereof.

6. The following persons are (i) duly elected, qualified, and acting officers of the Corporation in the capacity indicated or are otherwise authorized to execute and deliver documents on behalf of the Corporation for the purpose of binding the Corporation (the "Authorized Officers"), and (ii) the signatures set forth after their names and titles are their true and genuine signatures:

Name	Office/Title	Signature
Mary Francioli	Director, Development & Comm	
Phil Saracino	Director, Finance	
Patricia Cronin	Executive Director	
Constance Anderton	Annual Fund Manager	
Allie Cook	Development & Comm. Assoc.	

WITNESS, my signature and the seal of the Corporation this 19 day of January, 2021.

Note: This will be signed at the Board Meeting January 19, 2021. Executive Committee Approval has been given to submit the application.

 (SEAL)
 [Signature of Person A Named Above]

Great Chefs' Options for FY 2021

There is a consensus that most folks will be reluctant to attend a large event until we have herd immunity. The Governor's plan does not have the public immunized until Phase 3, estimated April/May of 2021 Therefore, a typical spring GC Dinner will not be possible. This document will outline our suggested next steps.

Financial Overview

GC Revenue in FY21 Budget: \$800,000 net

Sponsors	\$702,000
Tickets	\$ 9,000
Live	\$100,000
Silent Auction	\$ 50,000
Donation	\$ 6,000
Fund a Need	\$ 40,000
TOTAL	\$907,500
Expenses	\$100,000
Net Expenses	\$807,500

Raised to date in sponsorships: \$350,000

Left to raise in sponsorships: \$352,000

Decision: Skip a year of Great Chefs' and move the date for 30th GC Dinner to the April of 2022. In its place host a more casual, outside event in September that is not Great Chefs'. Two events in one fiscal year, but two calendar years and very different events. Solicit sponsorships this winter and hope to get a majority confirmed before the end of June. This event could be focused on a celebration for Pat, introduce a new Executive Director and could include a musical performance.

Pros

1. Celebrate the 30th GC safely in 2022 without the risk of it having to be virtual again. Be able to celebrate Linwood
2. Create a more casual event that could attract those who are comfortable gathering.
3. Ability to confirm some sponsorships before the end of FY21 in June, close the gap
4. Keep us connected with our supporters
5. Keeps the integrity of GC and guarantees that we can celebrate the 30th the way we envisioned.

Cons

1. Donor fatigue having the events so close.
2. Uncertainty if all FY21 GC pledges will translate to this new event.
3. Risk not achieving the \$800K budgeted goal.
4. Three events in proximity – New event (Sept), Famfest (Fall TBD), Lace Up (Oct)
5. Risk of losing current GC Chair
6. Old GC Expenses will hit FY21 - \$30,000.



FY21 Mid-Year Impact Report

The novel coronavirus (COVID 19) continued to rage as we launched Fiscal Year 2021. The uncertainty and demands of the pandemic forced us to reimagine our services; specifically, how we could achieve impact with families and the communities in largely a virtual environment. The ongoing crisis provided opportunities for us to reach new families and deepen our connections with communities that we had not previously engaged. Our focus remained on four interconnected areas: 1) Investing in Children; 2) Prenatal through Early Childhood; 3) Educating Parents and Supporting Families Where They Are; 4) Building Stronger Communities through Partnerships; and 5) Making Families and Children a Priority Through Advocacy. We are proud to share this midyear report with you.

Investing in Children, Prenatal through Early Childhood

Baltimore City Child Care Resource Center (BCCCRC) provides training and technical assistance to child care providers in the City and to individuals wanting to become providers; also serving parents, the business community, and others interested in early care and education. The center brings current educational best practices to enhance the learning experience of children in care.

- Due to COVID-19 all BCCCRC services were conducted virtually during the first half of FY21 and may remain so for the entire fiscal year.
- BCCCRC served over 1,700 early care and education professionals in the first half of the year, providing professionals with development, technical assistance, and program support through virtual meetings, telephone calls and email contacts.
- The center also provided Infant Early Childhood Mental Health Consultation services to 17 individual children and behavioral/emotional support to eight programs.
- BCCCRC was identified to be one of three Resource Centers that began the ground work of a Shared Services Pilot. This eighteen-month project will provide business training and a child care management system to twenty family child care providers.
- The Child Development Associate (CDA) Project continued with virtual support to eleven family child care providers in the 3rd cohort.

Family Connect Maryland

- Since its inception, Family Connects Maryland (FCM) provided 1-2 home visits to Baltimore City mothers and families who gave birth at Sinai Hospital.
- The Maryland State Department of Education awarded TFT a 2.5 year contract to deepen our services at Sinai Hospital. Two additional registered nurses and a consulting

Medical Director were recruited. In December, FCM expanded its reach and began providing services to Baltimore County families within select zip codes.

- During the first half of this fiscal year FCM provided virtual home visits to 134 mothers and babies. As a result of COVID restrictions, all home visits were conducted virtually via HIPPA approved telehealth platforms. Home visits will likely remain virtual for the remainder of the fiscal year.
- The Baltimore Babies Project, FCM's evaluation component designed by the University of Maryland School of Social Work began the review of data on moms who received FCM and those who served as a control group. We anticipate receiving preliminary findings early in 2021.
- FCM is undergoing its second accreditation cycle conducted by Duke University's Center for Family & Child Health. This is an arduous task complicated by the COVID 19 pandemic.

Educating Parents and Supporting Families Where They Are

Family Education

- Due to COVID-19, all parenting classes were conducted virtually during the first half of FY21 and may remain so for the entire fiscal year. While challenging, this has proved beneficial in reaching parents beyond our program's physical locations.
- Family Education provided parenting classes to a total of 232 parents throughout the state, providing them with the tools needed for effective parenting. In the virtual environment, parents have a higher rate of course completion.
- During this period, Anger Management Services (Simple Technique for Emotional Regulation) was moved to Family Education and has implemented a modest fee structure for participants.
- Our weekly Parenting Break segments reached a total of 1,875 individuals who tuned in via Facebook to learn about various parenting topics and community resources.

Kids Care Plus

- Kids Care Plus (KCP) re-opened in July and has since provided a total of 1,327 hours of childcare and academic support.
- Seeing a growing need, in September KCP began offering academic support to students learning virtually. This support included providing free on-site Wi-Fi, computer access, and assistance with completion of classwork. This is especially helpful to parents with technology connectivity issues or those trying to supervise the schoolwork of multiple children at the same time.

Extending our Reach (social media/Blogs, Facebook Live, etc.)

- This year our blog has taken off, with over 20 blogs posted so far this year, reaching 3,830 people. We are thrilled to reach a new audience on this new format.

- We have also introduced a Facebook live segment where we partner with other organization to share more community resources to our audience. Through these and other forms of outreach, we increased our social media following by 11%.

Call Line/Chat

- The call line has fielded 1,448 calls and live chats, providing reassurance, and connecting parents to vital resources, including The Family Tree's own parenting education and anger management classes, and wider community resources so deeply needed in the COVID environment.

Building Stronger Communities through Partnerships

- **Healing City Baltimore**
 - The Family Tree proudly serves on the Healing City Baltimore Steering Committee headed by City Council member Zeke Cohen. Healing City Baltimore focuses on healing the city from trauma, violence, and racial inequality.
- **MD Essentials for Childhood (MEFC)**
 - MEFC is a collective impact coalition which TFT co-leads in conjunction with the Maryland State Council on Child Abuse & Neglect. The coalition is inclusive of over 50 professionals and members with life experiences. Its focus is to raise awareness and commitment to safe, stable, nurturing relationships and environments and prevent child abuse & neglect; use data to inform actions; create a context for healthy children and families through norm change and programs; and promote policies that support healthy families and children.
 - During this period, our focus was twofold. First, supporting families through establishing a coordinated resource response during COVID; and second, evaluating the role racism plays in the child welfare system as well as other government systems that can translate into public policy reforms. Please take a few minutes to view this video on [Race In America](https://www.youtube.com/watch?v=AGUwcs9qJXY&ab_channel=PhilVischer) https://www.youtube.com/watch?v=AGUwcs9qJXY&ab_channel=PhilVischer.
- **ACE Interface**
 - Adverse Childhood Experiences (ACE) trainings were conducted virtually for the first half of FY21 and will likely remain virtual for the remainder of the fiscal year.
 - A total of 13,342 individuals participated in ACE trainings across the state, expanding the population of those who can engage in community healing efforts.
 - TFT extended its exclusive agreement for three years with the Washington State developers (Rob Anda & Robert Porter) to secure our state leadership training role in preventing adverse childhood experiences.

- *To keep up to date and connected to the great work going on around the state, please take a minute to view and join the [Maryland ACEs Action](https://www.acesconnection.com/g/maryland-state-aces) page <https://www.acesconnection.com/g/maryland-state-aces>.*
- **Parent Leadership Team (MPLT)**
 - Parent Leaders met 26 times virtually. In addition, the leadership planned and executed 2 virtual Parent Cafes.

Making Families and Children a Priority Through Advocacy

- **Statute of Limitations**
 - In 2019 and 2020, the Maryland House of Delegates stood up for children and survivors of childhood sexual abuse by overwhelmingly passing The Hidden Predator Act of 2020. Unfortunately, the COVID-19 pandemic and the early closure of the Maryland General Assembly meant that the bill did not move forward in the Maryland Senate. As a result, The Family Tree and other child advocates are supporting the Hidden Predator Act of 2021 (SB 134/HB263) in hopes to get the bill passed. **The Hidden Predator Act of 2021 would:** Eliminate the civil statute of limitations going forward.
 - Create a lookback window for those victims who have previously been barred by the statute of limitations, allowing them to file suit for a period of two years.
 - Remove the “statute of repose,” making it clear to the courts, the public, and survivors that the Maryland General Assembly did not intend to vest constitutionally protected property rights in child sexual predators nor in the individuals and organizations that hid predators from discovery and prosecution.

HOW MANY DO WE HELP?

2ND QUARTER FY21



955

Family Education & Support Services

Parenting Education	373
Family Support Services	216
Children & Youth Services	366



2,019

Community Services

BCCCRC	625
Parenting Support & Resources	976
Community Education & Training	418

	# Served	Yearly Goal	% of Goal
Family Ed.& Sup. Svcs	3,509	5,000	70%
Community Svcs	18,126	20,000	91%
Total	21,635	25,000	84%

Quarterly Progress

