



HOLY FAMILY INSTITUTE

Restoring Hope, Transforming Lives



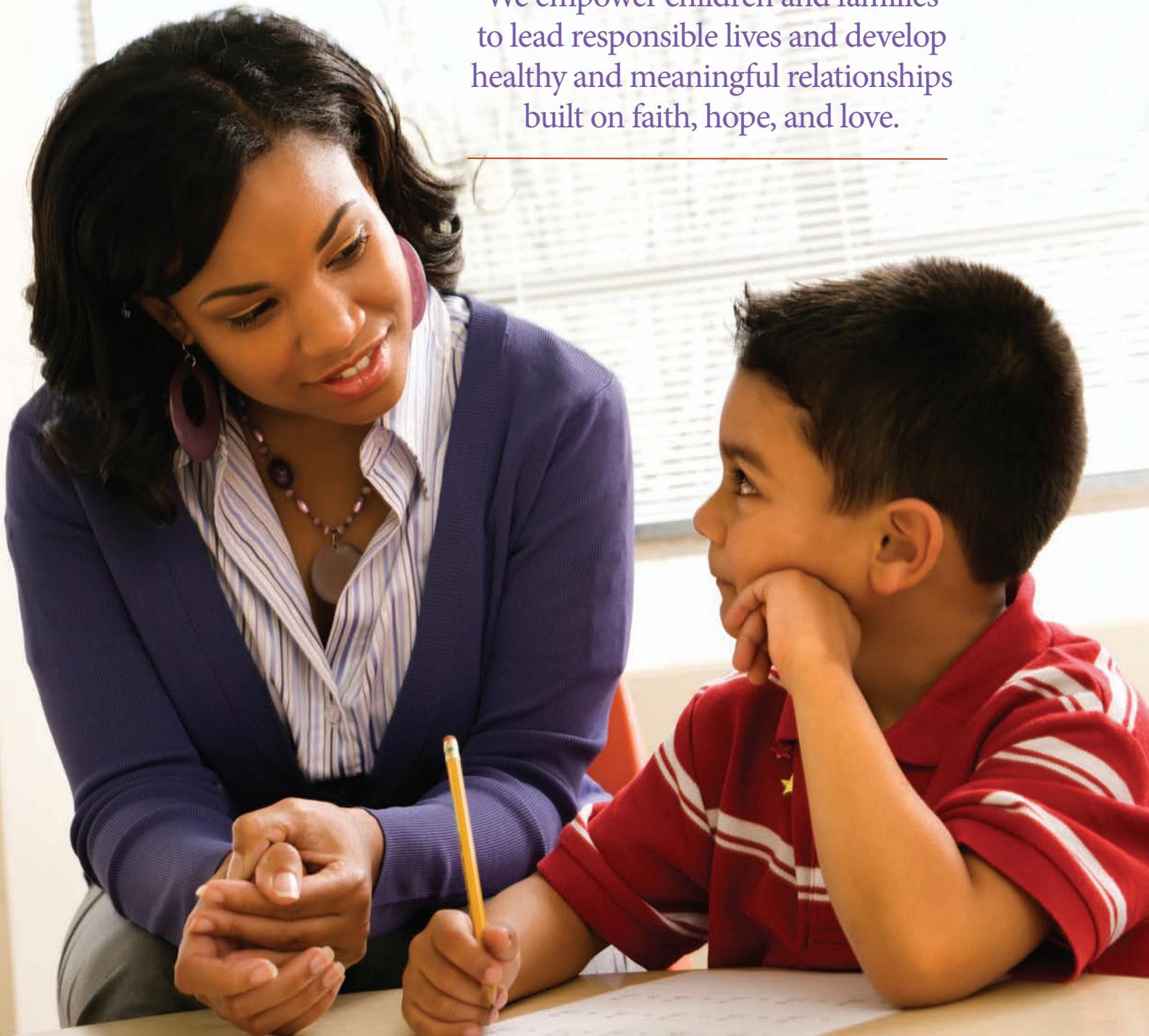
2016 ANNUAL REPORT





Mission Statement

We empower children and families to lead responsible lives and develop healthy and meaningful relationships built on faith, hope, and love.



Dear Friends,



*In many ways,
the programs and
services that we
provide now—and
those that make
our history so
rich—began with
Faithful Listening.*

The Sisters of the Holy Family of Nazareth celebrate the human family by building communities throughout the United States and the world, where love and hope are present. We are driven by three values that we believe are essential to fostering unity in our communities: Recognizing God in the Everyday, Loving Relationships, and Faithful Listening.

These three values have guided the ministry of Holy Family Institute in service to Western Pennsylvania for 116 years. In many ways, the programs and services that we provide now—and those that make our history so rich—began with **Faithful Listening**.

We believe that listening invites us to read the signs of the times, to be creative, and to use our imagination and resources to be receptive to new ideas, while reverencing the past. There is no better example of these beliefs than our decision to close the residential care program at our Emsworth campus, and increase Holy Family Institute's presence in local communities. Providing services to children and families in and near their homes has proven much more effective in building up families, and we are driven by doing what is best for those among us who need our help.

Our community focus is guided by our aspiration to listen with a compassionate heart. This allows us to be more attentive, open, and non-judgmental when responding to the needs of the community, whether shared by local leaders or those receiving care.

It was faithful listening that guided us to host international students on our campus while they attend local Catholic high schools, and to create Holy Family Academy. This new Catholic high school, primarily for students with economic need, provides a rigorous STEM-based education rooted in the Catholic faith. The innovative work-study program helps close the education-to-employment gap that currently leaves many local businesses wanting for a smart, diverse, motivated pipeline of work-ready employees.

This annual report is full of additional relevant examples, from our SNAP® elementary school program to the programs we provide in Armstrong County, where there is a community-defined need for services.

On behalf of the Sisters of the Holy Family of Nazareth, our board, staff, and faculty, thank you for helping us sustain our ongoing mission of service. We invite you to experience your own grace-filled encounters through faithful listening, and by continuing to support our efforts.

In Faith and Service,

Francis W. Daily
Chair
Holy Family Institute Board of Directors

Sister Linda Yankoski, CSFN, EdD
President and CEO
Holy Family Institute

STRONG FAMILIES MEAN STRONG COMMUNITIES

When families are strong, so is the community. Keeping families whole by treating sources of strife, struggle and separation are common themes running through every program and service Holy Family Institute offers. From working with families in their homes, to improving access to education, or addressing the needs of the tens of thousands who visit our community offices, we are committed to the Pittsburgh community by strengthening its families.

Home-Based Care

The ideal setting for identifying and resolving family need is in the family home, where comfortable and familiar surroundings allow for better communication. Our trained in-home counselors listen, without judging, and complete a comprehensive assessment in order to determine what treatment and services are needed.

The initial discussion may reveal housing needs, financial difficulties, unmet medical issues, physical needs, untreated mental illness, and even addiction. Our counselors can then provide solutions, such as individual and family counseling, parent education and problem solving, advocacy and resource connections, and evidence-based methods such as Visit Coaching (See example on the right). Each situation is different, but the outcomes are clear—improve the family’s quality of life.

Nearly four hundred families were referred for assistance in 2015-16, and **97% of the children involved in family treatment remained in a family setting**, program-wide. This is a favorable comparison to the program goals of 85% in Armstrong County and 90% in Allegheny County.

Families facing serious challenges in Allegheny, Armstrong, and Indiana counties are referred to Holy Family by the Office of Children, Youth, and Family Services.

“...the family is the fundamental cell of society, where we learn to live with others despite our differences...”

Pope Francis, 2014



Brian and Brandon

The Armstrong County office received a Visit Coaching referral for Brian and his seven-year-old son, Brandon, (not their real names) who had not seen his father for almost a year. Brian had a history of drug use, and Brandon’s mother feared Brian would not be a good father.

Brian and Brandon’s bond was obvious from the moment they were reunited for their first supervised visit. During subsequent visits held at a home Holy Family maintains in Ford City, father and son laughed and smiled while engaging in many activities. Brian was attentive to Brandon’s needs and took a genuine interest in his activities. After successful sessions in the Visit Coaching home, supervised visits moved to Brian’s home; a positive step in the reunification process. After a clean drug test and additional court-ordered visits supervised by Brandon’s mother, Brian began overnight visits nine months after starting the Visit Coaching program.

“The Visit Coaching program provided me the opportunity to have an unbiased perspective on my parenting, and constructive criticism to help me improve”, Brian shared.

The primary goal of SNAP is to help children think before they act, to make better choices ‘in the moment,’ and keep them in school and out of trouble.

Stop Now and Plan

There is plenty of evidence showing that teens and young adults in the juvenile court system began exhibiting unacceptable behavior and making poor decisions even in elementary school. SNAP®, which stands for Stop Now and Plan, teaches children ages 6 to 11, and their parents, effective emotional regulation, self-control, and problem-solving skills when struggling with behavioral problems. The primary goal of SNAP is to help children think before they act, to make better choices ‘in the moment,’ and keep them in school and out of trouble.

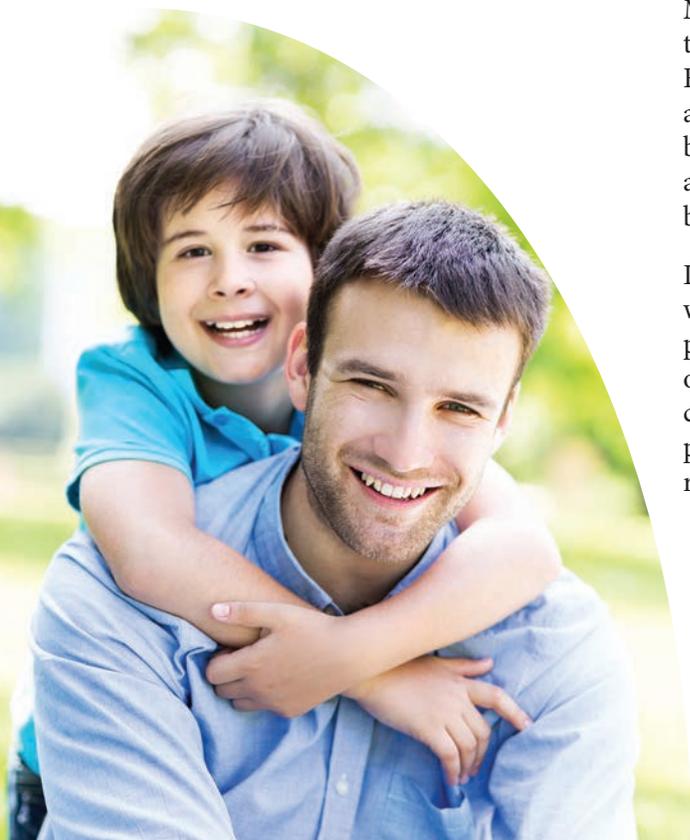
Successful outcomes measured by the SNAP team include decreases in rule-breaking, aggression and suspension, and increases in school attendance, grades, and grade advancement. **Daily school attendance, for example, was over 93% versus a goal of 75%.** The team hoped to limit suspensions to 25%, but exceeded that goal when less than 19% of SNAP program students received a suspension. Over 99% of students advanced to the next grade, and 88% of students improved their behavior overall versus a goal of 75%.

Holy Family Institute offers SNAP in our McKees Rocks office, and a school-based program in the Sto-Rox and Manchester elementary schools. A total of 270 children and their families benefitted from SNAP intervention.

Treating the Root Cause

More than 38,000 people received assistance to pay their electric bills through Holy Family community office referrals to The Dollar Energy Fund and Duquesne Light Energy Assistance programs. Families in crisis, and even those with manageable needs, will often forego paying utility bills in favor of purchasing food or clothing. Heat and electricity, however, are also basic human needs, and many residents suffer unnecessarily before seeking help.

Like our in-home team, community office counselors look for root causes when listening to those in need. While a client may simply want help paying a utility bill, the real reason for the request—such as loss of income or insurmountable debt—may prevent access to healthy food, health care, or lead to homelessness. Our counselors can provide access to food programs, help with budgeting, and other services that can maintain or restore quality of life.



MENTAL HEALTH COUNSELING

Approximately one in five American adults (18.5%), and 13% of children age 8-15 experience mental illness in a given year, according to the National Alliance on Mental Illness. The organization also reports that only 41% of adults with a mental health condition received treatment in a given year.

Like addiction and abuse, mental illness can tear families apart. Holy Family Institute offers intensive mental health and support services in family homes, using specific solutions and treatments that help reduce the risk of psychiatric hospitalization and out-of-home placement of family members.

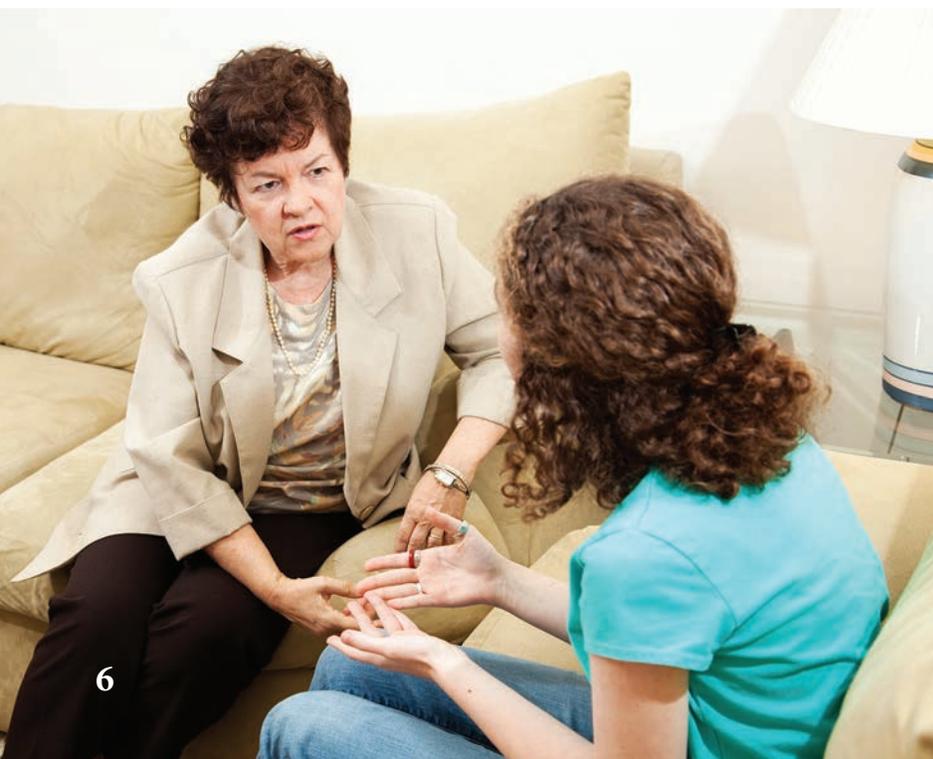
Nearly 200 families were referred to Holy Family counselors for mental health treatment in their home this year. When children are involved in treatment, the goal is that 90% of these young family members will remain in a family setting. The staff exceeded that goal with a 99% success rate.

Holy Family Institute also provides mental health counseling as an outpatient service in several locations. Therapeutic and psychiatric treatment aimed at improving quality of life is offered to struggling teens, adults, and families on a referral basis. Last year this counseling service successfully treated more than 270 individuals in two office locations and in seven school districts.



Suicide in the United States has surged to the highest levels in nearly 30 years and is the 10th leading cause of death according to the National Center for Health Statistics, who also reports that the overall suicide rate rose by 24 percent from 1999 to 2014.

Individuals contemplating suicide often display signs in advance, but too few people are adequately equipped to identify and act on those signs. Mental Health First Aid training helps individuals and professionals identify, understand, and respond to signs of mental illness, addiction, depression or personal crisis that could lead to someone harming themselves or others. The goal of this training is to help others support an individual in crisis until appropriate professional help arrives. Two Holy Family Institute instructors are certified to provide training at the requesting agency's site or at Holy Family.





Ready to Serve

Amy (not her real name) was a 16-year-old client referred to Holy Family Institute for marijuana use. She resisted treatment initially, and struggled with the impact of negative peers and substance abuse on her choices and family relationships. Amy hesitated to open up, but slowly worked to identify the difference between negative behaviors and labels associated with drug use. She began to explore her identity and needs, and ascertain how her recent bad behavior had become a barrier to her authentic self.

During her weekly sessions, the staff listened as Amy expressed interest in the military. She began physical training several days a week, despite challenges with her schedule and transportation. Amy's self-efficacy increased, and her interest grew as she developed new friendships with peers who shared her values. By the end of her treatment, Amy was able to reframe consequences as positive experiences that moved her toward her goals. She successfully completed the treatment program with no substance use. In addition, Amy successfully completed the required exam, was sworn into her chosen branch of the military, and plans to enter boot camp after high school graduation.

Overdose Epidemic

According to the Drug Enforcement Agency, there were 3,383 overdose deaths in Pennsylvania in 2015; a 23.4% increase over 2014. Allegheny County alone recorded 422.

Holy Family Institute's Drug and Alcohol Abuse Counseling (SHORES) program provides professional treatment services to children, teens, and adults with substance abuse disorders as well as other addictions. Services are provided in a variety of locations including Holy Family's offices, the client homes, schools, or placement centers. Individuals who complete the program are highly satisfied with the progress they made, with 92% of individuals reporting that they are better able to manage their life as a result of being in the program.



EDUCATION

Opened in 2014, Holy Family Academy is an affordable and innovative independent Catholic high school based on the belief that every student, regardless of race, religion, or economic status, should have access to a quality education.

A career and college preparatory school for serious students with academic potential and the ability to work hard, the students are exposed to an industry-leading, STEM-focused curriculum supported by art, religion, and design classes.

Holy Family students worked one day a week during the school year at more than 50 area companies. The experience teaches students the dignity of work and prepares them for life with valuable skills, including communication, delivering quality work, collaboration, and decision making.

Holy Family Academy welcomed its second class in the fall of 2015 and ended the school year with 86 total freshmen and sophomores.



On May 21, 2016 the Pittsburgh Post-Gazette published an op-ed column by PNC Chairman William Demchak summarizing *Inflection Point: Supply, Demand and the Future of Work in the Pittsburgh Region*, a study by the Allegheny Conference on Community Development. The crux of the story was summarized by the opening paragraph:

Employers, educators, policymakers and the entire workforce across the Pittsburgh region must respond to an alarming wake-up call issued by the Allegheny Conference. We are going to be short by tens of thousands of people we will need to fill hundreds of thousands of jobs that are expected to open here over the next 10 years.

The report provides every reason why schools should listen and rethink their approach to introducing students to a myriad of pathways leading to a family-sustaining career.





The International College Preparatory Program is a premier co-educational high school boarding program designed for international students seeking admission to top college and universities in the United States.

Students enroll at one of seven local private high schools and live on the Holy Family Institute campus while the support staff assists with transportation, subject matter and language tutoring, 24-hour supervision, and meals. Many of the students are active in sports and performing arts at their respective high schools. The program began in 2011 in response to an opportunity identified by a local Catholic high school. Fifty-one international students resided on the Holy Family campus in 2016.

HFI Specialized Learning School is a licensed, private academic school for elementary and secondary students.

In 2016, 79 Students from 27 school districts were served. Students arrive with a variety of challenges, from learning deficits to behavior issues, leaving them unable to succeed in traditional classroom settings. While at HFI Specialized Learning, the students receive educational instruction with a high level of individualized attention to help them overcome their learning deficits. Counseling is provided, as needed, to help students accept that they must change their behavior to be successful.

The HFI Specialized Learning 6th grade class participated in *Do the Write Thing*, a national campaign to stop youth violence. Middle school students across the country taking part in the program were challenged to examine the impact of youth violence on their lives, and to express their thoughts in writing. Forty-seven area schools participated in the program, and poems submitted by two HFI Specialized Learning boys were recognized for their message and selected for publication.

The boys were honored for their efforts at a luncheon attended by peers from other participating schools, public and private, making the recognition even more special. Since their accomplishment, both students advanced to the 7th grade and one has transferred back to his home school district.

COMMUNITY IMPACT AT A GLANCE

Holy Family Institute's programs improve the lives of children and families in our communities. From helping youth succeed in school and in the workplace, to supporting families dealing with trauma, isolation, and poverty, we keep families intact, reduce risk, and educate our youth.

In 2015-16, the staff in our programs touched and improved the lives of 40,550 children, individuals and families in Southwestern Pennsylvania.

PROGRAM	SERVED
Allegheny County In-Home Services	261 Families
Armstrong County In-Home Services	130 Families
Dollar Energy Fund Assistance Program	1,245 Families
Drug and Alcohol Abuse Counseling (SHORES)	754 Individuals
Duquesne Light Utility Assistance Program	37,176 Families
Family Focused, Solution-Based	188 Families
Family Group Decision-Making	38 Families
Holy Family Academy	86 Students
International College Preparatory Program	51 Youth
Mental Health Counseling	272 Individuals
Specialized Education Program	79 Youth
Stop Now and Plan (SNAP) Program, In-School and Core	270 Children
TOTAL SERVED	40,550

WHERE WE SERVE

Allegheny County

Observatory Hill
227 Bonvue Street
Pittsburgh, PA 15214

Penn Hills*
100 Mulberry Lane
Pittsburgh, PA 15235

Emsworth
8235 Ohio River Blvd
Pittsburgh, PA 15202

McKees Rocks
Hamilton Building
19 May Avenue
McKees Rocks, PA 15136

East Liberty
Medical Center East
211 North Whitfield St
Pittsburgh, PA 15206

Swissvale
Edgewood Towne Center
1789 S Braddock Avenue
Pittsburgh, PA 15218

Northside
1601 Brighton Road
Pittsburgh, PA 15212

McKeesport
604 Evans Avenue
McKeesport, PA 15132

Beaver County

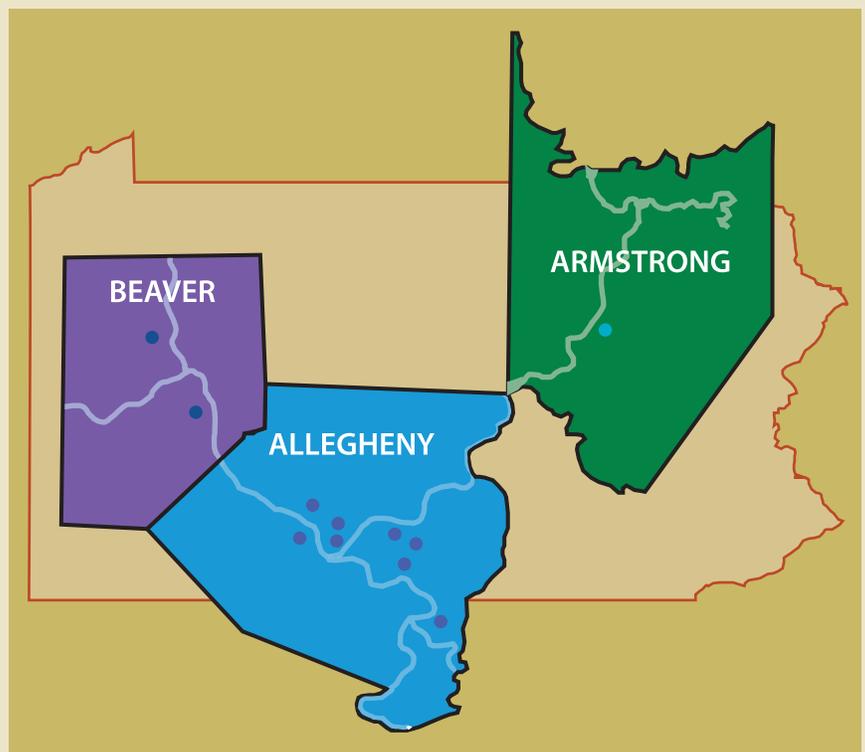
524 Franklin Avenue
Aliquippa, PA 15001

1217 7th Avenue
Beaver Falls, PA 15010

Armstrong County

422 Third Avenue
Ford City, PA 16226

** Holy Family Institute has a school in Penn Hills as well as classrooms within the Penn Hills School District*



TIME AND TALENT NEEDED



Volunteers have been vital to the success of our mission to empower children and families to lead responsible lives.

Holy Family Service Corps was created by the Sisters of the Holy Family of Nazareth to attract young adults to service in the church and civic community, as a means of developing and living their faith. The Service Corps was introduced in 2015. Volunteers spend one year in service to others, while sharing life in a community setting, and receive room, board, and a monthly stipend. Educational awards of \$5,000 are given at the end of the service year.

Opportunities to serve include academic mentoring, job coaching, early childhood education, recreation services for seniors, housing services, and capacity building. Service Corps volunteers are paired with a Sister of the Holy Family of Nazareth to share their experience. The Sister Companion offers a listening ear and an open heart as the volunteer journeys through their year of service.

Holy Family Institute has served children, youth, and families for 116 years, and throughout that time Volunteers have been vital to the success of our mission to empower children and families to lead responsible lives. Our volunteers provide the generous commitment to help serve our community and clients.

Volunteer opportunities include the Emerging Leaders Board, Arthur J. Rooney, Sr. Courage House Luncheon Committee, Annual Golf Classic Committee, Holy Family Academy Career Capture Luncheon session speaker, Specialized Learning Tutors, Classroom Assistants, International Program Tutors, and Clerical Support.

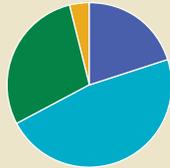
For more information on the Holy Family Service Corps or to volunteer, please contact Lynn Guerra, Volunteer Program Director, at 412-766-9020 ext. 304 or Guerra.lynn@hfi-pgh.org.



FINANCIALS

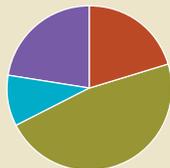
July 1, 2015 to June 30, 2016

2016 REVENUE



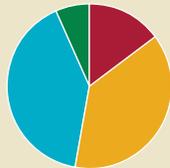
20.2%	■ Government	\$2,943,561
47.1%	■ 3rd Party Reimbursement	\$6,887,110
28.9%	■ Grants & Contributions	\$4,229,668
3.8%	■ Other	\$555,112
TOTAL		\$14,615,451

2016 EXPENSES



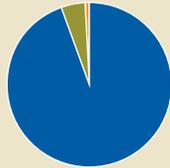
20.4%	■ Administration	\$2,983,264
47.2%	■ Holy Family Institute	\$6,890,516
10.1%	■ HFA - College Preparatory Program	\$1,482,751
22.3%	■ HFA Academy	\$3,257,447
TOTAL		\$14,613,978

2016 ASSETS



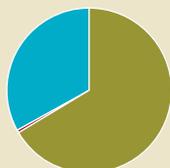
14.9%	■ Accounts Receivable	\$1,852,420
38.1%	■ Cash & Cash Equivalents	\$4,721,261
40.6%	■ Property & equipment (net)	\$5,021,438
6.4%	■ Prepaid Expenses & Other	\$787,791
TOTAL		\$12,382,910

2016 LIABILITIES



94.7%	■ Accrued Expenses	\$2,605,642
4.7%	■ Accounts Payable	\$130,305
0.6%	■ Refundable Deposits	\$14,501
TOTAL		\$2,750,448

2016 HOLY FAMILY FOUNDATION NET ASSETS



66.5%	■ Total Unrestricted	\$6,760,668
0.5%	■ Temporarily Restricted	\$48,261
33.0%	■ Permanently Restricted	\$3,352,364
TOTAL		\$10,161,293

FUNDRAISING

Golf Classic Event	\$78,645
Courage House Event	\$131,435
Earned Income Tax Credit	\$514,153
Donations	\$592,274

SPONSORS AND FRIENDS

Foundations and Other Funding Organizations

Adele & Thomas Keaney Charitable Trust
Allegheny County Department of Economic Development
Allegheny County Department of Human Services
Allegheny County Department of Human Services, Juvenile Justice Division
Allegheny Foundation
Federated Foundation
Grable Foundation
Heinz Foundation
Highmark Blue Cross Blue Shield
Nazareth Family Foundation
Princess Margaret Hospital Foundation
R.P. Simmons Family Foundation
Richard King Mellon Foundation
Sprout Fund
The Ann & Frank Cahouet Foundation
The Minno Family Fund
The Raymond R. & Edna Gies Artz Fund
Three Rivers Workforce Investment Board
U.S. Department of Human Services, Administration for Children & Families
United Way of Southwestern Pennsylvania
University of Pittsburgh, Graduate School of Public & International Affairs
Walmart Foundation through Catholic Charities USA
Whole Kids Foundation

2015 Golf Classic

TITLE SPONSOR

Superior Petroleum/Redfin Blues

GOLD SPONSORS

Electrolux
Highmark

SILVER SPONSOR

The Larsen Group of Merrill Lynch

GREEN SPONSORS

Arthur J Gallagher & Company
Eaton Corporation
Emcor Services Scalise Industries
Federated Investors
Fitzsimmons Metal Company, Inc
Trend Consulting Services
Washington Financial Bank

2015 Courage House Luncheon

BLACK & GOLD SPONSOR

International Brother Hood of Electrical Workers

SILVER SPONSORS

A. C. Dellovade, Inc.
The Bognar Family
Highmark, Inc.
Holliday Fenoglio Fowler, L.P.
James L. Smith Insurance Agency, Inc.
R&V Associates, Mr. Vincent Deluzio

BRONZE SPONSORS

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Duquesne University
Duquesne University Spiritan Division
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Huntington Bank
Jones Lang LaSalle Americas
Mascaro Construction Company, L.P.
Mercy Health
PricewaterhouseCoopers LLP
The Institute for Transfusion Medicine/Central Blood Bank
The Larsen Group of Merrill Lynch
The Vernon C. & Alvina B. Neal Fund
The Wilson Group
University of Pittsburgh Athletic Department



SPONSORS AND FRIENDS

Holy Family Academy Work Study Partners 2015-2016

Accenture
Allegheny County Dept of Human Services
Audubon Society of Western PA
Burlison LLP
Calgon Carbon
Carlow University
Carnegie Science Center
Catholic Charities
Catholic Charities Free Health Care Clinic
Children's Museum
City of Pittsburgh
Cohen & Grigsby
Community Kitchen Pittsburgh
Countywide Petroleum
Creehan & Company
Dollar Bank
Duquesne Light CAP
Duquesne University
Eaton Corporation
Ernst & Young
FedEx Ground
Giant Eagle, Inc.
Hefren-Tillotson
Highmark
Holy Family Manor
Jewish Family & Children Service
Jones Lang LaSalle

Jubilee Kitchen
Junior Achievement
Just Harvest
K&L Gates
La Roche College
Leukemia & Lymphoma Society
Macedonia Church of Pittsburgh
Make-A-Wish Foundation
Manchester Craftsmen's Guild
MARC USA
Massaro Construction Group
Mentoring Partnership
Mercy Surgical Dressing Group
Mine Safety Appliances
Northside Catholic School
Peoples
Pittsburgh Steelers
PNC Financial Services
Point Park University
Providence Connections
Ronald McDonald House Charities
Rosedale Technical College
Triumph Church
United Way
UPMC
Wilson Group



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Holy Family Institute

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DEPARTURES

Holy Family has been fortunate to have exceptionally experienced and qualified community leaders serve on our boards, sharing their expertise with us, and providing guidance and insight. The following individuals concluded their active board service on June 30, 2016:



Staci L. Brogan, CPA, joined Schneider Downs & Co., Inc. in 2005, after spending 10 years at a national accounting firm. Ms. Brogan was appointed to the Holy Family Institute Board of Directors in 2007 and later served as Chair of the Finance Committee.



Joseph R. Scherrbaum, Jr. began his career with U.S. Steel in 1979 in Cleveland and retired in December 2015 after more than 36 years with the company. Mr. Scherrbaum was appointed to the Holy Family Foundation Board of Directors in January 2007.



Charles Dougherty, PhD. recently retired as the president of Duquesne University. Dr. Dougherty joined the Holy Family Foundation Board of Directors in 2012 and served as the Chair of the Holy Family Foundation Board of Directors.



Gary L. Schwass retired from DQE, Inc. as the Executive Vice President and Chief Financial Officer and held similar positions previously with Duquesne Light Co. Mr. Schwass has a long history with Holy Family, serving on both the Holy Family Institute and Holy Family Foundation Boards since 1988.



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INSTITUTE**
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Holy Family Institute

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hfi-pgh.org

