



**AIDMORE, INC.**

***ELKS AIDMORE, INC.***  
***2020 ANNUAL REPORT***

*Over eight decades of “healing hearts...restoring hopes...rebuilding lives”*

**Elks Aidmore, Inc.**  
is the major project of the Elks Lodges and Auxiliaries of Georgia,  
serving Georgia's children and their families for over eight decades.

***The mission of Elks Aidmore is  
to provide youth and families in crisis  
the necessary skills and resources  
to help heal their hearts,  
restore their hopes  
and rebuild their lives.***

***Licensed by the  
Georgia Department of Human Services  
Residential Child Care Licensing***

***Nationally accredited by the  
Council on Accreditation***

***Accreditation in process by  
Together Facing the Challenge***

***Member of the  
Conyers-Rockdale Chamber of Commerce  
Newton County Chamber of Commerce  
Family Focused Treatment Association (FFTA)  
Together Georgia***

***Co-Founder and Member  
Multi-Agency Alliance for Children***

***No person shall, on the basis of race, creed, color religion,  
national origin, sexual orientation or handicap, be denied  
the benefits of, or subjected to discrimination under any  
program or activity under the direction of Elks Aidmore, Inc.***

# OFFICE LOCATIONS

## **CONYERS**

2394 Morrison Road  
Conyers, GA 30094  
770-483-3535  
*(Corporate Office)*

## **DALTON**

105 N. Pentz Street  
Dalton GA 30720  
706-529-9830

## **SAVANNAH**

132 Stephenson Ave. Ste 102  
Savannah, GA 31405  
912-200-3685

## **VALDOSTA**

3312 N. Oak Street Extension  
Valdosta, GA 31605  
229-244-3020

# ***A MESSAGE FROM ELKS AIDMORE COO DR. VICKEY HALE***

*“Growing, strengthening, and evolving are the adjectives that come to my mind while reflecting on our agency. Having worked in this field for over thirty years, nothing surprises me, and most days feel like I have heard and seen it all. A recent referral proved my theory to be wrong when I reviewed the packet of an 11 yr. old boy whose mother had been sex trafficked by her parents (his grandparents), and it is believed they were preparing him for the same. After reading the referral, my heart ached for this child and his future. Comfort came in knowing that if we place this child in the right foster home, his life could be changed. I was instantly reminded what we do on a daily basis is not "run a business" but fulfill a mission. We are changing lives and its hard work. We are making a difference, and the children and families we serve are better because our agency exists.”*

# ***“THE REASON FOR OUR EXISTENCE”***

## ***ABE WILKINSON, CEO***

Six months ago, very few of us could have imagined the impact COVID would have on our personal lives, our businesses, our country, and the world. It is a continual challenge as we carve out a “new normal” in our daily lives. The impact to Aidmore has been significant. Virtual learning has become the norm for school systems. Foster parents across the state are being challenged with virtual learning options, especially in areas where internet access is inadequate. The majority of administrative personnel and staff in our Therapeutic Foster Care programs have been working remotely since mid-March and will likely continue to do so at least through the end of 2020. Most interactions with foster parents have been virtual. With so many individuals and families in quarantine and isolation, there are collateral impacts as well: increases in mental health issues, substance abuse, suicides, domestic violence calls, and the number of child abuse reports. Tragically, the number of child abuse reports will still be under-reported, and many will not be investigated because of COVID-19 and staff shortages. School personnel, because of their mandate to report, are the primary reporters of child abuse. Since many schools are expanding virtual learning, school personnel are not witnessing and/or reporting suspected child abuse situations. As a result, children and families are not receiving the interventions and supports they desperately need. And the list goes on and on.

On a positive note, our staff remain committed to providing quality services to the children and youth in our care. Residential staff continue to care for our youth without complaint. Our TFC staff have adapted to working remotely and virtually meeting with foster parents and one another. We have developed a TFC page for foster parents and are researching Google grants to gain further our recruitment opportunities. COO Vickey Hale is expanding Kaleidacare to allow for digital client file management.

Through this process, we are learning to create new ways of doing business. We plan to carry some of these changes with us into the future. Perhaps the most impactful of all of these is the ability of our staff to work remotely while maintaining a connectedness to the agency and a high quality of care for our kids and families.

Elks Aidmore has experienced expense/revenue shifts due to many factors: postponement of the Golf Fore Kids tournament; cancellation of the annual Aidmore Auction; significant reduction in the value of the Trust Accounts; increased costs to provide daytime coverage for youth in residential care due to a virtual school semester; and, the inability to recruit foster parents during this period of quarantine and social-distancing. A decrease of referrals, combined with challenges in foster parent recruitment and retention, have resulted in fewer placements for several months.

To offset the anticipated losses, and with approval from the Executive Committee, Elks Aidmore submitted and received a Paycheck Protection Program loan/grant. In an effort to secure additional funding resources, the Aidmore Charitable Trust was officially filed with the Internal Revenue Service for 501c3 status as a non-profit. The intent of the Aidmore Charitable Trust is to garner financial support from communities in which the Elks Aidmore offices are located.

These continue to be challenging times on many levels. The leadership of Aidmore is working diligently to streamline programs while continuing to provide high quality services efficiently and effectively. There is a little doubt changes are on the way to position Elks Aidmore to become more financially sustainable in the future. Our job, as Dr. Hale wrote, is to *“fulfill a mission...we are making a difference, and the children and families that we serve are better because our agency exists”*. Let’s work together to be solution-focused and make Aidmore stronger and more resilient post-COVID. We can make a difference by turning outward instead of inward, giving instead of getting, serving rather than being served. *“Healing hearts, restoring hopes, and rebuilding lives”* are the sole reasons for our existence.

***RESIDENTIAL SERVICES  
PREPARATION FOR INDEPENDENT LIVING  
TRANSITIONAL LIVING***

**CLIENTS SERVED**

**62**

**HOURS OF SERVICE**

**201,960**

**AVERAGE LENGTH OF STAY**

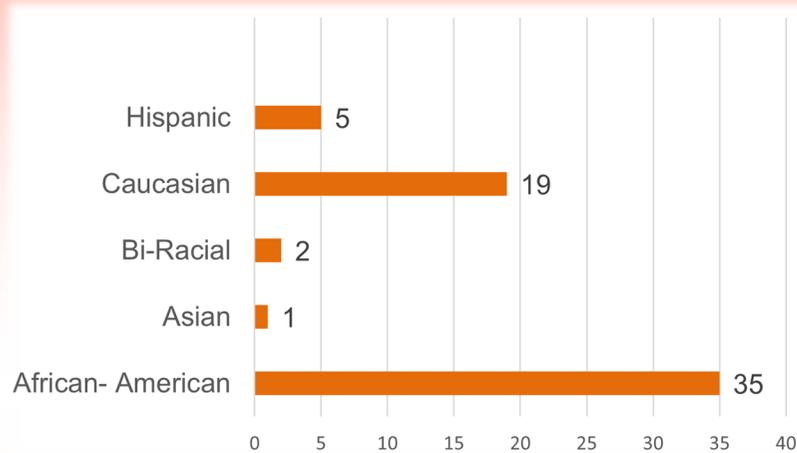
**422 DAYS**

**SERVICES PROVIDED TO AGENCY**

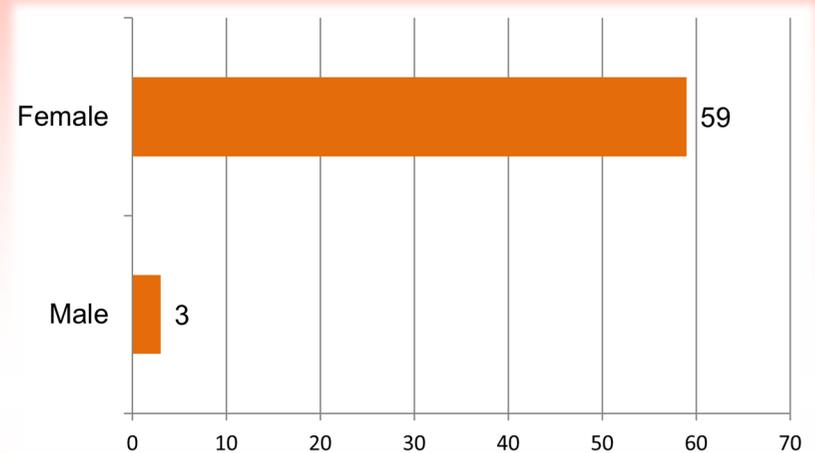
**DFCS - 39  
MAAC - 23**

# ***RESIDENTIAL SERVICES PREPARATION FOR INDEPENDENT LIVING TRANSITIONAL LIVING***

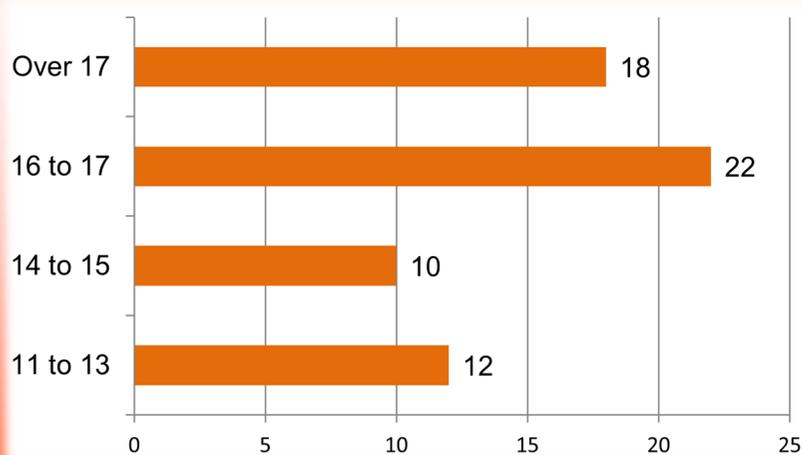
## **ETHNICITY**



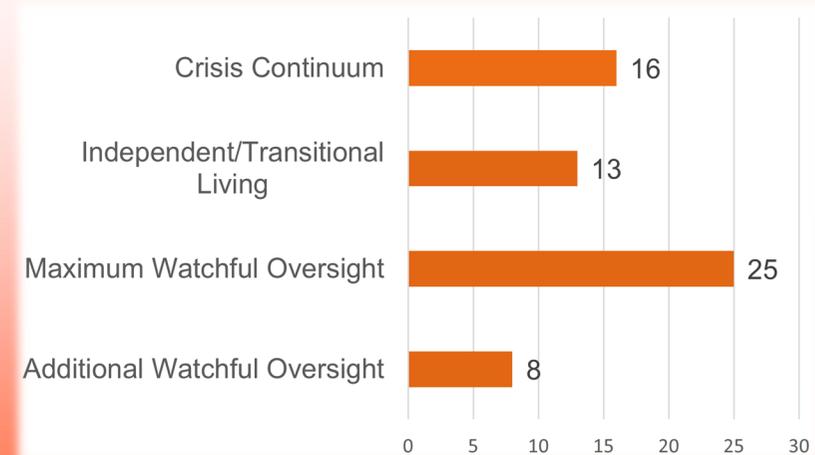
## **GENDER**



## **AGE RANGES**



## **LEVELS OF CARE**



# ***THERAPEUTIC FOSTER CARE***

**CLIENTS SERVED**

**222**

**HOURS OF SERVICE**

**1,193,232**

**AVERAGE LENGTH OF STAY**

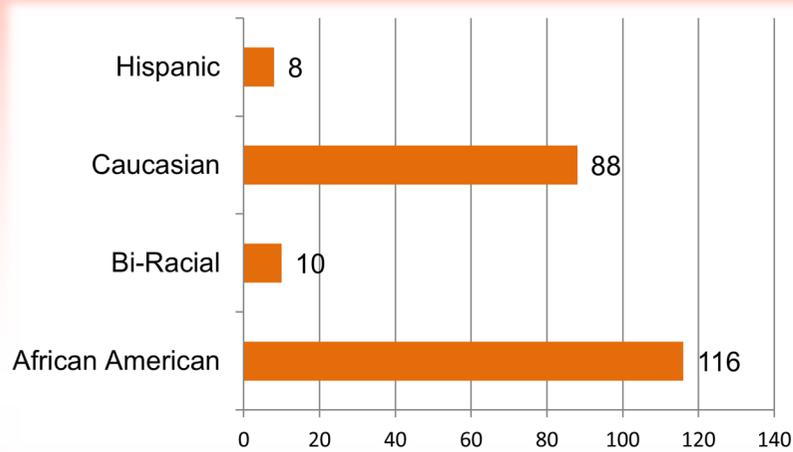
**613 DAYS**

**SERVICES PROVIDED TO AGENCY**

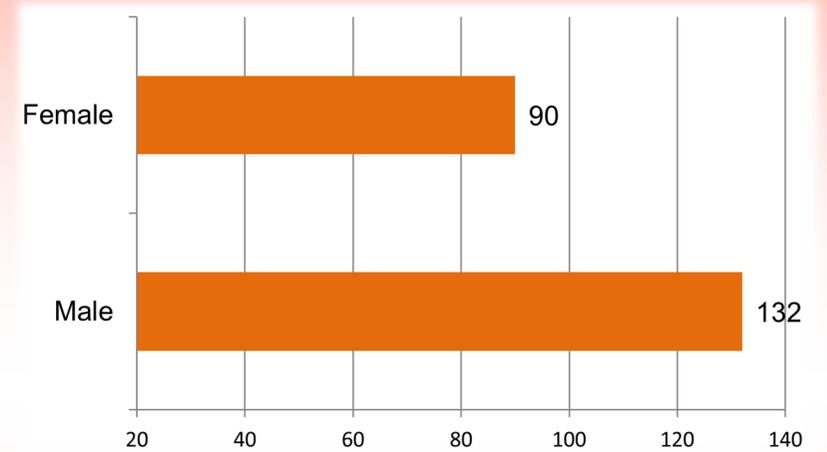
**DFCS - 113**  
**MAAC - 109**

# ***THERAPEUTIC FOSTER CARE***

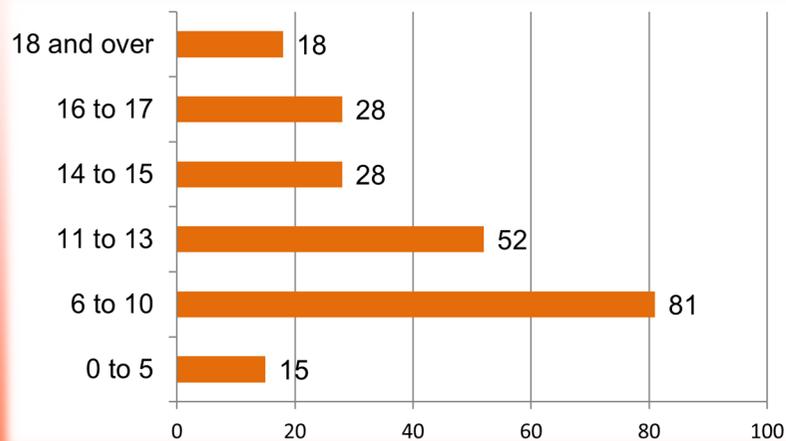
## **ETHNICITY**



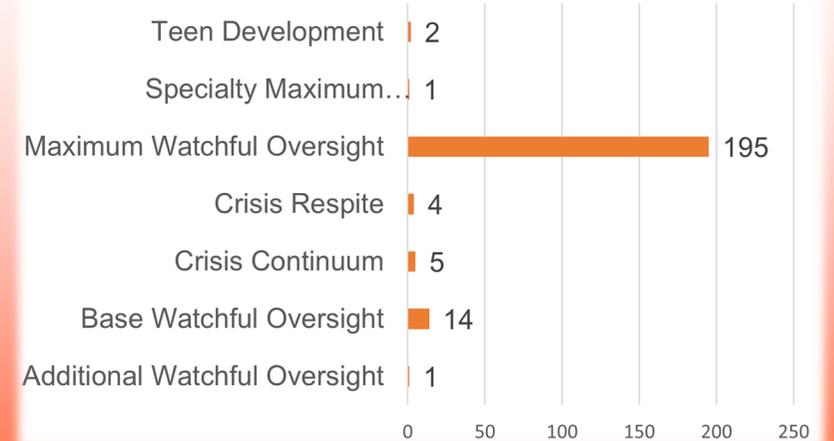
## **GENDER**



## **AGE RANGES**



## **LEVELS OF CARE**



# ***AGENCY HIGHLIGHTS***

**284 children, youth and families received services**

**58,133 days (1,395,192 hours) of services were provided**

**64 children and youth were adopted,  
placed with a relative or guardian,  
or reunified with parents**

**Family foster parent retention rate was 96%**

**Staff turnover rate was less than 7%**

**Elks Aidmore foster parent Marlene Oliver  
recognized by the Multi-Agency Alliance for Children  
as a “Shining Star” for 2020**

# ***HIGHLIGHTS FROM TFC-SOUTH GEORGIA***

## **SAVANNAH**

- \* Foster Parent Laura Jackson adopted a sibling group of three girls. Mariah was separated from her sisters for almost-two years and experienced several placement disruptions before being placed with Ms. Jackson. With consistency, structure and unconditional love, Mariah became stable, reunited with her sisters and the siblings were adopted together.
- \* Elizabeth and Robert Harrington, Kinship caregivers, adopted Mrs. Harrington's second cousins, Tanner J. and Skylar W. Both boys spent most of their lives in and out of foster care and experienced multiple placements. The Harrington's became foster parents in-order-to provide the boys with some stability and they later adopted both boys.
- \* Summer L. (1) and Joshua L. (5), our youngest children in the TFC program, were successfully reunited with their biological mother. The mother continues to maintain her sobriety and communicates regularly with the previous foster parents with wonderful updates.

## **VALDOSTA**

- \* Joshua R. graduated high school and attended online classes at Georgia Military College in Valdosta. Joshua later relocated to Brunswick and reunited with his biological mother in July.
- \* J'Kwon C. received a Motor Oil Curriculum in September.
- \* Deshaunti N., Trenton N. and Dontarious R are all in the final stage of being adopted by each of their foster parents.
- \* Jordan C. and Trenton N. received A/B Honor Roll.
- \* Austin M. was adopted by an Elks Aidmore Foster Parent and he also was able to secure employment.
- \* Gavin J. was adopted by an Elks Aidmore Foster Parent and he was able to participate in the national Goodwill job training.
- \* Jermaine B. secured two jobs this year and was accepted into an Independent Living Program where he is making significant progress within his transition into young adulthood.
- \* Mishae C started the LPN program at Wiregrass Technical College this year and she remains in contact with her previous Family Consultant to provide her with wonderful updates.
- \* Aaron H. received A/B Honor Roll this year; and he received the Elks Aidmore Inc., Repairman Award for TFC South.
- \* Joshua L. and Ethan L .were both reunified with their biological family in Texas who received permanent guardianship of them.
- \* Z'Travis S. was able to start weekly visitation with his biological family this year; and DFCS has confirmed the approval has been made for his adoption to be finalized with family before the end of this year.

# ***HIGHLIGHTS FROM TFC-NORTH GEORGIA***

## **CONYERS**

- \* Selena went to a pre-adoptive placement
- \* Zachary, Ja'Avonni A., and Jayrell L. were reunified with their respective families
- \* Nayeli F-P. graduated from Shiloh High School, moved into Elks Aidmore Independent Living Program, maintains employment at RaceTrac, and purchased a car
- \* Mayderi F-P. (Nayeli's sister) graduated from Shiloh High School, moved into Elks Aidmore Independent Living Program, and maintains employment at RaceTrac
- \* Stephanie W., Ann M. and Alejandro H. were Honor Roll students
- \* Katherine D. is working at Goodwill
- \* Dyer sibling group of 4 discharged to fictive kin
- \* Tahlia B and Dezaria B discharged to pre-adoptive family
- \* Ashlynn and Louie W. reunited with their mother
- \* Janyia J. graduated from Stephenson High School
- \* Freedom went to a pre-adoptive placement
- \* Stacy C.'s foster parent has expressed interest in adoption
- \* Kaydence W. returned home
- \* Brylee went to a pre-adoptive home
- \* Franco P. Moved to Independent Living Program
- \* Miracle P. surpassed her Crisis Continuum placement and is doing well at Elks Aidmore
- \* Makayla C. has reconnected with family and celebrates two years in mainstream classroom
- \* Jacie H. has been stable in her place with her foster parent

## **DALTON**

- \* Aaron was reunited with father
- \* Andrew was reunited with parents
- \* Lathaniel was in Robotics and STEM Clubs
- \* Josh made friends, was accepted to GTNC for culinary school, is on the list fo Housing Authority, maintained employment throughout COVID, and learned to drive
- \* Michou graduated high school with honors and was accepted at West Georgia College
- \* Hayden and Judy have potential forever homes
- \* Destiny and Ashton were reunited with parents
- \* Todd emergency placement respite successfully resulted in his return to adoptive family

# ***A FEW HIGHLIGHTS FROM RESIDENTIAL***

- \* Shanelle C. graduated from Heritage High School and was accepted into Spelman College
- \* Alexandria S. was named the Student of the Month at Heritage High School for the Month of March
- \* Beverly M. participated in the Celebration of Excellence
- \* Armelle D. and Janiah W. were reunited with their families
- \* Briannah Scott was placed with an adoptive family
- \* Shanelle C. was placed with relatives
- \* Residents worked at the following locations: Value Village, McDonald's, Burger King, Del Taco, Aldi's, Waffle House, and Zaxby's
- \* The residents volunteered at Eastside Baptist Church's Food Pantry
- \* Delta Residents participated in a STEAM Summer Camp Program
- \* Kylenn C., a youth in the Elks Aidmore Independent Living Program, released a CD
- \* Five (5) youth participated in and completed Teen Works
- \* Elks Aidmore residents received an award for being punctual for the Teen Works sessions
- \* Alexandria T. was recognized for being the only youth at Alpha Academy to complete all the virtual assignments
- \* The Youth Advisory Committee hosted a Virtual Day Party in August for all the Teens at Elks Aidmore
- \* Jordan D. facilitated a series of fitness videos for MAAC to be distributed to youth and families to use during the COVID pandemic
- \* Three (3) youth were registered to vote
- \* Two (2) youth voted in the Presidential Election.

Youth participated in the following extracurricular activities:

- \* Heritage High School Band – Aleah B.
- \* Heritage High School Marine Jr. ROTC – Aleah B., Mackenzie S., Alexandria T.
- \* Academy of the Arts - residents participated in dance classes.
- \* Residents learned to crochet with Ms. Gloria
- \* Youth attended quarterly Empowerment Meetings
- \* Youth attended quarterly Town Hall Meetings Quarterly with DFCS Director Tom Rawlings

# ***HIGHLIGHTS FOR PREPARATION FOR INDEPENDENT LIVING AND TRANSITIONAL LIVING***

## **EDUCATION**

**98% of the youth in care received tutorial services.**

**100% of the youth in care received specialized tutorial services  
either through DFCS or Elks Aidmore.**

**85% of the youth in care are on grade level.**

**90% of the youth showed grade improvements at the end of the 2019-2020 academic school year.**

## **LIFE SKILLS**

**100% of youth served received life skills training in the following areas:**

**Daily Living, Self-Care, Healthy Relationships, Communication, Housing, Money Management,  
Employment, Study Skills, Careers, Educational Planning, Permanency, Planning for the future.**

## **VOCATIONS**

**100% of youth served received vocational education/training  
on the Elks Aidmore campus  
through volunteers and interns.**

## **DJJ or DOC INVOLVEMENT**

**2% of youth served were involved with the Department of Juvenile Justice  
or the Department of Corrections.**

# OUR GRADUATES ON THE MOVE!

Michou graduated from Cedartown High School. Originally from Haiti, she has worked hard and adapted well to life in America. She had a high GPA and graduated with honors. Michou loves to cook and frequently tries out her new creations on her foster family. She is interested in attending culinary school. Michael and Sherri Fuller, Michou's foster family, have been fostering for over 30 years. Earlier this year, the Fuller family joined the Elks Aidmore Therapeutic Foster Care program in Dalton. The Fuller family was the first and only placement for Michou, who has been with them for slightly over four years.

Shannelle graduated from Heritage High School. She was in residential placement on the Conyers campus from January 2019 through March 2020. Shannelle was placed with a relative in Gwinnett County in March. With diligence and support from the educational support staff at Elks Aidmore, she was able to remain in the Rockdale County School System and receive her high school diploma.

Joshua graduated from Valdosta High School and has been accepted at Georgia Military College in Valdosta. Joshua began online classes on June 1st. Joshua has been with Elks Aidmore since December 2018 and has remained with one family (Rose) during that time. Joshua was an active participant in ROTC and participated in the Youth Advisory Board with Elks. He is a strong advocate for both his own needs and those of others in Foster Care. The Roses, Joshua's foster parents have been with Elks Aidmore since May 2016 and have fostered several other young men in addition to a sibling group that has been with them since they opened their home.



Nayelli's journey with Elks started in Elks residential and later transitioned to an agency foster home with Ms. Chervonne Williams. Nayelli has been in Ms. Williams foster home for the past four years. Nayelli is a hard worker. When entering the Elks program Nayeli was several years behind academically. Nayeli was committed to her education, worked hard, and with the ongoing support and encouragement from her foster parents, graduated from Shiloh High School on time with her 2019-20 class. Nayeli has been accepted to Ga State where she plans to pursue her degree in Biology. Nayeli was recently accepted to Elks ILP program.

Janiya will be graduating from Stephenson High School. Janiya enjoys doing hair and makeup and plans to pursue a career in Cosmetology. Janiya's foster mother, Mrs. Althea Morgan-Smith has been fostering for over 15 years. She especially enjoys working with teenagers and being an intricate part of their transitions toward adulthood.

Mayderi's journey with Elks started in Elks residential and later transitioned to an agency foster home where she has remained to date. Mayderi enjoys doing makeup and hair. Mayderi graduated from Shiloh High School and ended the semester with all A's and B's. Mayderi has been accepted to Georgia Gwinnett College where she will study nursing and was recently accepted into the Georgia ILP program. Mayderi's foster parents are Chevronne and Oche Williams. They are committed and dedicated foster parents who believe in being involved in each of the milestones achieved by Mayderi, encouraging her to be the best she can be and looking forward to her future successes.

# ***OUR OTHER ACADEMIC SUCCESSES!***

## **Residential Treatment Program**

Alexandria was the only student at the Alpha Academy to complete her Distance Learning assignments. She successfully transitioned back to Heritage High School in the fall of 2020 to begin her senior year.

## **Independent Living Program**

Jordan successfully completed his first year of college at Georgia Military College. He is studying to be a dental hygienist.

Kylenn completed his first semester of college at Georgia State University.

## **Conyers Therapeutic Foster Care**

Starchea graduated elementary school as well as the psychoeducational program at Oakland Meadows. She successfully completed her Individualized Education Plan goals. She improved from being three grade levels behind in reading and math to being completely on grade level. Starchea will attend Shiloh Middle School when school resumes.

Zyerria graduated from Princeton Elementary School as an A/B student and will attend Stephenson Middle School.

Jamarrion also graduated from Princeton Elementary School and will attend Stephenson Middle School.

Stephanie, Ann and Shaun were accepted into the Georgia Internship Program, which provides current foster youth ages 16 -17 years old the opportunity to gain extensive training and work experience.

Makayla successfully transitioned from alternative school in the 2019-20 school year and ended the year at Austin Middle School without a single behavioral infraction.

## **Savannah Therapeutic Foster Care**

Larry is transitioned from middle school to high school over the summer. He has made significant behavioral and academic progress and “stepped-down” from a psychoeducational school setting to being mainstreamed in high school.

# ***A SHINING STAR RECOGNIZED***

The Multi-Agency Alliance for Children (MAAC) holds an annual fundraising and recognition event titled “A Starry Night”. Each year, MAAC recognizes both adult and youth Shining Stars. At the 2020 event, held virtually due to COVID, Elks Aidmore foster parent Marlene Oliver was recognized as one of the adult Shining Stars. In her nomination letter, Cathleen Duff Gilbert wrote:

*“Over the years Ms. Oliver has been a foster parent to many MAAC youth as well as supporting MAAC youth through her role as an FSP. Ms. Oliver goes above and beyond in both roles and has been able to work with some youth who have more challenging needs. As a foster parent, Ms. Oliver has the philosophy that there is always room for growth and learning new skills. She collaborates with PACT and other MAAC programs to ensure her foster youth are getting their needs met. She is open to trying most anything and always follows through in working with the team on a suggested effort. During the time the child was in the hospital, Ms. Oliver painted the child’s room her favorite color and re-decorated the child’s room into a “princess room” as a surprise to make her feel better when she got home. It is this kind of nurturing and thoughtfulness that I see often in her foster-parenting. She is always able to remain calm during a crisis, utilizing her emotional intelligence to remember not to take a behavior personally. Instead, she takes more time to connect with them. She is able to keep in mind that many behaviors are rooted in trauma, so approaches behaviors in an individualized and trauma-informed way.”*

*“As an FSP, Ms. Oliver is always listening to our youth and sharing their wishes and needs with the team. She is able to hear the youth voice, advocate and enjoys showing she cares through extra gestures (ex. helping a youth find a special prom dress, ensuring they have a special outfit they can feel fabulous in, sponsoring a youth with that special toy they really wanted for Christmas) She enjoys showering our youth with extra love, time and attention. When there is a last-minute team need, she always rises to the occasion. As an FSP she is able to share many helpful resources and tips with other foster parents.”*

In her acceptance remarks, Mrs. Oliver said she became a foster parent *“to make a difference in the lives of children. As a foster parent, I practice three fundamental things: love, patience, and compassion. I appreciate the Shining Star award and what it represents”*.

Congratulations to Mrs. Oliver for receiving this special recognition. We are proud of her achievement, both individually and as part of the Elks Aidmore family of foster parents and the high quality of services they continuously provide to the children and families in Georgia.

# OFFICE OF PROVIDER MANAGEMENT

## *PERFORMANCE-BASED PLACEMENT MEASURES*

*YEAR ENDING JUNE 30, 2020*

**Residential  
Treatment  
94% (A-)**

**Independent  
Living  
73% (C-)**

**Transitional  
Living  
85% (B)**

# OFFICE OF PROVIDER MANAGEMENT

## *PERFORMANCE-BASED PLACEMENT MEASURES*

*YEAR ENDING JUNE 30, 2020*

**Therapeutic Foster Care  
(Conyers)**

**97% (A)**

**Therapeutic Foster Care  
(Dalton)**

**97% (A)**

**Therapeutic Foster Care  
(Savannah)**

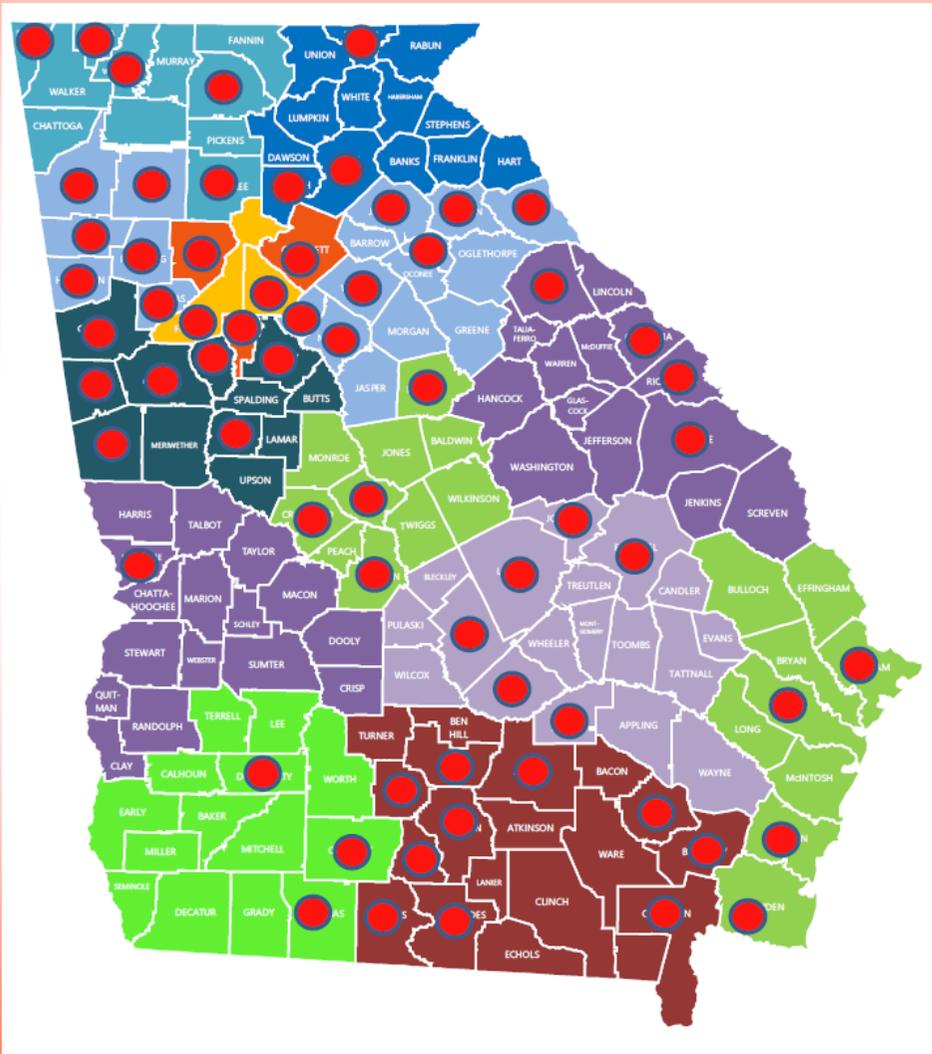
**89% (B+)**

**Therapeutic Foster Care  
(Valdosta)**

**93% (A-)**

# COUNTIES SERVED

(65 of 159 counties in Georgia; served all 14 Regions of the Division of Family and Children Services)



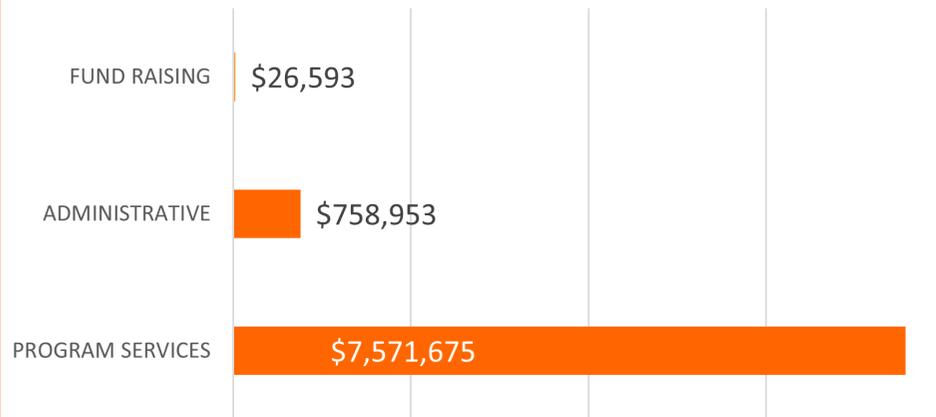
Bartow  
Berrien  
Bibb  
Brantley  
Brooks  
Burke  
Camden  
Carroll  
Catoosa  
Charlton  
Chatham  
Cherokee  
Clarke  
Clayton  
Cobb  
Coffee  
Columbia  
Colquitt  
Cook  
Coweta  
Dade  
DeKalb

Dodge  
Dougherty  
Douglas  
Elbert  
Emanuel  
Fayette  
Floyd  
Forsyth  
Fulton  
Gilmer  
Glynn  
Gordon  
Gwinnett  
Hall  
Haralson  
Heard  
Henry  
Houston  
Irwin  
Jackson  
Jeff Davis  
Johnson

Laurens  
Liberty  
Lowndes  
Madison  
Muscogee  
Newton  
Paulding  
Pierce  
Pike  
Polk  
Putnam  
Richmond  
Rockdale  
Telfair  
Thomas  
Tift  
Towns  
Troup  
Walton  
Whitfield  
Wilkes

# OUR FINANCIAL POSITION

## EXPENSES \$8,357,221



## REVENUES \$7,958,097



## ELKS AIDMORE FINANCIALS

### ASSETS

Cash, cash equivalents, accounts receivable prepaid items, investments	\$2,032,554
Property and Equipment, net	\$ 733,777
Investments-Restricted	\$2,700,506
Other Assets	\$ 54,281
<b>Total Assets</b>	<b>\$5,521,118</b>

### LIABILITIES AND NET ASSETS

<u>Liabilities</u>	
Current Liabilities (accounts payable, accrued liabilities, notes payable, accrued compensated absences)	\$ 758,712
Non-Current Portion of Accounts Payable	\$ 5,537
<u>Net Assets</u>	
Undesignated Net Assets	\$1,322,586
Invested in property and equipment Permanently Restricted	\$ 733,777 \$2,700,506
<b>Total Liabilities and Net Assets</b>	<b>\$5,521,118</b>

## BOARD OF TRUSTEES

Abel, Ed *Brunswick*  
Abel, Sandra *Brunswick*  
Amy, Bob *Augusta*  
Anderson, Ron *Jesup*  
Boyd, Jim *Elberton/Athens*  
Carter, Bobby *Marietta*  
Clements, Doug *Tifton*  
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Hendricks, Sarah *Savannah*  
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McKie, Tracy *Fitzgerald*  
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Penn, Piker *Calhoun*  
Pilgrim, Jim *Toccoa*  
Rhodes, Peggy *Dalton*  
Roberson, Junior *Dalton*  
Santee, Stanley *Camden Co*  
Santee, Jane *Camden Co*  
Sneed, Calvin *Gainesville*  
Sneed, Sue *Gainesville*  
Spiker, Roy *Valdosta*  
Spivey, Angela *Eatonton*  
Spradley, Steve *Cartersville*  
Stevens, Diane *Eatonton*  
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CREDIBILITY • INTEGRITY • ACHIEVEMENT



*"Building programs is our business...rebuilding lives is our passion!"*