

*Elk Hill:
Making a
difference
in young
lives*

Fiscal Year
2015
Annual Report



Children & Family Services • Behavioral Health • Education • Advocacy



David, Class of 2015

Smart money would have bet against David. Volatile, violent, out of control: He was the last kid you'd expect to graduate from high school. But in June 2015, he beat the odds.

It didn't come easy. After his parents – fearing for their own safety – surrendered custody, David spent time in foster care and group homes. Eventually he was placed at Elk Hill, where the volatility continued. He punched so many holes in walls that teachers soon lost count. He threw things; he knocked over desks. He was verbally explosive, shouting threats and cursing. At 6'3" and 200 pounds, he was physically intimidating. The police were called on a regular basis to help calm him. At one point, we even pressed charges against him, for destruction of property.

But we hung with him. We *all* hung with him.

Despite significant behavioral problems, David had two very important things working in his favor: loving, involved parents, and incredibly supportive faculty and staff at Elk Hill. When he performed in a community theater production, his mother joined the cast. When senior year pressures fueled new outbursts, Elk Hill provided emergency funding for an external residential program, and Elk Hill teachers went the extra mile to make sure he completed degree requirements.

.....
It's been a rocky road for David. But today he has a high school diploma, and he's mastering self-control. And none of it would have happened without you!
.....

2010:
David comes to Elk Hill as an 8th grader with major behavioral problems.



Number of children in Virginia today who need help with behavioral, emotional and/or mental health challenges, but who are not currently receiving services:

200,000

Number of incarcerated children (age 14-18) in Virginia with a diagnosis of mental illness:

90%

Annual cost to incarcerate a child (age 14-18) in Virginia:

\$150,000

Advocates for children

At Elk Hill, we are committed to serving more children, in more places and in more ways than ever before. Decreased public funding makes that a continual challenge. But through strong support from friends like you, we continue to reach children in need. Working together, we are crafting an integrated approach to health care. When we **heal a child's mind, body and spirit**, hope blossoms.

But it is not enough that we work with these children: We must also work *for* them. In the halls of the state capitol, we are relentless advocates. The next generation is our most valuable resource, but the sad reality is this: Children have no lobby. Will you join us in this fight? Will you take up the cause of thousands of children who have nowhere else to turn?

Will you help us put young lives back on track?

 Your donation makes a difference.

Elk Hill curriculum puts David on solid academic path.

School makes him accountable for his behavior.

David wrestles with learning disabilities. Using a computer provided by Elk Hill, David writes a play that is staged by staff and students.

 Your donation makes a difference.

Unable to manage at home, David moves into Elk Hill's Charlottesville group home.

Group home staff helps him find a part-time job.

Group home helps David get involved in community theater.

Sooner, Stronger, Healthier

At Elk Hill, we help young people put their lives back on track.

Caring, trained professionals work closely with students and their families. Programs and curriculums are customized to meet individual needs.

Through early intervention, we help children get the treatment they need sooner.

School-based mental health services provide support for students, their families and teachers. When healing occurs, young people are able to learn, grow and thrive.

They become graduates, not dropouts.

Through our residential programs and community-based services, young people learn to face the challenges they've been handed. They return to their families; they return to their public schools.

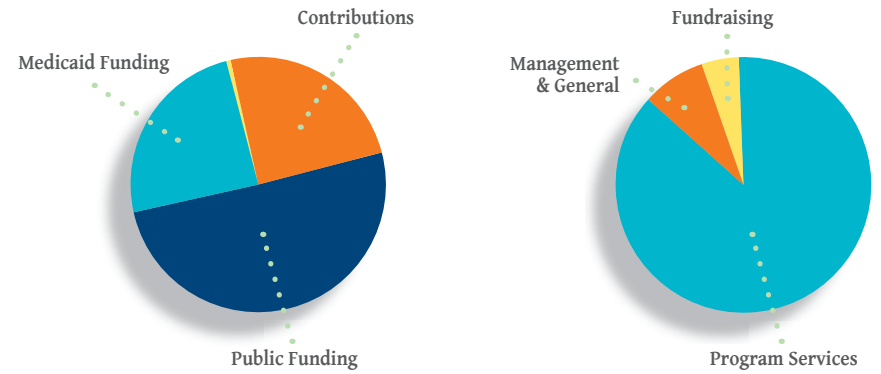
Elk Hill programs are designed to help young people face the future with confidence.

And through a broad-based workforce development program, they gain marketable skills. Employment certifications, workplace readiness, specialized training and mentoring give our students the edge they need to succeed!

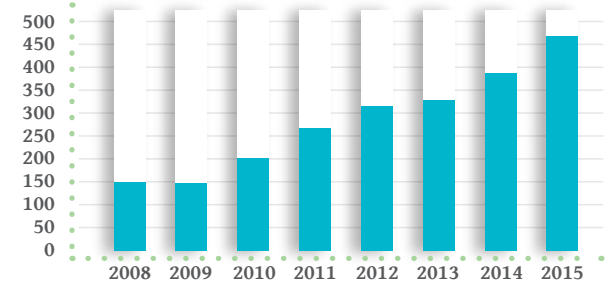
Financial Report

	Year Ending June 30, 2015
Support and Revenue	
Contributions	2,596,241
Public Funding	5,689,218
Medicaid Funding	2,989,547
Investment Gains/Losses	35,520
Total Support and Revenue	\$ 11,310,526
Expenses	
Program Services	8,737,686
Management & General	683,089
Fundraising	412,923
Total Expenses	\$ 9,833,698
Change in Net Assets	1,476,828
Net Assets	\$ 13,778,333

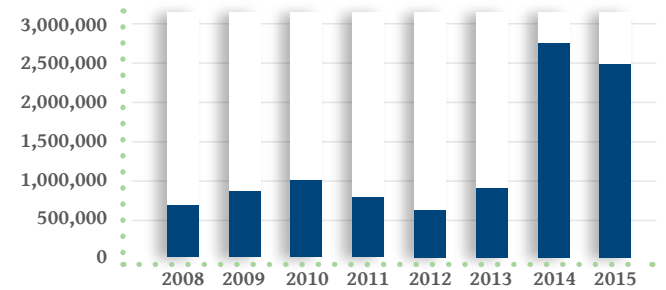
Financial Report



Children Served



Contributions



Your donation makes a difference.

Tackling volatile behavior: Elk Hill's Therapeutic Day Treatment helps David master coping skills and anger management.

Your donation makes a difference.

Mentoring program provides both an emotional outlet and a role model.

Your donation makes a difference.

Accountability, Part 2: David does odd jobs at Elk Hill to pay back costs of damage to property.

Your donation makes a difference.

Therapy helps David connect positively: he's on the basketball team, robotics team and gives tours to visitors.

Daily coaching reduces number and severity of outbursts.

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Elk Hill mourns the loss of two honorary trustees: Mrs. Lucy B. del Cardayre and Miss Harriett West. The difference between a good organization and a great one is the support of its friends. Thank you Mrs. del Cardayre and Miss West for your friendship, commitment and love.

June 2015:

David Morris overcomes setbacks to earn high school diploma.



Our Supporters

Through your support of Elk Hill, you create opportunity for those who need it most. What does that mean?

It means custom-tailored curriculums. It means summer camp. Workforce development. Therapy. Mentoring. Residential programs. Therapeutic Day Treatment. Access to technology. Reading enrichment. Caring, supportive staff and teachers.

In the end, it means hope. Because you care, young people get a second chance. You are making a very real difference in young lives!

Every gift given in support of Elk Hill is greatly appreciated, and every effort has been made to ensure the accuracy of this listing. Please notify Gillian Kunkel, Development Coordinator at **804-457-4866 ext. 312** or gkunkel@elkhill.org of any inaccuracies or omissions. We regret any errors.

Gifts from these donors were received July 1, 2014 through June 30, 2015.

The 1970 Society

The 1970 Society recognizes the year Elk Hill was founded. Donors in this society carry on the tradition of those who built Elk Hill on a foundation of trust and respect. Donors in this society make leadership gifts of \$25,000 and more. We thank them for their visionary support.

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Top of the Hill

Standing at the top of the hill means that you have worked hard to achieve something. Donors in this circle know that their efforts and generosity have and will continue to be transformational for children who work hard to stand at the Top of the Hill. Donors in this circle make gifts of \$10,000 to \$24,999. We thank them for their generous support.

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Graduating from Elk Hill means someone cared enough about a student to hang in with him. Donors to this circle form a vital core of support through gifts of \$5,000 to \$9,999. We appreciate their steadfast support.

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In Swahili, Harambee means to pull together for the greater good. The Donors in this circle recognize we are much stronger when we stand together. Our friends in this circle make gifts of \$1,000 to \$4,999. We thank them for helping us pull together.

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and Sheet Metal Company
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Mr. and Mrs. John Whitworth
Mr. and Mrs. C. Lee Wilkinson, Jr.
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Mr. and Mrs. Michael P. Wood
Ms. Beth G. Woods
Mr. and Mrs. T. K. Woods, Jr.
Mr. and Mrs. Madison P. Wootton
Mr. and Mrs. James H. Wright
Ms. Patricia M. Wright
Mr. Tian Zhou

Matching Gift Companies

A significant number of friends increased their contributions by giving through their employer's matching gift program. This form of philanthropy is offered by more than 500 companies, usually through the human resources department. We are thankful for the contributions of these employers.

Total Gifts: \$12,600
Charles Stewart Mott Foundation
Dominion Foundation
Duke Energy Foundation
The Merck Foundation
Tredegar Corporation
U.S. Bancorp Foundation
Universal Leaf Foundation

Elk Hill Society

The Elk Hill Society recognizes individuals who have included Elk Hill in their charitable planning. Their foresight and generosity ensure the long-term stability of Elk Hill for future generations. These gifts take many forms, including bequests, outright gifts, charitable trusts, annuities and life insurance. Elk Hill is deeply thankful for these committed individuals.

Anonymous (3)
Mr. and Mrs. Samuel M. Bemiss
Mr. Eugene G. Bowles, Jr.
Mr. and Mrs. Peter H. Bowles
Mr. and Mrs. J. Stewart Bryan, III
Charles M. Caravati Family Foundation Fund
Mr. William Correll
Mrs. Isabel Souder Correll
Mr. and Mrs. John E. Easter, II
Mr. and Mrs. Michael C. Farley
Mrs. DuPont Guerry, III
Miss Helen S. Gray
Mr. and Mrs. James E. Lewis
Lloyd B. Gee Family Trust
Mrs. Anne R. Lower
John Holmwood McDowell Trust
Miss Eleanor G. May
Mr. and Mrs. Lewis N. Miller, Jr.
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Mr. and Mrs. S. Buford Scott
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Towers Perrin
Mrs. Anne Tylander
Mrs. J. R. van Reekum, Jr.
Mr. and Mrs. Roderick Watson
Miss Harriett B. West Foundation
Mr. John D. Whitehurst Trust
Mr. and Mrs. Bruce E. Williams
Bob and Barbara Williams Foundation

Gifts from Leadership, Faculty and Staff

This year, over 60 members of Elk Hill's staff made a contribution to our first-ever staff giving campaign. We appreciate their generosity and that of all members of the Elk Hill community who give in so many ways.

Total Gifts: \$35,000

Memorial and Honor Gifts:

Many donors choose to make memorial or honor gifts to Elk Hill as a way to pay tribute to faculty, staff, friends, and loved ones. We are grateful to these donors who contributed to Elk Hill from July 1, 2014, to June 30, 2015.

In memory of Alvan B. James
Dr. Allix B. James
In memory of Art Palmer
Mr. and Mrs. and Mrs. Robert G. Bass
In memory of Beverley W. Armstrong
Mr. and Mrs. Wayne K. Toy
In memory of Brenda Atkins
Mr. and Mrs. Michael Edgett
In memory of Cheryl M. Dennier
Ms. Linda Ludeke
Mr. and Mrs. Franklin B. Heiner
Ms. Mary Williams Hagan
In memory of Dr. and Mrs. Charles M. Caravati, Sr.
Dr. and Mrs. Maurice Nottingham, Jr.
Ms. Janet C. Ritzel
In memory of Holt Souder
Mr. and Mrs. Kennon C. Whittle, Jr.
Mr. and Mrs. David P. Campbell
Mr. and Mrs. Jesse F. Williams, III
Mrs. Anne R. Lower
Mrs. Isabel A. Fitzgerald
Mr. and Mrs. James E. Covington, Jr.
In memory of James A. Ehlers
Mr. and Mrs. John E. Easter, II
In memory of James Crawford Roberts
Mr. and Mrs. Harold Horowitz
In memory of James Earl Lewis
Constance Lewis
In memory of James May Ball, Jr.
Mr. and Mrs. James D. Blackwell, Jr.
In memory of James P. Massie
Mr. and Mrs. Curtis W. Gordinier
Mr. and Mrs. Gerald Hagen, Jr.
Mr. and Mrs. Miles C. Johnston, Jr.
Mr. and Mrs. R. Hall Squire
Mr. H. Earl Longest
Mr. and Mrs. David M. Clough
Mr. and Mrs. Andrew W. Pryor, Jr.
Mr. and Mrs. John C. Brennan
In memory of Lois Farley
Mr. and Mrs. R. H. Bunzl
Mrs. J. Randall Street
Youth For Tomorrow
Miss Eleanor G. May
In memory of Louis Kastelberg
Mrs. Mary A. C. Slaughter
In memory of Lucy B. del Cardayre
Mrs. Samuel S. Moody, Jr.
Mrs. Lou S. Kendrick
Mr. Harry F. Byrd, IV
Ms. Mary Williams Hagan
Mr. and Mrs. Franklin B. Heiner
Ms. Linda Ludeke
Dr. and Mrs. J. Thomas Meadows
Mr. and Mrs. William Hoofnagle, III
In memory of Malcolm S. McKenney
Mr. and Mrs. Val Bisoglio

In memory of Marilyn Mapp
Mr. and Mrs. J. F. Delaney, Jr.
U.S. Bancorp Foundation
In memory of Maureen Gregory
Ms. Beth G. Woods
Mr. William N. Gregory, Jr.
In memory of Morton Clark
Dr. and Mrs. John E. Rasmussen
In memory of Robert Brooks
Mr. and Mrs. J. E. Markham
In memory of Ron Callaway
Mr. Richard P. Hankins, Jr.
In memory of Shockley "Hap" Gardner
Mr. and Mrs. William A. Pruitt
Mr. Joseph F. Morrisette
In memory of Vivian N. Murad
Richard Murad
In memory of Dr. Anthony W. Sherman
and Paul Thomas Bryan
Preservation of Zion Fellowship Church
In memory of Patte Singleton
Mr. and Mrs. Christopher J. Honenberger
In memory of Charles Oliverio
Ms. Jane M. Sheema
In memory of Earl C., Frances L., E.C. Truett
and Elizabeth Truett Greenbaum
Mr. Erik Greenbaum
In memory of Thomas G. Schroeder, Jr.
Mr. Thomas G. Schroeder
In memory of Audrey B. Spears
Mr. and Mrs. Michael Edgett
In memory of Louis Kastelberg
Dr. and Mrs. Charles M. Cravati, Jr.
In honor of S. Buford Scott
Mrs. Roselle F. Scales
Mrs. Margie P. Bemiss
Mrs. Elisabeth S. Porter
Mrs. Mary Denny Wray
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Mr. and Mrs. James G. Reid
Ms. Nora Miller Brookfield
and Mr. John Bocock
Mr. and Mrs. Sam Witt
Mr. and Mrs. John Whitworth
Mr. and Mrs. James L. Doherty
Mr. and Mrs. C. B. Robertson, III
Mr. and Mrs. Mark S. Dray
Mr. and Mrs. James R. V. Daniel
Mr. William A. Gregory
Mr. and Mrs. John C. Brennan
Mr. and Mrs. Elliott M. Harrigan
Mrs. Elisabeth S. Porter
Mrs. Mary Denny Wray
Mr. Farley C. Shiner
Mr. and Mrs. John L. McElroy, Jr.
Mr. and Mrs. Thomas N. Chewning

In honor of S. Buford Scott and Mr. George Ross Scott
Mr. and Mrs. Lewis P. Lawson

In honor of Buford Scott, Harry F. Byrd, IV and Franklin B. Heiner
Ms. Mary Williams Hagan

In honor of Buford and Susie Scott
Mrs. Lynn A. Clarke

In honor of Children of Elk Hill
Mr. Robert H. Rinehart

In honor of Dr. Laura T. Easter
Mr. and Mrs. Kirk J. Johnson

In honor of Michael C. Farley
Mr. Eugene G. Bowles, Jr.
Mr. and Mrs. Leigh B. Middleditch, Jr.
Mr. and Mrs. David P. Corrigan
Dr. Sally Sibley

In honor of Michael Farley and Philip and Kathy Seipp
Mr. David Seipp and Ms. Carol Lee

In honor of our Mooreland Farm Neighbors
Mr. and Mrs. Custis L. Coleman, Jr.

In honor of Michael E. Harman
Mr. and Mrs. Irving Blank

In honor of Mr. and Mrs. Dennis Sigloh
Mr. and Mrs. John Beard

In honor of Mr. and Mrs. G. S. Fitz-Hugh, III
Mr. and Mrs. William R. McGuire

In honor of Mr. Charles E. Bradshaw and Ms. Stephanie Jefferson
Mr. and Mrs. Tad Melton

In honor of Mr. Delmar L. Brown
Mr. and Mrs. William Hoofnagle, III

In honor of Mr. George R. Scott
Mr. and Mrs. S. Buford Scott
Mr. and Mrs. Lewis P. Lawson

In honor of Mr. Henry L. Valentine, III
Ms. Marie C. Barte

In honor of Mr. M. Bagley Reid
Mrs. Mary Denny Wray
Mrs. Elisabeth S. Porter
Mr. and Mrs. Christopher Williams

In honor of Mrs. Elisabeth S. Porter
Mr. and Mrs. S. Buford Scott
Mr. and Mrs. Michael Barr

In honor of Mrs. Isabel S. Correll
Mrs. John B. Purcell

In honor of Ms. Eleanor G. May
Dr. and Mrs. Edward H. Bertram, III

In honor of Nelson S. Teague Jr.
Mr. and Mrs. Jonathan F. Baker
Mr. and Mrs. Nelson Teague, Sr.

In honor of Patrick Bailey
Ms. Marta W. Lefleur

In honor of S. Buford Scott, Harry F. Byrd, IV and Franklin B. Heiner
Ms. Mary Williams Hagan

In honor of William N. Gregory, Jr.
Ms. Beth G. Woods

In honor of William T. Clarke
Mr. and Mrs. Lloyd Johannessen

In honor of David Corrigan, Mike Harman and Jeff Barnes
Mr. and Mrs. John Claytor

Gifts in Kind

Elk Hill appreciates the In-Kind contributions from these generous donors. July 1, 2014 to June 30, 2015.

Altria
Mr. and Mrs. Carl F. Blackwell
Mr. and Mrs. Charles E. Bradshaw, III
Capital One
Mr. and Mrs. Joe Clark
Mr. and Mrs. John Cogswell
Mr. Charles Foster Jr.
Mr. William N. Gregory, Jr.
Mr. and Mrs. Robert J. Griffith
Mr. Bruce Hammond
HandsOn Greater Richmond
Mr. Richard P. Hankins, Jr.
Ms. Amy Kamolt
Mr. David Lydiard
Mr. Ron Piper
Mr. and Mrs. M. Bagley Reid
Mr. and Mrs. Tom Timmerman
Harman, Claytor, Corrigan, & Wellman P.C.

Elk Hill Speaker Series

We are particularly grateful to those sponsors and supporters whose generosity made our first Elk Hill Speaker Series an unparalleled success:

Lead Sponsors
VCU Health
Glenn Rust on behalf of Virginia National Bank

Supporters
Capital One
Elk Hill Friends and Trustees
Lynn Hammond on behalf of Express Employment Professionals
University of Virginia Curry School of Education
Virginia Film Festival
Virginia Institute of Autism
Virginia Repertory Theater

Volunteers

This year, 302 people volunteered 1,203 hours of time valued at \$27,753 to improve facilities, gather resources, and support activities and events that bring joy, enrichment, and opportunity into the lives of the kids we serve. We continue to be amazed by the incredible collective impact they have made on every single one of Elk Hill's locations and programs.

We are particularly grateful to the following organizations for their volunteer service this year:

Altria
Capital One
CarMax
Charlottesville High School
HandsOn Greater Richmond
University of Richmond School of Law
University of Virginia APO
University of Virginia Curry School
University of Virginia Lions Club

Elk Hill Development: Maximizing success, creating opportunities

Progress at Elk Hill is the result of infinite efforts by many. The Development department is charged with capitalizing on those successes. In simple terms, Development maximizes the impact of the good work being done at Elk Hill.

We celebrate achievement

In October 2014, more than 300 friends of Elk Hill honored the lifetime achievements of S. Buford Scott, Elk Hill Chairman Emeritus, who's worked



Ron Spears and Isabel Correl

tirelessly for our children and our community. The event also launched Elk Hill 20/20, a \$7 million campaign targeting endowment support, program innovation and annual support. To date, more than 700 donors – including 60 Elk Hill staffers – have made gifts totaling more than \$6.7 million.

In September 2015, we reiterated our enduring commitment to children as we celebrated Elk Hill's 45th anniversary. A casual "bluegrass and barbecue" event honored supporters and staff members who've created opportunities for those who need them most.

An open house at the new Charlottesville Group Home in April 2015 demonstrated the impact our supporters create. Donors saw how their gifts make a difference; guests from referring agencies saw a commitment to excellence in facilities, staff and services.



Joy Massie and Mary Denny Wray



Michael Farley

We build partnerships

Working with the local nonprofit community, regional corporate sponsors and the University of Virginia and VCU Health, we launched the Elk Hill Speaker Series in November 2015. Dr. Temple Grandin helped more than 1,500 attendees gain an understanding of autism.



Susan Davenport, Ann Criswell, Dr. Alexandria Lewis, Dr. Temple Grandin, and Dr. Joel Silverman

Working with Virginia Film Festival, *Generation A: Portraits of Autism and the Arts* was screened on Nov. 6 in Vinegar Hill Theater, Charlottesville. Dr. Laura Easter of Elk Hill served on a panel with other experts, taking questions from the audience and discussing autism and education.

In partnership with the UVA Curry School of Education, Elk Hill presented

iPads to 13 autistic children and their families in November.

Our donor community responded to a need through unprecedented giving to our Summer Camp program. Those gifts provided continuous therapeutic support for children who who'd otherwise have had no treatment over the summer. Creating four new satellite summer camps, we boosted numbers served in 2015 by nearly 70 percent!

We saw the incredible power of the volunteer spirit in August 2015, when Harambee School received a total makeover. A total of 120 volunteers from HandsOn and Altria transformed the building inside and out in one breathtaking day.

We plan for the future

All of us at Elk Hill maintain a clear focus on the future. The Elk Hill 20/20 campaign is an important part of that; a Comprehensive Integrated Development plan is equally essential. Adopted in May 2015, the plan is a roadmap for sustainable growth and strategic planning objectives.



Dr. Temple Grandin at a book signing.

Licenses, accreditations, and affiliations

- Alliance for Strong Families and Communities
- BBB of Central Virginia Accredited Charity
- Council on Accreditation
- Virginia Association of Independent Special Education Facilities
- Virginia Coalition of Private Provider Associations
- Virginia Council for Private Education
- Virginia Department of Behavioral Health and Developmental Services
- Virginia Department of Education
- Virginia Department of Juvenile Justice
- Virginia Department of Social Services
- Virginia Nonprofit Leadership Council



Leadership and Management Staff

- Michael Farley** | Chief Executive Officer
- Ron Spears** | Chief Operating Officer
- David Wyman** | Chief Finance Officer/Director of Administration
- Ann Criswell, CFRE** | Director of Development
- Jennifer Kincaid** | Human Resources Manager
- Elizabeth Farmer** | Facilities Manager
- Alex Sullivan** | Community Relations Coordinator
- Darlene Ferguson, Ed.S.** | Director of Education
- Chuck Longerbeam** | Head of School, Elk Hill Charlottesville School
- Dr. Michael Heard** | Head of School, Harambee School at Elk Hill Farm
- Melanie Crocker** | Head of School, Elk Hill Varina School
- Laura Easter, Ph.D., LPC** | Director of Community Services
- Marsha Pryor** | Executive Assistant
- Tammy Johnston, MSW, LCSW** | Director of Residential Services
- Paul Bratton, II, MPA** | Program Director, Northside Group Home for Boys
- Mary Donald** | Program Director, Charlottesville Group Home for Boys, and Spring Garden Group Home for Girls
- Sierra Savedge** | Admissions Coordinator, Resident in Counseling
- Elizabeth Houston, MSW** | Medicaid Resource Coordinator
- Travis Baisden, QMHP** | Quality Assurance Coordinator



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The essence of Elk Hill radiates with every child that comes in contact with our programs and services. Since 1970, when the first boy walked on to the Elk Hill Farm campus, that spirit has remained core to our mission: We believe in children and their ability to be resilient while facing and overcoming enormous obstacles in life.

David's story, featured in this annual report, certainly speaks to that fact. When emotional struggles exploded into behavioral problems, David spun out of control. Through his own determination and the positive relationships he developed at Elk Hill, David realized that he could be successful.

In marking our 45th anniversary this year, we celebrated the successes and accomplishments of all the young people who have crossed our path. We also took the time to plan ahead. Through a six-month strategic planning effort - one involving trustees, leadership and management staff as well as state and local officials - Elk Hill 20/20 was born. The 20/20 plan provides a five-year vision, which continues to ensure Elk Hill's essence remains intact as our programs and services continue to evolve.

Identifying why we do, what we do was part of the 20/20 planning process. By defining the "why," we were able to clearly articulate our core mission:

Elk Hill enables children and families to transform overwhelming challenges into successful futures.

Our organization will continue to change and develop. We will always view every child we serve with the same lens, knowing that each has hope and promise for a better future and a productive life.



Michael Farley

CEO

A handwritten signature in black ink that reads "Michael Farley".



Karl Werwath

Past Board Chair

A handwritten signature in black ink that reads "Karl Werwath".



Susan Davenport

Board Chair

A handwritten signature in black ink that reads "Susan Davenport".