

Why we do what we do....

"I do what I do because every child deserves the best life they can have. And I passionately feel that is the adults responsibility to make that possible."

" Behavior shapes us as individuals and as a society and I am very proud to be playing a small role in supporting those who are experiencing challenges. "

I find it to be fascinating and rewarding to help parents turn a difficult period of life into a future that unleashes children's full potential."

"I do what I do because I need to help children and families see that their future can be brighter than their past. Hope is in of itself an intervention and if one of us at this agency can provide that each day to one family, we have succeeded!"

"Our passions and dedication to the children we encounter provide them a chance to grow and thrive so that they can live a healthy life and experience happiness."



FY2012 Annual Report

our vision

Founded in 1974, YETC | VCS is a Phoenix based 501 (c) 3 nonprofit agency that has been built upon the belief that everyone has the potential to overcome obstacles associated with the conflicts of childhood, adolescence and adulthood.

Youth Evaluation & Treatment Centers | Valley Clinical Services is dedicated to partnering with youth and families in their community to provide knowledge, skills, independence and stability for a brighter future.



Recently while facilitating a meeting in which my senior management team was engaged in an intensive debate I realized how youthful they appeared. In all areas of management and operations; Human Resources, Business and Finance, Quality Management, Clinical Services, Direct Support Programs and Community Development; the Directors of these programs ages averages in the mid thirties This youth movement occurred over several years and wasn't by design. In my efforts to hire and maintain the very best staff these young and highly talented Individuals were the best available. I have also come to realize that this is the best management team I ever experienced.



This trend to younger staff is also reflected throughout the agency with Supervisors, Clinicians, Practitioners, Support and Administrative staff averaging in the low to mid thirties. It goes without saying that the energy and enthusiasm of our youth needs to be guided by the experience and knowledge of a few seasoned supervisors who embrace the new energy but also provide the necessary wisdom to provide a balance. I know that in our industry there is many talented staff in their mid years providing excellent practice, management and leadership. I trust they celebrate as I do the new paradigm in the behavioral health industry and look forward to continued innovation, best practice and improved out comes.

With youth comes diversity with half of our employees representing minority backgrounds. And three of every four staff are female. We celebrate our ethnic and gender ratio as it compares to our client make up. Also new in this new world of youth is a totally different methodology or approach to serving our clients. The clinical and direct support staff have no offices, they do their work with their families in the home or community and all the necessary documentation, communication and organization is done on smart phones and tablets. They function in a paperless environment which is proven to be very effective and efficient.

This year's annual report honors and celebrates our employees; highly trained, skilled clinicians and technicians who are energetic quick learners, team focused, positive and confident. Particularly impressive is their willingness to take on more duties and responsibilities that enhances our flexibility and responsiveness to continually changing demands and expectations. Our efforts are reinforced by very favorable outcomes and positive parent satisfaction surveys.

Managers in my generation always refer to the good old days; a mythical period in our past when most things were better, simpler and happier. That is not the case for the most part; although we followed good practice and provided professional services the knowledge, skill level and innovation in the present is far superior to practice in previous decades. I know not what the future holds for these young, talented and driven professionals but they will only get better. I celebrate this youth movement until they throw me out for someone much younger and better looking. The board and I thank all of our employees for who they are.



Meet Our Management Team



Jen Brummet (left) , Jenn Ader (right)

"I have had the privilege of working in 4 different areas of YETC, providing me with a rich history of agency knowledge. Through these positions I have grown professionally with the assistance of consumers and their families, excellent supervisors and a supportive team. Working with such an extraordinary group of people, who care so much about the families they serve and go out of their way to support their co-workers has made YETC the best professional experience of my life."

- Jenn Ader, Director of Quality Management and Private Sector Services With YETC for 8.5 Years

"Leadership is the most fascinating and challenging part of my job. Leadership, as I see it, differs from supervision and being just a "boss." I pride myself on the fact that as a director I have the ability to promote and mold the future leaders of not only our agency, but the clinical field in general. I believe it is important to continue my professional development in the field of counseling. It is my hope that I will continue to grow and use my strengths as a leader to promote our nonprofit realm and inspire our young leaders to do the same."

- Jen Brummet, Clinical Director of Outpatient Services With YETC for 8 Years



"The most important accomplishment is the ability for each program to evolve and grow to keep up with changes in the field in order to continue to provide the highest level of care to our community."

-Armando Peelman, Director of Family Centered Services With YETC for 7.5 Years



“Our employees demonstrate to be the best in the behavior health sector with their knowledge and skills that create the agency’s platform. We as an agency encourage continuous learning from our members. We are focused on excellence, innovation and clarity, which continues to guide us as we strive to improve the quality and value of our work with our services.”

*- Stacey Novick, Director of Human Resources & Facilities Services
With YETC for 3 Years*

“When I started working for YETC I had a passion for the non-profit world that I wanted to put to good use. I loved everything I learned about this organization; how passionate the staff is to their work, and especially how devoted the agency is to their staff. Our agency’s success is nothing without the employees who work with us. This agency is full of amazingly valuable people; people who help us to be an agency that strives to be a step ahead of the rest. It is one of our largest strengths, and as a team, I hope we never forget it. “

*-Jaye Williams, Director of Finance and IT Services
With YETC for 3.5 Years*



“Philanthropy has always been a significant part of my life. What I have loved most in my years with YETC is hearing the stories. Everyone from the staff of YETC to the board members has their own special reason for being connected to our agency. Over the years I have developed my own story and it is full of the many ways that YETC has made a positive and lasting impact in community. I feel honored that my role is centered on spreading the message of not only WHAT we do but WHY we do it! “

*- Sara Ray, Director of Community Development
With YETC for 6.5 Years*

Family Centered & Community Based Services



Meet Behavior Coaches Courtney and Ashley. YETC has over 40 Behavior Coaches that work directly in the homes and communities throughout the Metro Phoenix area.

Services Include:

- Behavioral Management using the principles of Applied Behavior Analysis
- Family Support
- Social and Life Skill Development
- Case Management
- Consultation to the Child and Family Team

Project Next Step Connects Youth To New Experiences

Every child deserves the opportunity have new experiences that will help them grow. YETC was able to provide this opportunity to three groups of kids this past year. Staff and kids took a small trip up north for 2-3 days to Chauncey Ranch-YMCA, a 5,000 acre ranch that provided numerous activities and very supportive camp staff. For many of our kids this was their first time out of town and this activity has become a great way for our kids to develop their social skills, meet new people and learn new skills.



Project Next Step - Meet Me Where I Am (MMWIA)

Project Next Step (PNS) provides a family and community centered intervention designed to enhance the stability and integrity of the family by keeping or returning the child to the home or least restrictive setting. Services are provided in the home, school, and the community promotes generalization and consistency to promote independence within the family structure. PNS is committed to reducing problem behaviors in children, enhancing social development, and increasing skills for daily functioning.

Assessments used to create individualized plans

for our youth include:

- Behavioral and Emotional Rating Scales (BERS)
- Social Skills Improvement (SSIS)
- Family Wellness Domain
- Assessment of Basic Language and Learning SKILLS (ABLIS)
- Assessment of Functional Living Skills (AFLS)

Our Services

Family Centered & Community Based Services

Specialty Spectrum Team (SST)

The Vision of SST: To Improve the quality of life for children on the Autism Spectrum and their families through education and hands-on training.

The **Specialty Spectrum Team (SST)** is a unique branch of YETC that targets the specific needs of the Autism Spectrum Disorder (ASD) behavioral health group. Our team is comprised of Behavior Specialists and ABA Therapist that are highly trained in ABA, using evidence-based assessments, targeted behavioral interventions, skill building programs, and goal-oriented collaboration with the child and family team members.



1 out of every 88 children has Autism

Our Staff:

Our coaches have two years or more of experience and complete an intensive training program of 40 hours specifically focusing on spectrum disorders to include:

- ABA Basics
- Discrete Trial Training
- Differential Reinforcement
- Verbal Behavior
- Evidence Based Practices
- Interventions for Children and Adolescents
- Teaching Strategies for Behavior Change

Our team engages in consultation with a Behavior Specialist (BCBA eligible) for ongoing training and development.

Outcomes Based Practice

SST used a combination of standardized assessment tools, both professionally administered and multi-modal. The outcome goals focus on reduction of problem behaviors (for example, aggression, biting, tantrums), increasing communication, increasing social skills, improving daily living skills and Autism education.



Our Services

Family Centered & Community Based Services Intensive Outpatient Substance Abuse Services (IOPSA)

The IOPSA provides intensive substance services to youth ages 12-17 who have a qualifying Axis I diagnosis and a history of serious substance abuse problems.

Services: Once a Comprehensive Service Plan approved by the Child and Family Team (CFT) has been completed, IOPED services can be put in place. Services are provided by a Primary Therapist, Masters level intern and Family Services Coordinator, under the direction of the Clinical Director.

Services Include:

- Open ended co-ed outpatient group that meets 3 times per week for 3 hours. Includes an after care option
- Group therapy and education using the Seven Challenges © curriculum which is a nationally recognized evidence based program focused on thoughtful decision making and empowerment.
- Weekly family groups including an educational and therapeutic component
- Relapse prevention and support
- Holistic therapeutic activities including expressive arts and narrative therapy
- Individual and family counseling provided by a behavioral health professional. Frequency determined by the CFT and outlined in the service plan



Meet Lori. Lori, Community Outreach Specialist. Lori has been with YETC for 10+ years in various capacities.



Our staff definitely know how to liven things up!

Our staff is creative, fun and knows how to have a good time. Last Halloween our IOPSA group celebrated Halloween by making each other into mummies with toilet paper. They watched E.T, enjoyed pizza and caramel apples all while incorporating the Seven Challenges.

Our Services

Family Centered & Community Based Services

Outpatient Services

Outpatient Services provides individual and family based therapy for youth and families who are experiencing a wide range of emotional, behavioral and substance abuse problems. Our staff consists of therapist, case managers, family support partners and coordinators.

Services Include:

- Child and Family Team Facilitation
- Psychiatric Services
- In home and family support
- Respite Care
- Behavior Coaching
- Case Management



Sophie, Outpatient Manager. YETC has 14 staff members in our Outpatient Dept.

Specialty Interventions

Functional Behavioral Assessment (FBA)

A FBA looks beyond the behavior itself. The focus when conducting an FBA is on identifying significant, client specific social, affective, cognitive and/or environmental factors associated with the occurrence (and non-occurrence) of specific behaviors. This offers a better understanding on the “why” a child engages in maladaptive or inappropriate behaviors.

Eye Movement Desensitization and Reprocessing (EMDR)

EMDR is a scientifically validated and integrative psychotherapy approached based on the theory that much of psychopathology is due to traumatic experience or disturbing life events. The core of EMDR treatment involves activating components of traumatic memory or disturbing life event and pairing those components with bilateral or dual attention stimulation. Provided by EMDR trained therapist on an individual basis.

Dialectic Behavioral Therapy (DBT) Skills Group

DBT is an approach that is used to assist individuals who tend to have more intense and out of the ordinary reactions to certain emotional situations. The DBT approach is used to help individuals maximize strengths and develop more effective skills to identify and express their emotions, manage stress and create more successful interpersonal relationships. The skills group is staffed by Licensed Master’s level Therapists.



Meet Our Board of Directors

The individuals that support our vision

“I serve on the Board of Youth Evaluation and Treatment Centers to give something back to our community. My motivation is to the children and families we serve as I am able to say I was involved in helping to see them develop, grow and archive. Being able to be part of an organization that has such a positive impact on our community makes serving on the board worth the while. “ - Dave Bridgman



Dave Bridgman, Board President

Sitting on the Board of Directors for a nonprofit is a crucial role that involves a number of responsibilities and it is all done voluntarily. We’ve been fortunate to have long standing board members that have supported our vision and believe in the importance of the services we provide to our community. We would like to express our gratitude to each of our members of the Board for your service.

Board President

David Bridgman, LifeLock

Milayne Cordova, International Business Machines Corporation

Board Vice President

Tony Sola, Acoustical Consulting Services

Eva Kerr, Snell & Wilmer

Board Treasurer / Secretary

Kale Dattatraya, Fidelity National Information Services

Thomas Pelino, Charles Schwab

Jennifer Mellegers, Pinnacle West Capital Corporation

John Ronquillo, Salt River Project

Financials

FY2012 Statement of Activities

	Unrestricted	Temporarily Restricted	Total
Revenue			
Contract fees for services	\$ 5,439,819	-	\$ 5,439,819
Private clinic service fees	94,618	-	94,618
Donated materials	35,448	-	35,448
Contributions	5,360	-	5,360
Investment income	4,742	-	4,742
Other income	6,637	-	6,637
	5,586,624	-	5,586,624
Special events:			
Revenues from special events	12,834	-	12,834
Less direct donor benefits	(4,969)	-	(4,969)
Gross profit on special events	7,865	-	7,865
Total Revenue	5,594,489	-	5,594,489
Expenses			
Program services	4,862,369	-	4,862,369
Supporting services	615,708	-	-
Total Expenses	5,478,077	-	4,862,369
Change in net assets	116,412	-	116,412
Net Assets, beginning of the year	1,957,854	4,390	1,962,244
Net Assets, end of the year	2,074,266	4,390	2,078,656

Revenue growth compared to FY2011 **7%**

89% of expenses go directly to programs

FY2012 Balance Sheet

Assets		Liabilities	
Cash and cash equivalents	\$ 1,934,040	Accrued liabilities	\$ 298,047
Receivables	91,472	Deferred revenue	65,000
Prepaid expenses	85,927	Debt	196,748
Property and equipment	516,445	Net Assets:	
Deposits	10,567	Unrestricted	2,074,266
	\$ 2,638,451	Temporarily restricted	4,390
			\$ 2,638,451

Our Community

Special Thanks to all of our supporters!

APS
Ahwatukee Golf Properties
Amazing Jakes
Arcadia Ice Arena
Arizona Biltmore Resort & Spa
Arizona Diamondbacks
Arizona Museum of Natural History
Armando Peelman
AZ Museum for Youth
Bearizona Wildlife Park
Big Surf
Bikram Yoga Paradise Valley
Biosphere
Boccieri Golf
Bounce U
Bravo Bistro
Brenda Starr
Brett Daley
Bricks Studio
Brock Vietor
Brueggers Bagels
Burland Jewelry Center, Inc.
Carol Cummings
Castles & Coasters
Chandler Center for the Arts
Cindy Alberts
Commemorative Air
Costco
Cracker Jax
Crate & Barrel
D. Wayne Brummet
Darla Nutting
Debra Powell
Desert Botanical Garden
Devinder Singh
Diana Maudlin
Dinah Aaron
Doubletree Guest Suites
Eagle Mountain Golf Club
Early Warning Services
Elisabeth Reid
Eric Woodward
Frances Medina
Gilbert Family Chiropractic
Gray Line Tours
Gyorgyi Novac
HealthNet of AZ
Heard Museum

HUB International
Ice Den
Images by Michael
IMX Pilates Studio
Jacqueline Hufford-Jensen
Jamie Germann
Janis Raynak
Jen Brummet
Jim Mortensen
Joey Hausmann
Jumpstreet
K1 Speed Inc.
Kara Hafkey
Kari Ann Jackson
Kevin McDermott
Kim Howie
La Pinata
Lafayette Barr
LaRoc Salon
Larry Apke
LegoLand
Liberty Buick
Linda Goodwin-Gudelsky
Lisa Gomez-Wilkins
Loyd Wheeler
Lucky Strike
Maria Myers
Maria Peralta
Mary Nell Hoover
Melting Pot
Mia Singer
Monty Nelson
Mutual of Omaha Bank
Nicholas Durkin
Office Team
Pat Brummet
Phoenix Art Museum
Phoenix Rock Gym
Phoenix Suns
Pointe Hilton Squaw Peak
Resort
ProActive Chiropractic
Pueblo Grande Museum
RA Sushi Bar
Rick Petrucciello
Scottsdale Dentrak Arts
Scottsdale Museum of Contemporary Art

SeaLife Aquarium
Sherri O'Rourke
Sheryl Stiles
Skateland - Chandler
Skin Gravy
Snell & Wilmer
Souplantation
Southwest Network
Stratum Laser Tag & Family Center
Stephen & Miranda Millben
Steve Eicher
Sweet Tomatoes
Tan Central
Teri Hong
The Cherry Salon
The Keg Steakhouse and Bar
The Music Box Shop
The Phoenix Zoo
The White Chocolate Grill
Trish Whalen
US Airways Center
Valle Luna Restaurant
Vance Hicks Marshall
Vanity on Mill Salon & Spa
VIP Airsoft Arena
Voices Studio
V's Barbershop
Westin Kierland Resort & Spa
Westworld Paintball Adventures
Wet N Wild
Wildlife World Zoo
William & Carol Werner
Yoga Pura
Zipp's Sports Grill



Holiday Angels Project

Years ago it was just an idea.

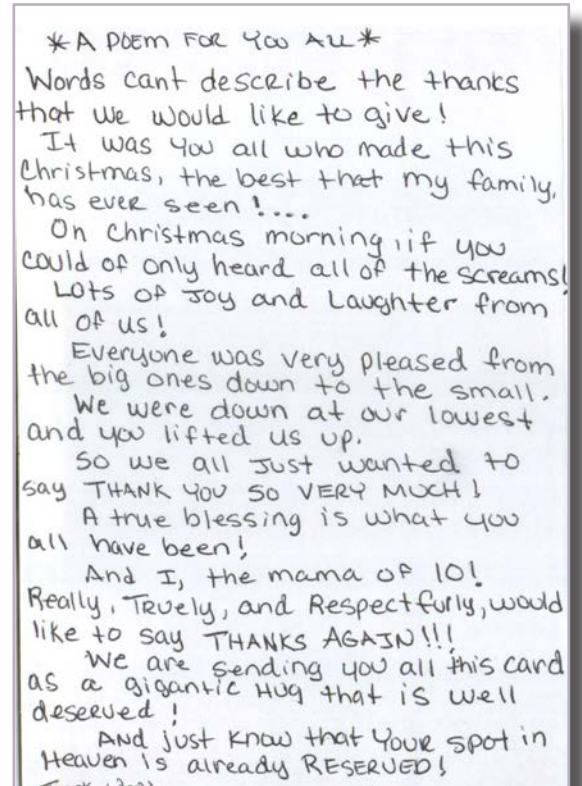
We are thrilled to be writing about another successful holiday season! This is largely attributed to our Holiday Angels Project. Just over eight years ago, our Board of Directors came up with the idea of sponsoring a child and that idea that made it's way to Early Warning Services who took us under their wing and expanded our reach to 8-10 families each year! Since then this project has ignited the giving spirit to others outside of Early Warning and our Board of Directors. In the past we have received additional support from networking groups to include XL Enterprise and other giving individuals in the community bringing our average number of families sponsored up to 20! Each year, our agency serves hundreds of children and families here in Metropolitan Phoenix and having the ability to help more families each year has been a true blessing.

2nd Annual Care for Kids Golf Classic

Another event that we are happy to share! For a second year in a row HUB International partnered with YETC to host the 2012 Care for Kids Golf Classic! The event was held at FireRock Country Club on May 21st. The event included golf (of course) a luncheon, raffle and silent auction. Special thanks for to our event sponsors, golfers and volunteers for caring for kids and helping us raise just over \$8,000 to enhance the programs and services we provide!

Our event sponsors included: HUB International, HealthNet, Paragon, Snell & Wilmer, Mutual of Omaha Bank, Barr & Associates Southwest Network, Alphagraphics Phoenix, Thunderbird Trophies and Liberty Buick.

Our Community



A mother's note to the "angels" that sponsored her family for the Holiday Angel's Project.





602.285.5550

YETC - www.youthetc.org | VCS - www.valleyclinicalservices.org



Find Us on FaceBook! YETC.VCS