



ANNUAL REPORT2022

Dear Friends of Holy Cross,

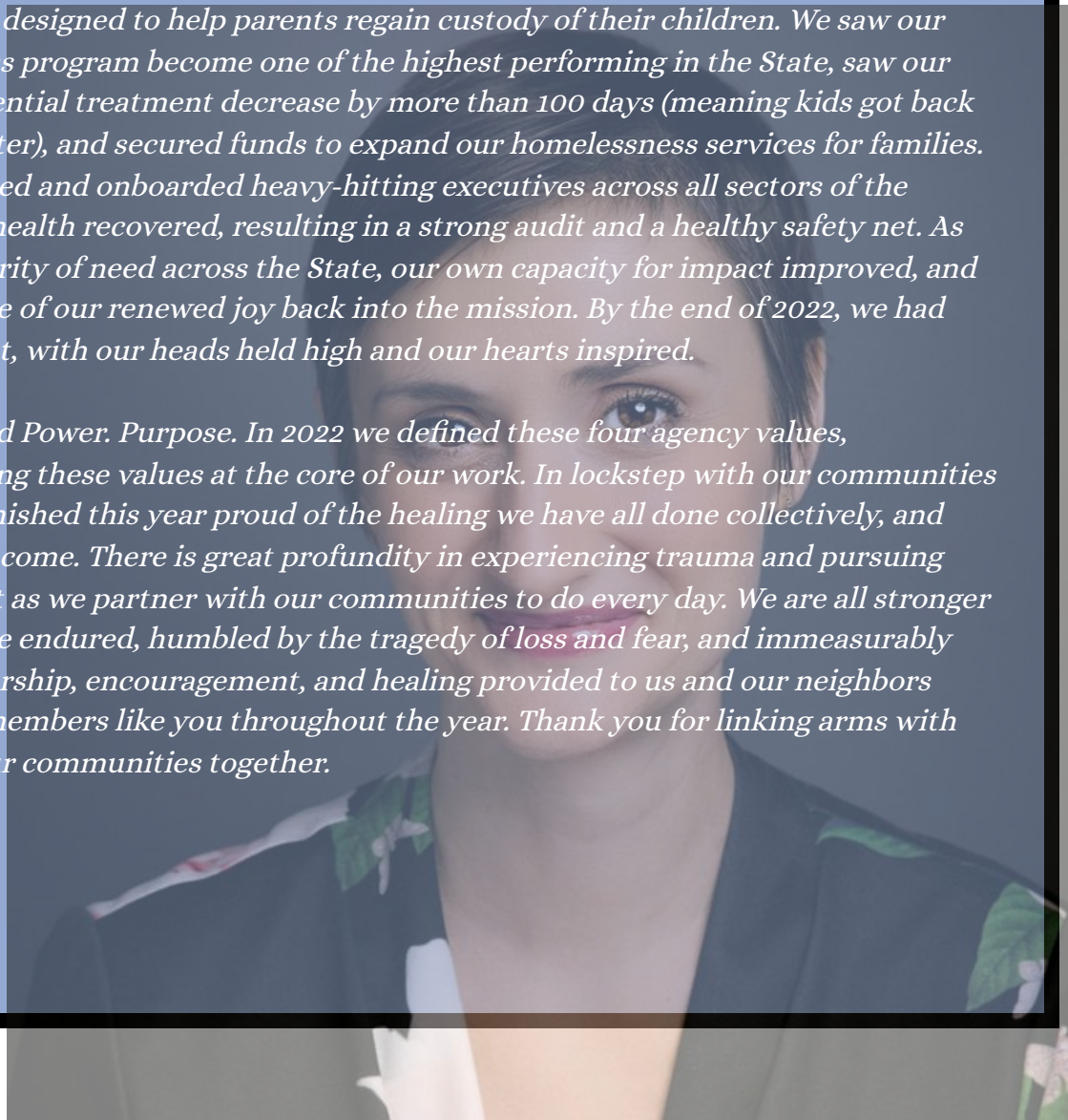
2022 marked a year of extraordinary change, not just for Holy Cross, but for our world at large. We emerged together from a pandemic, redefining our sense of normalcy, and beginning the heavy work of repairing hearts broken from 2 years of fear, isolation, and polarization. Like many nonprofits, Holy Cross had been battered by the pandemic. In the child welfare and homelessness fields, the severity of need had grown exponentially while resources vanished. Early 2022 was a time of fearful uncertainty, and our team members suffered high rates of residual secondary trauma from the pandemic's frontlines. We saw unprecedented suffering in our communities, with our most vulnerable children and neighbors carrying the heaviest burden.

We forget sometimes that organizations like ours are really just groups of people – people who hurt, heal, and grow together, members of the very communities we serve. And it is these very communities – our shared communities – whose grit carried us forward. Shoulder to shoulder with our neighbors, we began to find joy again. And Oh, it is incredible what can happen when we lead with joy! By mid-2022 we began to see success after success: stabilizing our workforce, doubling our maltreatment prevention programs, opening new operations for youth leaving foster care, establishing youth and parent advisory committees, and expanding our parent partner programming designed to help parents regain custody of their children. We saw our veteran's homelessness program become one of the highest performing in the State, saw our length of stay in residential treatment decrease by more than 100 days (meaning kids got back to their loved ones faster), and secured funds to expand our homelessness services for families. The agency restructured and onboarded heavy-hitting executives across all sectors of the agency. Our financial health recovered, resulting in a strong audit and a healthy safety net. As we witnessed the severity of need across the State, our own capacity for impact improved, and we poured every ounce of our renewed joy back into the mission. By the end of 2022, we had gotten back on our feet, with our heads held high and our hearts inspired.

Safety. Nurture. Shared Power. Purpose. In 2022 we defined these four agency values, committing to centering these values at the core of our work. In lockstep with our communities across the State, we finished this year proud of the healing we have all done collectively, and excited for the year to come. There is great profundity in experiencing trauma and pursuing recovery together, just as we partner with our communities to do every day. We are all stronger today for what we have endured, humbled by the tragedy of loss and fear, and immeasurably grateful for the partnership, encouragement, and healing provided to us and our neighbors through community members like you throughout the year. Thank you for linking arms with Holy Cross to uplift our communities together.

In partnership,

Susan



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Mission & Vision

Holy Cross Services welcomed its new President and CEO, Susan Rosas, in February 2022. Susan joined the Holy Cross team after more than 20 years of service in social welfare, where she led statewide, national, and international scale projects for global nonprofits and multilateral agencies.

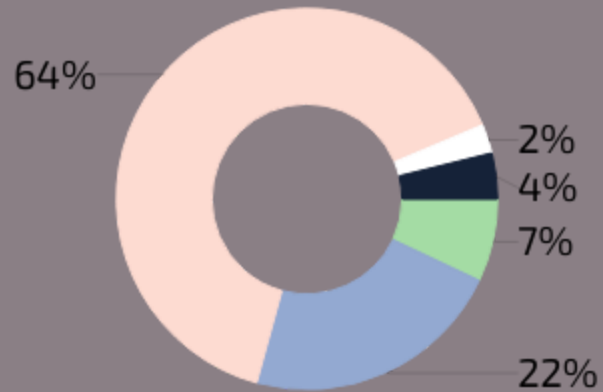
Key operational achievements include designing and demonstrating Cambodia's child welfare reform model, founding and growing the U.S.'s only crisis hotline for undocumented children and families, creating the nation's largest in-home family support program for unaccompanied children, and founding and growing Texas's largest anti-human trafficking operations. More recently, Susan supported global executives leading nearly \$400 million in operations to improve and expand their impact for children, adults with disabilities, survivors of domestic and sexual violence, survivors of labor exploitation, and youth experiencing homelessness. Susan holds a master's degree in Social Service Administration (social work) from the University of Chicago, specialized in violence prevention, and she has a variety of clinical practitioner and nonprofit leadership certifications. She links her passion for Holy Cross's mission to her own family's international roots, child welfare experience, trauma history, and inspiring demonstration of resilience: love fuels her work, and love brought her to Holy Cross.



Financials

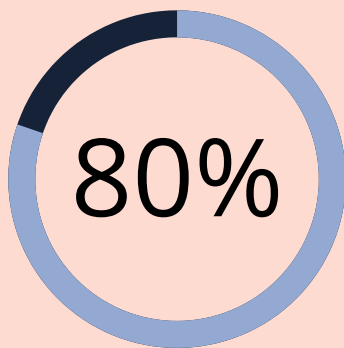
Revenue

Our In-Home Family Assistance Programs prevented 24 families from having their children removed and placed in foster care.



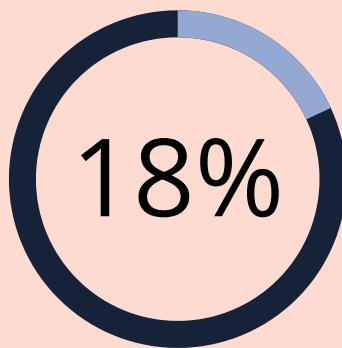
- Cash and Non-cash Contributions 1,013,283
- Grants (including Federal and State) 3,194,031
- Client Services Revenue 9,260,355
- Special Event Revenue (Net) 356,427
- Other 556,156

Expenses



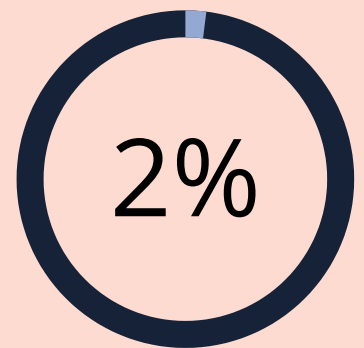
Program
Services

12,088,196



Management
& General
Operations

2,801,366



Fundraising

258,971



310

individuals served
through emergency
shelter



42

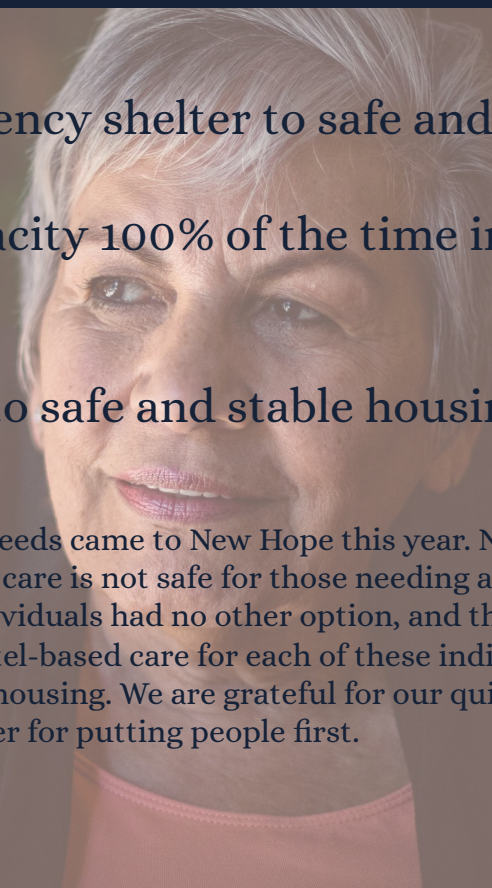
families served,
including 73
children



Andrew enlisted in the U.S. Army at eighteen years old and served until 2002 as a Cavalry Scout. After transitioning out of the military and starting a family, Andrew realized his mental health was impacting employability, housing, and relationships with his loved ones. Andrew sought treatment and was diagnosed with PTSD. Within six months of being approved and entering the Veteran Housing Program with his service animal, Andrew became a group facilitator, gained employment and housing, and reunified with his daughter. He was ready for change, and New Hope helped him find it. Andrew is one of twenty-two individuals who have successfully exited the Veterans Housing Program this year.

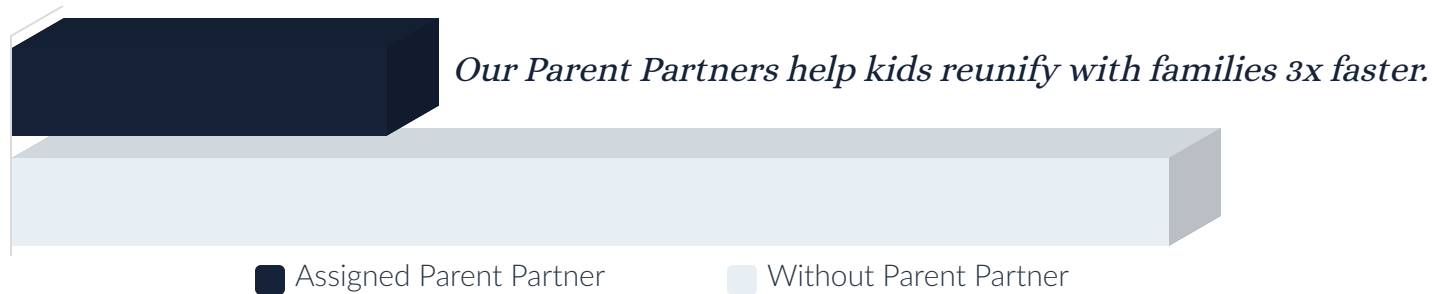
- 77% discharged from emergency shelter to safe and stable housing
- 15,403 bed nights
- Shelter operated at full capacity 100% of the time in 2022
- 80,640 meals served
- 66 Veterans served
- 96% of families discharged to safe and stable housing

Two homeless individuals with severe medical needs came to New Hope this year. New Hope usually will not take medically fragile residents, as congregate care is not safe for those needing a high degree of medical care. However, without New Hope, these two individuals had no other option, and the team did not turn them away. New Hope was able to arrange separate hotel-based care for each of these individuals to keep them safe until they were able to transition to longer term housing. We are grateful for our quick-thinking team and our flexible funder for putting people first.



Family-Based Care & Youth Transition

Our Parent Partners – *mentors with lived experience who support system-engaged parents to regain custody of their children* – **served 25 families this year.**



Families assigned a Parent Partner **reunified in 5.5 months on average**, compared to 17 months for families who did not receive Parent Partner mentorship.

166

Children served in
foster care across
Michigan

7

Average age of
children served

93%

Youth discharged
from our
Independent
Living Program
with steady
employment

25

Youth
served in the
Independent Living
Program, a group
home for youth aging
out of foster care

Two siblings in foster care were at risk of being separated when one child's trauma was causing tough behaviors at home. Just when it looked like the placement might break, HCS located a family member. Upon initial contact, the family member was afraid to try parenting, as she had never had her own children. With the promise of support from HCS, the family member took a leap of faith and agreed to care for the two children together. The children have been in her care for 3 months, and the family is thriving. There is nothing more healing for a child than the love of family.

Family-Based Care & Youth Transition

Alex had been in the child welfare system for years and was referred to our Independent Living Program (ILP) when the state determined he had no options to reunify with his family. Once in ILP with

Holy Cross, our team helped him rekindle his relationship with his grandparents. After 6 months, *Alex* moved in with his grandparents, finding the family for which he had so eagerly hoped. In their care, *Alex* graduated on time in June 2022. He is now working in manufacturing and taking classes at a community college.



Amber and *Kyle* struggled with addiction and lost custody of their baby at birth. The baby was placed in an HCS foster home. *Amber* had previously lost two children to the system in another state, and she had been unable to get clean enough to keep her parental rights. Early in the case, it looked like *Amber* would lose her parental rights for this baby, also. With the support of HCS,

Amber and *Kyle* both worked hard to find the stability they needed to regain custody of their baby. Overcoming the odds against them, both parents succeeded. Their baby was reunified with them this year and has been thriving in their care.



Residential & Family Healing

We launched our adoption program this year, completing our agency's very first adoption. The program served 15 families in its first year of operation.



265 days

At Holy Cross, we know children belong in families. We work hard to help kids reunify from our care and into families as quickly and safely as possible. The faster youth reach their therapeutic goals, the faster the courts allow them to reunify. In 2022, we were able to reduce the average length of time kids spend in residential treatment by 28%, reunifying families within 265 days.

68 youth

We served sixty-eight youth in 2022.

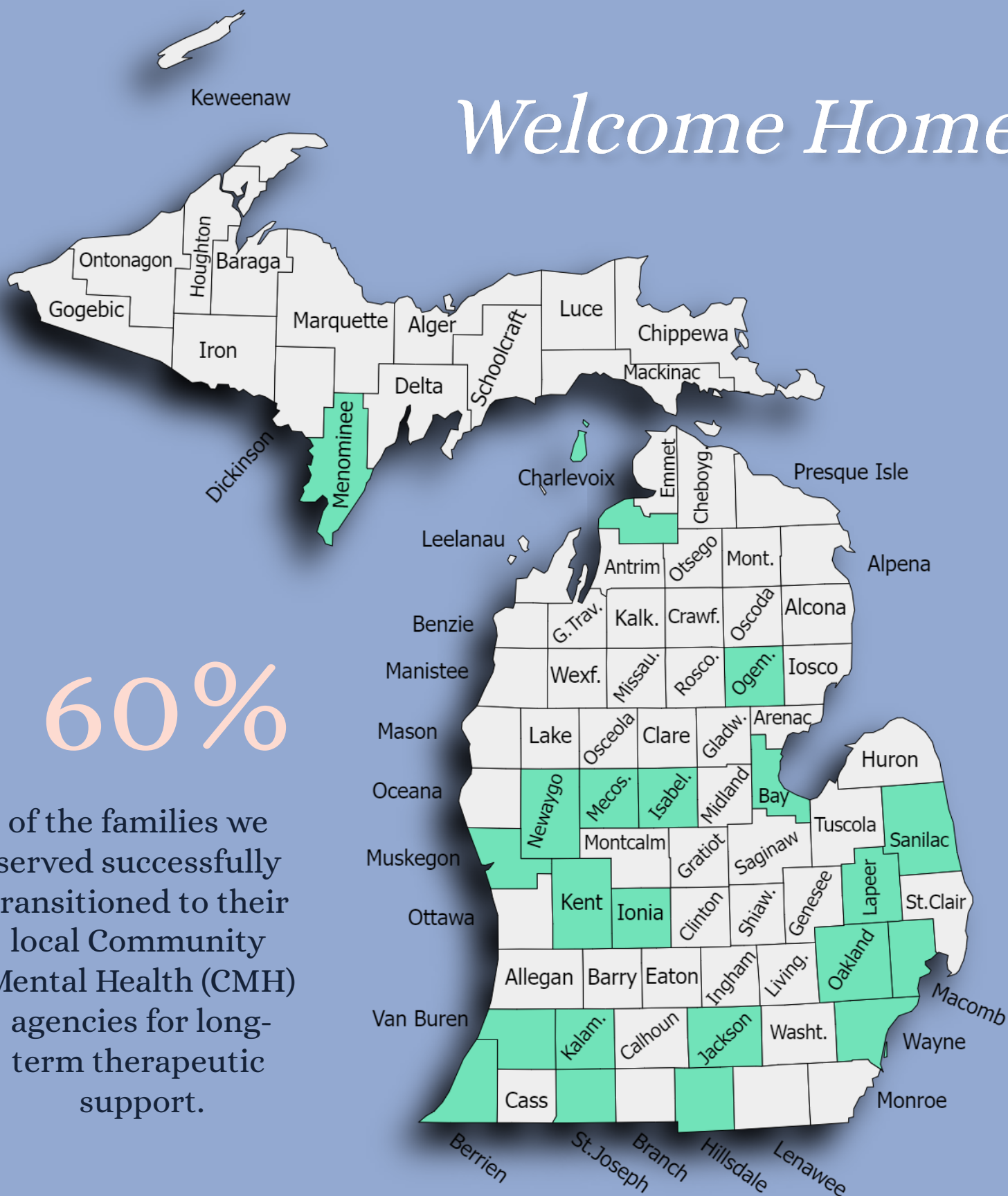
99%

In the wake of trauma, academic progress is an important way youth can regain control of their lives. Holy Cross provides trauma-informed, high-quality education for youth through our on-site McGivney School. Nationwide, youth in foster care miss twice as much school as their peers. However, while in our care, our 2022 school attendance rates showed sky-high youth engagement at 99%, far higher than Michigan's statewide rate of 89%.

Welcome Home

60%

of the families we served successfully transitioned to their local Community Mental Health (CMH) agencies for long-term therapeutic support.



Holy Cross provides in-home family therapy for children who reunify from our residential treatment programs, to help make sure families stay safe long after our services end. Our therapeutic reach stretched across the State in 2022.

Residential & Family Healing

One of the boys in care at Matthew Hall went to State, and then Nationals, for wrestling. Matthew Hall cares for youth described as “sexually reactive” – youth with profound histories of sexual abuse. While only half of youth in foster care graduate high school and 32% pursue higher education (compared to 67% of the general population), this remarkable young man is not only college bound, but has received scholarships to multiple universities. We are so proud of him!



Anthony came to St. Vincent’s after severe behavior challenges made him unsafe in his mother’s care. Referred through the juvenile justice system, Anthony arrived with tragically low self-esteem, a network of toxic peer relationships, and trauma-related struggles managing emotions.

While in treatment with us, Anthony made incredible strides gaining control of his emotions. He gained the skills and confidence to identify and end his unsafe peer relationships. Impressed by his progress, the courts determined he was ready to reunify with his mom. Anthony is now home, with the support of our aftercare team. We are thrilled he is surrounded by the love of family and that he has gained love for himself, too.



Mission & Vision

Our Mission is to bring hope, promote change, and help people live free, healthy, and productive lives.

We envision a future where family and home are certainties for everyone.

Core Values

Safety
Nurture
Shared Power
Purpose

We are pleased to share in 2022

- We achieved the full CARF accreditation for three years in January
- We obtained a clean annual audit
- Our CPA and CCI licenses remained in good standing

