



2017







The bravest boy I have ever known has a new home, while the funniest girl I have met in some time now lives permanently with her aunt. A kiddo whose imagination soars is back home with her loving father, and I recently received notice that a few of the children whose healing journeys included Tennyson have graduated and are off to college.

Our annual report is rich with data that highlights our impact and rightly shines a light on our staff who wake every day relentlessly focused on stabilizing, healing and reintegrating children and families throughout Colorado. And we only succeed because of the love, support, encouragement and resilience of all who support Tennyson – financially, through their volunteerism and by being tireless advocates for children whose childhoods have been disrupted through no fault of their own, and whose future is bright despite hardships.

But none of us are satisfied.

We have spent the last year reflecting on how we, at Tennyson, can build on our rich historical impact and amplify our work so that we can play a more transformative role in the child welfare and mental health sectors. To succeed, we have needed to advance both programmatically and organizationally in ways that position us to push forward in the coming years.

We have invested in upgrading our financial, development and human resource systems and staff in preparation for Tennyson launching organizationally into its new role. We have had to address salary gaps that plague the sector, and build in new ways to support staff to both succeed with the kids and families they work with but also create the space for them to process what they are facing every day. And we are in the process of upgrading our cottages and other core facilities to provide the safest, most healing environment we can here on campus.

We have invested heavily in understanding our long-term impact for a number of reasons. Most importantly, we have been tasked to help children in their stabilization, healing and

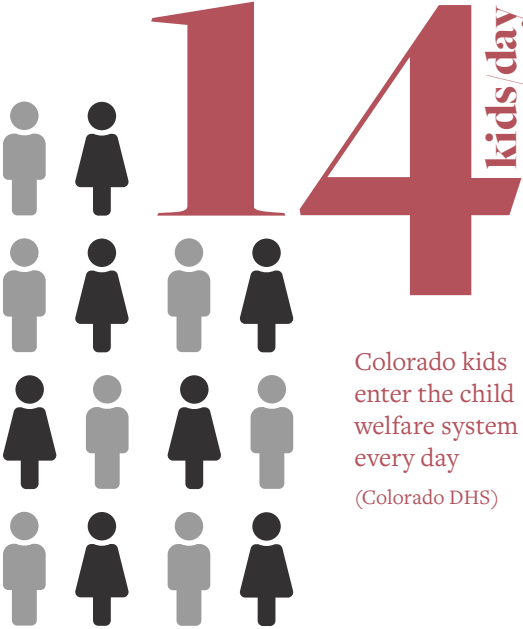
reintegration journeys and must demonstrate we are succeeding and that the impact of our work is sustained after children and families leave Tennyson's care. Moreover, we owe it to all counties, CDHS, donors and our community of supporters to show that we are investing your money in ways that truly and sustainably transform lives.

And finally, we are filling service gaps that undermine child and family healing. Children throughout Colorado (and the nation) whose experiences with trauma require immediate action are instead placed on waiting lists. No kid should wait, and we built out a program that dropped response times to under 24 hours and initiated stabilization and healing work when kids are in crisis. We are deepening relations with a number of counties to support their efforts to reduce out-of-home placements and post discharge re-entry into the child welfare system, and are working in profoundly new ways to ensure that we are the last stop before a permanent family solution for all kids whose healing journey includes time at Tennyson's residential cottages.

We expect kids whose healing journeys include Tennyson to thrive as children and adults. We do this by building on our rich history and proud legacy while launching into new areas of programmatic support, with a stronger organization and allies like you pushing us all to ensure that all children who experience trauma from abuse and neglect eventually heal and thrive as adults.

Ned Breslin  
President and CEO

Sadly,  
the need is more pressing today than ever



82% increase in the number of kids removed from unsafe homes in the past 2 years, per discussions with Denver DHS

41% of Colorado kids entering foster care is due to parental substance abuse  
National avg: 36%

32% of Colorado maltreatment victims are receiving treatment  
National avg: 62%

## programs

### Community-Based Services

Innovative Community-Based Services focused on keeping children in loving homes that, through our support, create environments where children can be safe and thus thrive in home, school and community.

### Day Treatment

On-Site K-12 Educational Services where children receive an exceptional education and the needed mental health support to effectively re-integrate back into schools and communities away from TCC.

### Residential

A Residential Treatment Center where more than 35 kids live in five cottages on our campus. In addition, we have a Special Services Unit that provides essential short-term stabilization for children and families in extreme crisis.



# results county expansions

## El Paso County

**91%** of kids stayed in their homes  
1 kid returned home from group home  
3 kids went to residential facility, due to failed foster placement, inappropriate kinship placement and increased mental health symptoms

**87%** of kids avoided hospitalization  
28/32 kids not hospitalized at all

**91%** of kids stayed in their school  
3 kids back to public school from day treatment  
26 kids maintained grade level

**62%** of kids avoided police contact  
20/32 kids had no police contact

## Weld County

**97%** of kids stayed in their homes  
1 kid moved from foster to adoptive home

**91%** of kids avoided hospitalization  
30/33 kids not hospitalized at all

**100%** of kids stayed in their school

**88%** of kids avoided police contact  
29/33 kids had no police contact

## Demographics

**Age Groups**  
Adult: 27%  
High School: 48%  
Elementary: 25%

**Gender**  
Male: 58%  
Female: 41%  
Transgender: 1%

**Ethnicities**  
African-American: 16%  
Bi-racial: 8%  
Caucasian: 37%  
Hispanic/Latino: 21%  
Multi-racial: 10%  
Native American: 1%  
Null: 7%  
Other: 1%

# results #NoKidWaits

<b>123</b> 123 #NoKidWaits referrals who engaged with our program	<b>92</b> 92 enrolled in #NoKidWaits received services
<b>90</b> 90 safety plans established that launched healing journeys 6 weeks ahead of what is generally found in the sector	<b>92</b> 92 resource connections made that helped stabilize families financially

# results residential

**79%** In 2017, 79% of children discharged went to family or family-like placements





# financials

## Revenue

Children and Family Revenue	\$7,667,027
Contributions and Grants	\$4,323,653
Investment Income	\$596,142
Other Income	\$96,773
<b>Total Revenue</b>	<b>\$12,683,595</b>

## Expenses

Program Expenses	\$10,835,542
General & Admin	\$1,801,579
Fundraising	\$1,023,693
<b>Total Expense</b>	<b>\$13,660,814*</b>

**\*Important note:** The gap between revenue and expenses is the result of Tennyson Center:

1. Writing off historical pledges dating back five years that should never have carried forward.
2. An unauthorized hiring surge that occurred before current leadership team was in place.

These matters were identified and corrected, establishing a baseline for Tennyson to move forward successfully.

# how we invested

In 2017, we invested \$7.6M into our program staff, representing a 21% year over year increase predominantly in our Community-Based Services Programs to meet the growing needs of Colorado’s most vulnerable population and to create the conditions for our efforts to reinforce existing work and pivot ahead of the problem. We also made critical infrastructure investments in technology that enable our program team to operate in a more mobile, community based setting.

## County Expansion

Weld and El Paso County expansions allowed us to work directly with counties to optimize child healing outcomes and keep kids in their homes, schools, out of the ER with radically reduced police contacts.

## #NoKidWaits

Met nearly 200 kids and families at the precipice of their impending (6-8 week) wait for services and provided stability and care while treatment resources were prepared.

We launched these initiatives primarily with philanthropy capital, meeting the need and paving the way for new program service revenue (fee for service) returns post investment.





## survey results client feedback

Ultimately, we are most proud of the healing reflected in the lives of kids and in the feedback our Research and Innovation Center for Kids (RICK) received from numerous family and patient interviews:

90%

of respondents agreed or strongly agreed that **Tennyson staff responded to their concerns in a timely manner**

92%

of respondents agreed or strongly agreed that **staff addressed the issues that were important to their family**

95%

of respondents are **satisfied or very satisfied with Tennyson as a whole**

In the additional comments section, 43 parents mentioned our caring, supportive staff and teamwork as highly beneficial for their child and family.

## strategic priorities moving forward

The cornerstone of Tennyson Center's new strategic plan is to maintain our excellence with complex cases for kids and families in the child welfare system for a prolonged time, while pivoting to engage earlier in a child/family's journey into child welfare so we can stop the churn through the system that is a reality for far too many Colorado families.

We are relentlessly focused on **stabilizing, healing and reintegrating** kids and families under our Every Kid Forever banner.

---

Tennyson Center has invested strategically to align with our vision, fuel our progress and establish a launch point into 2018 and the beyond.

Tennyson aims to deliver this courageous vision by accomplishing five strategic priorities:

### 1 county-wide models

aligning, supporting and partnering with diverse counties and strategic allies across Colorado to ensure that kids remain in their homes, when safe, and out of Denver

### 2 #NoKidwaits

providing immediate intervention to stabilize kids and families in need for assessment, safety planning, resource navigation and basic skills building leading to treatment ready kids

### 3 new pathways for children over 13

working with governments and service providers to create new options for children whose options for adoption and foster care dwindle as they age, helping children "age through" instead of "age out" of the system

### 4 monitoring over time for impact

launching a monitoring program to more closely track impact on children and families over time, verifying continued healing and successful reintegration back into families, schools and society

### 5 modeling organizational excellence

building a world class organization, powered by a high performing team that responsibly stewards our resources and projects thought leadership into the child welfare sector.



# thank you

thank you to all our donors, we could not do this work without you!

## Partners

RJ Clark Family Foundation  
Louann Benbow  
Stanley and Sandi Sprinkle  
Jeff and Gina Vaughan  
Franchelle M. Cliff Estate  
Maysel E. Pferdesteller Estate  
Colorado Department of Education  
Noble Energy, Inc.  
Colorado Rockies Charity Fund  
Denver Active 20-30  
James Bowers  
The Denver Foundation  
RT Specialty  
Lakewood Country Club  
John R. McCune Charitable Trust  
Cecilia Martin Estate  
Mile High United Way  
The Anschutz Foundation

## Supporters

John and Jody Alderman  
Bardsley Foundation  
The Colorado Health Foundation  
Christian Church Foundation, Inc.  
The Kettering Family Foundation  
City of Glendale  
Dr. N. Russell Stacey  
Tucker and Rebecca Franciscus  
LibertyGives Foundation  
Christian Church in Kansas (DOC)  
RE/MAX International  
Shaun and Debbie Yancey  
Ken and Lori Tolle  
Edwin J. Miller Estate  
Garry and Annette Lawrenz  
Megastar Financial Corp  
Dave and Donna Killen  
Helen Kreoger  
PDC Energy

Tracy Family Foundation  
Randy and Lynette Rockwell  
Dale and Carol Wheeler  
Colorado Department of Human Services  
Sally Hapner  
Lilley Family Charitable Trust  
Lockton Companies, LLC  
PCL Construction  
Floyd and Joanne Murray  
Ramey and Dr. Amy Martin  
The Ryan and Genevieve Tedder Foundation

## Champions

Laura Love  
Chip and Melinda Rimer  
Don D. Brewer  
Sean and Stacey Sprinkle  
Colorado Mechanical Systems, Inc.  
William I. Smith Family Foundation  
Leprino Foods Company Foundation  
Rhonda Hertel  
Schwab Charitable Fund  
William G. Sikes, Jr.  
Brownstein Hyatt Farber & Schreck  
Central Kansas Community Foundation  
Thomas and Nonie Willis  
EZE Foundation  
McKee Family Foundation  
Perry and Stacy Mattern  
Benjamin and Resa Gardner  
Fidelity Charitable Gift Fund  
James Anderson  
Margaret Stookesberry  
Wayne and Jonneke Moore  
Scott and Stacey Sprinkle  
Colorado State Bank and Trust, N.A.  
The Benevity Community Impact Fund  
Billy and Linda Thorne  
DBC Irrigation Supply  
American West Construction, LLC  
Rocky Mountain Prestress, Inc.

Colorado Garden Foundation  
Colorado School of Trades  
Chuck and Sheri Walters  
Ed and Jodi Rarick  
David and Barbara Weaver  
Howard and Rose Kast  
James A. Young  
Richard and Elizabeth Rushsh  
Marcia Boutz  
The Peternell Family Foundation  
Anna Euser  
Guy and Linda Beutelschies  
Community First Foundation  
Guaranty Bank & Trust  
First Christian Church, Colorado Springs  
Colliers International  
Mountain States Lumber & Building Material  
Dealers Assoc.  
Dale DeLeo  
Brad and Anne Anderson  
Change Electric, Inc  
Rick and Patricia Ross  
Bob and Judith Cooper  
Frank and Betty Ottesen  
Mary Holleman  
Mike and Elaine Stahl  
Troy and Sondra Reisner  
Dee Clark  
Ted Brown  
Richard and Sharon Post  
Linda Darling  
Lincoln Financial Group  
Metco Landscape  
John and Leann Washabaugh  
Tom and Wendy Williams  
Bill and Judith Wolpert  
Diane David  
Genevie M. Hernor Estate  
Mollie J. Nichols  
National CineMedia  
SM Energy Company  
The Carson Foundation

The Ladd Foundation  
Alpine Bank  
Crux Legal, LLC  
CST Brands Foundation  
DCP Midstream  
Lilley Family Foundation  
MDC Holdings Inc.  
MidFirst Trust  
Morgan Stanley, Graystone Consulting  
NewMark Merrill Mountain States  
Robert W. Baird & Co., Inc.  
Friedery Family Foundation  
Robert and Ginger Brophy  
Brad and Deborah Groves  
Daniel Collins  
Esteban Sandino and Corinna Murphy  
James Baker  
John and Bonnie Capone  
Norm and Myrna Heimer  
Paul and Michelle Stevinson  
Frank Hess and Susan A. Rutherford  
Stanley and Shawn Sprinkle  
Apple American Group - Mountain  
SERVPRO of Denver East  
Leon Mason and Sheila Ray  
Douglas Kullerstrand Estate  
5280 Magazine  
Jim and Polly Svenson  
Ben C. Delatour Foundation  
Bill and Marilyn Plummer  
Rocky Mountain Active 20-30  
Bob and Kay Wendling  
SRC Energy  
Bayswater Exploration & Production  
Anadarko Petroleum Corporation  
Halliburton  
SalesLeadership, Inc.  
Glen and Penny Holguin  
Community First Foundation - Endowment  
Funds  
GLC Business Services  
Shanna Weber  
Phillip and Debbie Gerkin  
Larry and Cindy Drury  
Brian and Colleen Smith  
John Patsey  
Nate Mirelez  
The Hatch Foundation  
Brenda Waters  
Dan Brown and Deviree Vallejo  
Peak Beverage Catering, Inc.  
Jim and Cathy Thorson  
Paul and Chris Duncan  
Alan and Jennifer Tanaka  
Nancy May  
Jamie and Rebecca Lewis

Byron and Beth Freeby  
Rick and Leslee Dendorfer  
Colorado Rockies Baseball Club  
Carol Van Lew  
Randy and Sabrina Crone  
Chad and Katrese Wheeler  
Justin and Julia Allen  
Mark and Cheryl McDade  
Rick and Vi Thorgren  
Robert and Michael Tinnen  
Kathy Parker  
James and Martha Hoffman  
Tuchman Family Foundation  
The Get Grounded Foundation  
Boone and Sarah Logan  
Sean and Natalie Baker  
Vince and Kellie Roe  
Mr. Steven D. Colligan  
Ms. Vennie Mangus-McAdams  
Jerry Stone  
Stephen and Carrie O'Connor  
Rockin Angels LLC  
Saunders Construction Inc.  
Flower Bombers, LLC  
Shawn and Lori Reed  
Randy and Eyda Hergenreder  
Bow River Capital  
Denver Post Community Foundation  
Bob and Donna Faraci  
Edwin Smith and Niki Dameron-Smith  
Global Care Foundation  
GRs Foundation  
Gusher Oil Field Services  
Hall & Evans, LLC  
Hillary Hilliard  
Kline Alavarado Veio, P.C.  
Maffei Foundation  
Martin Family Foundation  
Chaz and Katie Shively  
Christopher Koenigs and Jeanne Collopy  
Dan and Suzi Boone  
Dick and Donna Murray  
Huck and Stephanie Wach  
John Malone and Leslie Mal  
John Koehler  
Justin Apt and Charlotte Meade  
Mark and Nancy Patteson  
Roger Ashton and Mary Jennings-Ashton  
William and Heidi Keller  
Joel and Becky Hassell  
Allison Moe  
Jim and Colleen Stanley  
National Christian Foundation, Kansas  
Olson, Reyes & Sauerwein  
Pacific Life Foundation  
Scott Zirbel

Phyllis M. Coors Foundation  
Unum Denver  
Westcliffe Housing Foundation  
ABC Fire Protection, Inc.  
Alderman Bernstein LLC  
ANB Bank  
Anton Collins Mitchell LLP  
Atlas Energy Services  
Cherry Creek Mortgage  
Chubb  
Cigna  
Core Spaces  
Encore Electric  
FirstBank Holding Company  
G&S Capital  
Grant Thornton LLP  
JHL Constructors, Inc  
Kaiser Permanente Colorado Region  
Offen Petroleum Inc.  
PURE Insurance  
RiteAid Foundation  
Riveron Consulting  
SC Johnson Giving, Inc.  
Three Points Center  
Dan and Lisa Kelly

## Superstars

Sandra Hergenreder  
Chris Hopkins and Shanna Myers  
RBC Wealth Management  
Anthony and Marilyn Vecchiarelli  
Jason and Jenna Meyer  
Bruce Schilken  
Justin Unertl  
Phil and Monique Yoo  
Reggie and Linda Fields  
Dee Dee Dayhoff  
Barb Clifton  
Donna Shawn  
Meg Moneghan  
VeriClaim, Inc.  
Rick and Ann Espey  
Billy and Lori Mora  
Tripp and Emilie McLeod  
Todd and Nadine Penny  
UBS Financial Services, Inc.  
Ruth Tilsley  
Richard Tubbs and Marilyn Smith  
Matt and Becca Kuusinen  
Michael and Anna Mallett  
Sean and Audra Milius  
William and Sue Gallagher  
Pat Barbier  
Lori Halverson  
Heidi Sheldon

Pam Fromhertz  
Sandy Higgins  
Shelton Memorial Christian Church, KS  
Sport Stable  
BBVA Compass  
Lynn Krekeler  
Ev and Theresa Munzel  
Arin and Johanna Neucks  
Greg Magruder  
Gregory and Sherlyn Keiling  
Milender White Construction Co.  
Monte Vista Christian Church, NM  
CRMR Foundation  
ARC Thrift Stores  
Rev. Bruce and Dorthy Smith  
C. R. Bard Foundation, Inc  
Jerry Wright  
Jim and Von Prichard  
Edward and Melanie Names  
Alex and Allyson Schomers  
Dominic and Lisa Sagar  
Mark and Jane Locke  
Todd and Rachael Blair  
Liz Carter  
Jeanne Richins  
Neil and Julie Williamson  
Bellco Credit Union  
Linda Fuchs  
Evergreen Christian Church, CO  
Truist  
L & R Automotive  
Vantiv, LLC  
Ella Heitman  
Christian and Becky Updike  
Sami and Lilian Diab  
Andrew and Chelsea Doyle  
Barry Hughes  
Brett and Tonya Thompson  
Carl and Vicki Anderson  
Camille Crist  
G. N. Hurst  
Gregg and Joetta Freeby  
Kent Hallam  
Mark Brinkman  
Mark and Daphne Inboden  
Mark and Lori Osborn

Paul and Melissa Snyder  
Richard and Evelyn Sparlin  
Rob and Rosie Nichols  
Bob and Marion Freeman  
Steven and Dawn Kallio  
Thomas Howard  
Todd and Laura Wheeler  
Clint and Cheryl Georg  
Walter and Christie Isenberg  
Patrick and Sharon Carr  
LaFawn Biddle  
Linda Fields  
Northsiders of Denver  
The Harold And Marion Gordon Foundation  
Rev. Edward and Peggy Hawkins  
First Christian Church, Wray  
Vera Rees  
First Christian Church, Greeley  
Ken and Jane Dvorak  
Eric and Heidi Anderson  
Debbie Hopper  
First United Church of Arvada, CO  
First Christian Church Of North Hollywood, CA  
Peter and Dede Moreland  
Roeland and Tawnya Fornerod  
Thomas and Sandra Stevanak  
Gexpro  
Robert and Lynn Waltman  
Colorado Tortilla Co., Inc.  
Analytics  
Ed and Jean Robertson  
Randy and Renee Nickerson  
Jason and Terryll Fleming  
Ryan and Kenzie Tracy  
William and Carolyn McKee  
City of Westminster, CO  
Bruce and Lynne Waldo  
Forensic Pursuit  
GroundFloor Media  
Major Mom  
Henry Wurst Family Foundation  
Jack A. Vickers Foundation  
John and Carrie Hayden Family Foundation  
Kaiser Foundation Health Plan  
Kentwood City Properties  
Lowrie Family Foundation

Mark and Susan Scott  
Ramsay Thurber  
Rob Swanson  
Bob Austin  
Rodney and Sandra Henderson  
Will and Shirley Inskeep  
Nona Yakes  
4X Construction Group  
Colorado Bank & Trust  
Communications Technology Professionals, Inc.  
FourPoint Energy  
N Balance LLC  
NorthPoint Energy, LLC  
Real Capital Solutions  
Richard H. Lewis Family Foundation  
Salzberg Cianci and Partners  
Skye Perry  
Stolfus and Associates  
USI Insurance Services, LLC

Board of Directors

Jody Alderman  
Susan Aldridge  
Annie Anderson  
Justin Apt  
Matthew Baldner  
Joan Bell-Haynes  
Reggie Chapman  
Larry Drury  
Rebecca Franciscus  
Caleb Hester  
Laura Love  
Brian Miller  
Kevin Patterson  
Kristina Scala  
Remy Spreeuw  
Stan Sprinkle  
Rob Swanson  
Jeff Vaughan

Executive Staff

Ned Breslin  
President & CEO

Kari Chapman  
Chief Financial Officer

Brandon Young  
Chief Advancement Officer

Kathryn Arbour,  
Chief Operating Officer

Elizabeth O’Brodo  
Vice President Campus Programs

Meridith Shuman  
Vice President Community-Based Programs

We value all gifts from our generous friends. Every dollar matters to children and families in Colorado. We greatly appreciate each and every gift we receive.

Please accept our apologies for any and all errors in this publication.







[TennysonCenter.org](http://TennysonCenter.org)

Our kids dip into a wellspring of compassion as easily as they dip a chicken finger in BBQ sauce. It's instinct for them. They simply act, modeling a depth of care that they themselves have never received.

Ned Breslin