



LEAKE & WATTS SUPPORTING CHILDREN, ADULTS & FAMILIES

PROGRAMS AT 22 SITES

3,848
DIRECT PROGRAM PARTICIPANTS

8,000

TOTAL FAMILY MEMBERS SUPPORTED

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MISSION AND VALUES

Leake & Watts is dedicated to supporting children, adults and families. Working together, we create strong foundations for success.

RESPECT, ACHIEVEMENT, SAFETY, RESPONSIBILITY.

- R We demonstrate RESPECT by practicing open and honest communication and, in this way, earn trust. We appreciate each individual's uniqueness and treat all with dignity.
- We are ON TASK and committed to ACHIEVEMENT by setting and accomplishing goals. We take pride in our programs and ownership of our work. We support those we serve through initiative, teamwork and innovation.
- A We ACT SAFELY by promoting a culture and environment that supports sound judgment and decision-making. We safeguard the well-being of all.
- We accept RESPONSIBILITY for the benefits and consequences of our actions. We are consistent and fair in our treatment of others.



MESSAGE FROM THE BOARD PRESIDENT AND EXECUTIVE DIRECTOR

Dear Friends.

Leake & Watts has been supporting the most vulnerable children, adults and families in the New York City metro area for nearly 185 years. Always focused on adapting our programs to meet the most pressing needs of families and communities, we are proud to support more than 8,000 individuals and their family members each year, in 40 separate programs at 22 locations. In fact, we have nearly doubled in size and scope over the past four years thanks to the assistance and financial help of our many friends and supporters. and yet we know that there is still so much more to do in our community. Together, we look forward to helping even more individuals to triumph over personal challenges, achieve greater independence, realize personal growth, and create strong foundations for success.



We are honored that our work has been recognized. Leake & Watts was named the 2014 Gold Winner of the prestigious New **York Community Trust Nonprofit**

Excellence Awards. We would not be able to successfully support over 8,000 children, adults and families were it not for the commitment and hard work of our 1.300 staff and our hundreds of volunteers, donors and community partners, who all share in this recognition.

Like the past several years, we launched several new services in 2014 to support hundreds more of our neighbors. We assumed operation of an Early Head Start Program in the Bronx assisting 106 children and 20 pregnant women, ensuring that each woman, child and family receives individualized care and support so that these children can thrive and grow. We also opened our Passage of Hope (Camino de Esperanza) Program to support unaccompanied children from Central America who have crossed the border to escape gangs, crime and violence. We are excited to be launching a community-based Respite Program for court-involved teens as an alternative to incarceration and our new Family Resource Center focuses on supporting families with children ages 0 to 5.

None of the work we do would be possible without the support of our many friends and donors. The success of each and every individual we support is dependent upon both their own effort and the dedication of our staff, community partners and so many others. And of course, every dollar donated and each hour volunteered is critical to our ability to help each person build strong foundations for future success.

To our donors, volunteers, staff and community partners, thank you for contributing to our lifechanging work and the success of children and families. Your involvement and dedication makes. it possible for our entire community to grow.

G. Crossan Seybolt, Jr. **Board President**

Alan Mucatel **Executive Director**

ALL

BUILDING STRONG FOUNDATIONS

EARLY CHILDHOOD PROGRAMS



From birth, the interaction, stimulation and early education that children receive are critical to their brain development. Unfortunately, millions of children nationwide, significantly those from low-income families, lack sufficient stimulation and are not adequately prepared for kindergarten. These children struggle to close the "achievement gap" for years to come. To combat this problem, our Early Childhood Programs are dedicated to building strong educational foundations for every child. As we support young children and their families in the Bronx, Manhattan and Yonkers, we work to ensure that our students are receiving the same early educational support

as children from middle and upper-income families. In our Head Start, Early Head Start, Preschool Special Education, Universal Prekindergarten, Parent-Child Home and Child Care programs, teachers and staff provide the guidance, stability and assistance that young children need to thrive, striving to inspire a love of learning and active exploration in the classroom. In our Special Education programs for preschoolers, teachers and staff also ensure that children with developmental delays and disabilities receive additional supports and services such as speech or occupational therapy that will enable them to progress and succeed.

YOSELIN AND JAYDEN

PARENT-CHILD HOME PROGRAM

"Even though I've got my GED, I really regret not finishing high school," says teen mom Yoselin, who is enrolled in the Leake & Watts Parent-Child Home Program along with her two-year-old son Jayden. She truly appreciates the home visiting program, which promotes the early literacy of children ages 18 months to 4 years. "My mom had to raise three girls by herself, which was hard, and it's important to me that Jayden has a better life. I want my son to go further, to finish college and get a good job."

Even though Yoselin has wanted the best for Jayden and to promote his education, she was unsure of how to provide the necessary support so that her son would have a strong start with academics. That is why she jumped at the chance to enroll him when she learned about the Parent-Child Home Program. "They told me that this would help him get ready for school. They were right. I am so impressed because I don't think I learned my shapes until first grade, but Jayden already knows them all and he is only two!"

Twice a week, Home Visitors visit families like Yoselin and Jayden, bringing books and educational toys that will nurture the child's development and modeling positive parent-child interaction. For young mothers like Yoselin, learning to be a part of their child's education is an important and empowering experience. Jayden has quickly developed a love of books and learning that will help him succeed throughout elementary school, high school and beyond. And while many children from low-income families are behind academically even by Kindergarten and have a high incidence of dropping out of high school, Jayden and the other children in our program have an 84% chance of high school graduation versus the 53% chance of graduation of their peers.

"The thing that I love about this program the most, though," says Yoselin, "is that the teacher helps both of us. I've learned to play with Jayden in a smart way, so I can keep helping him when the program is finished. Now I know how to ask him questions that make him think, and I can be part of his learning. I'm so happy and so proud of what we both have learned."



652

children provided with the building blocks for success in our early childhood programs

40%

of our special education preschoolers moved on to Kindergarten needing less intensive or no special education services

PROTECTING CHILDREN & STRENGTHENING FAMILIES

PREVENTIVE SERVICES, FOSTER CARE AND ADOPTION PROGRAMS,
THE MOTHER & CHILD PROGRAM AND THE PASSAGE OF HOPE PROGRAM



Many families that Leake & Watts supports are facing overwhelming challenges. We are dedicated to strengthening families so that they are stable, secure and able to thrive.

Our Preventive Services Programs support families in crisis, keeping children safe and preventing the necessity of placing them in foster care. Through intensive, home-based counseling, families learn healthy communication, address challenges such as domestic violence and substance abuse, and apply positive parenting techniques, while social workers connect them with housing resources and food subsidies.

Our Family Foster Care Program provides safe and nurturing homes to vulnerable children and teens who have suffered abuse and/or neglect. Our foster homes support children within their home communities to allow them to maintain ties with their family, friends and school. Individual counseling, comprehensive medical care, independent living skills training and educational supports are all geared toward helping children navigate a truly traumatic time in their lives. Focused on reuniting families whenever safe and possible, we provide birth parents with counseling, parenting skills training, substance abuse counseling and more, so they can safely bring their families back together.

When children in Foster Care cannot be safely reunited with their birth parents, we help to create new families through our **Adoption Program**. All through the adoption process, we support children and their adoptive parents so they can build a loving, nurturing new family together.

The Mother & Child Program provides pregnant teens and young mothers in foster care a nurturing home where they receive assistance with their educational and therapeutic goals. We provide these teen mothers with positive role models and guidance to help them learn parenting and independent living skills, preparing them to be successful mothers on their own in the community. Children in the program also receive a wide variety of supports so that they can grow and thrive.

The Passage of Hope (Camino de Esperanza) Program

provides short-term residential services and assistance to undocumented children from Central America who have crossed the border to escape gangs, crime and violence. We support these children with a wide variety of case management, clinical, educational and therapeutic services as we work to link them with family members and/or other sponsors in the United States so they are able to move forward with their lives.

GABBY

FAMILY FOSTER CARE

"When I was living with my parents, things were really hard because my mom is bipolar and we got the bad side of her a lot," explains Gabby, a fifteen-year-old in the Family Foster Care Program at Leake & Watts. "Happy moments would only last for a second before the thunderstorms would come. Then both my mom and dad were sent to jail, and they had to find a place for me and my younger brother Dominic."

That's when Gabby and Dominic were placed in Foster Care with Hyacinth, a dedicated Foster Parent. For several years, Hyacinth has provided a supportive home for the two children and has played a big role in ensuring both Gabby and Dominic have the supports that they need. "If it weren't for Hyacinth, I would still be very shy and withdrawn," says Gabby. "She didn't ever push me, she just let me talk about all the little things in my life until I was comfortable talking about the bigger things. Dominic is doing well too. He's always running out the door to play soccer."

Although Gabby and Dominic are very happy with Hyacinth, they look forward to being reunited with their father one day. To ensure that Gabby and Dominic stay connected to family, Hyacinth makes sure that the children have the opportunity to talk on the phone with both of their parents several times a week and our staff are

prepared to provide Gabby's father the support he needs to acquire stable housing and a job when he is released from prison in six months. "Gabby has always been a daddy's girl," says Foster Care Supervisor Miriam Rosenberg-Sica, "and we believe it's in Gabby and Dominic's best interest to be reunited with their father." In fact, studies show that children in foster care have improved long-term outcomes when they are able to be reunited with their birth parents.

Gabby credits the consistent support that she has received from Leake & Watts staff and her Foster Mother as a big reason that despite her difficult family circumstances, she is able to succeed in school and become a much more open and expressive person. "I started taking the bad things that I was experiencing and putting them into writing as a way of dealing with them," she explains. "My artwork helps me express my emotions too. Hyacinth and my social workers encourage me and make me feel good about what I write. They are always there to listen and they help me feel like people can understand what I've been through. I want to go live with my dad someday, and I know that won't be easy. But they have taught me that I should keep writing and expressing myself, and I shouldn't let anyone make me feel bad about myself. I will always keep that with me."



Watercolor artwork by Gabby, a fifteen-year-old in the Leake & Watts Family Foster Care Program.

of children previously in danger of foster care placement remain safely with their parents

children and family members supported in our Preventive Services Programs

815
children and their family members supported in our Foster Care Programs

32
new families created through adoption

EDUCATING YOUTH

THE BIONDI SCHOOL AND THE RESIDENTIAL TREATMENT CENTER



Dedicated to helping all youth reach their full potential, we offer both day and residential special education programs designed to support the academic and therapeutic needs of at-risk youth, ensuring that they progress successfully through elementary and high school and achieve high school graduation.

The Biondi School is a year-round program that supports youth with significant academic deficits, histories of truancy, emotional and behavioral disorders, and learning and/or developmental disabilities. Students benefit from individualized attention in small classes of 8 to 12 students, as well as social work services, guidance counseling, speech therapy and crisis support. We provide traditional courses that meet the New York State Core Curriculum standards, prepare students for secondary education and/or employment through our vocational training programs, and offer a variety of enriching athletic and creative activities.

The Residential Treatment Center provides 24hour residential care to youth facing challenges such as histories of abuse or neglect, mental health challenges, histories of multiple psychiatric hospitalizations, learning disabilities and/ or developmental disabilities. In a structured environment and with comprehensive counseling services, we help residents learn effective problem solving and healthy coping skills. Youth are able to explore their interests through a wide variety of educational and therapeutic activities such as drama, athletics and volunteerism in the community. Our Employment and Independent Living Skills Programs teach vital skills such as money management and proper nutrition. All these activities, coupled with clinical services, help youth learn how to positively contribute to their communities and be successful upon high school graduation.

NIKKI

THE RESIDENTIAL TREATMENT CENTER,
THE BIONDI HIGH SCHOOL

Before coming to Leake & Watts, Nikki struggled with serious depression and didn't have an outlet for her feelings. "I had a problem with self-harming and cutting myself," she explains. "I got scared of myself for a long time, and I was eventually hospitalized for depression. During that time, I had a chance to really think about what I wanted to change in my life, and even though I had the choice to go home after I left the hospital, I chose to come to Leake & Watts instead because I knew I would have so many people here who would support me."

Living at the Residential Treatment Center, Nikki was always able to find a staff member to listen if she needed to talk. "You can always find moral support here," she says. "You don't get people who want to lecture you. You get people who are ready to listen." Nikki also built relationships with the other teens in the program that helped her move forward. "I love the kids here because they're like my family now," she says. "If there's a conflict, we really try to get it fixed. I'm a very blunt, straightforward person, so I don't sugarcoat anything, but people here appreciate it. We always talk things out."

With the support of her teachers at the Biondi School, Nikki has also blossomed into a prolific artist and performer. She has won several local and state art contests and has enjoyed participating in community theater, including her first role in a local production of the musical **Rent**. "When I was younger, I didn't have a lot of self-confidence," says Nikki. "But I have so many opportunities here at Biondi and so many people that support me. I've gained a lot of confidence in myself that has helped me move forward." Now Nikki has been able to move back home, which is a very positive step for her, and she has her sights set on attending the competitive Tisch School of the Arts at New York University. "If I had never come to Leake & Watts, I would have never found my passions. But my teachers here will go to the ends of the earth to help me be successful, and because of that, I have found what I want to do with my life. It's an amazing feeling."



488

students educated at the Biondi School

100%

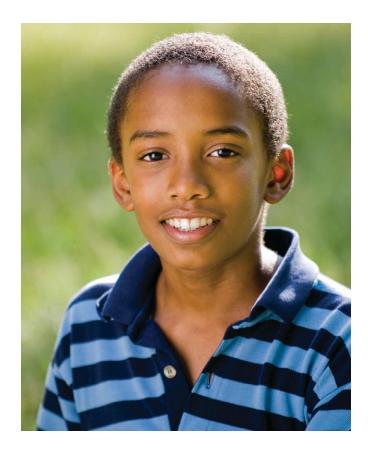
of Biondi High School and Residential Treatment Center graduates entered college, vocational training programs or employment

118

youth supported at our Residential Treatment Center

PROMOTING POSITIVE CHOICES

JUVENILE JUSTICE PROGRAMS



A majority of youth involved in the juvenile justice system face a wide variety of challenges which precede their court involvement. They are disproportionately from minority and low-income communities, and many have histories of abuse and neglect, substance abuse, mental health challenges, learning disabilities, or other special education needs. Our Juvenile Justice Programs are rooted in the understanding that all of these young people need support, education and positive community connections in order to turn their lives around.

Our strength-based programs provide court-involved youth with the tools and education needed to make positive choices and break the cycle of incarceration and recidivism.

Our **Non-Secure Placement Program** in the Bronx is a community-oriented residential program supporting adjudicated youth ages 12 to 15. Using the Missouri Approach, a nationally recognized treatment model, we promote positive peer relationships through group work, where counselors and peers help youth understand the roots of their delinquent behavior and develop skills to address personal challenges. We work to strengthen each youth's connection with his or her family, as well as develop their academic, pre-vocational and communications skills.

Serving Westchester County and the entire Hudson Valley, **Woodfield Cottage** provides short-term secure detention for youth ages 10 to 16 who are awaiting court adjudication. Although a secure facility, Woodfield is a nurturing environment with comprehensive therapeutic support, case management and family outreach, twenty-four hour medical care, counseling, life skills training, anger management and gang prevention classes, opportunities for civic engagement, and intensive academic support in our full-day school program.

JUSTIN*

NON-SECURE PLACEMENT PROGRAM

"I shouldn't have taken the gun," says thirteen-year-old Justin. "I should have just left it or dumped it and kept going on with my life. That choice really screwed me up." Although Justin is a teenager, he was facing serious charges. "I could have even gotten charged with attempted murder, and then I would have been put in jail. Things would have gotten worse, and once I had done my time, I probably would have gone back to the streets and started selling dope. I would be a mess."

Instead, Justin had the opportunity to participate in the Leake & Watts Manida Non-Secure Placement (NSP) Program, a residential program for youth under 16 who have committed a lesser offense and do not require a more restrictive setting. Based on research which shows that juvenile delinquents and offenders are more successful when they are able to build supportive relationships, the program uses group counseling and other methods of relational rehabilitation, particularly emphasizing the vital role of peer support and family relationships. Our staff, many of whom have grown up in rough neighborhoods and know firsthand the effects of gang violence, mentor the young men while

they are receiving a wide range of support services, including education, employment training, recreation, counseling, medical and mental health services. Most of these young men have not had positive male role models who provide support and guidance. "A lot of the young men come in here with anger problems and a chip on their shoulder," explains NSP Youth Counselor Philip Foster. "We help them learn how to communicate and give them alternative routes to express themselves. I'm really proud that we're here for them, teaching them things about life, preparing them."

"If I hadn't been placed at Leake & Watts, I wouldn't have had people supporting me, helping me realize things about myself," says Justin. He explains, "I have an anger problem and I don't have anybody to talk to at home, but in the program, I always have somebody to talk to so that my anger won't build up as easily. I've learned that anger is controllable and I can force myself to slow down and make better choices. When I leave to go home, I want to take that with me so that I can really make something of myself."

vouth supported at **Woodfield Cottage**

youth supported in our Non-Secure **Placement Program**

^{*} A pseudonym has been used to protect Justin's identity

HELPING INDIVIDUALS THRIVE

INTELLECTUAL/DEVELOPMENTAL DISABILITIES SERVICES



Leake & Watts helps individuals with a variety of special needs learn to live as independently as a possible. As we support children and adults with intellectual/developmental disabilities, we collaborate with families to tailor our services to their unique needs.

Our **Residential Programs** provide adults with intellectual/developmental disabilities with the opportunity to live and thrive in the community. Our 10 community residences provide 24-hour care as well as the chance to learn valuable skills such as cooking and cleaning. For those able to live on their own in individual supported apartments, we make weekly home visits and assist with daily living skills and money management.

Our Day Habilitation, Pre-Vocational Training and Supportive Employment programs give adults with intellectual/developmental disabilities the opportunity to volunteer, work and participate in recreational activities. Participants learn everything from tying their shoes and setting the table to succeeding with a job in the community.

Our Recreation and Respite Services for Children with intellectual/development disabilities teach valuable daily living skills through creative activities, whether ice-skating in Central Park or on a field trip to a local nature center. All these activities focus on promoting social and independent living skills.

Our Community Habilitation Services provide inhome support for families, teaching both children and adults to perform tasks such as brushing their teeth or traveling on the subway. These services also provide essential respite to parents and caregivers so they can run errands or spend time with their other children.

DENISE

RESIDENTIAL PROGRAMS, PRE-VOCATIONAL TRAINING

"I came to Leake & Watts because of all the opportunities that would help me learn to take care of myself," explains Denise, a 22 year-old resident of the Glover community residence for adults with Intellectual/ Developmental Disabilities. "It was hard on my mom to have to take care of me all the time. I didn't like that. I wanted to be able to take care of myself, but I didn't know how to control my behavior."

Even as an 18-year-old, Denise knew that it would be a challenge to learn how to be more independent and positively manage her emotions. Although she loved living with her family, she wanted to learn how to make her own decisions and take responsibility for herself. So with the support of her mom and family, Denise decided to move to Glover. She has learned a wide variety of skills from the residential staff that have helped her to live more independently, and has also received a great deal of support in dealing with her emotions. "I used to get upset and break things, but now I know that I can talk to the staff about anything. Especially Kimberly - I have a really good bond with her and I look

up to her as my own sister. She has helped me learn how to control my aggression."

Denise not only lives in Glover House and receives support from residential staff, but also attends our day Pre-Vocational programs. "I work in the café, I do some maintenance work and I deliver mail to people in their offices. I've learned how to cut a bagel correctly, handle money and be polite to customers." Significantly, Denise's training on the job is supporting everything that she is learning at home about controlling her behavior. "I'm still in the learning process with things," she explains, "And that includes how I should handle conflicts with my coworkers. Sometimes I get angry and want to fight with them, but the staff has taught me that I need to be a bigger person than that. I've learned how to apologize."

"Denise is doing really well now," says Lilia Parks, Assistant Director of Residential Services. "She has better judgment overall, but she has also learned how to realize and acknowledge more quickly when she has made a mistake. That has helped her take a



lot of control over her life and now she makes a lot of decisions for herself. We are all very proud of her."

Living more independently now, Denise is happy with everything that she's learning and the progress that she is making. "Leake & Watts is really helping me figure out what I am good at so that I can get a good job. I have more confidence now that I've got a job and don't have to depend on my family. I know that I am going to have a good future."

FINANCIAL STATEMENTS

LEAKE AND WATTS SERVICES, INC. STATEMENT OF FINANCIAL POSITION

For the year ending June 30, 2014

RREI		

Cash and cash equivalents \$ 2,387,848

Investments \$ 16,344,020

Accounts receivable \$8,425,440

Contributions receivable \$ 24,106

Prepaid expenses \$ 528,933

Accrued interest \$ 40,007

Bond issuance cost \$ 1,110,25

Fixed assets - net \$ 30,327,806

Total assets \$ 59,188,417

LIABILITIES AND NET ASSETS

Accounts Payable and
Accrued Expenses \$ 11,105,070

Long-term liabilities/
Bonds and Notes payable \$

Total liabilities \$ 44,276,467

Net assets

Unrestricted \$ 10,953,166

Temporarily restricted \$ 96,087

Permanently restricted \$ 3,862,697

Total net assets \$ 14,911,950

Total liabilities and net assets \$ 59,188,417

LEAKE AND WATTS SERVICES, INC. STATEMENT OF ACTIVITIES

For the Year Ending June 30, 2014

REVENUES, GAINS AND OTHER SUPPORT
Government Operating Revenue
Contributions (Individuals, Foundations and Corporations)

Contributions (Individuals, Foundations and Corporations)572,246Special events553,509Direct Costs of Special Events(76,350)Change in value of beneficial interest in perpetual trusts162,463

74,806,551

Investment Income 168,695
Non-cash Bond Issuance cost write-off (781,006)

Total Revenue 75,406,108

EXPENSES

Program services:

Child Welfare (Foster Care, Preventive Services and Residential Treatment) 24,678,639

Special Education 18,638,102

Developmental Disabilities Services 11,214,301

Juvenile Justice 4,463,409

Early Childhood Education 10,089,973

Total Program Services 69,084,424

Supporting services:

Management and General5,926,701Fundraising178,823Total Supporting Services6,105,524

75.189.948

Ratio of Supporting Services to Total Expenses	8.0%
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Change in net assets 216,160

Net assets - beginning of year 14,695,790

Net assets - end of year 14,911,950

Leake & Watts is funded by a variety of public sources in addition to the generous support of our Board of Directors, individuals, foundations, and corporations. Public funding sources include New York City Administration for Children's Services, New York City Department of Education, New York State Office of Children and Family Services, the U.S. Department of Health & Human Services Administration for Children and Families Office of Head Start, Administration for Children and Families Office of Refugee Resettlement, Medicaid, New York State Education Department, Westchester County Department of Social Services, Westchester County Department of Health, and local school districts of Nassau, Westchester, Rockland, Putnam, and Orange counties.

A copy of Leake & Watts' most recent audited financials is available upon request

Auditors

Loeb & Troper LLP 655 Third Avenue 12th floor New York, NY 10017

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A BIG THANK YOU

Thank you to all of our employees who participated in our Employee Giving Campaign! Now in its second year, our employees have continued to step up to personally donate over \$54,000. Funds from the Employee Giving Campaign go directly back into our services for children, adults and families as well as to assist persons in need of support during emergencies. This fund helps to meet one-time and unique needs. We have provided new furniture and clothing after a household fire, assisted young adults in obtaining the proper documents for employment, and provided supplies and funding for our high school students to participate in artistic opportunities outside of the classroom.



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