

ANNUAL REPORT

2022

Special Edition



TABOR SERVICES INC.

An Affiliate of Woods

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A Message from THE PRESIDENT AND CEO



I am pleased to present the 2022 Tabor Children's Services Annual Report.

With 2022 behind us, we recognize it has been a year like no other and I am incredibly proud of how Tabor staff responded to our clients, guided by our mission: Building strong families that build strong families. Through it all, we demonstrated our ability to adapt with speed in response to COVID-19. Our staff has done this balancing act exceptionally well, as demonstrated by the program's performance and collaborations with our community partners described in our annual report. Our program's important work has continued to provide child welfare services designed to protect children from abuse, and neglect, and enable children to remain safely in their homes; to strengthen families so that children can depend on their families to provide them with a safe and loving home; providing Independent Living Skills training and support to transition age foster youth, and to empower youth who are transitioning to adulthood through the means of mentoring and independent program.

Resilience and execution in a period of unprecedented change.

In 2022, Tabor was faced with many challenges, but our resilience showcased our ability to execute. Tabor benefited from investment in a new fleet of vehicles for our programs, and increase our IT capabilities to quickly shift our operations to a hybrid work model. Tabor continues to solidify a sustainable business model and structure that increased program quality, stakeholder satisfaction, and fiscal responsibility. We launched the Tabor Services Leaders for the Future (LFT) professional development and Pre-Requisite initiatives. The purpose is to create an ideal self-paced leadership program that focuses on developing talent internally while assisting employees in advancing in their field of expertise to achieve career goals.

This year has also been a time of great introspection for us all. We have witnessed the disparity in our community, affirming our need as a values-based organization to continue our community efforts and build the future we want for our children while remaining focused on the current issues confronting our youth and families every day.

As we embark on the year ahead, we walk in step with our mission and vision. And we take you with us as a member of our extended family of care. The hard work we do together will always matter. In 2023, we will continue to work towards audacious goals, a robust balance sheet, a strong brand, and well-positioned programs. Though macroeconomic challenges and staffing uncertainties remain, I am confident in the future as we work to build strong families.

In gratitude,

A handwritten signature in black ink that reads "Karen Coleman".

Karen Coleman
President and CEO

A Message from **THE BOARD CHAIR, Tabor Services, Inc.**



Dear Friends,

The efforts and successes outlined in this 2022 Annual Report are possible because of Tabor's team members, our dedicated partners, our affiliate Woods Services, and our community friends. On behalf of the Board of Directors, I would like to share our gratitude and admiration for Tabor's executive leadership and its compassionate and effective teams.

In 2022, Tabor maintained transparency and accountability within the Northwest Region 6 Community Umbrella Agency and successfully secured a second consecutive year of first-rank status in the Philadelphia Department of Human Services' annual CUA Scorecard. **Congratulations!**

As we move into 2023, Tabor's programs are stable and secure. Leadership will continue to seek additional growth opportunities that enhance and complement our vision for strategic development.

Thank you to my fellow Board members who provide governance and guidance. It is an honor to serve this organization that demonstrates its commitment every day to build strong families that build strong families.

Laura Powers

Laura Powers
Board Chair, Tabor Children's Services

THIS IS TABOR



TABOR SERVICES INC.

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**Build
Strong
Families
That
Build
Strong
Families**

Nurture. Learn. Teach. Grow.

OUR VISION

We envision a world where all children are safe from abuse and neglect, enjoy the benefits of a healthy and loving family, and grow to achieve a sense of strong independence.



PROGRAMS & DEMOGRAPHICS

Summary of people served.



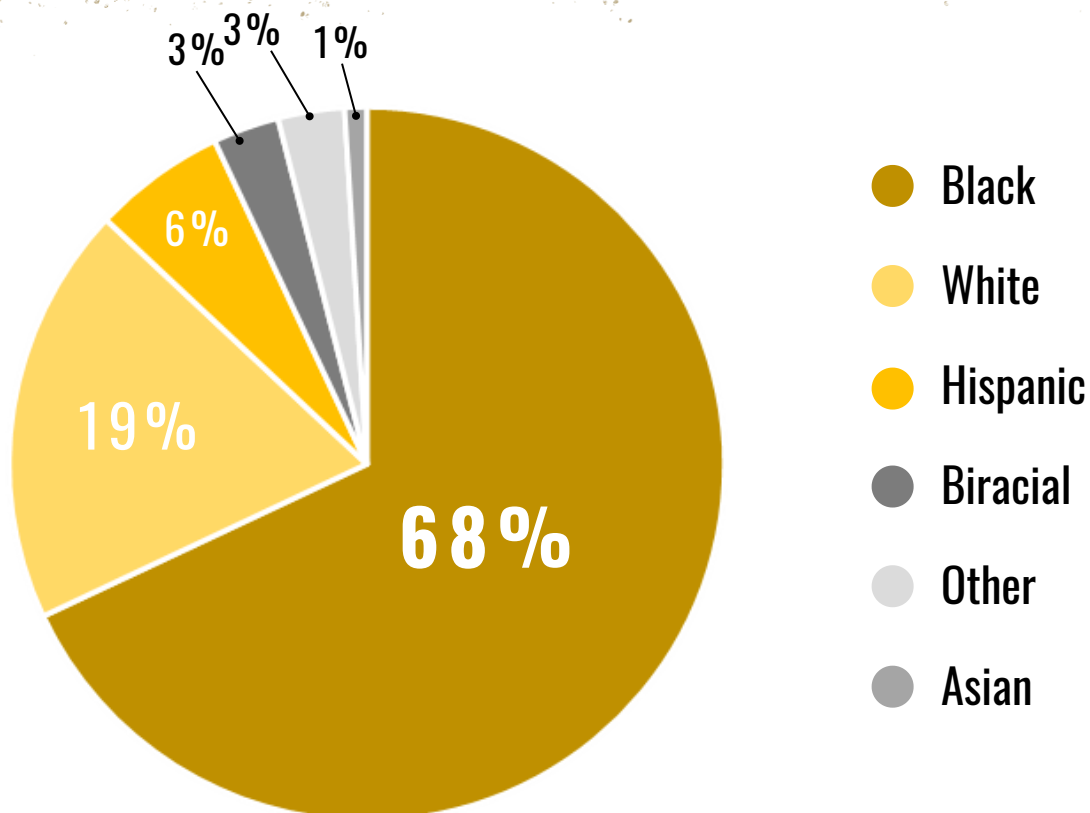
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OUR PROGRAMS

- **TCP** - Tabor Community Partners
- **FC** - Foster Care
- **SIL** - Supervised Independent Living
- **AOI** - Aging Out Independence
- **AIP** - Adolescent Initiative Program
- **CHIL** - Chester County Independent Living
- **IFSS** - Intensive Family Support Services
- **SWAN** - Statewide Adoption Network
- **WWK** - Wendy's Wonderful Kids

1,518+
CLIENTS AND FAMILIES SERVED



SATISFACTION Surveys

Testimonials



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CLIENT/PARENT/CAREGIVER

70%
Satisfaction

"Thank you for the services and commitment!"

"It's great working with Tabor."

"There was a different program for Chester County before Tabor and since the switch everything has been much easier and better for me. This is definitely my preferred company."

"Great staff!"

"Me and my grandchildren feel like we were blessed for the work that we have. Thank you very much."

COMMUNITY/STAKEHOLDER



"Tabor is very efficient in their work with families. They assure that families receive services in a timely manner."

"Tabor is a great agency to participate in for
child welfare services."

"I have been a strong advocate for Tabor and its mission and continue to believe it is doing a great job to support children and young adults."

VISITATION

Support parents in establishing positive parent-child relationships, child safety, promoting healthy child growth and development and support the emotional well-being of children and families.



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VISITATION



Tabor Community Partners

96% ^{↑4} since last FYP



Adolescent Initiative Program

97%



Intensive Family Support Services

99% ^{↑1} since last FYP

STAFF Retention

Tabor strives to maintain staff and keep them engaged.



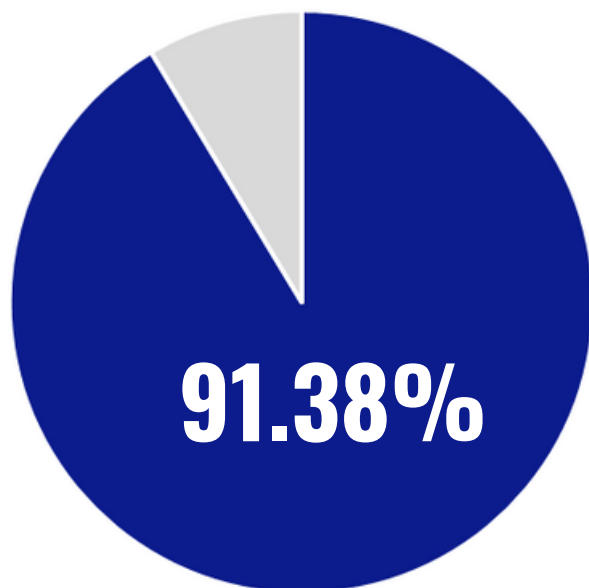
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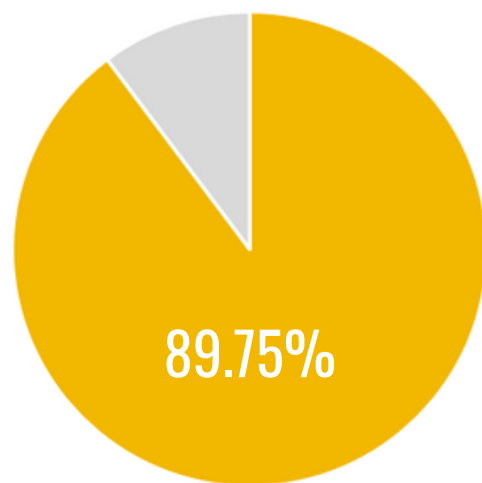
STAFF RETENTION

This FY 2022 Tabor’s Human Resources Business Unit (HRBU) focused on developing transformational activities in response to the challenge of how to maintain a resilient workforce, how to develop an environment of resiliency and how to strengthen our resilience as we turned the corner after several years into a global health pandemic that forever changed the landscape of the workforce as we once knew it.

In support of this, in 2022 Tabor invested in an Onboarding approach with the primary focus on understanding and strategically responding to the question of “why employees stay or leave”, – engage or disengage. Believing the research that trusting their supervisor is the #1 factor, Tabor has shifted its focus on efforts to ensure positive retention involves everyone in the organization. This employee engagement concept involves “discretionary effort”; an “emotional investment” that not only promotes higher performance, but higher retention and loyalty from employees. As a result Tabor continues to maintain successful quarterly retention outcomes based on a balanced score card benchmark of 80%.



● FY 2022-23 retention



● Quarterly average in FY21-22

PERMANENCY

Tabor remains committed to seeing that each child or young person develops a sense of security with a positive environment and family for life.



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PERMANENCY



504

DISCHARGES



543

ADMISSIONS



53

CHILDREN AND YOUTH IN PLACEMENT
WERE ADOPTED



15

CHILDREN AND YOUTH IN PLACEMENT WERE
REUNIFIED



18

CHILDREN AND YOUTH IN PLACEMENT REACHED
PERMANENT LEGAL CUSTODIANSHIP



139

FAMILIES STABILIZED

PERMANENCY



18 (+8 since last FY)

CHILDREN AND YOUTH REACHED ADOPTION
FINALIZATION THROUGH SWAN SERVICES



50% (+3 since last FY)

AOI MENTAL HEALTH TREATMENT
COMPLIANCE AT THE TIME OF DISCHARGE



100%

AIP, CHIL, AND IFSS HAD STABLE
HOUSING AT DISCHARGE



100%

CHIL WERE IN SCHOOL AT
THE TIME OF DISCHARGE



100%

AIP AND CHIL HAD PERMANENT
CONNECTIONS AT DISCHARGE

COMPLIANCE & Performance

We are proud to be the number 1 ranking CUA 2 years in a row.



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COMPLIANCE/PERFORMANCE

Tabor Community Partners

PERFORMANCE TIERS



CRITICAL



UNSATISFACTORY



COMPETENT



PROFICIENT



SUPERIOR

Overall

The overall score is an aggregation of all nine domains.



Tier

Rank

1

Permanency

The Permanency domain includes measures of goal change, reunification visitation, and permanency rates. overall score is an aggregation of all nine domains.



Safety: Safety Assessment & Safety Plan

The Safety: Safety Assessment & Safety Plan domain includes measures of Safety Assessment and Safety Plan completion, timeliness, and quality.



Safety: Visitation

The Safety: Visitation domain includes measures of completion and quality.



Case Planning

The Case Planning domain includes measures of Case Plan completion, timeliness, and quality.



Practice: Court

The Practice: Court domain includes measures of hearing attendance, quality, and incidence of no reasonable effort.



Practice: Supervision

The Practice: Supervision domain includes measures of Case Plan completion, timeliness, and quality.



Practice: Assessments, Health & Education

The Practice: Assessments, Health & Education domain includes completion and timeliness of assessments, health, and education status forms.



Finance

The Finance domain includes measures of organizational financial health and stability.



Workforce

The Workforce domain includes a measure of staff retention.



*Note: The Workforce domain remains in a critical state for all CUAs

COMPLIANCE/PERFORMANCE

Tabor Community Partners

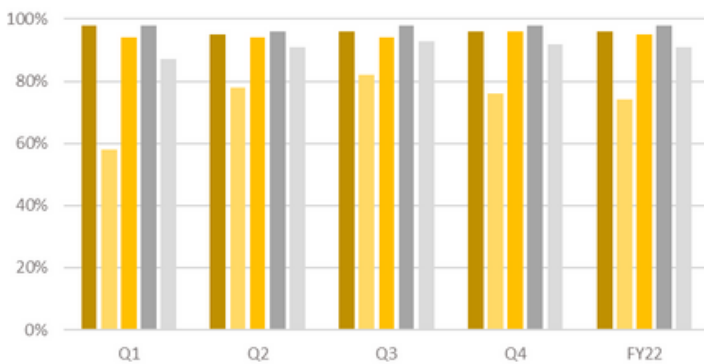
In order to mirror Tabor Community Partner's scorecard accountability, all of the Tabor Children's Services' programs also adhere to an internal scorecard. The scorecard was created to measure performance, meet all external requirements, and create a culture where accountability and best practice are paramount.

The Tabor Children's Services scorecard is a combination of all programs' scores; however, Tabor also drills down and examines each program's individual scorecard scores. The scorecard has a total of four domains:

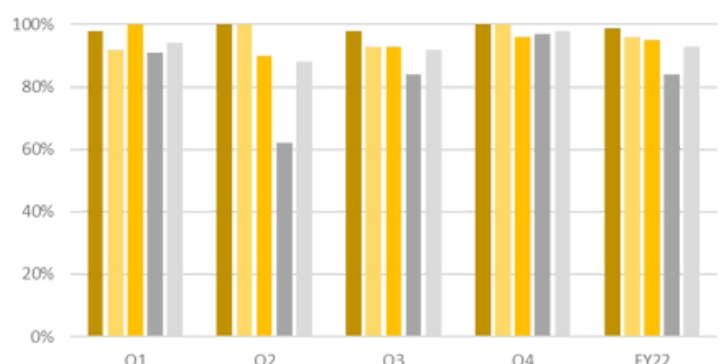
- Intake & Discharge Planning
- Case Planning
- Visitation
- Well-Being

Two programs in the Doylestown location performed consistently well throughout the entire fiscal year with overall averages in the high 80's.

Adolescent Initiative Program
Scorecard



Intensive Family Support Services
Scorecard



- Intake & Discharge Planning
- Case Planning
- Visitation
- Well-Being
- Overall-Scorecard

FISCAL

Our assets and revenue remain strong.



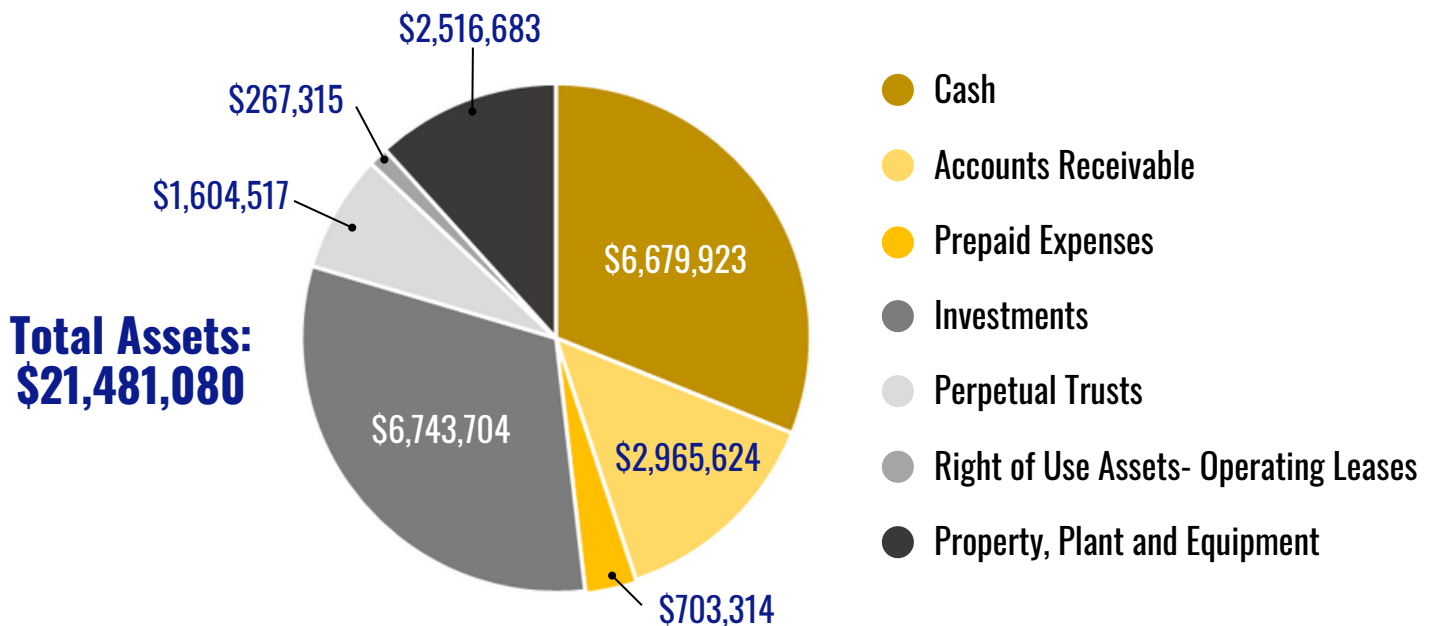
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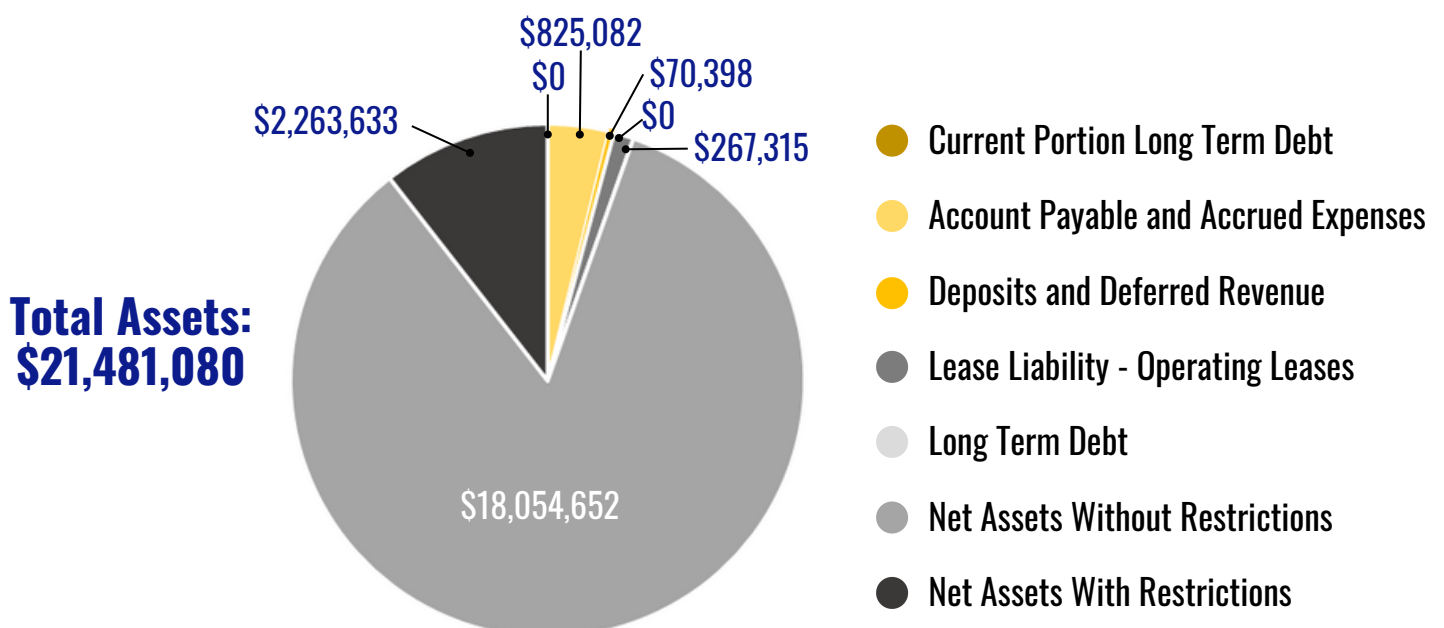
FISCAL

Total Assets, Liabilities, & Net Assets

Total Assets

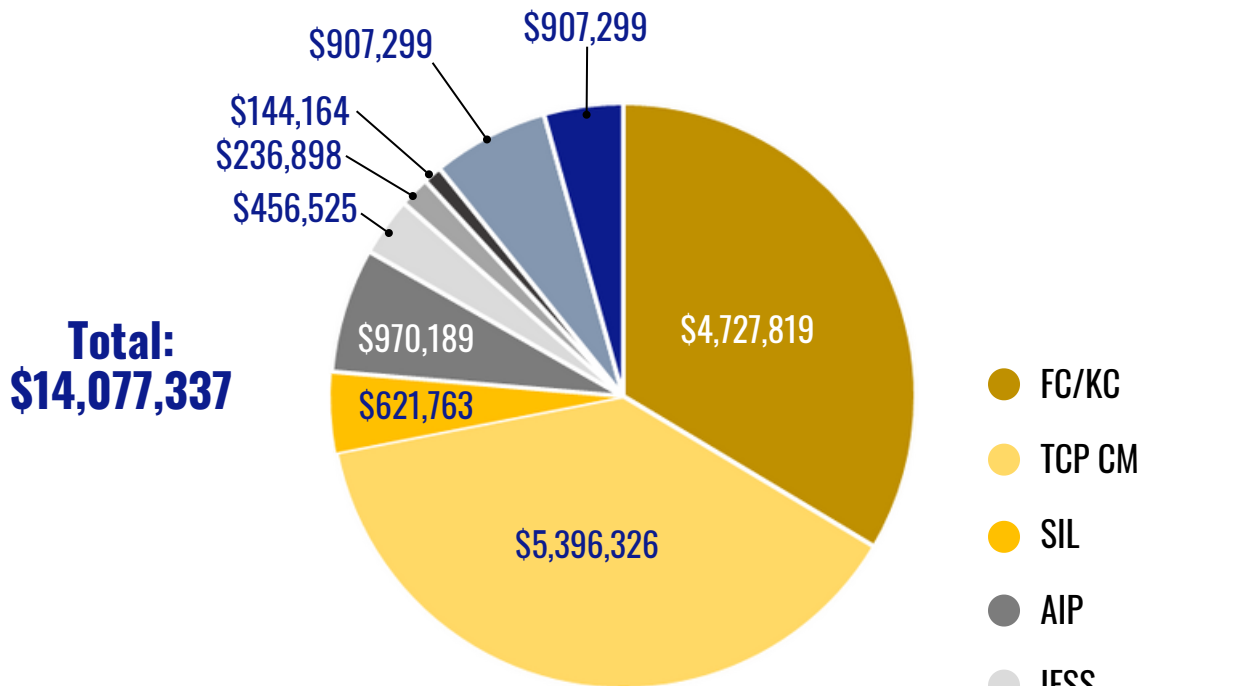


Liabilities and Net Assets

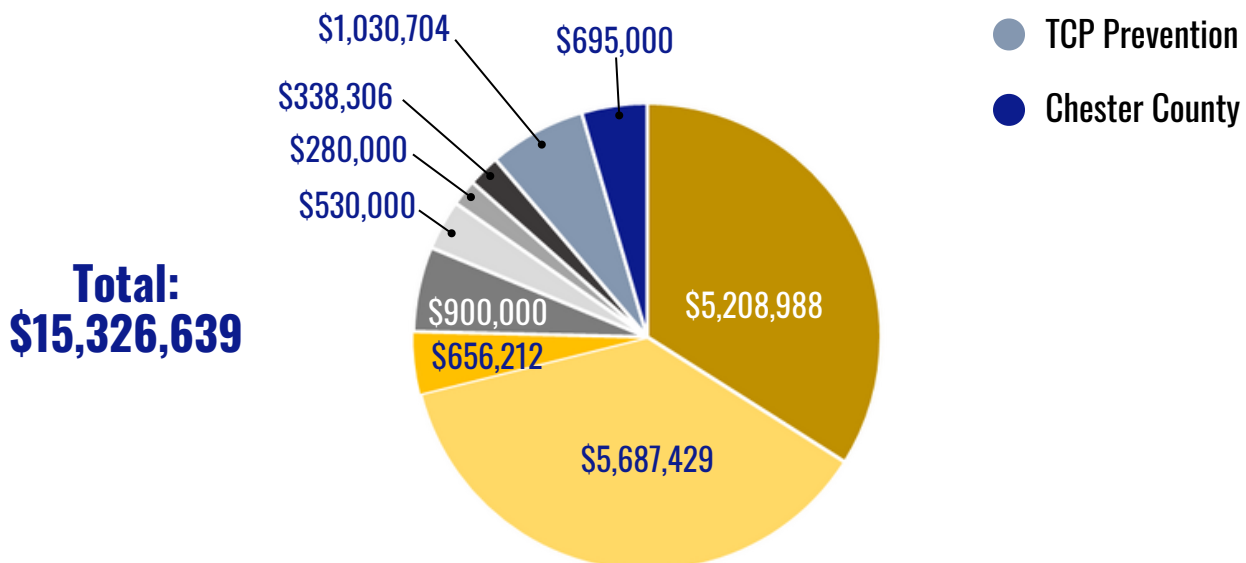


FISCAL Revenue

Actual Revenue By Program



Budgeted Revenue By Program



A LOOK BACK at 2022

Making memories.



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[illegible]

GET HAPPY WITH TABOR!

What Makes You Happy?

That's the question being asked at Tabor. At the Germantown branch of Tabor Services, a bulletin board has been set up and we are asking people to fill it with what makes them happy. They can pin up photos and write uplifting messages. Our goal is to spread the happiness, one smile at a time.

After being up for only a few days, we already were seeing it begin to be covered in uplifting quotes and photos ranging from interests to loved ones. Now, months



later, it is almost completely covered. The past few years have been difficult on everyone, but it's great that we have a place where we can find a bit of happiness.

GOODBYE HIGH SCHOOL STUDENTS, HELLO CLASS OF 2022 GRADUATES!

Tabor Services celebrated nine high school graduates at a party in July 2022! We want to congratulate Jennifer Stanley, Isis Coleman, Samina Griffin, Abraham Davis, Jade Allen, Kyree Tomlin, Tesjohn Roscoe, and Sinaya Mason!



KAREN COLEMAN: HISTORY AND GERMANTOWN

On July 12th, our CEO and President, Dr. Karen Coleman, was given the opportunity to sit down with the Engagement Coordinator at Cliveden and Historic Germantown, Bambi Stoddart. She was asked to speak about herself and her experiences with Germantown, where Tabor Service's main building is located.



Dr. Coleman has always been "an advocate of people and giving to others and serving in that capacity." Her love for Germantown comes from the respect she has for the community and its history.

History. This word is important to Dr. Coleman, and she spoke of Germantown's history often in the interview. She wishes that the history of this community was more known. Her appreciation for Germantown reaches beyond just working here; it comes from seeing how the community comes together with events such as the community fair. It comes from recognizing the history of African Americans in Germantown that aren't often mentioned when speaking of America's past. The art that fills Germantown speaks of this history, and she spoke of the work that can be found in the October Gallery that features African American art. She wants people to know that this is where history started.

"Germantown has history and it just gets passed by. We talk about the Liberty Bell and Betsy Ross, but come to Germantown and you've got history right here."

CELEBRATING 115 YEARS OF TABOR SERVICES, INC.

The Doylestown Historical Society unveiled an exhibit about the beginnings of Tabor Home in honor of Tabor's 115th birthday! The Doylestown Historical Society (DHS) invited Dr. Karen Coleman, President, and CEO of Tabor, to speak about the company's beginnings during the exhibit's grand opening. Photos and artifacts from our rich heritage are on display. According to Donna Rhodes, executive director of the Historical Society, several older DHS volunteers

sparked interest in Tabor, particularly mentioning attending school and interacting with many Tabor children at holiday parties. Orville Wright, a well-known Tabor alumnus and a Board member for Tabor, served as the class president for some of the volunteers.



DHS's goal is to celebrate and preserve Doylestown's history, and Tabor is a part of that heritage. We thank the Doylestown Historical Society for acknowledging and commemorating Tabor's 115th birthday and history. The Doylestown Historical Society, located at 56 S. Main Street in Doylestown, is hosting the exhibit through March 2023. You can learn tidbits about the history of Tabor Home at

<https://doylestownhistorical.org/exhibits/>

HOLIDAY TOY DRIVE



Tabor felt the Holiday cheer this December for our annual Holiday Toy Drive. Over 1000 toys were collected and we received thousands of dollars in donations. Because of the generosity of those that gave, 1,500 children will be receiving a gift in either the form of a toy or a gift card!



TASTE OF TABOR



Tabor's most important event of the year was a success! Every year, Tabor hosts Taste of Tabor, a night of charity, good times, and good food. Tabor youth interested in the culinary arts are paired with chefs to help create delicious food for the event. It is a wonderful opportunity for them to get involved.

For Tabor's 115th anniversary, well over 100 guests were in attendance to enjoy live music, locally catered food drinks, raffles, and auctions. With this event, Tabor is able to care for the community and families we love due to the generous donations and participants.





STRENGTHENING FAMILIES

"Family isn't the most important thing.
It's everything, and what you pour
into it is what you get out of it."

- Robin Rozario
Strengthening Families Coordinator

Forging partnerships with family and community health promoting organizations, curating events that leave lasting impressions on youth and families, and facilitating safe spaces that spark important conversations on family bonding, are at the base of **Strengthening Families®** work.

Strengthening Families® staff use the research-based approach, by the same name, to enhance family and child development and reduce the risk of child maltreatment. To promote healthy outcomes for children in their care, Strengthening Families® staff work to develop and enhance understanding and use of the Five Protective Factors. In addition to monthly events, staff hold Parent Cafes to further expose participants to opportunities for peer support and connection.



Over 30 PARENT CAFES

Communication is Key (w/ NET)
Wipe the Slate Clean, and Start Fresh
I Understood the Assignment (w/ NET)
All About Love (w/ Bethanna)
Teamwork Makes the Dreamwork
Falling in Love: Putting Yourself First (w/ NET)
We're Stronger Than Luck (w/ APM)
The Future is Female (w/ NET)
You Can't Save the World on Empty (w/ NET)
Spring Cleaning Your Mind (w/ CCS)
Avoiding the April Showers
Harvest Your Blessings (w/ NET)
One Village, Many Voices (w/ NET)
Respecting Our Past to Brighten Our Past
Your Child's First Playmate (w/ NET)
Teaching Children to Be Independent! (w/ APM)
What I Wish I Knew (w/ NET)
You Have a Friend in Me (w/ APM)
School's in Session (w/ NET)
Coming Through the Struggle
International Literacy Day! (w/ APM)
The Labor of Love
Parents Have Rights Too (w/ NET)
Health Awareness (w/ APM)
Getting Through the Maze
Fright or Flight? (w/ NET)
Falling Leaves and Following Dreams
Free Falling (w/NET)
My Family is My Home (w/APM)
Recovering Family Relationships (w/ NET)
Stop and Smell the Roses (w/ APM)
We Are Born of Love, and Love is Our Mother
The Gift of Love (w/ APM)

12 EVENTS

For the Love of Literacy
Dinner and a Show
MLK Popup Workshop: The Superhero in You
Easter at Home
Reading is My Superpower
Dinner and a Show part 2
Roll With Us!
Your Story Your Power (PHLYP)
Five Keys to Healthy Communication (PHYLP)
What's the Plan? (PHYLP)
Addressing Trauma Through Generations (PHYLP)
Resolving Family Conflict (PHYLP)

2 DONATION EVENTS

Roxborough Back to School Bash!
Coat Drive and Food Drive



PARENT CAFES ARE GOING INTERNATIONAL!



At the "Teaching Children To Be Independent" Parent Cafe, we were joined by 2 participants from Burkina Faso, Africa, Sayid and Charles. John Brezina had been working with Sayid to make Parent Cafes international! Their plan is to get an interpreter (most of them speak French) and have people Sayid knows participate.

"The cafes are open to absolutely anyone who would like to attend, no matter how old they are or where they're from, so this is just a really cool example of how we're continuing to expand that."

- **John Brezina** (Strengthening Family Coordinator)

It seems hopeful that the Department of Health Services may send some funding overseas to aid in this endeavor. Currently, it'll frequently be 6-8 guests all trying to share one computer and one headphones.

ROLL WITH US: FAMILY SKATE NIGHT



In May of 2022, **Tabor Community Partners** teamed up with Revive_POC for a night of free skating at the Rolling Thunder Skating Rink. Attendees spent the night eating pizza, playing at the arcade, and skating with their family and friends. This was one of the most popular events that were held this year and everyone is excited for more nights like this!



BACK TO SCHOOL BASH

This is what we're all about. Ensuring the youth and family in our communities are cared for. In August, Tabor teamed up with Interact Philly and The Block Church for a back to school bash where school supplies, backpacks, haircuts, and groceries were available for free. In addition, it was a day for families to come out and have fun with face painting, music, a youth karate demonstration, food, and bouncy houses.



COAT DRIVE AND FOOD DRIVE



In November, **Tabor Community Partners** partnered with Intercommunity Action for a coat drive and food drive. Hundreds of brand new coats were collected and distributed to over 300 attendees.

Many of these coats were donated to Tabor by Thompson Auto. Through the New Coat Program, organized by Auto Dealers CARing for Kids, Tabor received boxes of new coats.



BOARD of Directors



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Laura Powers
Board Chair

Marvin Johnson
Vice Chair

Rick Battaglia
Secretary

Tom Grant

Kevin Sheetz

Dawn Diamond

Tara Hayden

Rev. Dr. Charles Quann

Virginia Smith

Orville Wright

DONORS & Supporters

We accomplish the things we do because of the generosity of others.



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Abdullah Pasha
Access Matters
Alesha Thomas
Allies, Inc
Allison Falk
Alpin J. and Alpin W. Cameron Memorial Fund
Amy Petersen
Anita Bogdan
Anne Kriegner
Anthony Jones
Archway Programs
Arrison Family Fund
Barbara Tilley
Bethlehem Baptist Church
Byron And Lynette Mcmillan
Chalfont United Methodist Women
Cheryl Kauffman
CHUBB
Coho Partners
Colleen Albrecht
Conner Strong & Buckelew
Cooper Mechanical
Dana Moore
Darlene Beasley
David Galiani
Dawn Diamond
Drake Payung
Eagen's
Elizabeth Perinelli
Elizaveta Schevyakhova
Ellen Dodel
Erik Eisen
Feasterville Community Reformed Church
Fidelity Charitable Trust/Johnson Family Fund
Friends Of Board Member Virginia Smith

General Modification Contractor
George And Louise Marcino
Gwendolyn Drummond
Jeane Vidoni
Jeanne & John Hubbard
Joann Malta
Johnson Kendall & Johnson
Joseph & Erin Kirby
Joseph Kelly
Julia Kelly
Karen Coleman
Karen Lasorda
Karen Wilkins
Karl Falk
Katherine Diaz
Kevin Sheetz
Kim Dent
Kitchens By C Cherry
Larry Buchholz
Laura Powers
Legacy Treatment Services
Leonard Alexander
Linn Mckenna
Lori Momr
Lori Plunkett
Mark Hanson
Marvin Johnson
Michael Anthony
Michelle Veix
Monica Taylor
Myaah Morgan
Nancy Cullen
Network For Good
Newtown Presbyterian Church
Orville Wright Jr.

PA Department of Community and
Economic Development Grant
Pamela Curry
Penn Community Bank
Penn Engineering
Philadelphia Foundation
Phillip Perinelli
Rev. Charles Quann
Rev. L.P. Mcmillan
Rich Niwinski
Rick Battaglia
Rob Hyde
Robin Black
Rodney Smith
Scott Einetzke
Stephen & Maria Tulli
Susan Okun
Susan Paul
Tabor Farms LLC - Rick Lyons
Thomas Grant

Thompson Auto
Tine Hansen-Turton
Tinesha Banks
U. Tara Hayden
Virginia Smith
Warrington Township Lions Club
Wawa
Woods Services
WSFS

**Your donations are what allows us
to continue to be able to care for
the community and Build Strong
Families the Build Strong Families.**

Scan to donate:



2022 STAFF Promotions

Tabor can accomplish what it does because of the passion and care our employees bring to their jobs everyday!



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Erica Butler

CUA Case Manager to CUA Supervisor

Dior Fields

CUA Case Manager to CUA Supervisor

Tamara Miller

IFSS Worker to Chester County IL Program Manager

Pamela Tsikiwa

PMBU Specialist to PMBU Program Manager

LaTece Jones

Training & Development Project Manager to
Training & Onboarding Manager

Lisa Bennett

PMBU Program Director to Chief Operations Officer

Wallace Brown

Care Coordinator to Health & Wellness Manager

Katherine Diaz

ILS Program Manager to
Philadelphia County Assistant Regional Director

Mariah Moore

Health & Wellness Program Manager to Family Health
& Wellness Director

Dawn Mott

Independent Living Program Manager to
Independent Living Assistant Director

2022 Gold Stars

Shining light on those who are dedicated to helping build strong families that build strong families.



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Gwendolyn Drummond



In recognition of outstanding guidance and service, Gwendolyn Drummond received the Exceptional Leadership Award.

Ms. Drummond is Tabor Community Partner's Community Umbrella Agency (CUA) Director since December 2020. Gwen has been instrumental in successfully implementing all case management and prevention initiatives and ensuring positive outcomes are achieved for the children and youth served. Congratulations!

Tinya Logan

Tinya Logan is the Medical Courier for Tabor Community Partners. Tinya exemplifies the mission of Tabor through her dedication to service for our youth and families. In addition to being the liaison between the health care facilities our children are seen at and the Health and Wellness Team, Tinya is always looking for ways to support the Intervention and Prevention [or Family Health and Wellness] Department. Over the past year, Tinya has supported the department through 100% participation at internal events and performing Care Coordinator and Visitation Coach duties in addition to her own. We truly appreciate the positivity, commitment, and drive Tinya exudes at both the Philadelphia office, and in the field with our community partners, each and every day!

Dana Wallace and Sharron Williams

Sharron and Dana go out within 24 hours of receiving an inquiry call to share about the work with children and families at Tabor. They complete a home safety inspection to make sure that the home environment is clean and welcoming of children and youth. Both Sharron and Dana have great expertise in assessments and we are fortunate to have them on the Tabor team.

We currently have over 200 resource homes and Dana and Sharron work tirelessly to continuously certify more families as the need for resource families is great in Philadelphia. Should you know of a family that has much love in their heart and room in their home, please send them to Dana or Sharron.

Cassandra Willard

Cassandra has proven herself to be a dedicated employee, who always goes above and beyond to help and support her families and her IFSS team. She displays compassion and empathy to all individuals and always exhibits a positive attitude. Cassandra continues to receive consistent, high accolades from various BCC&Y staff for all the work and time she spends helping families. One example: Cassandra went out of her way during the formula shortage to search for formula for her families. She did not give up, and was able to locate formula when the mother had lost hope.

Contributions By:

Amanda So - Editor

Thompson Smith - Editor

Karen Coleman

Laura Powers

Lisa Bennett

Karen Wilkins

Larry Buchholz

Robin Rozario

Mariah Allen Moore

Carolyn Hodder

Kimberly Dent

John Brezina

Gwendolyn Drummond



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Your donations are what allows us to continue to be able to care for the community and Build Strong Families the Build Strong Families.

Scan to donate:

