

July 1, 2008 - June 30, 2009



**Outstanding Non-Profit  
Organization of the Year**



**Annual Report**

helping families become  
**Safe, Strong**  
and **Self-Reliant**



**Children's Services**



**Domestic Violence Services**



**Homelessness Services**

**Mission** The mission of Family Tree is to help people overcome child abuse, domestic violence and homelessness to become safe, strong and self-reliant.

**Vision** The vision of Family Tree is to be the best provider of life changing services that end child abuse, domestic violence and homelessness.

**Values** Family Tree values commitment, integrity, accountability, diversity, collaboration and advocacy.

### Children's Services



Family Tree serves children and adolescents who have been abused or neglected and are not safe in their homes and youth who are homeless on the streets or have run away from home. We serve youth who are at risk of being removed from their homes due to behavioral problems. We assist families at risk of child abuse and neglect in an effort to stabilize those families, and we help families who are caring for family members, not their own children, when parents are unable to do so. We also assist military families experiencing hardship.

### Domestic Violence Services



Family Tree serves adult and child victims of domestic violence, sexual assault and stalking; families who have experienced the break-up of their homes through divorce or separation; and children who have witnessed family violence and/or have experienced sexual abuse in their homes.

### Homelessness Services



Family Tree serves adult individuals, youth and families who are homeless or at risk of homelessness. We assist persons who have very low to no incomes and are working toward goals to increase their self-sufficiency.

# Letter from the CEO and Board Chair

What does it take for an organization to be granted two significant awards in the same year? The answer is simple: the passionate commitment of remarkable people and a values-based organizational culture. Through the talents and dedication of staff, volunteers, the Board of Directors, and steadfast supporters, Family Tree is honored to have received the 2009 Governor's Service Award for Outstanding Non-profit Organization and the Denver/Boulder Better Business Bureau's Torch Award for Marketplace Trust. We are humbled by these acknowledgements of our service and also prompted to reflect on what makes Family Tree deserving of such accolades.

Despite the current difficult economic times, Family Tree has upheld its commitment to service excellence by focusing on the agency's core competencies, building on more than three decades of organizational history. The ability to meet this difficult work head on and to impact meaningful outcomes is embodied day in and day out through the agency's stakeholders and their innate belief in Family Tree's core values: commitment, integrity, accountability, diversity, collaboration, and advocacy.

We are committed to sustaining an environment in which our staff can do its best work. Over the past year the Board of Directors has engaged Management – those individuals tasked with providing strong leadership and direction in the areas of Children's Services, Domestic Violence Services and Homelessness Services – to share their challenges. Through this shared approach the agency is better suited to clear hurdles so we can focus energy on the people we aim to help.

Family Tree's belief in the power of collaboration has strengthened the agency, and throughout the past year Family Tree's collaborations with community partners have flourished

including the expansion of our Military Family Assistance programs; providing new supervised visitation services so that children are safe; and collaboratively leveraging vital new resources into Jefferson, Arapahoe and Douglas counties to prevent homelessness and help quickly re-house those who have unfortunately already become homeless.

As we embrace our values, and take stock in the unique and effective culture created when focus is placed upon commitment, integrity, accountability, diversity, collaboration and advocacy, we understand and appreciate how these values, and the work that follows, contributes to our overarching goal of helping improve the lives of the people and the communities that we serve. This, in turn, enables the agency to become better, more effective and more accountable so that we may continue to operate programs and services because they are necessary in our community.

On behalf of Family Tree staff and the Board of Directors, we thank you for your continued support and belief in our mission and the work of the agency, and we hope you share in celebrating these honors with us.

For safe children and families,



Denise Hoffman  
Board Chair



Scott Shields  
Chief Executive Officer



**Scott Shields**  
Chief Executive Officer



**Denise Hoffman**  
Board Chair



## Family Tree values . . .

# Commitment

Barbara "BJ" Johnson, Family Tree Volunteer

*"In creating change there are only two rules - one is to begin and the second is to continue."  
~ Anonymous*

It is the second rule that highlights the strong commitment of Family Tree volunteers like Barbara Johnson. For over six years, B.J., as she is affectionately known, has volunteered in the Family Tree administrative office. With a variety of duties including answering phones, data entry, filing and making copies, B.J. has become a necessary fixture for staff. For the past two years, B.J. has taken on the position of Community Service Liaison, and is responsible for intake of all individuals required to complete community service hours with Family Tree.

It's her belief in our mission combined with a feeling of accomplishment that keeps her coming back every week. "I truly enjoy the people," she says. B.J. values the opportunity to relieve others so that they may focus on doing "great things." When asked how she would motivate others to volunteer, she replied, "You just get a good feeling when you're helping people."

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# Family Tree Donors

**Our heartfelt thanks to all of our supporters who helped make this past year a successful one for Family Tree. This list acknowledges donors who made financial donations totaling \$250 or more and in-kind donations totaling \$500 or more between July 1, 2008 and June 30, 2009.**

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## Family Tree values . . . **Integrity**

### **Governor's Service Award for Outstanding Non-Profit Organization & Better Business Bureau Torch Award Winner**

At Family Tree, the value of integrity stems from the inner workings of the organization and is a direct result of the way in which our employees, supporters, board members and volunteers give of their time and resources to create organizational excellence. This year, the community has acknowledged Family Tree's continued commitment to integrity.

On May 15, 2009, Family Tree was selected as the Governor's Service Award 2009 Outstanding Non-Profit Organization. The award was given to a non-profit organization that has made outstanding impacts in Colorado communities through volunteerism and service.

On October 15, 2009, Family Tree was awarded the first ever Denver/Boulder Better Business Bureau's Torch Award for Marketplace Trust for a non-profit organization. This award is given to companies and organizations who demonstrate high ethical standards of behavior toward employees, clients, vendors, partners and the community at large.

Maura A. Fitzgerald  
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Family Tree values . . .  
**Accountability**



With over 20,000 non-profit organizations in Colorado, Family Tree is as committed to our supporters as we are to our clients. "Our staff takes great pride in setting and reaching a very high standard of financial accountability and transparency," says Jo-Ann Scharmann, Family Tree Chief Financial Officer. Such high ethical standards are one of the reasons Family Tree has a long history of quality financial audits that have helped build confidence with supporters and a trust that Family Tree will allocate resources wisely.

It is essential that every dollar we receive from donors, grantors and other funders makes the greatest impact towards our mission and our clients. "It's important to me that more than 82% of all Family Tree's expenditures are made to directly support our programs and services," states Hollie Trow, Family Tree Board Treasurer. This level of financial scrutiny and accountability allows Family Tree to continue to put resources into its greatest asset, the high quality staff who provide life changing services for youth and families.



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 Violence Against Women Formula Grants  
 Victims of Crime Assistance Grant  
 U.S. Department of Homeland Security  
 Emergency Food and Shelter Programs  
 U.S. Department of Health and Human Services  
 Basic Center Grant – Runaway and Homeless Youth  
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 Scott and Kathleen Nelson  
 Carolyn Truman  
 JoAnn and Michael Prince  
 Mark Velat and Judy Campbell  
 Doug and Linda Wiener

Ellie Walker  
 Patricia Echelmeyer  
 Sue Wittry  
 Donna Gunnison  
**IN-KIND DONATIONS**  
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 Sharon K. Austin  
 Barb and Doug Bacon  
 Catherine Bain  
 Pattie Baker  
 Sandra Balsley  
 -- continues, next page

# Family Tree values . . . Diversity

## Family Tree Kaleidoscope Committee

During the summer of 2004, Family Tree staff members began meeting voluntarily to discuss diversity issues as they relate to the agency. By 2009, this committee on diversity, named the Family Tree Kaleidoscope Committee, has made huge strides towards inclusiveness.

The purpose of the Kaleidoscope Committee is to increase the respect, understanding, awareness, celebration and sensitivity of diversity across Family Tree as a function of the broader goal to develop inclusiveness in our staff, our clients and our community.

The committee's accomplishments include drafting an updated anti-discrimination statement, which was adopted by the Family Tree Board of Directors; Spanish translation of multiple Family Tree documents; participation in community cultural events; and, most importantly, the development of an inclusiveness blueprint, identifying five primary agency goals which exemplify the value of diversity at Family Tree.



Commitment

Integrity

Accountability

Diversity

Collaboration

Advocacy

**Commitment**

**Integrity**

**Accountability**

**Diversity**

**Collaboration**

**Advocacy**

Bar Louie  
 Alice Barron  
 Julie L. Barron  
 Pam and Creighton Bates  
 John Becker  
 Lynn Becker  
 Robert Bell  
 Ellen Benson  
 Meredith Bishop  
 Lisa Bolton  
 Bonanza Casino  
 Bonfils Blood Center  
 Steve Bosshart  
 Helen Braun  
 Chris Breidenbach  
 Charlene Brock  
 Amy Brodsky  
 Daniel Brohosky  
 Gary P. Brown  
 Jessica Brown and George Kelly  
 Ivy Bruner  
 Gerianne and Greg Buschy  
 Butler Rents  
 Evelyn Butler  
 Kathleen Cady  
 Richard Cameron  
 Doug Campbell  
 Todd Carlson  
 Nancy J. Carpenter  
 Ingrid M. Cartinelle  
 CBS 4  
 Celine's Designer Boutique  
 Gayle and Donald Champlin  
 Marquita Chaney  
 Lynn Cheatham  
 Christ the King Episcopal Church  
 Sandra Clements  
 Lisa J. Cole  
 Colorado Children's Assistance Network  
 Colorado Farm Bureau Insurance

Compass Construction  
 Lawrence Connors  
 Cherry Coronado  
 Cheryl Corro  
 Costume Country  
 Cottage Hill Senior Apartments  
 Curves - Wheat Ridge West  
 Natalie Cutsforth  
 Linda L. Davis  
 Jay R. Deaner  
 Denver Athletic Club  
 Jeffry A. Dewey  
 Andrew di Zurega  
 Ellen W. Diesenhof  
 Jeri Doremus  
 Dorin L. Dougall  
 Meghan Dougherty  
 Kathy Drenick  
 Trudy Drew  
 Dustin's Hardwood Floor Refinishing  
 Echo Mountain  
 Helene Eckstein  
 Donna Ediger  
 Linda Edwards  
 Lorin Ellison  
 The Ellsworth Family  
 Judy Engle  
 Envirocon, Inc.  
 Gina Eroen  
 Cindy and Rodney Esch  
 Mariana Eyster  
 Fairy Godmother Creations  
 Family In Christ Community Church  
 Finished Basement Company  
 Jack Fink  
 Laura Floratos  
 Nancy and Paul Foley  
 The Food Guy  
 Michelle France  
 Corrine Freese  
 The French Flat

Full Moon Books & Events Center  
 Blair Gabriel  
 Danielle Garland  
 Lisa Glaviano  
 Leslie Gluckin  
 Kristen Godbey  
 Golesh Door  
 Thomas and Kathleen Gomez  
 Good Shepherd Episcopal Church  
 Andrea Gray  
 Joanne Gravelle  
 Fay Green  
 Ed and Vicki Greivel  
 Sarah E. Grundemann  
 Nicole Guelzow  
 Pat Gunn  
 Bambi L. Gutierrez  
 Kathie Habas  
 Kristen H. Habetler  
 Hair We R  
 Laurice and Roberta Hall  
 Cindy Haner  
 Don Hanlon  
 Paul Hanneman  
 Karen Harford  
 Beth Harrison  
 Patrick Harrison  
 Kristin and Douglas Hauck  
 Betsy A. Hay  
 Healthy Tans  
 Lois Hembree  
 Marvel Hewes  
 Travis Hill  
 Hip Gifts  
 Mary Ann Hire  
 Melissa Hodnet  
 Dominique Hoecherl  
 Dee Hoefer  
 Lila Hollaway  
 Patricia B. Holloway  
 Home Depot  
 Jan Hukari and Kenneth Hukari

Jared Polis Foundation  
 Jefferson Unitarian Church  
 Carol and James Johnson  
 Carol Kashmer  
 Linda Kautz  
 Lorrie Keck  
 Sally Kehler  
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 Susan Kerry  
 Key Bank  
 Kids Pages Cares  
 Ron and Meegan Kiefel  
 Sally Kimball  
 Willard Kimmel  
 Daphne King  
 Stacy Knutson  
 K. Kramer  
 Lisa Kulp  
 Steve and Marysa Ladd  
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 Amy Larsen  
 L. S. Ledoux  
 Ginny and Randall Lee  
 Michelina Licata  
 Eleanor Lindstrom  
 Cindi and Tony Lombardi  
 Sandra J. Long  
 Christine Luciani  
 Lucy Activewear  
 Laurie Luther  
 Roger Madrid  
 Alice Maksim  
 Jera Martinez  
 Lyn Matthews  
 Mary McClatchey  
 Anne and Thomas McColley  
 Deborah A. McCoy  
 Hunter Menton  
 MetroNorth Newspapers  
 Mile High Outdoor Advertising  
 Gary and Leslye Miller  
 MillerCoors  
 Gregory and Kimberly Miner  
 Michelle Mink

# Family Tree values . . . Collaboration

## Family Tree Military Family Assistance Program

The purpose of the Family Tree Military Family Assistance Program is to enhance the stability of military families in need by providing a safety net of financial assistance and connections to both military and community resources. Our passion for serving military families springs from an awareness of the unique challenges and hardships military service presents to families.

The Military Family Assistance Program began in November 2007 through our partnership with Adams County Human Services. The county was working toward proactively supporting and strengthening families in need, with the long-term goal of reducing the risk of foster care or other out-of-home placements for children. Knowing the negative impact of military service on families, combined with the continuing wars in Iraq and Afghanistan, the Department of Human Services decided to be proactive by providing assistance to military families residing in Adams County.

In 2009, human services departments in neighboring counties became aware of predictions regarding the needs of returning troops, the challenges faced by veterans, and the success of the Military Family Assistance Program in Adams County. This led to two new partnerships with Arapahoe and Jefferson Counties. The collaboration with all three counties is crucial to the success of serving the military families effectively. By partnering with Family Tree, the counties are able to expand their services without acquiring new staff or new expertise. The collaboration also benefits Family Tree by providing the necessary funding from the counties to serve these populations. Through cooperation, we are able to pool our resources and expertise in an effort to provide the best service possible to meet the needs of military families throughout the metro area. Since its inception, the Military Family Assistance Program has served over 160 families.



Jennifer Mogavero  
Dale and Susan Monahan  
Jennifer L. Montano  
Moonlite Images  
Joan M. Morgan  
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Shaw Group  
Karen Silensky  
Tuck Simpson  
Dale and Virginia Slensker

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Commitment

Integrity

Accountability

Diversity

Collaboration

Advocacy

# Family Tree values . . .

## Advocacy

**Linda Barringer, Family Tree Housing and Family Services, Program Director**



From age nine Linda Barringer knew her purpose in the world. "I wanted to be a social worker and help others in need," she explains. After moving to Denver from Detroit, Linda began pursuing her dream by working with people with disabilities. Although she was very dedicated to this work, in July of 1996 she joined Family Tree's Housing and Family Services team and focused all of her energy on her true passion, ending homelessness.

With 750,000 people homeless on any given night in the U.S., the need for assistance is great, the causes of homelessness are complex and varied and the gaps in services are wide. "It's unacceptable," says Linda, who has taken her commitment to ending homelessness to the next level. In 1999, Linda became involved in the Denver Point In Time homeless count of individuals and soon became the coordinator for Jefferson County. Last year, she was responsible for coordinating the count for the entire Denver metro area.

As a true advocate for change, Linda believes that networking and sharing of resources is key to creating solutions. She is currently the Chair of Heading Home: Jefferson County Community Steps to Housing, a board member of MDHI (Metro Denver Homeless Initiative) and serves on multiple committees dedicated to ending homelessness. In addition her position at Family Tree offers an opportunity to conduct expert trainings on homelessness throughout the community, pursue funding to support Family Tree services and helps lead a team of professionals committed to finding a solution to homelessness.

"It takes a village," she replies, "a commitment of time is a simple place to start to end this disgrace in our neighborhoods, in our state and our country."

Elaine Smith  
Emily Smith  
Jeanette Smith  
Julie Speck  
Sondra Springer  
Shannon St. Blacque  
Shirley and Jack Stamper  
Starwest Productions, Inc.  
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Lori and Paul Ward  
Dawn Waslo  
Troy Waterman  
Wells Fargo Bank - Littleton  
Western Skies Billing Service  
Wheat Ridge Cyclery  
Sharon White

Whole Foods Market - Belmar  
David Wolf  
Kori Wyckoff

*Special thanks to those who made contributions to the Treasure Trunk Thrift Store. Space limitations prevent us from listing all of these contributors and yet your donations are most appreciated.*

*We apologize in the event an omission or error has occurred. Please call to notify the Gifts and Community Support Department of any omissions or errors.*

Commitment

Integrity

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# Financials

June 30, 2009

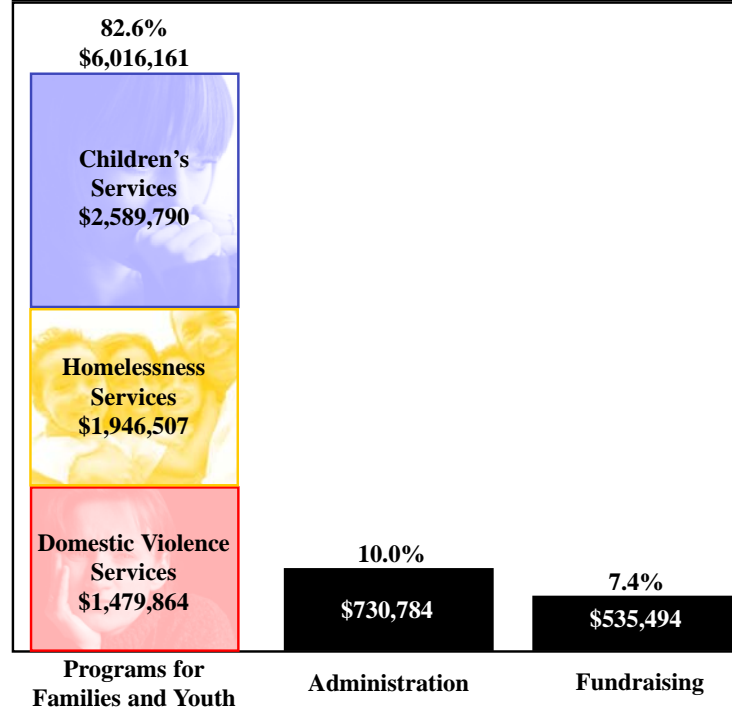
## Statement of Financial Position

<b>ASSETS</b>		<b>LIABILITIES AND NET ASSETS</b>	
Cash and cash equivalents	\$ 134,175	<u>Liabilities</u>	
Investments	1,302,730	Account payable and accrued expense	\$ 450,299
Receivables, net of allowance	655,292	Notes payable	903,407
Prepaid and other assets	48,364	Other liabilities	<u>35,498</u>
Property and equipment, net	<u>3,031,598</u>		
		Total liabilities	<u>1,389,204</u>
		Net assets	<u>3,782,955</u>
<b>Total assets</b>	<u><u>\$ 5,172,159</u></u>	<b>Total liabilities and net assets</b>	<u><u>\$ 5,172,159</u></u>

### Revenue Sources

Program service or contract fees	3,637,383	48.4%
Government grants	2,273,236	30.2%
Special events and contributions	573,991	7.6%
Foundations and other private grants	451,441	6.0%
Investment and in-kind revenue	238,921	3.2%
Thrift store sales	226,939	3.0%
Mile High United Way	123,491	1.6%
<b>Total Revenue</b>	<u><u>\$ 7,525,402</u></u>	100%

### Expense Distribution



**Revenues Totaling \$7,525,402**

**Expenses Totaling \$7,282,439**

Complete audited financial statements, which include information and footnotes required by generally accepted accounting principles, may be obtained from Family Tree. Family Tree, Inc. engaged the firm of Ehrhardt Keefe Steiner & Hottman PC to perform the audit for the year ending June 30, 2009.

## **Family Tree, Inc.**

Chief Executive Officer: Scott Shields  
Chief Financial Officer: Jo-Ann Scharmann  
Gifts & Community Support  
Managing Director: Mike Pritchard

## **Administrative Offices**

3805 Marshall Street, Suite 100  
Wheat Ridge, CO 80033  
Phone: (303) 422-2133  
Spanish & Referral  
Phone: (303) 467-3794, ext. 201

## **Treasure Trunk Thrift Store**

7043 W. 38th Avenue  
Wheat Ridge, CO 80033  
Phone: (303) 421-9205

## **Children's Services**

### **Adams County Projects**

Managing Director: Dr. Ann Carter

#### **TANF Stable Families Project**

Phone: (303) 412-7855

#### **Early Intervention & Prevention Project**

Phone: (303) 412-8684, ext. 11

#### **Community Family Resource Team**

Phone: (303) 412-5283

### **Arapahoe Kinship/Family Stability Program**

Managing Director: Dr. Ann Carter

Phone: (303) 636-1465

### **Military Family Assistance Program**

Managing Director: Dr. Ann Carter

**Adams County** - Phone: (303) 412-7855

**Arapahoe County** - Phone: (303) 636-1691

**Jefferson County** - Phone: (303) 427-0340

### **Gemini**

Managing Director: Dennis Desparrois

1629 Simms Street

Lakewood, CO 80215

Phone: (303) 235-0630

## **Domestic Violence Services**

Managing Director: Jane Pemberton

### **Women In Crisis**

P.O. Box 1586

Arvada, CO 80001

24-Hour Crisis Line: (303) 420-6752

Phone: (303) 420-0412

### **Legal Advocacy Program**

Jefferson County Courthouse

100 Jefferson County Pkwy.

Golden, CO 80419

Phone: (303) 271-6559

### **Counseling & Education Program**

1777 Kipling Street

Lakewood, CO 80215

Phone: (303) 462-1060

### **Parenting Time Program**

1777 Kipling Street

Lakewood, CO 80215

Phone: (303) 462-1060

## **Homelessness Services**

Managing Director: Tom Lose

### **House of Hope**

3301 S. Grant Street

Englewood, CO 80113

Phone: (303) 762-9525

### **Housing & Family Services**

3805 Marshall Street, Suite 201

Wheat Ridge, CO 80033

Phone: (303) 467-2604

[www.thefamilytree.org](http://www.thefamilytree.org)