



# HER TAGE

*Lighting the Spark that is within Every Child*

**2018**  
Annual Report

**Kindness and Compassion in Action**

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

158 Gentry st. Pomona Ca, 91767 Ph. (909) 599-8222 Fax (909) 599-8223

## Message from the Executive Director...



"There is not a single conversation that kindness cannot make indefinitely better"



Dear Friends,

Thank you for making 2018 yet another remarkable year for Heritage Group Homes! This year marks 27 years of steadfast service for the organization and the entire agency has been gearing up with fast-paced movement towards key transitions and changes to policy, program and services as a result of Continuum of Care Reform (CCR). Trauma informed care and practices have been implemented agency-wide and the development of our new employee empowerment plan has strengthened the ability, speed and support for staff to respond even more efficiently to the needs of youth entrusted in our care.

A few 2018 program highlights include:

Expansion of our Independent Living Skills and Vocational Education Programs

Expansion of a series of workshops for at-risk foster youth designed to inspire creativity and teamwork through partnership with Claremont-McKenna College and Claremont Captures.

Successful completion and submission of the Short-Term Residential Therapeutic Program (STRTP) Statement and Dept. of Mental Health application for specialty mental health services.

Heritage earned the 2018 Great Non-Profits Badge and the Guidestar Platinum Seal of Transparency for ethical Governance practices and transparency.

100% compliance in Los Angeles County Fiscal, Program and Quality Assurance Audits.

For those of you who have tirelessly committed time and energy to the success of this organization, I thank you wholeheartedly. We are grateful for our employees, supporters, stakeholders and partners. Thanks to your effort and dedication, Heritage enjoys the prestige of being an exemplary foster youth service provider.

With gratitude,

A handwritten signature in black ink that reads "Sandi K. Heyer".

Sandi K. Heyer  
Executive Director







## MISSION

The mission of Heritage is to provide a peaceful place for youth that nurtures the mind, nourishes the body and heals the spirit.

### Motto

Kindness and  
Compassion in  
Action

## BOARD OF DIRECTORS 2018

Dr. K Modi, M.D  
President

Heather Connors, MSW  
Vice-President

Darryl Sewell, M.A  
Secretary

Symone Todman  
Member

Michelle Rosas  
Member

## VISION

Heritage is driven to empower youth by our organizational values of service, integrity, teamwork , diversity, equality and accountability. We aspire to be the model of excellence in strengthening the children and families that we serve.





# Outcomes

## 2018

**134**  
Youth Served

26 Years

**5**

Locations

Age

13 to 14	82.3%
15 to 16	38.8%
17 to 18	44%
Over 18	3%

Ethnicity

Hispanic	57%
African American	31%
Caucasian	10%
Native American	1.6%
Asian	1%

Gender

Female	82.3%
Male	17.7%

Staff Trained in Evidence  
Based Practices

**100%**



# Outcomes 2018

# 100%

## OUR IMPACT

100% of youth gained skills and would  
recoomend our mentoring program to others

## Satisfaction Survey Analysis



### 100% Youth Mentorship

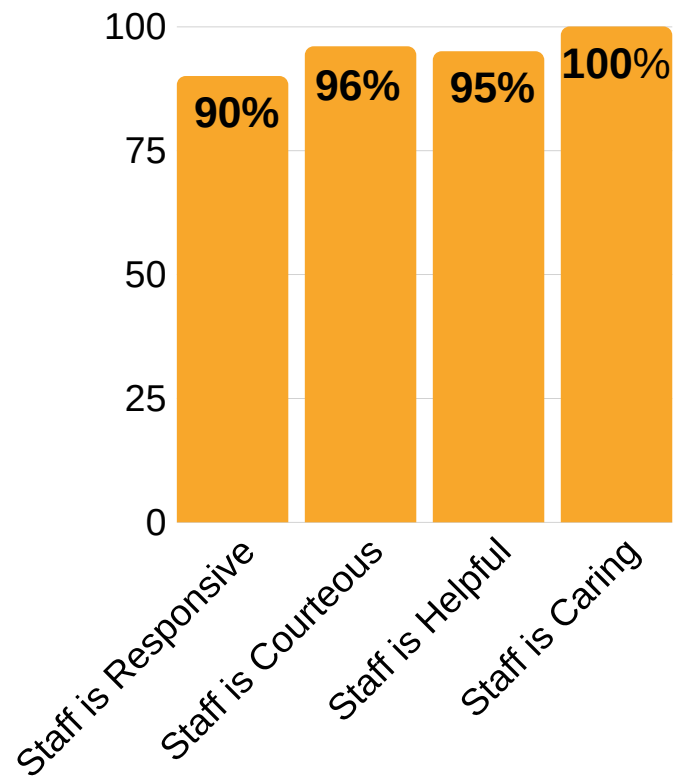
Young adults who meet with a mentor are:

- 55% more likely to enroll in college
  - 52% less likey to skip a day of school
  - 46% less likely to start using drugs
- (Casey Foundation)

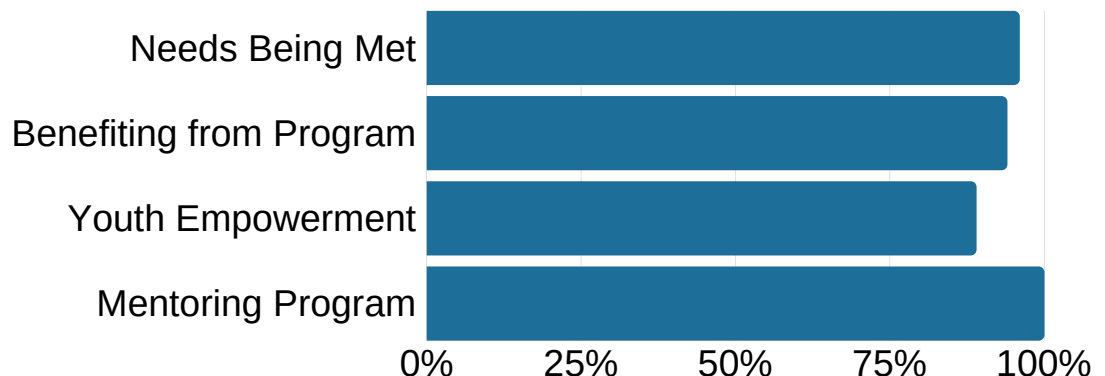


100% of seniors who  
graduated High School are  
going to college

### Stakeholder Satisfaction



### Youth Satisfaction



# 2018

## 134 Youth Served



102



23



9

100% of Youth  
participated in  
mentorship



134

Youth participated in the  
Youth Empowerment  
Program



100% Seniors  
graduated High  
School



100% H.S Grads  
registered in college



36

Youth were reunified  
with family

16

Youth went into  
Transitional Housing



4

Youth obtained  
employment



35

Emancipated from  
Program





# Outcomes 2018

# 100%

Compliance on Annual DCFS Audits, Fiscal Program and  
Quality Assurance

Employees that  
have 5+ years with  
Heritage Group  
Homes.

9

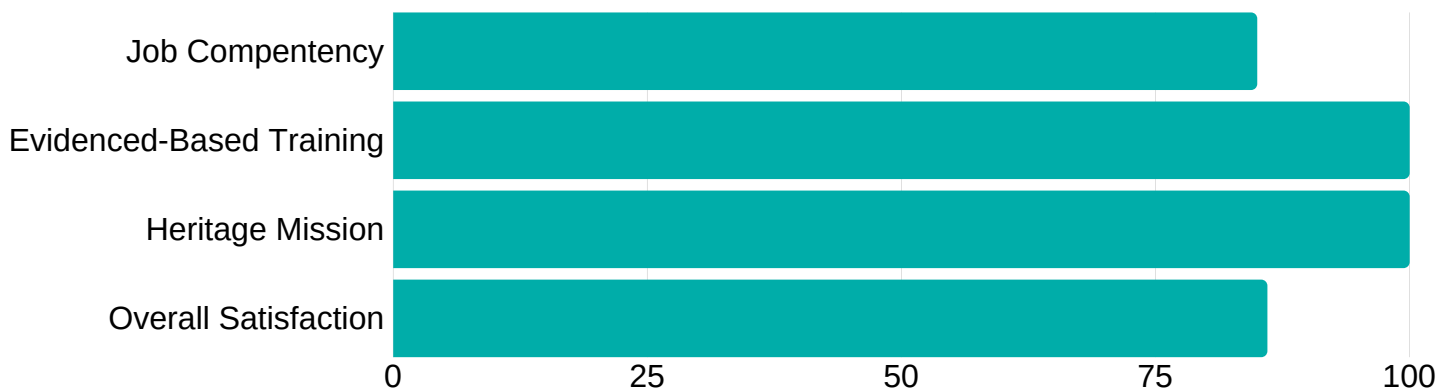
45  
**Dedicated Staff**

12  
**Helpful Volunteers**

24  
**Supportive Mentors**

Employees that  
have 9+ years with  
Heritage Group  
Homes.

12



## Ethnicity

Other  
10%

Caucasian  
20%

Hispanic  
50%

African American  
20%



100%  
Donations went  
directly to  
youth.

# 2018 Financial Information

## Statement of Activities

### Revenue and Support

\$3,304,336

AFDC Foster Care \$3,217,928

Ancillary Program \$2,784

NON-AFDC: 36,793

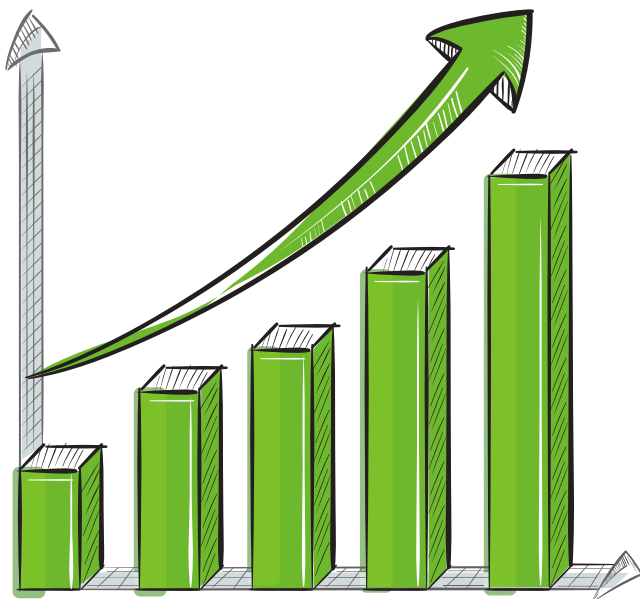
Donations Received: 46,831

### Expenses

\$2,869,798

Direct Program: \$2,290,680

Administration  
& Management: \$579,118





# 2018 Financial Information

## Statement of 2018 Financial Position

Total Assets:  
(Cash, Equipment and Property)



\$5,120,788

Total Liabilities:



\$89,207

Net Assets:

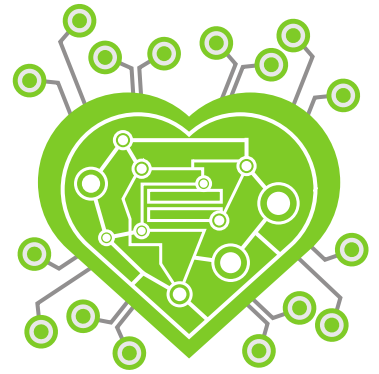


\$5,031,581

# Core Values

## Service

At the end of each day, we ask ourselves: What did I contribute today? When looking ahead, we seek to learn how we can accomplish our mission and goals more effectively, efficiently and always with the bigger picture in mind; empowering vulnerable youth to become stronger, wiser, more self-reliant, capable and the best versions of themselves.



## Collaboration

Through collaboration we multiply our contribution. Together, we are stronger and can contribute more. Shared goals and mutual support leads to greater success and we strive for constructive dialogue and positive exchanges among all partners, community members, stakeholders, employees, persons served and donors to continually refine knowledge and best practices.



## Integrity

Underpinning all our work, we think and act with personal and collective integrity. We take to heart our values, vision and mission. We are honest, reliable and caring in our dealings with other people, both within the organization, outside in the community and with stakeholders, persons served and their families. We recognize that the quality of our organization depends on our people, energy, culture and values.





# Core Values

## Diversity and Equality

We respect inclusiveness, equal access to all opportunities and respect for each other's ethnicity, culture, religious belief system, sexual orientation and right to live or work in a supportive environment free of any type of discrimination.



## Accountability

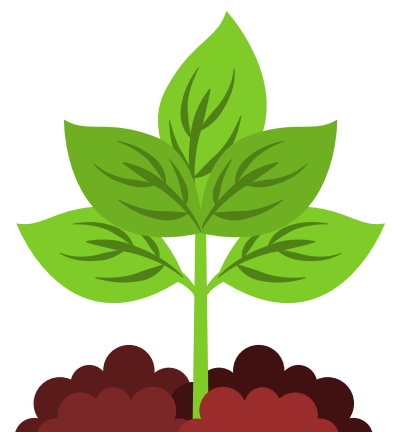
At the core of accountability is reliability and personal responsibility; therefore, we value the ability of our staff and organization to honor our commitments. We practice financial and program transparency ensuring that the youth entrusted in our care receive the maximum benefit of our program and services.



## Growth

We strive to foster growth for both the organization as a whole as well as for our individual staff members. We support continuing education, training in diverse and evidence based practices, pursuing new opportunities and encourage an atmosphere of teamwork and camaraderie that expands our capabilities and strengthens the organization's core.

The staff are models of successful adulthood for the youth that we serve, therefore, it is imperative that our employees seek out and succeed in their own professional growth. Heritage is committed to providing the guidance, training, mentoring and opportunities to pursue that growth.



## A GLIMPSE INTO OUR PROGRAM SERVICES INCLUDES THE FOLLOWING:



- Safe, nurturing and structured homes that allow youth to personalize their space
- 24 hour staff supervision on site with low staff to youth ratios of 3:1 during awake hours.
- Weekly planned activities or events off site and in the community.
- Daily structured academic time and tutoring provided, as needed
- Healthy and nutritional meals prepared daily for all youth
- Well-defined daily routine provides stability and active supports for residents
- Weekly individual and group therapy
- Family therapy as needed in preparation for reunification
- Counseling in Substance Abuse, Anger Management and Commercial Sexual Exploitation of Children
- Treatment facilities dedicated to treatment of substance abuse, psychological dysfunction, sexual abuse and emotional trauma, transitional planning and emancipation services for youth
- Job readiness training and vocational education workshops
- Apprenticeship program for youth with linkage to community resources
- Individual Education Plans

We are proud to report that 2018 was  
**Another Rewarding and  
Successful year**  
For Heritage !





# Youth Empowerment Program

## Yoga and Meditation Classes

This is a top favorite in all the youth surveys! Soft music, candlelight, individual high quality mats, experienced volunteer instructors and as of recent yoga and meditation in nature.

Health experts have suggested that yoga may contribute to healthy development, good mental health, improve attention, self-esteem, empowerment, and self regulation. As a result, Heritage offers weekly yoga classes for our youth to improve their resilience, mood and self-regulation skills related to emotions and stress. The kids gravitate to its calming influence and enjoy the healthy smoothies we make afterwards.

*Exercising the Body & Exercising the Mind*



## Independent Living Skills

Heritage Independent Living Skills Program provides job training, occupational skills training, and academic assistance for our youth. For too many struggling young people, the transition from adolescence to adulthood is particularly difficult. Learning how to budget money, avoid debt, get the most out of your chopping dollar, sanitizing your home, do laundry correctly, get around town, and other daily living skills are essential for adulthood. We teach youth people how to better take care of themselves, their belongings and the management of their life by modeling behaviors helping with goal setting, developing habits and routines and monitoring progress. Each site has an assigned Youth Advocate who acts as a cheerleader for the kids to keep them motivated and inspired as we'll as a monitor specifically in this area.



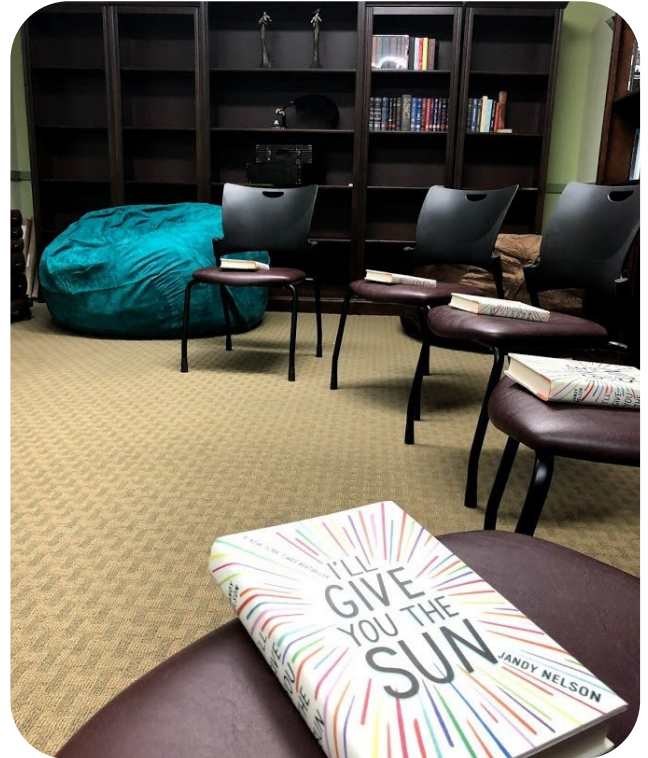
*Learning Something New Everyday*

# Youth Activity Program

## Book Club

Reading is to the mind what exercise is to the body and so there are countless benefits we receive the more we read. Reading helps stimulate the mind, acquire knowledge, expand vocabulary, and hone critical and analytical skills. Heritage believes a youth's reading skills are important to their success in school and most importantly in life. The Book Club is a fun and imaginative activity for our youth, which opens doors to all kinds of new worlds for them so we offer a weekly financial incentive to each child who reads a book, completes a book report and can discuss the subject matter with staff. We are also happy to buy books for kids of their preference, when asked and have a reading library available at their disposal.

*A book is a dream you hold in your hands.*



## Vocational Education

Our Vocational Education training is designed for specific career or trade that will allow youth to learn marketable and valuable skills where they can eventually earn income. Our training focuses on practical applications of skills learned and a large part of it is hands-on training. In our recent Heritage surveys, our youth expressed the interest in learning more about professional photography, fitness training, private catering, party planning, and maintenance. We work with community partners, local businesses and volunteers who are experts in various non-traditional fields who will teach our kids the benefit of their experience and skills. We also strive to have these professionals allow our kids to shadow them, take them under their wing and show them how they too can become successful and earn a living doing something that they enjoy.



*A Skill that can Last a Lifetime*



# Youth Activity Program

## Photography Lessons

Classes in photography led by volunteer professional photographers offer youth a chance to develop their artistic and creative capabilities in a supportive environment. Classes are tailored for beginners to advance and youth are able to graduate upwards in levels as they show responsible behavior in handling the equipment and consistent attendance in the different workshops. We start with basic photography, then explain the various cameras, their functions and how to care for them. Then we move to hands on practice with the helpful guidance of staff, youth are challenged to use sophisticated photo equipment, props, lighting, and creative point of view perspectives. Photography changes the way one looks at things and for our youth, it is an incredible transformation to experience. Those who excel, are given the opportunity to shadow professional photographers at wedding shoots, birthday venues and other places that have hired them. Our kids get first-hand experience in the life of a pro photographer and have the potential to become an assistant or professional themselves.

### *Capturing Great Moments*



## Health & Fitness Workshops

We believe in taking care of ourselves and the kids in our care in a variety of ways, with physical fitness being at the top of the list. Heritage is proud to offer youth healthy, nutritious meals and snacks as well as programs to keep them active and excited in taking care of their bodies. Every child is automatically enrolled with a gym membership at the local Crucnh Fitness and we invite volunteer experts to speak with our youth in the areas of weight management, optimal health strategies, individual fitness plans and diet modifications that support their individual goals.



# Youth Activity Program

## Youth Mentors

The Heritage Youth Mentor Program helps to empower youth in our homes to make positive life choices that enable them to maximize their potential. The mentoring program uses adult volunteers to commit to supporting, guiding and being a friend to a youth. By becoming part of their social network of adults and community members who care about the youth, mentors can help youth develop and reach positive academic, career, and personal goals. We strive to help every youth become connected with a mentor who will remain in their life, even after their time with our agency.



*Sharing Life Experiences*

## Culinary Arts

By teaching our youth how to choose, prepare and cook a variety of foods, use kitchen appliances properly and learn how to read recipes, we empower them with a life-long benefit of knowing how to take good care of themselves. Cooking is an important skill as they transition out of a group home to live independently and our instructors make the classes fun, interesting and manageable to their skill level. Groups are broken up into different levels according to their experience and ability and instruction is from how to wash their hands, the food items, proper selection, storage and preparation. At the end, the cooked dishes are served family style for all to enjoy. We invite professional chefs to conduct some classes, give talks about their experience and knowledge and advanced youth have an opportunity to shadow or assist them in their business with the eventual goal of becoming caterers or chefs themselves.



*Learning Healthy Food Prep*



# Youth Activity Program

## Academic Support

We value education and the doors that it can open in the future for kids willing and prepared to put in the effort today. A strong academic transcript will enable kids to enter into competitive fields and we always give the example of the President of our Board, who was a former Heritage foster youth herself, and applied herself to become a MSW in private practice today. To assist kids in staying on track at school and with credits to graduate timely, we incorporate study hour into their daily activities and staff is trained to question the kids about their homework, provide or arrange assistance, when needed, and encourage the kids to perform their best on their test. We help with test taking skills, special projects and have tutors available in subjects such as Math, Science and English.



*The Path to a Higher Education*

## Community Outreach

Our Community Outreach Program gives Heritage youth the opportunity to get involved in community service. Projects are led by our Program Directors and Facility Managers and are offered on a regular basis. Heritage youth have participated in local park and river cleanups as well as various other activities to give back to the community. Community Outreach teaches our youth to be responsibly involved, engaged, team work and increases community awareness. The kids learn that they are a part of a bigger circle in the neighborhood and that they can share, be involved, make friends and show unity towards important goals.



*Proud to be Involved with Our Community*



# Youth Activity Program

## Hiking and Wilderness Club

Aside from our Yoga and Meditation classes being a favorite, our Hiking Club has also been a big hit with our youth. Many youth requested more outdoor activities and our wonderful staff took initiative to make it a weekly routine. Every weekend and sometimes weekdays, we strive to get our youth outdoors for some physical activity that is both beneficial for the body and the mind. Hiking strengthens the core, balance, lowers the risk of heart disease, improves blood pressure, builds strength, helps keep a balance weight and Boost's mood. Hiking has a positive impact on combating stress and anxiety which has had a positive impact on our kids. Our youth really look forward to these hikes as they not only work out and build physical strength but they build positive experiences with our staff.

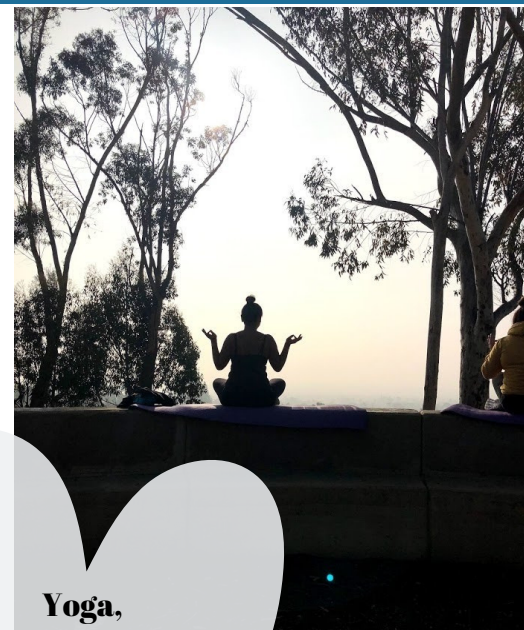


*Fueling the Mind and Body*





# 2018 Outings



Yoga,

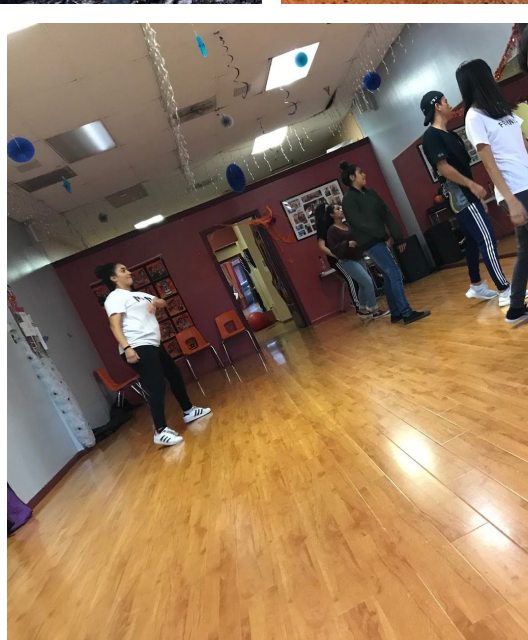
Meditation and  
Hiking.



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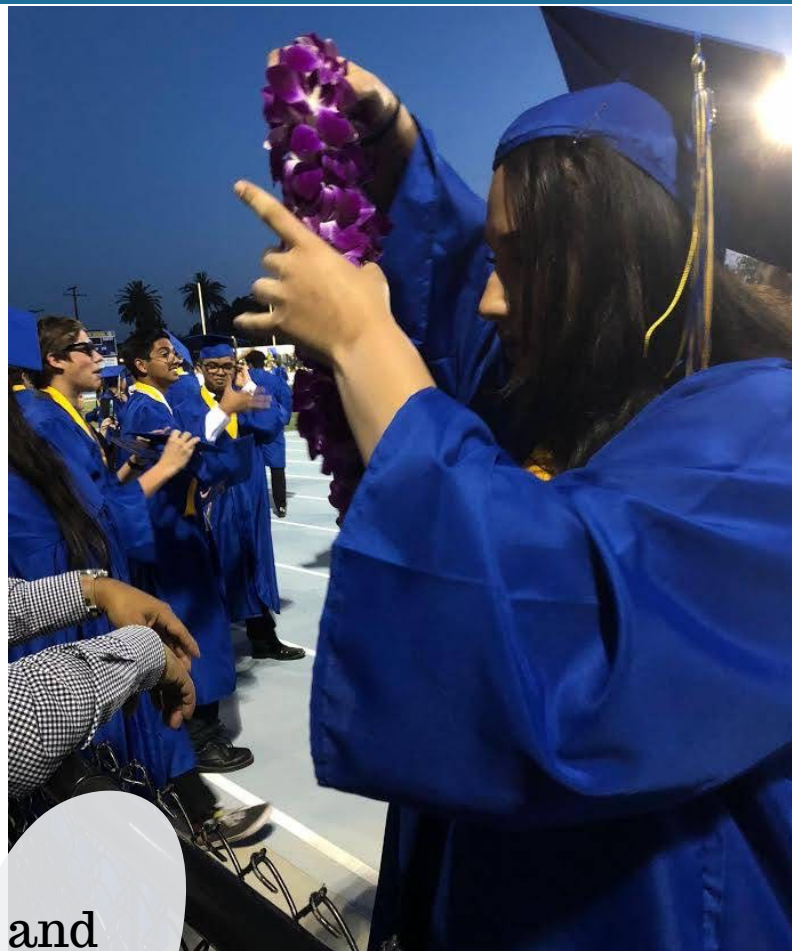


Boxing,  
Dance and  
Track





# 2018 Highlights



## Prom and Graduations





# 2018 Highlights



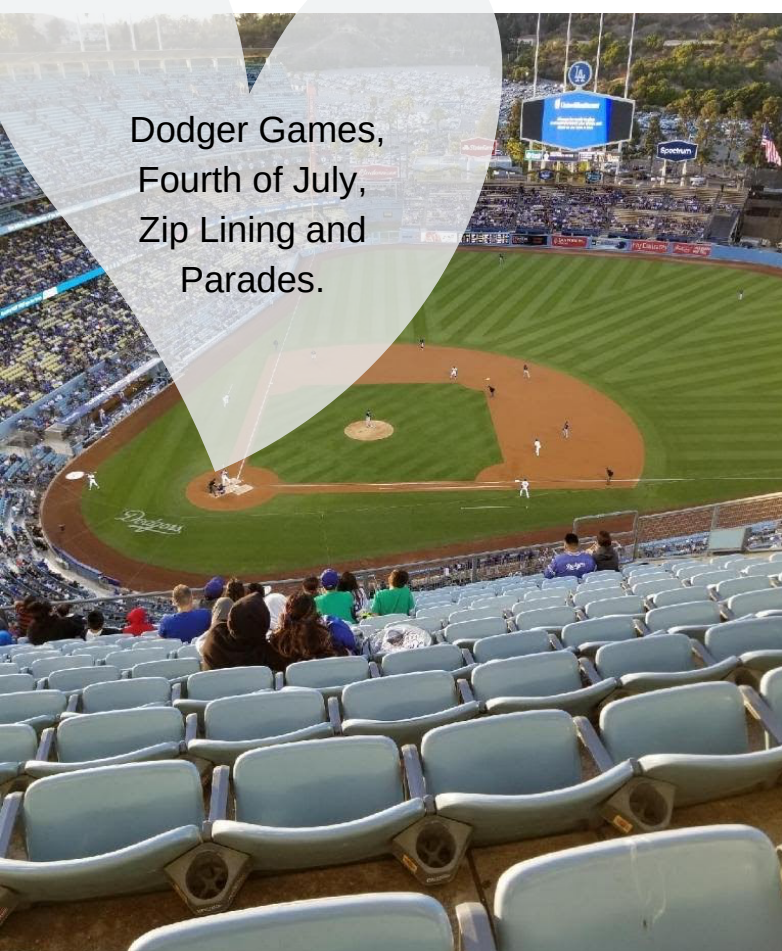
Graduates



# 2018 Summer Highlights



Independent  
Living Classes,  
Book Club



Dodger Games,  
Fourth of July,  
Zip Lining and  
Parades.





# 2018 Summer Highlights





# 2018 Halloween





# Heritage Kindness Closet



## REWARDS & INCENTIVES





# 2018 Christmas



A Very  
Merry  
Christmas







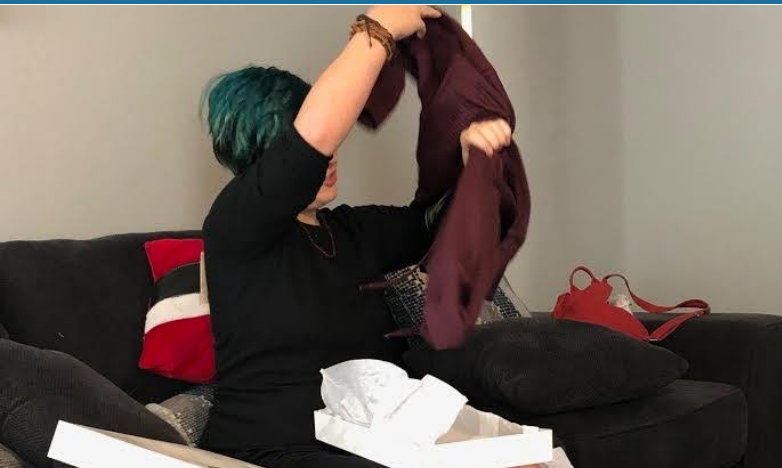
# 2018 Christmas







# 2018 Christmas







# 2018 Christmas



Happy Holidays & Big Thanks to our Volunteers and Donors.







2018

# A BIG THANK YOU

TO OUR PARTNERS AND SUPPORTERS



**CLAREMONT**  
CAPTURES



**HONDA**  
The Power of Dreams

