

A young child with curly hair, wearing a red hoodie and black pants, standing outdoors on a sidewalk. The child is smiling and looking towards the camera. The background shows a blurred outdoor setting with trees and a building.

# LENA POPE

*Impact Report 2022-2023*





*“Lena Pope has stood the test of time. I am proud of the way this organization shows flexibility and commitment by continuously evolving to meet the needs in our community.”*

*- Ashley Elgin, Ph.D.  
Lena Pope CEO*

# A note from Ashley Elgin, Lena Pope CEO

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Lena Pope has stood the test of time. I am proud of the way this organization shows flexibility and commitment by continually evolving to meet the needs in our community. This past year as we lived out our mission, we leaned into our history and toward our future. We provided quality, compassionate care to **more than 4,000 clients** last year. Your support and generosity were a vital part of our ability to build upon our successes, learn from new challenges, and overcome obstacles in our path.

In 2022-2023 our focus was on maximizing quality service, refining our purpose and promoting our mission, employee development, and launching a culture of success at our charter school, Chapel Hill Academy. I'm thrilled to share all of the ways we accomplished our goals in this impact report.

Thank you for every way you supported our mission this year. You dined out during DFW Restaurant Week, told others about our counseling and education services, supported Lena Pope financially, provided gifts during our holiday program, and much more! Every person in our community has the capacity to give, and generosity can take many forms. Thank you for continuing to invest in children and families in our community.



Ashley Elgin, Ph.D.  
Chief Executive Officer



**This fiscal year,  
we served **4,470**  
clients and **1,636**  
family members.**



One of our graduates from the Juvenile Justice Alternative Education Program.

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# LENA POPE

*We are grateful to have a community that generously supports **our mission:** to equip children, families, caregivers, and community with a strong foundation through counseling, education, and behavior interventions.*



# OUR YEAR

## *in Review*



# *Proactively Responding to Community Needs*

Proactively responding to the needs of our community is at the core of our organization. This year, we expanded services and found ways to use our expertise and experience to provide additional resources to our community.

## **NEW AND EXPANDED SERVICES**

- Started **Healthy Boundaries** groups for youth ages 10-17 to discuss topics like: decision making, healthy versus unhealthy relationships, staying safe online and in person, and healthy communication.
- Expanded **SAFeR program** to include services for kids age 3-6 displaying problematic sexual behaviors. This program has been called the best diversionary program in the state!
- Rolled out **Youth Wraparound Program** for youth displaying risky behaviors to build new skills and more positive connections with their family and their community.
- Began program **serving youth and their families at Tarrant County Detention Center** with the goal to prevent further involvement with the juvenile justice system and build stronger families.
- Served **448 youth, more than twice the number served the previous year**, in the Juvenile Justice Alternative Education Program, a partnership with Tarrant County Juvenile Services.

Celebrating our CHA staff at end of the 2022/2023 school year Teacher and Staff Awards.





# Investing in A Culture of Respect

The people at Lena Pope make this a wonderful place. We were thrilled to invest in our staff in a number of ways:

- Leadership skills training,
- Physical and mental wellness activities,
- Internal promotions and career mapping, and
- All-Staff Retreat for team building and IDEA (Inclusion, Diversity, Equity, and Access) training.

12 staff (5.5%) were prepared for and promoted internally into leadership positions across all different levels of the agency in 5 of our departments!

## CELEBRATING 50 YEARS OF SERVICE



We celebrated Shnease Webb's **50 years of service** at Lena Pope. Shnease has been involved in every facet of Lena Pope's programs throughout her 50-year career and we are so grateful for her dedication and service to this community. "There is no one like Shnease. She is a humble leader who has helped guide Lena Pope through many changes and has been integral to growing new leaders in our organization and our community," shared Dr. Elgin.

## FAMILIAR FACES IN NEW ROLES



**Robert Ramirez, M.Ed,**  
Chief Operating Officer  
has been with Lena Pope  
for 24 years.



**Jennifer Carpenter, LCSW,**  
Chief Program Officer  
has been with Lena Pope for  
28 years.



**Shana Hazzard, LCSW-S,**  
Director of Counseling  
Services has been with  
Lena Pope for 23 years.



**Mariah Hubbard,**  
Director of Early Learning  
Programs has been with  
Lena Pope for 4 years.

## 2022-2023 AWARDS AND RECOGNITIONS

### BEST OF CHILDCARE

for the last 8+ years by 76107 magazine.

### BEST COMPANIES TO WORK FOR IN FORT WORTH

by Fort Worth, Inc. magazine two years in a row.

### BEST PLACE FOR WORKING PARENTS

four years running.

### TEXAS RISING STAR CERTIFICATION

Maintained 4-Star rating for both Early Learning Centers.

### COUPLES' CHOICE AWARD

by WeddingWire for the Marty Leonard Community Chapel.

### NOMINATED FOR A WORTHY AWARD

by Professional Wedding Guild of Fort Worth for the Marty Leonard Community Chapel.





*whole* **CHILD**  
*whole* **FAMILY**

*How our programs  
help our community*

# THRIVE

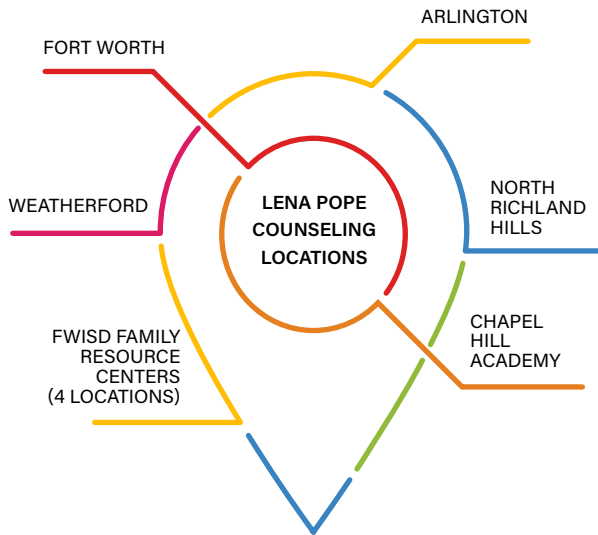




# Helping Our Community Thrive

## COUNSELING

Our dedicated staff have continued providing trauma-informed counseling in several locations. We started new groups to discuss healthy relationships and provide services for preschoolers showing problematic sexual behaviors. Substance Use groups resumed for the first time since Covid started. While we continued providing services through individual counseling, the benefit of group work and our clients seeing they aren't alone in their struggles is vital.



# 17,965

counseling sessions provided by highly-trained, caring, and compassionate staff this year.

# 2,522

primary and secondary clients served in counseling.

# 32 %

of clients under 18 reported 4 or more Adverse Childhood Events (ACEs).

# 26 %

of counseling clients have household income under \$35,000.



## DID YOU KNOW?

We accept almost all insurance. We provide flexible rates for clients based on income and can work with individuals who don't have insurance or who cannot afford to use their insurance.



## LEADING NATIONALLY

Courtney Landes, LCSW, is becoming a National Trainer for the National Center on Sexual Behavior of Youth. Lena Pope's Project SAFer is one of the only resources in Texas focused on treating problematic sexual behaviors.

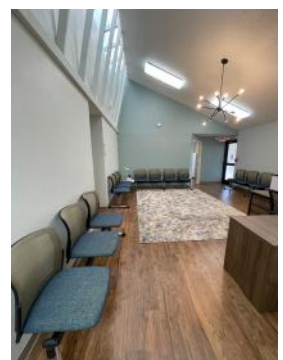


## Thank you James and Dorothy Doss Foundation!

Your support for additional training for our therapists in Eye Movement Desensitization and Reprocessing (EMDR) for the past four years has been vital to helping clients who have experienced trauma move toward healing.

## Therapeutic Spaces

Through the support of the Bird Family Foundation, William E. Scott Foundation, H.L. & Elizabeth M. Brown Foundation, and Office of Juvenile Justice and Delinquency Prevention, we were able to furnish and outfit additional counseling space added in 2021 to assist clients on their therapeutic journeys. Lisa Nussbaum of BoBeche and Branch Construction worked with our staff to create a calm space for our clients.



# Helping Our Community Thrive

## EDUCATION

### Early Learning Centers

High-quality early learning environments have long-lasting, positive effects for children and families. Lena Pope's Early Learning Centers (ELCs) continued providing year-round, top-notch care to children ages 6 weeks to 5 years with a model built to support working families. Our Centers participated in a longitudinal study to track outcomes of our graduates enrolled at Fort Worth ISD. **Results suggest our ELCs contribute to children's kindergarten readiness, particularly in early language and literacy skills. ELC reading performance remained higher than their peer groups through 3rd grade.** Our staff attended regular trainings and continuing education events to ensure we are following the Conscious Discipline and High Scope curricula with fidelity.



### READY FOR KINDERGARTEN

266

kids served at two Early Learning Centers, Sanguinet and HSC.

40 %

of families utilize childcare subsidy or qualify for flexible rates based on income.

103

prospective ELC families attended a tour at Lena Pope.

18

Parenting classes offered related to Conscious Discipline curriculum.

376

Parent/Teacher conferences to build relationships and have one-on-one time between teachers and caregivers.



### Thank you Meta Alice Keith Bratten Foundation!

The Early Learning Center - HSC officially has a **Certified Nature Explore Classroom**. This outdoor classroom inspires kids to use their creativity, imagination, and explore the natural world through play. Both ELCs now have Certified Nature Explore Classrooms.



### Learning Through Play - Splash Days

Students at both ELCs participated in Splash Days filled with fun AND lots of learning! Students work on their gross and fine motor skills, vocabulary, cause and effect, and pretend play.



Total Impact

56 events

36

family engagement events at Early Learning Centers

20

family engagement events at Chapel Hill Academy



# Helping Our Community Thrive

## EDUCATION

### Chapel Hill Academy

We are proud of the progress our Pre-K through 8th graders are making at Chapel Hill Academy! This year we laid the ground work to launch Student Council, a Spirit Dance Team (pictured below), and Hope Squad during the 2023/2024 school year. We rounded out our middle school athletics and offer boys and girls soccer, cross country, basketball, and girls volleyball. We increased family engagement through family after hours events and school dances.

## MENTAL HEALTH

This year we added a family therapist who offices at Chapel Hill Academy to remove barriers to mental health services for our CHA Eagles and their families.



**CHA received our  
10-year charter  
renewal!**

### High-Quality Teachers and Staff

- 80 %** of certified teachers hold multiple certifications.
- 55 %** of certified teachers have 10+ years experience in education.
- 47 %** of teachers and staff have advanced degrees.
- 21 %** of teachers and staff are bilingual.



## SMaRT CAMP

74 Chapel Hill Academy 3rd - 8th graders attended SMaRT Camp this summer. Teachers focused on science, math, robotics, and technology and it was FUN!



**73 %**  
of students are considered  
economically disadvantaged.

**167**  
Daily live video broadcasts  
created, produced, and  
edited by students.

**345,314 meals**  
**194,712** meals and snacks at Early Learning Centers  
**150,602** meals at Chapel Hill Academy



# Helping Our Community Thrive

## BEHAVIOR INTERVENTIONS

### *Building Skills and Strengthening Families*

We believe every individual possesses inherent value, unique gifts, and is worthy of our attention and focus. Our programs use a strength-based approach. We offer services in-home, in the community, or at schools to help youth and their families gain the academic, behavioral, and social skills needed to be successful. Some services are open to the public, while others require a referral, from either a municipal, county, or state agency.

With a focus on prevention and early-intervention, **we started two new programs this year** to reach youth and their families before they have involvement with law enforcement and to step in while a youth is at the detention center to ensure they can return home to a positive environment.



# 95 %

of youth receiving services to reduce criminal behaviors had no additional criminal charges filed while enrolled in services.

# 23 years

offering a program to keep youth first time offenders from entering the juvenile justice system.

# 96 %

of clients were drug free at discharge.

# 88 %

of clients were in school or employed when they left our program.



*“The SOS program works. I saw it with my kid and I saw it with the kids we did the program with. You can see the difference from the day they walk in compared to the day they walk out. The program was such a blessing for me too. I learned a lot, like not letting your emotions run you, about not letting them take over. I control my mind, it doesn’t control me.”*

*- Edgar, Parent of Second Opportunity for Success® client*



# 81 %

of clients met treatment goals set at the beginning of Lena Pope interventions.

# 1,944

primary and secondary clients served in school and community based programs.



## Meet the need

Staff care for the whole child by ensuring students' basic needs are met like food, hygiene, clothing, or shelter. Caring for basic needs allows our youth and their families to focus on school success, strengthening family relationships, and working toward a positive future.



# *building a* **STRONG FOUNDATION**

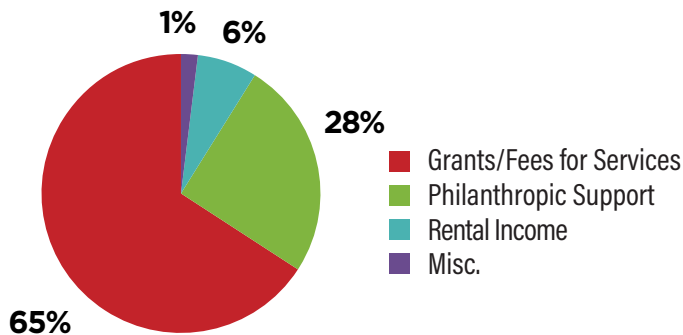


# Intentionally Demonstrating Transparency

2022/2023 FISCAL YEAR

SEPTEMBER 1, 2022 - AUGUST 31, 2023

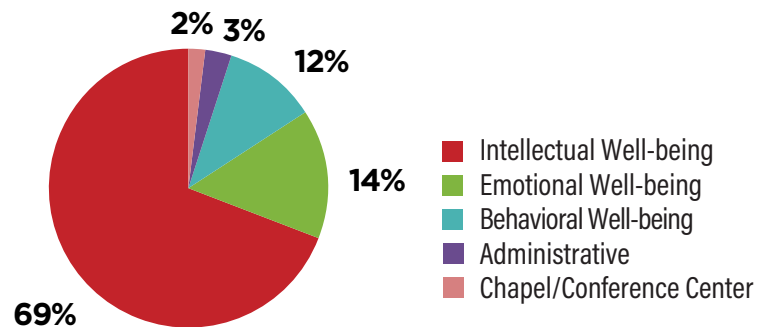
REVENUE\*



**\$22,709,936\*\***  
REVENUE TOTAL

\*Total revenue excludes non-operating items such as investment gains on beneficiary trust assets (fair market value) and unrealized gain on interest rate swap.

EXPENSES\*\*



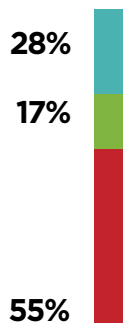
**\$20,928,068\*\***  
EXPENSES TOTAL

\*\*Total expenses excludes depreciation. Fundraising expenses have been allocated to each program category.

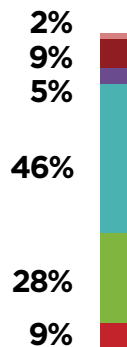
To receive a copy of our complete audited financials, please contact a donor relations representative at 817.255.2616 or [DonorRelations@LenaPope.org](mailto:DonorRelations@LenaPope.org).

**4,470 CLIENTS SERVED THIS YEAR**

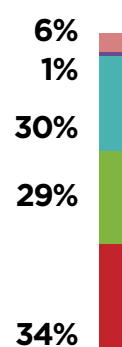
INCOME\*



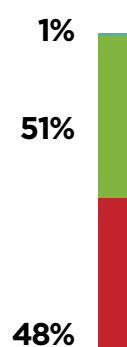
AGE



ETHNICITY



GENDER



■ Low (less than \$35,000)  
■ Moderate (\$35,000-\$55,000)  
■ High (\$55,000+)

■ 0-5 ■ 20-29  
■ 6-12 ■ 30-49  
■ 13-19 ■ 50+

■ Caucasian ■ Asian  
■ African American ■ Other  
■ Hispanic

■ Male  
■ Female  
■ Other

\*Income only includes clients who voluntarily reported



HSC students speaking in an ELC-HSC classroom during Black History Month



CHA student recognized as the youngest black entrepreneur pictured with Fort Worth's Opal Lee



Some of our tenured Lena Pope staff celebrating between 5 and 50 years of service



# Providing Quality, Compassionate Care

## JUVENILE JUSTICE ALTERNATIVE EDUCATION PROGRAM

There are Juvenile Justice Alternative Education Programs (JJAEP) across the state, but the only one that partners with a mental health agency to provide therapeutic interventions is in Tarrant County on Lena Pope's campus. This year we saw an increased need serving **448 students**, doubling the number of students who attended JJAEP and interacted with Lena Pope staff. These staff work tirelessly to connect with these students and show them they have strengths and value; no one is merely a result of their choices.

Lena Pope's JJAEP staff pictured to the right at an off-site team-building activity.



## Furthering Our Mission Together

### DFW RESTAURANT WEEK

This year during DFW Restaurant Week, there were 24 Tarrant Area restaurants who participated from August 4- September 4, 2022 and generously donated **\$148,577**. Thank you for dining out and supporting kids in Tarrant County!



### FIESTA DE ORO

For the 44th year, more than 400 friends of Lena Pope gathered in the gardens at Joe T. Garcia's to celebrate and financially support Lena Pope's programs. We raised **\$197,513\*** to invest in the children and families we serve.



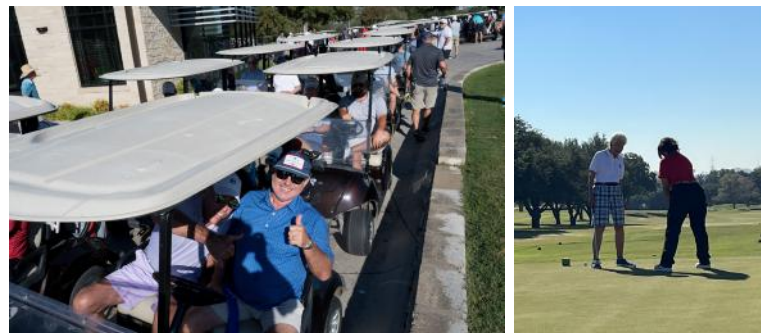
### CALLOWAY'S POINSETTIAS

With the support of our community, Calloway's Nursery raised **\$44,500** for Lena Pope through their annual poinsettia sales promotion. Thank you for supporting Calloway's Nursery and Lena Pope!



### LENA POPE GOLF CLASSIC

We celebrated the 29th Annual Lena Pope Golf Classic and raised **\$91,342\***. Unique to our annual golf tournament, golfers interact with merit students from the JJAEP. Students get a golf lesson and challenge players to a putting contest.



\*numbers are net expenses





*learning through*  
**PLAY**



# Continually Leading with Excellence



In 2023 we hosted our first annual all staff retreat. We had a wonderful day collaborating, learning together, and focusing on the year ahead.

**30 staff members (15%)  
have served Lena Pope  
for 10-50 years!**

**23 staff members (12%)  
have served Lena Pope  
for 5 years!**

- **2** staff earned their clinical license completing **3,000** supervised clinical hours. Lena Pope has **10** Spanish-speaking therapists, **25** licensed clinical therapists, and **9** staff working toward their clinical license.
- **71 (31%)** employees supported our mission financially by donating a total of **\$26,133**.

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*Lena Pope's vision is that children, families, and caregivers **thrive**.*

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## EXTERNAL RECOGNITION OF OUR STAFF



**Cristina Manion** (center) received the Crystal Apple Award from Childcare Associates to recognize teaching excellence.



**Robert Ramirez, M.Ed.** and **Victoria Sendejo, Ed.D.**, were honored by the Fort Worth Hispanic Chamber of Commerce as Emerging Latino Leader and Latino Leader, respectively.



**Shnease Webb** was named a Community Hero by second grader, CC Rodgers. CC is the fourth generation of the Rodgers family to support Lena Pope, including her mother Abby Rodgers, Lena Pope Board Member.



*Investing in children today leads to a lifetime of success.*

## EVERY OUNCE OF SUPPORT MAKES A DIFFERENCE

### How your support impacts children and families

You help Lena Pope equip children, families, caregivers, and community with a strong foundation through counseling, education, and behavior interventions. **You play a critical role in our ability to structure our programs in ways that are accessible and affordable for families of all backgrounds.** The proactive services Lena Pope provides improve the emotional, behavioral, and intellectual well-being of kids which help them thrive.

Your investment ensures Lena Pope can offer:

- flexible rates and financial support for clients without insurance or who can't afford to use their insurance, which allows us to provide counseling services to anyone who calls for help.
- tuition support and flexible rates families at our Early Learning Centers can afford, ensuring all children have access to high-quality early learning.
- additional support services and pro-social enrichment activities that complement the skill-building goals of our programs.
- financial assistance to clients experiencing an emergency so they can remain focused on their therapeutic or academic journey.

*72% of all clients have household incomes under \$55,000.*

*40 % of the families at our Early Learning Centers qualify for financial assistance.*

Your investment supports the **whole child** and the **whole family**, ensuring everyone in our community has access to the services they need.