### CROSSNORE school & children's home

Vol. V | No. 1 | Winter 2019

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### 2018 annual report

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### The mission of **Crossnore School & Children's Home** is to grow healthy futures for children and families by providing a Christian

of hope and healing.

To every child, I dream of a world where you can LAUGH, DANCE, SING, LEARN, LIVE IN PEACE, and BE HAPPY.



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Avery Campus: PO Box 249 | 100 DAR Drive | Crossnore, NC 28616-0249 Winston-Salem Campus: 1001 Reynolda Road | Winston-Salem, NC 27104 Hendersonville Office: 709 5th Avenue W. | Hendersonville, NC 28739 info@crossnore.org | www.crossnore.org

letter from the CEO

This past year has been another busy one at Crossnore School & Children's Home. We have expanded our service area from Guilford County to Cherokee County in western North Carolina. In these counties, we are committed to offering a full continuum of services for children and families including residential and community-based foster care, outpatient and school-based therapy, Youth in Transition for youth aging out of foster care, and our Center for Trauma Resilient Communities.

As we have grown to meet the needs in our service area, we have added more staff in Hendersonville. We have realigned our foster care staff in our three locations, and recently created a centralized referrals and admissions process to enable easier access to our services.

A new development is the awarding of an \$817,000 grant from The Duke Endowment to build a program for churches in western North Carolina to support foster families. Fostering Communities will recruit and train church communities who are willing to support foster families. These churches will help identify families in their congregations who desire to become foster families, as well as provide ongoing support to those families. This support may be as simple as hosting a shower when a new child comes into the family, or as involved as providing weekend respite care for a foster family.

Our important work needs your help to continue and succeed. We are grateful for the generosity of our donors and volunteers. In these pages, you will see how your gifts are put to use in the communities we serve.

Blessings,

Brey a. Ja

Brett A. Loftis, JD Chief Executive Officer





Marjorie Williams Academy is curently #1 in the area of western North Carolina, #1 in the state of North Carolina, and #20 in the entire United States!

Thanks to all who have sent in Box Tops...and keep 'em coming!

Send your box tops to: Larry Haythorn Donor Relations Officer Crossnore School & Children's Home PO Box 249 Crossnore, NC 28616-0249

## 4 quick things you can do right now



For our children and our staff.





Follow us on social media and like and share our posts.







Come for a tour of any of our three locations!

Crossnore, Winston-Salem, and Hendersonville, NC Join our sustaining supporter program and become part of the Crossnore Crew!

#### Donate Now

crossnore.org/donate

# <u>college</u> SCHOLARSHIP

Alyssia Dula came to Crossnore School & Children's Home in 2014 with her younger brother, Tyler. Two years later, Alyssia graduated from Marjorie Williams Academy's Class of 2016. Since then, Alyssia has studied at Mayland Community College earning her Associates degree in Art.

applied to Crossnore's Alyssia Miracle Scholars program prior to her high school graduation. Miracle Scholars live in Phillips House, part of our Avery campus, and attend Mayland Community College. The transition to Mayland from Williams Academy was easier than going straight to a university for Alyssia. She said, "Williams Academy is a small school in a small town and so is Mayland in Spruce Pine. I got to know my teachers as well as I did in high school. I was also still a part of Crossnore and had that support but enjoyed more freedom appropriate to my age and stage in life. I didn't have to go from being part of a close community to being on my own all at once."

The next phase of Alyssia's plan is already underway. She enrolled at Appalachian State University for the spring semester of 2019 and moved on campus in early January. Alyssia is studying social work and hopes to do clinical social work, perhaps focusing on substance abuse counseling. After completing her bachelor's degree, Alyssia will remain at ASU for one more year to complete her Master of Social Work.

College scholarships are integral to Alyssia's ability to complete her education plan. She received scholarships for her expenses at Mayland and will continue to receive a scholarship at ASU. "The Scholarship Committee has seen me as someone who has worked hard and is continuing to work hard to meet my educational goals," said Alyssia. "It's such an honor to know that people want to help support me."

When asked about how the scholarship program has changed (continued on next page...)





her life, Alyssia said she probably would have had to work at least two jobs while going to school. She doubts that she would be able to finish her bachelor's or her master's degrees. The scholarships helped Alyssia save money and avoid taking out college loans so that she can meet her other financial obligations. Alyssia said, "I am so grateful for the opportunities Crossnore donors have provided for me through my scholarship. I will continue to work super hard to make something of myself and to make you all proud of me."

For information about contributing to a college scholarship, contact Caroline Hart, Chief Advancement Officer, at (828) 733-4305 or chart@ crossnore.org.

## I want to make you all proud of me.



The **Circle of Friends** was established in 2019 to recognize donors who support Crossnore School & Children's Home on a monthly basis. These donors have given consecutively for one year or more and receive a special gift upon inclusion in the Circle, as well as recognition in HOPE, our annual report, and special benefits throughout the year from Crossnore.

> Join today by visiting www.crossnore.org/donate to set up your monthly gift.

When your first donation is received, we will send you a special Circle of Friends gift.

# The best gifts come from the heart

The heart of Crossnore School & Children's Home is **our children**. You can share **your heart** with them by purchasing from Crossnore Weavers' online store. There you will find beautiful handwoven wearables, table linens, home decor, and baby items.

Shop online today at www.crossnore.org/store.



# donor SPOTLIGHT



With a flair for the dramatic, Brian Robinson is someone you want on your side, regardless of the cause at hand. Brian was raised by his biological parents in East Tennessee. But Brian and his three brothers spent most of their childhoods not knowing their father held a closely guarded secret. Their father had been adopted. It was a fact that was never talked about openly in the Robinson home. The boys only knew it as a result of their mother secretly telling them. Brian never heard his father ever mention this key fact of his past.

Brian has lived in Henderson County for the last three years. However, he has been a part of the community since 1993 when he first worked as an actor at Flat Rock Playhouse, a local professional theater. Brian had been returning to Henderson County virtually every year from 2005 to 2015 for work at the Playhouse when he finally decided it was time to put down some roots.

After his father's death nine years

ago, Brian wanted to honor his father's memory. Combining his love of children and the knowledge of his father's adoption seemed ideal to Brian and sent him searching for a way to impact the lives of children who weren't blessed with the stable home environment he had experienced.

In 2017, Brian visited the Avery campus of Crossnore School & Children's Home and met Brett Loftis, Chief Executive Officer. This visit allowed Brian to experience the feeling of home in our cottages and to feel the love that surrounds our children. "I knew immediately that this was the place I wanted to support," said Brian. "Crossnore is in a different league."

As he continued his research, Brian learned that the needs of the children in foster care in North Carolina are overwhelming and outstrip the current services available across the state. Brian says that he selfishly wanted to expand Crossnore's healing and nurturing into Henderson and surrounding

**F** There is no more important work than to take care of

counties, often an underserved area of North Carolina. Working with Tanya Blackford and other leaders in Hendersonville, Brian was part of a group that brainstormed about services that Crossnore could offer in the community.

When asked why he has been such a big supporter and advocate of Crossnore's work in Henderson County, Brian listed three reasons. He said, "I don't think there's any more important work than what Crossnore does in taking care of the most vulnerable people in society, children. Secondly, it is important because the need is unmeetable without people in the community pitching in. And finally, Crossnore is nationally renowned for their work. We are blessed to have them in our state, and now in our area. I'm excited about what we've accomplished in a short period of time, and about where we're going from here."

In turn, Crossnore is indeed blessed by Brian's engagement and support in his community.





The Hope Society was established in 2019 to recognize generous friends who are invested in the success of Crossnore School & Children's Home. The future of Crossnore School & Children's Home lies in the belief that this vibrant sanctuary of hope and healing is worthy of significant personal investment. As a member of the Hope Society, you will help set the standard for charitable giving in our community, and, by example, serve as an advocate and ambassador for the organization.

With an annual contribution of \$1,000 or more, you will join an exclusive group of supporters. Among the privileges associated with membership are a Hope Society exclusive gift, special invitations to signature events, recognition in Crossnore's annual Honor Roll of Donors, and other perks throughout the year.

Become an inaugural member of the Hope Society today by giving securely online at www.crossnore.org.



# volunteer SPOTLIGHT



Judy White (L) with Tammy Henson, RN, Director of Health Services

Judy White exudes a deep humility and a tender sweetness when you meet her. She has a lot to say about her time spent volunteering but doesn't much like the idea of someone bragging on her for it. She talks about her time as a volunteer in the clinic on the Avery campus more like it's a love story than work she's done. It's her chance to give back.

Judy was raised in a loving and stable home and wants to do what she can to share that love and stability with the Crossnore children. She talks about volunteering liked it's the natural next step. Love poured in. Love poured out. It's not complicated for Judy. It's just what you do.

Judy has been a clinic volunteer since 2012. She grew up in Mount Pleasant, South Carolina, moved to North Carolina as a teen, and first heard about Crossnore in high school. She recently retired after 45 years as a nurse. Judy spent over half that time as the parish nurse for Covenant Presbyterian Church in Charlotte. Her church has supported Crossnore for many years, and it was through Covenant that she heard more about the organization.

After retirement, Judy called the administrative office on the Avery campus and told them she'd like to learn more. She took a tour, learned more about Crossnore's work, and immediately signed on to volunteer helping the clinic nurse. Judy recalls, "I just called them up. 'I'd like to volunteer as a nurse, I said.'" And so her years of loving kids as they came through the clinic began.

Judy has worked in the clinic nearly every month since she began volunteering at Crossnore. She assists Tammy Henson, RN, Director of Health Services, with whatever she may need, whether it's taking vitals, soothing fears, prepping the kids for their check-ups, or helping administrative tasks around the office. Judy does a lot more than that though. She tells most everyone she knows about Crossnore. She hands out brochures and pamphlets to her friends and family and asks people to donate to Crossnore for their memorial and Christmas giving. She may give her time and expertise as a nurse, but she's given her heart to the cause. "When children can't be with their biological families, Crossnore creates family. From the nurse to the dining hall staff to the cottage parents to the social workers, it's family," Judy says. And anything Judy can do to help that family, she's going to do.

Judy recounts a story of a young boy she met in the clinic. He had come through several times and had begun to recognize and trust her. One day, riding through campus, he recognized Judy's car and came running over. Judy recalls, "He jumped right up and kissed my cheek. He recognized me. He recognized that I was someone who had been kind to him. And kindness matters." That's the mantra that sums up Judy's work with Crossnore. When asked why she volunteers, she says, "This world can be a very harsh place. We've all had hard experiences. If you can improve (the children's) selfesteem, if you can find one thing they're interested in to talk about, if you can find one way to care about them, make their minute, their hour, their day just a little bit better, you should do it."

"I know I'm doing something for Crossnore, but Crossnore is doing something for my spirituality, too. It's such a special place. You see Creator God there, taking care of the people, of the children. It really is a sanctuary. Hope and healing are alive there." Judy's main goal is simple - to do her part to help share that hope and healing with the next generation, so they can, in turn, help the generation that comes after them. It's about "being grateful and sharing what you have. Kindness is what we can pass on, one person at a time."



Show how love and joy, beauty and goodness Shine out amongst the rubble.

**HOPE** | 2018 Annual Report 10

Wendell Berry

# cottage SPONSORS





When grown kids fly the nest, many people start making big plans - plans to remodel the house, take that vacation, buy that new car, or relocate to somewhere sunny and warm. But Anne Westbrook, Julie Baughan, and Jeremy Burnett had different plans.

After their children, who had been friends for nearly 15 years, left for college, God laid new children on their hearts. All three women, who have been friends for as long as their children, knew about Crossnore in Winston-Salem. Jeremy, a retired teacher, had driven by Crossnore (then The Children's Home) for years. She started as a feeding volunteer for the farm animals. Anne worked in the Food Bank garden through her church, Centenary United Methodist, and Julie's son had done his Eagle Scout project at The Children's Home, building benches at the fire pit for the children to enjoy.

As the merger between The Children's Home and Crossnore developed, Jeremy wanted to know how she could assist. Brett Loftis, Crossnore CEO, went to speak to a group who met at Jeremy's house. "Where do we fit?" Jeremy asked him. "How can we help you the most?" Jeremy jokes that after her kids "had the audacity to grow up," she felt an emptiness, a longing to help children who need love, stability, and positive relationships. After volunteering in several different roles, the three women joined forces and became Cottage Sponsors for a cottage on the Winston-Salem campus in March of 2018. They all say that in addition to getting to be with the children regularly, they love having a set day and time each week to spend time with each other. "It's a perfect fit," says Julie.

Each Wednesday afternoon, Anne, Julie, and Jeremy, head to the cottage, laden with art supplies, games, and toys for the children to enjoy. They have delighted in learning the specific children's personalities, likes, and interests, as they determine what toy or craft to bring each week. They love to go through their now-grown children's toys, puzzles, and craft supplies and think, "Who is going to love this?" Anne says, "[The kids] look forward to it so much. They love the one-on-one attention, and that we are showing interest in them." Julie says that she loves to do chalk drawings on the sidewalks when it's sunny outside. "I will trace their bodies with chalk and then let the children draw their faces and



color in their clothes. I love seeing the smiles on their faces and the smiles on the sidewalk."

When asked what impact they hope to have, practically speaking, they say they want to give the cottage parents a small break. But on a deeper level, it's all about showing the children love. "It shows the cottage parents and the children that others love and care for them," says Julie.

The three friends determined early on that they were not there to correct behavior or judge the children. Anne says she's learned to be flexible. "Our immediate response should be unconditional love. We react to what they need, and that can change week to week. We adjust to their needs," she says.

The women understand that there is so much in the children's lives that they can't control. "It's hard stuff," Anne says, "Not just hard stuff in their past but hard stuff in their present, too." Jeremy says she's had to remind herself that although they are children, in many ways just like her own, they come from different backgrounds. "I'm just here to

love them.

love them," she states simply.

It's certainly obvious that this love is not one sided. Watching the kids fly across the room and run into the arms of their cottage sponsors every Wednesday is enough to make you tear up. Anne, Jeremy, and Julie all agree that the growth in trust and relationship with the kids is the most rewarding part.

And they're so thankful these children are at Crossnore. "They're the luckiest of the unlucky," says Jeremy. "And we have enough to share. Time. Money. There's enough to share." Anne smiles and adds, "As with any opportunity like this, the volunteer is blessed way more than the recipient."

All three would encourage anyone who has a heart for foster children to find a way to get involved. "When you're involved, you see where the money is going. You see what it's doing. And you want to get more and more involved. You want to invest however you can to keep this going," Jeremy says. And certainly these three women have invested even more than their time or money. They have clearly invested their hearts, and there's nothing more valuable than that.





cottage DOGS

**Cottage dogs** play a vital role on our campuses as companions for our children. Caring for the dogs also helps the children learn responsibility and compassion.

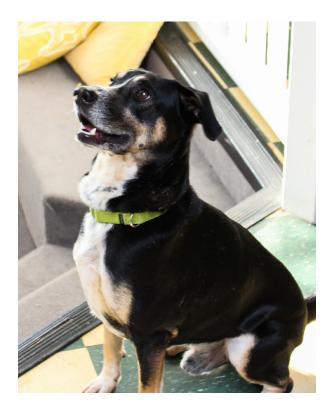
In 2018, we were blessed with a gift from the Forsyth Hospital Acute Rehabilitation Department for our Winston-Salem cottage dogs. The gift included kennels, dog food and treats, leashes, coats and sweaters, and other pet supplies.





We also received a generous donation from Susan Haselton-Barr, Regent of the Fort Pickens Chapter, NSDAR in Gulf Breeze, Florida, to cover food, supplies, vet bills, and adoption fees for cottage dogs at the Winston-Salem and Avery campuses. Susan is an animal lover and has pets of her own. She understands the relationships of animals to the healing process especially for children.

Thank you for the donations for our furry friends.



# Save THE DATES

You have *two opportunities* to join us at two historic North Carolina golf courses to support the children of **Crossnore**.

#### Hugh Fields Crossnore Children's Golf Classic

MAY 16, 2019 LINVILLE GOLF CLUB | LINVILLE, NC

For information, sponsorship opportunities, or to register a team for the Linville tournament, contact Courtney Lane at (828) 733-4305 or clane@crossnore.org.

#### Crossnore Children's Golf Classic

OCTOBER 22, 2019 OLD TOWN GOLF CLUB | WINSTON-SALEM, NC

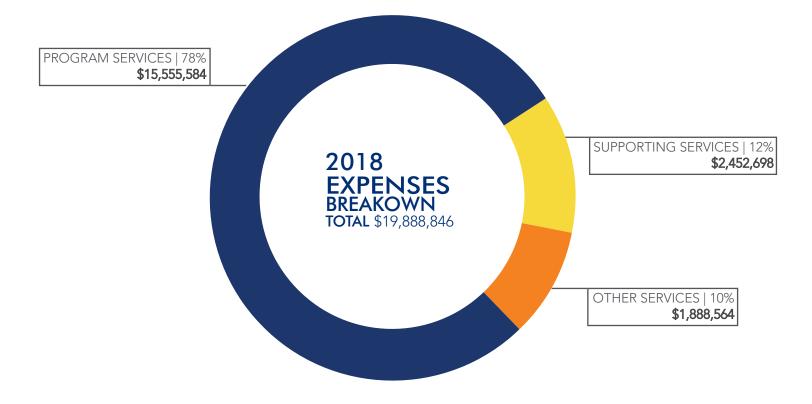
For information, sponsorship opportunities, or to register a team for the Winston-Salem tournament, contact Brandon Cathey at (336) 721-7600 or bcathey@crossnore.org.



2018	annual report	
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CONSOLIDATED FINANCIAL STATEMENT				DID YOU KNOW?		
	<u>2018</u>	<u>2017*</u>	<u>2016</u>		VALUE OF ENDOWMENT	\$33,221,934
TOTAL SUPPORT & REVENUE	\$20,129,358	\$17,179,928	\$11,179,928		TOTAL CURRENT ASSETS	\$66,072,565
TOTAL EXPENSES	\$19,888,846	\$16,370,708	\$9,590,708		LONG-TERM DEBT	\$0

\*Financial Statements are based on the fiscal year ending September 30, 2018. The 2017 reporting is based on financials after the merger on January 1, 2017. The 2016 figures represent The Crossnore School (pre-merger) only.



CROSSNORE at-a-glance

SERVICES PROVIDED	NUMBER OF CHILDREN/Y ADULTS SERVED		
(Calendar Year)	2017	2018	
Community-Based Foster Care	41	89	
Residential Care	203	225	
Day Treatment	99	122	
Clinical Services	464	590	
Williams Academy	159	163	
Youth in Transition and After-Care	120	105	
TOTAL	1,086	1,294	

WORKFORCE DEVELOPMENT	
(Calendar Year)	2018
Workforce on 12/31/18	253
New Jobs Created in 2018	18
Employees Who are Sanctuary Trainers	40
Employees with Bachelor's Degrees or Higher	128



- Bick Cardwell, Board of Trustees Member and Chair of the Strategic Planning Committee the sloop SOCIETY



The Sloop Society was created in 2014 to recognize Crossnore's most loyal donors. Members of this prestigious society have made cumulative gifts totaling \$100,000 or more in their lifetime to Crossnore School & Children's Home as of September 30, 2018. The Sloop Society was named in memory of Drs. Mary Martin and Eustace Sloop who founded The Crossnore School in 1913. Like Mary Martin and Eustace, members of The Sloop Society have illustrated their belief in and commitment to children through their generosity.

#### \$1,000,000+

Anonymous (4) Mrs. Stephen Anderson Mr. & Mrs. Glenn Arthur The Cannon Foundation, Inc. Mrs. Betty R. Cox Mr. Max H. Curry National Society, Daughters of the American Revolution The Duke Endowment Ms. Florence Fearrington Fifth Third Bank Foundation for the Carolinas John Neal Trust W.L., S.H., & M.E. Ketchum Foundation Mr. & Mrs. Ken Lewis Mrs. Meredith Michener Mrs. Irene Smathers **Thoresen Foundation** Williams Family Foundation/ Mr. Leonard Williams The Winston-Salem Foundation WNCC of the United Methodist Church Mr. & Mrs. Marcus E. Yandle, Sr.

#### \$500,000 - \$999,999

Wayne M. Densch Children's Charities The Dickson Foundation, Inc. Mr. & Mrs. Ray W. Edwards Fidelity Charitable Gift Fund Kate B. Reynolds Charitable Trust Samuel L. Phillips Family Foundation Mrs. Mildred L. Pirkey Mrs. Dorothy D. Smith Margaret Scott Williamson Trust The L&C Wood Family Foundation, Inc./Mr. & Mrs. Leonard W. Wood

#### \$250,000 - \$499,999

Anonymous (4) Mr. George L. Bagby The Belk Foundation Mr. & Mrs. H. W. McKay Belk James R. and Bronnie L. Braswell Trust Mr. Thomas W. Bunn Joseph F. Cannon Christmas Trust City of Winston-Salem Mr. & Mrs. George Combis Cousins Foundation, Inc./ Mr. & Mrs. Thomas G. Cousins Mrs. Carol Biggers Dabbs Thomas B. Dixson Family Memorial First Citizen's Bank Green Family Foundation, Inc. James G. Hanes Memorial Fund \*Junior Membership Committee, NSDAR Richard J. Reynolds III & Marie Mallouk Reynolds Mr. & Mrs. David P. Riggins \*The Robinson-Hill Humanitarian Fund Schwab Charitable Fund U.S. Trust Company, N.A. Philip L. Van Every Foundation Wells Fargo Wealth Management

#### \$100,000 - \$249,999

Anonymous (2) Advisors Charitable Gift Fund

#### \*Arbor Acres

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\*Welcome to new members of The Sloop Society!



The Martha Guy Society, named after Martha Guy who has been a Trustee since 1955, honors Crossnore's special friends who have made a provision in their estate for Crossnore School & Children's Home. This list reflects members as of September 30, 2018. For more information about the Martha Guy Society or how you can leave a lasting legacy at Crossnore School & Children's Home, please contact Caroline Hart, Chief Advancement Officer at (828) 733-4305 or chart@crossnore.org.

artha

Anonymous

Ms. Caryl K. Arckey Mr. & Mrs. Glenn Arthur Mrs. Charles Lewis Baldwin Mr. & Mrs. Bernard Banks Mr. & Mrs. William W. Belcher Mr. & Mrs. Bob Biggerstaff Mr. John M. Blackburn Dr. Brenda L. Boozer Mr. & Mrs. Richard Lane Brown, III Mr. Thomas W. Bunn Mr. & Mrs. Robert B. Callahan, Sr. Mr. & Mrs. Bickerton W. Cardwell Mrs. Janis G. Chapman Mr. Michael P. Christian Mrs. Ann S. Courtenav Mrs. Betty R. Cox Mrs. Christy C. Crigler John E. and Nancy B. Crowder Miss Marion L. Cubberley Mrs. Carol Biggers Dabbs Mrs. Rachel Dellinger Deal Mrs. Jan T. DeMedicis Mr. & Mrs. Robert V. Donovan Mr. Thomas C. Drew, III Mr. & Mrs. Ray W. Edwards Mrs. Marv B. Elliott Mrs. Cora B. Evans Mrs. Dorothy Fletcher Ms. Norma L. Forbes Mrs. Mona D. Forrest Mrs. Clifford S. Foster Mr. & Mrs. Allen R. Fraley Mr. John L. Fraley, Jr.

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Guy SOCIETY

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Join Crossnore School & Children's Home for a special luncheon featuring

Shenandoah Chefalo, Author of Garbage Bag Suitcase

Thursday, March 28, 2019 12:00 noon

Kenmure Country Club 100 Clubhouse Drive Flat Rock, NC

For ticket and sponsorship information, please contact Wesley Boggs, Advancement Officer, at (828) 301-6518 or wboggs@crossnore.org.

# celebrating GENEROSITY

Crossnore School & Children's Home salutes the many donors who have made a financial commitment to our organization between October 1, 2017 and September 30, 2018. These names represent the more than 2,300 individuals, churches, and corporations who believe in and support the mission of Crossnore School & Children's Home. Thank you for your love, generosity, and continued loyalty to the children of Crossnore.

#### \$500,000 - \$1,000,000

Mrs. Stephen Anderson The Winston-Salem Foundation

#### \$100,000 - \$499,999

Anonymous Barnhardt Manufacturing Company Mr. Max H. Curry Daughters of the American Revolution DHHS Controllers Office AP-DSS Ms. Florence Fearrington The Estate of Earle A. and Germaine G. Hamrick James G. Hanes Memorial Fund John Neal Trust Joseph F. Cannon Christmas Trust Kincaid Farms Laurie Dianne Cay Living Trust Mr. & Mrs. Ken Lewis Schwab Charitable Fund Mrs. Irene Smathers The Estates of Nora L. Smith The Leon Levine Foundation The Robinson-Hill Humanitarian Fund Thoresen Foundation Mrs. Helen W. Umphlet Irrevocable Trust Mr. Thomas N. Willins, Jr. The Estate of Mrs. Joan T. Wise

#### \$50,000 - \$99,999

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#### \$25,000 - \$49,999

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#### \$10,000 - \$24,999

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