

year in review 2011–2012



Twelve years ago I read *The King of Children*, a book about the Polish physician Janusz Korczak. He started an orphanage for abandoned children in Warsaw. At that time, orphanages were unpleasant, uncaring facilities that more often than not exploited children for the labor they could provide. Dr. Korczak was ahead of his time in creating a much different environment, putting primary emphasis on creating loving relationships with the children there. This was radical thinking in the early decades of the 20th Century.



I keep a passage from one of his books on my office wall:

If a child has a life where cruelty has become the norm, what a powerful effect would be the memory of that person – perhaps the only one – who showed kindness, understanding, and respect. The child's future life and sense of his self could take a different course, knowing there was one person who would not fail him.

I read this and it reminds me so much of Spectrum, and what we endeavor to do every day. We work with many children and young adults for whom, sadly, "cruelty has become the norm." We work with many men in our Violence Intervention and Prevention Program for whom, when they were young, abuse and neglect was the norm. And in all cases, whether children, teens or adults, our role at Spectrum is to show them kindness, understanding, and respect.

This support is what our residential staff provide for each youth living with us. It is the same for our mental health and substance abuse counselors; our staff who work with scores of youth in foster care; those who work in our Drop-In Center; our 70 volunteer mentors; and the staff who work in all of our programs. We know that by showing kindness, understanding, and respect, a person's life can take an entirely different course. It is what we do every day at Spectrum.

Thank you for supporting our work. We depend on your generosity to reach out and affect the lives of so many. Spectrum could not exist without you, and for that I am eternally grateful.

*Mark Redmond*

Mark Redmond, Executive Director  
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## Spectrum's vision

**We envision a world where those who face great challenges realize their vast human potential.**

We believe people can change their lives.

We believe this happens when people find their motivation to change.

We believe that as people change their lives, the individual, family and community are transformed.

### Organizational Vision

Spectrum is a leader, recognized locally and nationally for offering innovative best practice programs and services responsive to community needs in collaboration with community partners.

Our clients are welcomed and respected, and receive the support and resources they need to change their lives.

Our organizational culture supports independent thinking, interdependent teamwork, mastery in our work, and passion for impacting people's lives.

Our funding sources are diverse and sustainable, and we have the independent capacity to support and expand mission-driven programs.



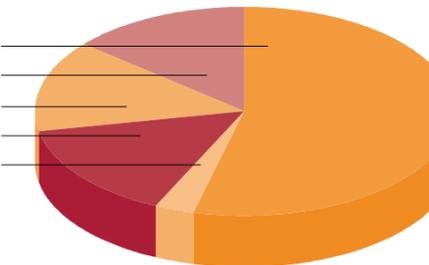
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A United Way Agency

## financials 10.1.10 TO 9.30.11

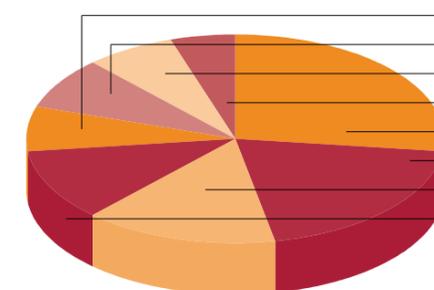
**SOURCE OF FUNDING**

State Funding	54%
Donations & Foundation Support	15%
Miscellaneous	14%
Federal Funding	14%
United Way	3%



**USE OF FUNDING**

6%	Outreach/Drop-In
8%	Youth & Family Wellness Program
6%	Counseling
7%	Fundraising
27%	Residential Services
22%	Violence Intervention & Prevention Programs
12%	Administration
12%	Other Programs



**UNRESTRICTED SUPPORT & REVENUE \$4,166,063**

## Spectrum's mission

To empower teenagers  
young adults  
people with a history of violence  
and their families  
to make and sustain positive  
changes through prevention,  
intervention and life skills services.

## our programs

### Counseling

Spectrum is nationally recognized for the work we do with youth. Our Counseling Program specializes in providing confidential screening, assessment and treatment of mental health and substance use concerns for adolescents and young adults (ages 14-22) and families. **450 youth provided with mental health and substance abuse counseling services.**

### Drop-In Center/Outreach

Since 1996, this program has been making connections with homeless, runaway and vulnerable youth and encouraging them to come to Drop-In. Trusting relationships are built with young people on the street by using direct and honest communication, meeting them "where they are at" and distributing basic needs like warm clothing, sleeping bags, hygiene kits, bottles of water, and food. The Outreach program also provides counseling, testing and referral for youth who are concerned about exposure to HIV/AIDS and other sexually transmitted diseases. Many youth come to our Drop-In, a safe place for young people to eat a meal, use the telephone, do laundry, get clothing, take a shower, take life skills classes, access healthcare, substance abuse and mental health counseling, and education/vocational supports. Staff provide informal counseling, setting goals, and link youth to other Spectrum services.

**More than 800 on-street contacts made and 8,400 meals served.**

**IN 2011, OUTREACH AND DROP-IN DISTRIBUTED THESE ITEMS:**



**82 cents**  
of every dollar  
goes directly to  
support our clients

### Education

Our Case Managers provide support to youth in Spectrum programming to develop, maintain and achieve their education goals, such as:

- Enrolling in high school, college or technical/vocational training
- Designing a High School Completion Plan or pursuing a GED
- Information and advocacy on educational rights including disability issues and transition planning
- Locating resources for financial aid for college and/or vocational/technical training

### Health Clinic

The Community Health Center of Burlington (CHCB) provides a no cost medical clinic for homeless and at-risk youth in Chittenden County. Located right next door to Spectrum's Drop-In Center, the services include:

- Easy, walk-in, no cost medical provider clinic hours ten hours a week
- Connection to CHCB programs, such as dental care and prescription assistance
- Access to Oral HIV, Hepatitis C, and pregnancy testing, counseling, and referrals
- Clinical social worker providing assessment, brief intervention and referral for mental health and addiction issues

**Over 275 youth served.**

### Jump on Board with Success (JOBS)

JOBS is a collaborative effort between Spectrum and HowardCenter. The program serves youth (16-21) who have been identified as having an emotional and/or behavioral disability and who are trying to make progress and maintain their educational goals and/or employment.

JOBS case managers provide evidence based screening and assessment, supportive counseling and case management/care coordination to link youth to other services and resources. These services include but are not limited to: independent living skills training, job development/shadowing and individualized job placement.

**70 youth served.**

### Mentoring

The youth referred to the Spectrum Mentoring Program are between the ages of 12 and 22 years old. They are referred from all of Spectrum's programs as well as from middle schools and high schools.

**70 youth served.**

### Residential Programs

Spectrum Youth & Family Services provides emergency shelter and transitional housing for homeless and at-risk youth in our residences. A plan of care is collaboratively developed with each youth and focuses on core developmental areas. Supporting the youth to plan/develop goals in these areas supports their transition to, and maintenance of, a healthy and stable life.

### MAPLE STREET RESIDENCE:

This residence provides nine private rooms and a common kitchen, dining, and living room for homeless youth making the transition to independent living.

**24 youth residents served, 22% increase in stay and 90% moved to safe stable housing upon program completion.**

### MURRAY STREET RESIDENCE:

This residence is a group living program for six adolescent males that provides a community-based transition from foster care to independent living or reunification with family and/or supportive adults and guardians.

**15 residents served.**

### PEARL STREET RESIDENCE:

The Pearl Street Residence is a transitional residential home serving as a bridge to independent living for youth between the ages of 18-21 who left foster care at age 16 or older and are in need of housing. Our newest residence, built in response to tremendous need, has eight private rooms, shared bathrooms, and a common kitchen, dining and living room.

**Youth will move in by June, 2012.**

**SHELTER:** Spectrum's youth shelter provides young people with short-term housing while they begin the process of getting their life back on track. Youth have the opportunity to transition to a longer-term transitional residence if they are progressing forward positively.

**88 youth residents sheltered.**

### Student Assistance Program (SAP)

SAP provides school and community based prevention programming and services. Because each school and community is unique, Spectrum SAPs work with the leadership of their schools and communities to assess the needs of the students in order to develop a customized Student Assistance Program that focuses on substance use and mental health education, prevention and intervention services.

The Student Assistance Program professional, in collaboration with all of the school stakeholders, is responsible for the continued development and implementation of the program. The primary task of an SAP counselor is early identification, intervention, and referral for substance abuse and related mental health issues.

**350 students served in 3 schools.**



program-wide  
Spectrum  
served more than  
**3,000**  
at-risk youth  
and their families

### Violence Intervention & Prevention Program (VIPP)

Spectrum's Violence Intervention & Prevention Programs have worked for over 25 years to end men's violence towards women by supporting victim safety, holding offenders accountable and supporting men who wish to engage in a process of change. Spectrum works with men across the state who have a history of violence and coercive control towards women. Our staff seek to support them to address their behavior, understand how it has harmed to victim, children and others, and to support them in making safe, respectful choices in the future.

Spectrum believes that providing support and services to survivors of domestic violence is critical, and VIPP staff prioritize victim safety in all our efforts. This includes raising an awareness of the ways that children are affected by being exposed to the abuse of their mother. Some young men need particular support and attention in learning about safe and

respectful behavior. Whether or not they were exposed to violence as children, some boys and young men in our communities show signs of being abusive themselves or have already begun to act violently toward others.

**726 participants served.**

### Youth Development Program (YDP)

YDP offers case management services to youth ages 15-22, who are, or have been, in the custody of the State, or in the substitute care system under the Department for Children and Families (DCF). The Spectrum program specifically serves youth who are in custody through both the Chittenden County and St. Albans' DCF districts.

YDP provides access to a wide range of services designed to help youth transition from State custody and care to self-sufficiency and independent living. YDP case managers often develop long term supportive relationships with youth, and they also provide a high level of advocacy. Staff also encourage youth to advocate for themselves and develop leadership skills. YDP case managers provide:

- Life skills assessment;
- Training and coaching;
- Referrals to other services like mental health and substance abuse counseling;
- Access to health insurance and physical health care;
- Education planning and linkage to educational services and supports for high school completion/GED prep and or College preparation;
- Vocational support and training;
- Assistance in exploring and connecting with kinship networks and other social supports;
- Safe housing options.

**200 youth served.**

### Youth & Family Wellness Project (YFWP)

The YFWP provides support, education, and clinical services to help young people (14-21 years old) who may have substance abuse and mental health issues. Any youth can enroll in the project if they are willing to participate in the protocol, which includes a brief screening, developing a plan to improve areas in their lives, 5 check-in meetings, and a follow up visit at 6 months. Participation in all of these activities is rewarded with vouchers to area stores.

The Family and Friend Wellness program can also provide individual and group education, support, and skills for parents and other adult allies who may be trying to navigate treatment services and/or want to learn how to best support the adolescent in their recovery process. Parents, friends and other adult allies can access this help regardless of whether their young adult is enrolled or not.

**316 youth served.**

### Youth in Transition (YIT)

YIT provides expanded services and supports to Vermonters ages 16-21, focusing on healthy transitions to independent adulthood and the avoidance of incarceration. The YIT program provides young adults with opportunities for personal growth, skill development, and achievement of goals. YIT is available throughout Chittenden County, and has a special focus on outreach to young adults living in rural areas and young adults from multicultural backgrounds, including young adult immigrants and refugees.

**34 youth served.**

Spectrum  
Counseling Program  
received the national  
**innovation**  
award  
from NIATx