

Setting NEW Precedents

2020 ANNUAL REPORT



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Identity

Auberle is a faith-based
Catholic charity

Mission

Auberle helps build strong individuals,
families and communities

Vision

To be the premier agency in the nation
providing positive outcomes for all
those we serve

A Message from AUBERLE'S CEO



John Patrick Lydon
*Auberle Chief
Executive Officer*

To say that 2020 was one of the most transformative years in Auberle history would be an understatement.

The COVID-19 pandemic severely impacted our services which operate largely face-to-face, in people's homes, and in communities. Compounding that impact was the horrifying displays of racial injustice that sparked a renewed national reckoning around institutional and generational racism. The influence on our staff, clients, and community members in 2020 and into 2021 is no doubt significant.

During this year, the dedication, passion, and innovative spirit of Auberle has never been more prominently displayed than in the rest of our nearly 70-year history. **Every program continued to serve the community throughout the pandemic, albeit in very different ways.** We created virtual services and support for clients and families across the agency. From the outset, one of our biggest challenges was to ensure that the people we serve had access to technology. Our staff took it upon themselves to shuttle door-to-door, not only providing services, but

making sure that every client and family had household necessities and resources to stay afloat. As the largest non-kinship foster care provider in Allegheny County, the impact of the pandemic was compounded when children began virtual learning due to school building closures. We knew this would require a new kind of support to our foster care families to keep placements stable and ensure that the path to permanency for kids remained possible. In addition to necessities, we created STEAM bags with learning materials and delivered computer tablets, so children had all the tools they needed to learn from home.

Our response to the pandemic led not just to the redesign of our existing services, but the addition of nine new programs. The most growth over the last year was seen in our housing programs. **Since the pandemic began in March, the program budget expanded from about \$215,000 to \$2.9 million.** This serves as just one example of

our response to the crisis in our region. Auberle also stepped up to open Allegheny County's family quarantine/isolation shelter for families exposed to the virus. Staff members committed extra hours to support clients in need at a time when everyone was staying home and out of physical contact with one another. **You may be asking yourself: What sort of person volunteers to work in an apartment building of COVID exposed/quarantined families? The answer is Auberle staff, 24 hours a day, 7 days a week to serve families with no other place to go.**

Up to a dozen staff could be out at any given time because of a pandemic-related reason. We were able to operate programs because staff were willing to change jobs, sometimes several times during the pandemic. We did not just function. We delivered excellence. There is no way that occurs without an incredibly passionate group of people who see their calling as serving others in a faith-based organization. We are grateful that we were supported throughout the pandemic by many people, donors, partners and especially the Allegheny County Department of Human

Services that set up a regular call, initially several days a week and now once a week, to make sure that all their partners were connected, informed and part of the solution.

Throughout this trying time, it has been imperative that we focus on the many facets of our staff's wellbeing. Internally, we have created a space for ongoing, open conversation among staff around racial injustice and how it manifests in and outside of the workplace. In this context, we examined our agency and the services we provide through a critical lens. Mutual support and respect have always been prioritized. We repurposed some of the time of our mental health therapists to focus on ways to help our staff, our clients, our foster families, and the public, address and reduce their anxiety. We did not lay off any staff and continued to find ways to operate and support their families, in the darkest days of the pandemic, through economic uncertainty, and with a large deficit.

While this report highlights many of the programmatic and agency successes we have seen over the last year, it provides only a glimpse into the impact Auberle makes on our

community every day. Even through these trying times, **Auberle, for the 8th year in a row, was named one of the Top Places to Work in Western PA, exemplifying the commitment and dedication our staff has for supporting our community.** It is this same passion and willingness to make sacrifices that runs through all members of the Auberle family—staff, clients and supporters. This common thread that allows for transformation in our community regardless of the challenges we are facing. Thank you for your role in making this possible in 2020 and for the last seven decades!



John Patrick Lydon
Auberle Chief Executive Officer

412 Youth ZONE



While the pandemic has limited face-to-face engagement, the 412 Youth Zone has expanded programming through social media to provide services virtually.

"I especially like Ms. Rachel's DIY craft videos and Mr. Sam's exercise videos that they post! They make the videos fun and interesting, so you want to participate."

~ Corinne, 412 Youth Zone Participant

91% of youth

assigned to a Youth Coach for 6 or more months were **positively discharged at age 24** after successfully obtaining reliable income, stable housing, state ID and/or driver's license, vital documents and health insurance.

Once in contact with the 412 Youth Zone

90% of youth remained engaged.

85% of youth

who identify as homeless at the time of intake were stably **housed within three months.**

"I like the program and they helped me to find a job. I like the virtual programming because I can still see people's faces to and talk them over video."

~ Jermel, 412 Youth Zone Participant

“ The success of the STRIVE for employment program has continually demonstrated just how dedicated Auberle’s staff is to ensuring that their young people complete quality training programs, form relationships with employers, develop intentional career pathways and have the resources needed to succeed and grow. ”

~ Julia Gagosian, Program Coordinator—Partner4Work

Employment INSTITUTE



Served 616 people this year, a 12.8% increase from the previous year.

102 community partners

138 employer partners,
35% increase from previous year.

70%

of individuals that gained employment also received a national certification.

Since the pandemic began
58 individuals were placed in permanent employment opportunities.

2 new career pipelines established to support those who lost jobs due to the pandemic, including one with Giant Eagle.

“ Our partnership has been operating like a well-oiled machine. Whenever we submit a referral to Abby and her staff, they immediately start an intake with the youth, and then provide us with feedback and updates on each youth in a timely fashion. ”

~ Marvin Randall, Allegheny County Juvenile Probation

Drug and Alcohol + MENTAL HEALTH

100%

positive discharge rate from Drug & Alcohol program through clients' ability to demonstrate improvement in overall ability to cope with stress while reducing frequency and/or intensity of substance use.

99%

positive discharges from our Mental Health program shown through an overall reduction in symptoms associated with trauma, anxiety, ODD, ADHD or adjustment disorder.

95%

of mental health clients report being satisfied or highly satisfied with services.

Student Assistance PROGRAM

The number of students screened for SAP has increased every year that we have offered SAP services.

After 2 years of great success in 2 Bethel Park school buildings, the Student Assistance Program **added a second liaison staff member and an additional building** to expand services within the district.

The abundance of knowledge and expertise Auberle has been able to provide our team through recommendations for community resources, leading student support groups and offering professional training opportunities has contributed to an excellent partnership that has grown to include the addition of another school building into the program and support for students in grades 5-12.

~ Lori Sutton, Director of Special Education
Bethel Park School District

Pandemic RESPONSE

“The COVID pandemic has posed significant challenges to all members of our community, but especially to those whose daily lives are challenging under the best of circumstance. So now more than ever, the work of Auberle in transforming the lives of individuals and families is all the more important, impactful and worthy of support.”

~ David DeJong, Acting Senior Vice Chancellor for Business and Operations, Vice Chancellor for Human Resources, Professor of Economics at University of Pittsburgh, Pauline Auberle Foundation Board Chair

The Hays Building, which was already being renovated to house Auberle’s new Opioid Treatment Program, was quickly adapted to be a family isolation housing during the pandemic.

Selected by Allegheny County to serve as a **partner in the CARES Rent Relief program to aid in administering \$22 million in rent relief** for the county.

*“I’ve served as an Auberle Director and volunteer for over 20 years and I’m as excited and proud as ever for the success Auberle is having on so many fronts in one of the most challenging times non-profits have ever faced. Auberle is more **adaptive** than many successful **for-profit** companies!”*

~ John Stockhausen, Treasurer, Snavelly Warwick, Auberle Board Director



At-home art therapy kits containing over 220 art supplies were delivered to clients’ doorsteps allowing this unique treatment option to continue without interruption.

Homebuilders



Graham helped me make better choices around school and staying home.

~ Male Homebuilders Participant, Age 13

Thank you for working with us and helping us come up with ideas on how to spend quality time together.

~ Homebuilders Parent of 13-year-old



In addition to in-home support, Homebuilders now provides services through telehealth and implements daily phone check-ins with high risk families, going beyond Homebuilders Standards.

BRENDA BUTLER, HB Supervisor, completed 101.58 client contact hours, more than doubling the 40-hour requirement, and received a 7/7 score on the Homebuilders Therapist Feedback to Supervisor Survey.

Only 3%

of families discontinued services prior to 28 days, **exceeding the Homebuilders Standard of 10%.**

97%

of family members stated they used their new skills, **exceeding the Homebuilders Standard of 85%.**

100%

of families who had requested that their child be removed but were referred to Homebuilders avoided out of home placement for at least 6 months post intervention.

Stop Now And Plan (SNAP)

100%
positive discharge
rate for Fall 18 & Spring 19
boys, exceeding the SNAP®
standard of 85%.

Total positive
discharge rate of
90.5%
for girls, surpassing
the SNAP® standard of 85%.

The SNAP® program had a **record-breaking 31 youth and families**, including 5 youths from Foster Care, involved in a cohort with zero dropouts.

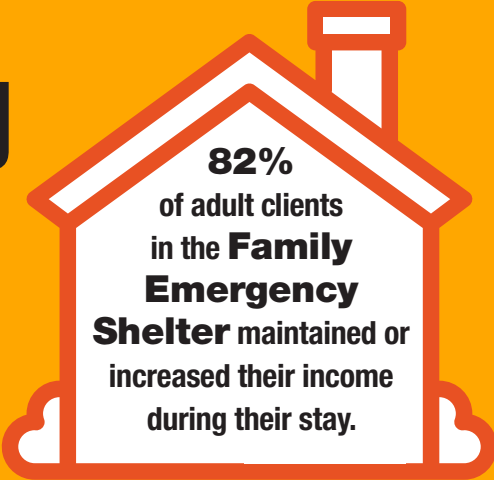


SNAP® Summer Camp
was successfully held in a virtual format.

“Auberle became the newest recipient of the City of Pittsburgh’s Emergency Solutions Program (ESG). Rapid rehousing programs help provide individuals and families the opportunity to re-stabilize their housing situation. Auberle’s ability to provide rapid rehousing services is what makes them a great partner.”

~ Kelly Russell, Senior Planner/Labor Compliance Officer–City of Pittsburgh Office of Management and Budget

Housing



82%
of adult clients
in the **Family
Emergency
Shelter** maintained or
increased their income
during their stay.

73% of new referrals to the **At Home program** moved into permanent housing in an average of 30 days or less from the date of their introduction.

Foster Care



“Auberle doesn’t just focus on helping an individual through one particular event in their life. They focus on every aspect of that’s child’s journey and help guide, build and grow them into courageous, independent individuals.”

~ Holly Miller, Senior Vice President, Enterprise Audit and Compliance, Highmark Health, Auberle Board Director



During COVID-19, the Foster Care team created and hosted virtual foster parent support groups twice a week, partnering with our behavioral health team to bring a trained therapist into each support group.

Foster Care surpassed our typical monthly recruitment numbers of new foster families during the crisis by offering virtual training opportunities.



Developed 6 new trainings including 4 trauma-informed care refresher trainings, a court and legal system training and a training on understanding grief and loss as part of the COVID-19 crisis.

“Auberle is an agile and innovative organization that knows no boundaries and continues to find ways to enhance the quality of life for each individual they serve.”

~ Christine Tobias, Executive Director, Operations, Quest Diagnostics Incorporated, Auberle Board Director

My Best SELF

87%

of participants **have more self-confidence** after receiving services through My Best Self.



My Best Self has been expanded to be available to young people in out-of-home placement across Allegheny County through monthly Zoom workshops.



The My Best Self program conducted virtual workshops for 412 Youth Zone clients through Facebook Live.

“The My Best Self program is a wonderful and informative training for foster and adoptive families. Mia Merideth provided a very informative presentation regarding hair care products. The training also explains how to move forward with My Best Self referrals.”

~ Helene Welling, Parent Recruiter–Allegheny County Teen & Treatment Foster Care, Pressley Ridge

Learning INNOVATION



200+ young people participated in educational initiatives outside of the school day including STEAM, product development, academic tutoring, robotics and agriculture.

Update second blurb to read: Ran an 8 week Learn & earn summer program using the WeThrive Curriculum to develop and market products, engage in STEAM activities, use Auberle's organic garden, cook in the kitchen, read and discuss books and learn workforce readiness skills.

Kits containing supplies to participate in STEAM related activities were delivered to foster families and children in the Family Emergency Shelter.

In addition to the in-person STEAM programming continuing at residential facilities, virtual STEAM programming was offered on Facebook beginning in March.

Auberle employees reported engagement at 80.78% across the agency. Nationwide, average employee engagement is 39% and world class is 67%.

Auberle was voted by our staff as a **Top Workplace with the Pittsburgh Post-Gazette for the 8th year in a row.**

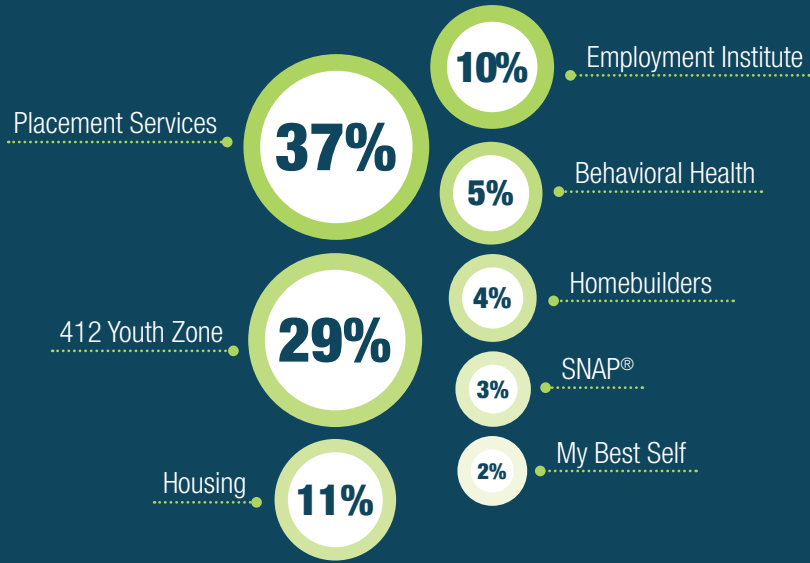
The U.S. Department of Labor recognized the Employment Institute STRIVE Program as the #1 ranked workforce development program in the country, enrolling the highest number of individuals ages 18-24 with current or past involvement in the justice system three quarters in a row.

Auberle was selected to **partner in the CARES Rent Relief program** in Allegheny County.

Agency Awards & GOOD NEWS



Financials



REVENUE



Foundations



Individuals



Corporations



Government Grants

FUNDRAISING

EXPENSES



- 36% Placement Services
- 29% 412 Youth Zone
- 11% Housing
- 10% Employment Institute
- 7% Behavioral Health
- 3% Homebuilders
- 3% SNAP®
- 2% My Best Self



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Where Lives Change



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Auberle gratefully acknowledges the gifts received July 1, 2019 - June 30, 2020. The generosity of these individuals, groups, corporations and foundations enables our children and families to have the greatest opportunity for success.

* Denotes 1952 Society Member during July 1, 2019 - June 30, 2020

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