

Upcoming Meetings

Chaddock Behavioral Health
Sept. 3 — 9:00 - 11:00 CST
Video Conference

CATS Board Meeting
Sept. 8 — 11:30 - 1:30
Conference Room
Chaddock Education Center

The Knowledge Center at Chaddock
Sept. 10 — 1:00 - 3:00 CST
Video Conference

Chaddock Children's Foundation
Sept. 15 — 12:00 - 1:30
Conference Room
Chaddock Education Center

Chaddock Board Meeting
Sept. 18 — 11:30 - 1:30
OASIS Conference Room
Chaddock Education Center

PPP Funds Benefit Organizations

As reported previously, Chaddock received nearly \$1.8 million through the CAREs Act Payroll Protection Program (PPP), which could be taken as a grant or a loan. Based on the latest guidelines, it is our intention to ask that the full amount of the loan be forgiven and taken as a grant, which will be reflected in our FY21 financials.

Thank You

Thank you for the beautiful basket of flowers, the memorials, and the many cards, emails and condolences offered with my dad's passing. Your thoughts and prayers mean more than you know.

Debbie

Innovation and Adaptability Key To Success in Current Environment

In the "age of COVID 19", where expectations and variables can change hour by hour, innovation and adaptability — along with a dogged adherence to our values and strategy — will help the Chaddock Family of Organizations find new ways to drive positive change for children and families. The flexible yet targeted nature of our recently approved Strategic Framework will serve as our guide. Although no one could have anticipated the current pandemic at the time the plan was created, because it is built around core areas of focus rather than detailed tactical plans, we can continue to make progress toward those goals even as we pivot on how those goals are carried out.

For example, we adapted a multi-day training of the Knowledge Center in partnership with The Theraplay Institute to an on-line format. While it had previously been assumed this training needed to be in-person, the evaluations from the new format were extremely positive. In addition, the on-line version allowed individuals to participate who would not have been able to attend the training in person. We also increased a support group for families from monthly to weekly during the time when parents were not allowed to visit their kids. Due to the positive feedback from parents, this increased level of support will be continued.

Using a lens of "what now seems possible that previously didn't", we continue to ask questions such as, "Could all or part of our in-home intensive program be done virtually?" and "What else is possible to better engage parents and get our kids home more quickly. Stay tuned!

Positive COVID 19 Case on Campus

Last week we received word from an overnight staff member from one of our cottages that he had tested positive for COVID-19. We immediately had all the clients and staff members with whom he had been in contact tested as well.

Even with the loosening of restrictions, we had maintained "cottage only" interactions — meaning clients from the five cottages did not have cross contact. In addition, because the staff member worked in an overnight role, his interaction with other staff members was minimized. Two additional staff members, both of whom also attend the same church as the staff member with the initial positive case, came back with a positive test. We are still awaiting the results of one staff member and one client test, however all other tests have come back negative. While we had originally planned to have all staff who had been working from home return to their offices on July 6, based on this confirmed case, we have postponed their return until at least July 13.

Grant Updates

- We have submitted a grant to the International Association of Chiefs of Police (IACP) to establish Adams County as a community implementation site for the IACP's Vicarious Trauma Response Initiative. Our application focuses on assessments and on-line trainings for those providing front-line response/support to children and youth in care in Adams County. If funded, the grant would run from January of 2021 to June of 2022.
- Implementation of a Nonprofit Leadership Academy grant funded by the Tracy Family Foundation, which had been postponed due to COVID 19, will start this fall. If you know of a current or emerging nonprofit leader who might be interested in this year-long learning opportunity, please encourage them to visit The Knowledge Center at Chaddock website for details.
- Because of changes in the submission requirements, the contract application we submitted to ISBE to provide training to education professionals statewide was not eligible for consideration for funding. We are continuing to seek expanded opportunities to provide training and support to education professionals including inclusion in administrative academics sanctioned by the Illinois State Board of Education.
- We have been asked to submit a grant application to the Tracy Family Foundation G3 fund to support a framework for developing trauma-informed communities. This broad-based initiative would engage education, social service, law enforcement and faith communities in developing a deeper understanding of the impact of trauma on young people.

2020 Nonprofit Employment Report

Each year, the Johns Hopkins Center for Civil Society conducts a Nonprofit Employment Report. This year's report was released in late June, and in addition to addressing pre-COVID workforce data within our sector, the report also includes estimates of the scale of COVID-19 impacts on nonprofit organizations. Some of the key findings related to the vital role that the nonprofit sectors plays in our country include:

- Based on numbers from 2017 (the most recent year in which data is available), the nonprofit sector has surpassed manufacturing as America's **third largest workforce** with more than 12.5 million paid workers. Only retail trade and accommodation and food services employed more people.
- Nonprofits paid more than \$670 billion in wages nationwide in 2017, making it the **third largest generator of payroll** in the US, after manufacturing and professional and technical services.
- The national weekly **average wage in the nonprofit sector in 2017 was 97% as large as the average economy-wide wage** in the private for-profit sector. However, in fields where nonprofits and for profits are both heavily involved, nonprofits average wages tend to be higher than those offered by for-profit firms in the same fields.
- Between 2007 and 2017, the **nonprofit sector workforce grew by 18.6%** compared to for-profit employment which grew by 6.2% during the same time period, meaning nonprofits outpaced economy-wide for-profit job growth by a factor of 3:1.
- At the same time, **nonprofits lost job share in areas that demonstrated expanded governmental support** (thereby attracting for-profit competitors offering lower wages and more aggressive marketing).
- During the first three months of COVID-19 (March, April & May), **an estimated 1.6 million nonprofit jobs were lost**, which is 13% of all nonprofit jobs.

This data is consistent with what we have seen here at Chaddock. Our workforce and payroll have continued to grow in recent years and we remain (to the best of our knowledge) one of the 10 largest employers in our community. At the same time, we have seen increased competition from for-profit organizations — for both clients and staff — in areas such as outpatient counseling and residential care, which saw increased funding opportunities as a result of behavioral health parity requirements for individual health insurance coverage starting in 2010.

We remain committed to providing mission driven services where reimbursement does not cover the full cost of care, such as foster care. We also recognize that for services with increased governmental or required levels of funding that more fully cover the cost of care, we may be competing on an uneven playing field with for-profit organizations with fewer licensure or accreditation requirements and more access to capital funding. It is in these areas where our innovation and our outcomes become critical differentiators in demonstrating our impact of our services on children and their families.