



IMPACT REPORT 2023

HARMONY



Since 1996, Harmony has provided innovative programming and therapeutic services across the state of Tennessee impacting more than 172,000 children, families and individuals. In partnership with the Tennessee Department of Children's Services, we offer support for children and families at every phase of the foster care and permanency journey.

Harmony has always been committed to standing in the gap where there are unmet needs, which has led to the expansion of our services to include training our communities on the impact of trauma, animal-assisted therapies, outpatient services, and therapeutic camps at our Montvale facility.

We are committed to continuing to create innovative opportunities for healing and growth so all may live their best lives.



101 DEDICATED STAFF

Harmony stands apart in the field due to the life-changing work of our incredible staff who passionately devote themselves to our mission. We were grateful to be named a 2023 Knox News Top Workplace as voted by our staff.

CELEBRATING 27 YEARS

Over the past 27 years, Harmony has impacted thousands of lives.

7,490

**Adoptive Families Served
through Training,
Support, and
Therapeutic Services**

Harmony's ASAP program is the most comprehensive statewide pre- and post-adoption support program in the nation.

2,377

**Adoptions Facilitated
by our Permanency
Teams**

3,646

**Camp Montvale
Attendees**

Since 2011, we have held 124 therapeutic camps at Camp Montvale.

172,348

**Total People
Served**

111,698

**Total People
Trained**

Includes trainings for foster parents, adoptive parents, professionals, and members of the community.

17,955

**Total Support
Group Attendees**

We have led 1,808 support groups throughout Tennessee.

LEADERSHIP



Nicole Coning, Chief Executive Officer

Nicole Coning has over 27 years of experience in the child welfare field with specialization in pre- and post-adoption support, family preparation for prospective foster and adoptive caregivers, and program development and organizational leadership. Nicole is a member of Harmony's Executive Team and Board of Directors; she has been with the agency since 2008. She transitioned to her most recent role after serving as Harmony's Chief Operations Officer. From 2015 - 2021, Nicole provided leadership as Tennessee's Site Implementation Manager for the Quality Improvement Center for Adoption and Guardianship Support (QIC-AG), a federally funded cooperative agreement sponsored by the Children's Bureau. It is Nicole's privilege to provide leadership and support to Harmony's 100+ staff who provide excellent, innovative services statewide so all may live their best lives.

Melissa Ballard, Board Chair **Director of Financial Planning Services, PYA Waltman Capital**

Melissa joined the board in 2019. Melissa is the Director of Financial Planning Services at PYA Waltman Capital, LLC. Her focus each day is to help the firm's clients connect their money to their lives, with the ultimate goal of helping them live more fulfilling lives with increased peace of mind surrounding their finances. Melissa earned her Business Administration degree from Queens University of Charlotte and is a CERTIFIED FINANCIAL PLANNER™. She was born and raised in Knoxville where she currently lives with her husband and daughter. She has served as a volunteer with Harmony's Equine Therapy program since 2017. She was drawn in by Harmony's targeted and impactful programs that help the most vulnerable in our community.



BOARD MEMBERS



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Karen Pershing - Metro Drug Coalition
Kathy Scourby - KNS Consulting
Anna Taubenheim - Cherokee Health Systems
Anthony Wise - Pellissippi State Community College
Bob Parker - Parker Business Consulting & Accounting

FINANCIAL REPORT

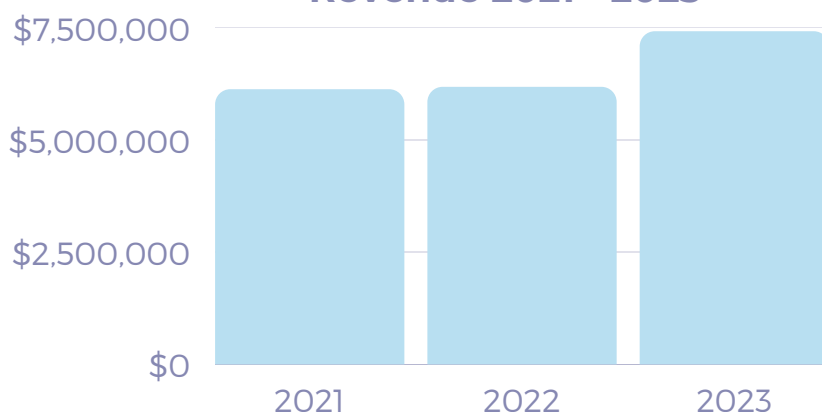


FISCAL YEAR 2023

REVENUE: \$7,411,426.49

With the addition of three new contracts in partnership with the Tennessee Department of Children's Services and expansion of some existing programs, Harmony grew by over \$1M and added 11 staff members in 2023.

Revenue 2021 - 2023



REVENUE

Note: Therapeutic Services, Fundraising & Grants, Community Training, and Private Adoption Services each represent less than 2% of total revenue.

Montvale 2.8%

Family Preparation
Program Contracts
34.3%

Family Support
Program Contracts
32.1%

Permanency
Program Contracts
26.6%

Montvale 4.7%

Administrative
8.2%

EXPENSES

Note: Grants and Community Training each represent less than 1% of expenses.

Client Care &
Services
86.7%

FOSTER CARE & ADOPTION PROGRAMS



Helping Families
Prepare

Finding Forever
Families

Supporting Adoptive
Families

In partnership with the Tennessee Department of Children's Services, Harmony offers support for children and families at every phase of the permanency journey.

ANDORA'S STORY

Meet Andora. This year, she was adopted after 2,504 days in foster care.

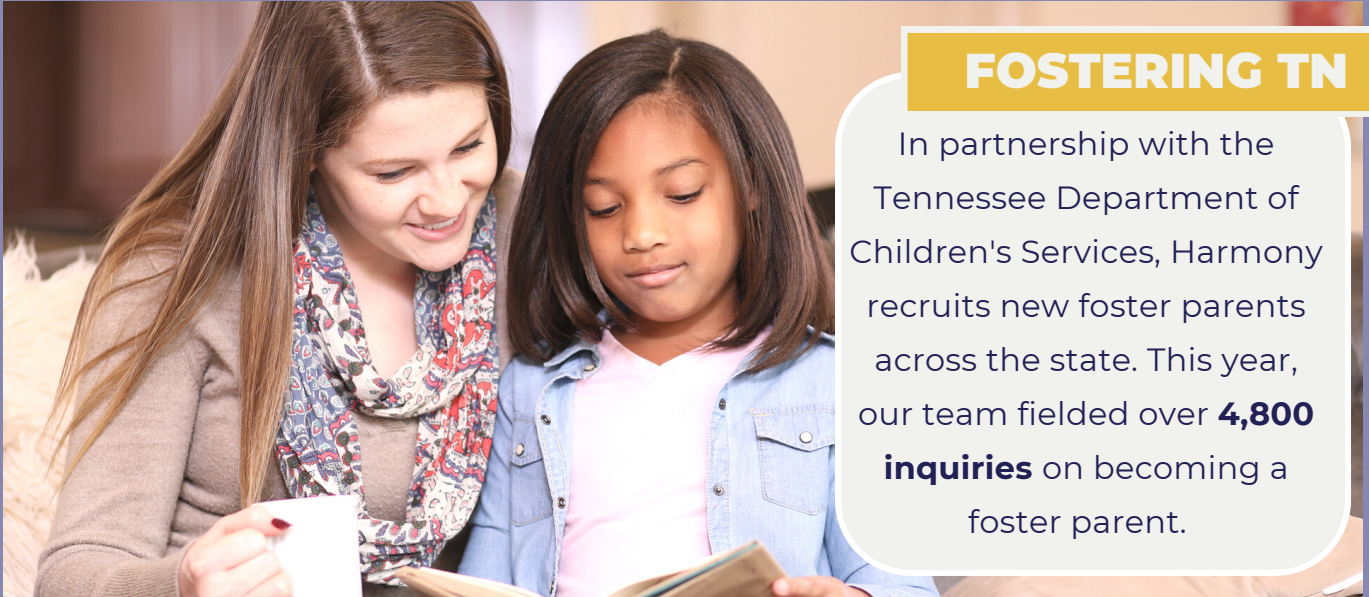
Andora came into state custody at the age of 9 and the search for her forever family began. She always hoped to find stable and committed parents and that's exactly what Amanda and Brent gave her. At the age of 16, she was finally adopted! Harmony's FOCUS (Finding Our Children Unconditional Support) and ASAP (Adoption Support and Preservation) programs had the honor of supporting Andora and her family as they navigated the adoption journey.



Harmony's dedicated, passionate staff work throughout Tennessee to find permanency for children and youth in need of a forever family, walk alongside them during the adoption process, and provide therapeutic support after the adoption has been finalized. At Harmony, we are resolute in our mission to ensure all children find the permanent, caring support they need and deserve.



HELPING FAMILIES PREPARE



FOSTERING TN

In partnership with the Tennessee Department of Children's Services, Harmony recruits new foster parents across the state. This year, our team fielded over **4,800 inquiries** on becoming a foster parent.



FOSTER PARENT TRAINING

Once a family decides to foster, they attend an intensive education course designed to orient prospective foster and kinship parents to the needs of children who are cared for in the child welfare system. Harmony helped train over **4,000 foster parents** this year.



HOME STUDY

Harmony receives referrals from the Department of Children's Services to complete home studies for foster families across the state of Tennessee. Home Study writers go to the family's home to conduct family interviews and assess the home for any safety concerns. This year, Harmony completed over **1,100 home studies**. Harmony also served **10 families** through private adoption home studies.



The kindness, understanding, and support shown to our family during this nerve wracking process made it a wonderful experience.

-Home Study Client

ASSESSMENT HOMES & HART

The Assessment Homes and HART (Harmony's Assessment Resource Team) Programs provide assessment services in partnership with the Department of Children's Services to ensure the best outcomes for children in custody. Staffed by master's level clinicians, these programs served a combined **73 children** this year.

FINDING FOREVER FAMILIES



Harmony's FOCUS (Finding our Children Unconditional Support) and Permanency Programs work together to find forever families for children in foster care. These children are often more challenging to place because of their length of time in custody, history of multiple home or residential placements, and their emotional and behavioral needs. These programs have served **1,439 children** this year resulting in **308 adoptions** and **321 children** finding other forms of permanency.



THE DESHIELDS FAMILY STORY

Meet the DeShields Family.

Our story began August 2018. We were not foster parents and we had never considered fostering. My husband George was asked to be a "big brother" of sorts to a foster child that attended our church. Five short months later the child had to be disrupted from his placement. We were asked to fill the gap for a couple of weeks until a new placement could be found.



We agreed but within 48 hours we were inquiring about being his foster parents! We did not want our little guy to continue bouncing around from home to home. We completed our foster parent training within 30 days! Home inspections, daily training, exhaustion, paperwork, paperwork, and more paperwork. Six months later we met the siblings of the child we had in our home. We inquired and within two weeks we had two foster children! Over the course of the next 3 years, we provided respite for several children and teens. In 2021 we were asked to foster a 15-year-old boy until placement or an adoptive family could be found. We agreed and a few short days later "we knew" he would be our son! In July 2022, the other two boys were also adopted. That brings our grand total of children to 9! Our home is still open for respite care. However, we have learned not to attempt writing our own story or those of the children in our care. God's plans are bigger than ours and He writes the ending!

SUPPORTING ADOPTIVE FAMILIES



Post-Adopt Annual Review

As of July 1, 2022, the state of Tennessee requires adoptive families receiving adoption assistance to provide the Department with medical/mental health documentation verifying the child has attended an appointment within the last year or educational documentation verifying the child is enrolled in school full-time. Harmony completes this work and was in contact with over **9.800 families** to complete their requirements this year.

ASAP & GSAP

The Adoption Support and Preservation Program (ASAP) and the Guardianship Support and Preservation (GSAP) programs provide evidence-based, trauma-informed therapeutic and educational services that are individualized to meet the unique needs of adoptive and guardianship families. Our seamless, statewide system of intensive in-home services, diverse educational offerings, and supportive enrichment activities are free to any family who has adopted or assumed guardianship through the public child welfare system in Tennessee. Harmony's clinicians served **407 families** through in-home therapeutic services this year.



"[Our ASAP therapist] brought trauma-based therapy in where other therapists have boldly told us there was nothing they could do for our child."

-ASAP Parent



Resource Center

The Resource Center is designed to provide adoptive families with training, community, and supportive services. This year, the Resource Center trained **1,671 adoptive parents**. The Resource Center also provides Educational Advocacy and Parent Coaching and served over **200 parents** this year through those programs.

Adoption & Guardianship Preparation Training (AGPT)

Harmony provides free, required training to all DCS pre-adoptive families in Tennessee. The curriculum is intended to help prospective adoptive and guardianship parents deepen understanding of themselves and their child. It is also intended to help build a lasting bond and commitment for families experiencing adoption or guardianship through the child welfare system. This year, Harmony trained **893 pre-adoptive parents**.

FUSE Groups & Events

FUSE (Families United Supported Engaged) groups and events are community support groups and social events held across the state to provide adoptive families with fellowship, support, and the opportunity for family connection in an accepting environment staffed by professionals with lived experience as adoptive parents. **321 people** attended FUSE groups and **287 people** attended FUSE events this year.



"Without you, we couldn't have done this."

-Educational Advocacy Client

COMMUNITY SERVICES

Therapeutic Services

Providing Trauma-Informed Community Mental Health

Montvale Springs

Providing Therapeutic Camps, Retreats, and a Community Gathering Place

Community Training

Providing Trauma-Responsive Support for our Communities

Harmony is committed to standing in the gap for unmet needs in our communities. Our expertise in the understanding and treatment of trauma allows us to provide mental health, training, and support for needs outside the child welfare system.

A photograph of a female therapist with blonde hair tied back, wearing a blue long-sleeved shirt, leaning over a table and smiling as she works with a young child. The child has blonde hair in a ponytail with a blue bow, wearing a pink long-sleeved shirt, and is focused on a task on the table. In the background, there is a shelf with colorful toys and a container of pencils.

THERAPEUTIC SERVICES

Harmony uses a range of modalities to serve adults, families, children, and adolescents through individual, family, and group therapy. Our clinicians specialize in the treatment of trauma and have served **185 clients** this year in the Knoxville area and statewide via telehealth.

Therapeutic Services clinicians also served **360 individuals** through community support group partnerships.




Nestled in the foothills of Chilhowee Mountain in East Tennessee, Montvale

Springs has long served as a gathering place for people of all ages seeking respite, healing, and restoration. Today, the 364-acre property is home to a variety of programs and services including

therapeutic camps staffed by Harmony's experienced team. We are committed to continuing to expand our programming to include children, families, adults, and communities who would benefit from the healing that takes place at Montvale.





"It's a positive experience and the best part is all the people who say, "Oh yeah...us too." You are not alone in your struggle, and you are supported here."

-Adoptive Family Camp Attendee

Therapeutic Camps

This year, Harmony hosted **17 therapeutic camps** at Montvale with **366 attendees**. Camps for foster and adoptive children and families are meant to build family attachment, strengthen skills, and offer healing through nature-based therapeutic activities including equine, drumming, yoga, hiking, crafts, a climbing tower and more.

Animal-Assisted Therapy

Montvale provides the perfect environment for healing through relationship with animals. Since the beginning of our equine-assisted therapy program, over **1,200 people** have had therapeutic interactions with our horses at Montvale.

Events at Montvale

Events held at Montvale Springs allow Harmony to continue to fund and expand our therapeutic work with children, adults, and families and ensure that Montvale continues to be a place of healing for generations to come.

This year, we held our 11th annual Mudder's Day Madness Mud Run at Montvale on May 13th. Proceeds from the event totaled \$45K and we hosted over 450 runners in our 5K and 10K races. We also hosted Music at Montvale featuring Scott Miller, a returning event after nearly 10 years. This event was a success, with proceeds totaling \$17K and over 250 attendees.

COMMUNITY TRAINING

Harmony provides nationally recognized training on trauma-responsive techniques and therapeutic practices to caregivers, professionals, and community organizations. Our trainers use the latest research, combined with their lived experience as parents and professionals, to present practical approaches to real-life challenges.

This year, Harmony offered **59 trainings** to the community that were attended by over **2,300 parents, professionals, educators, and community members.**



Training topics include:

- Therapeutic Parenting
- Education Advocacy
- Creating Trauma Responsive Learning Environments
- Beyond ACEs – Strategies and Techniques for Trauma Responsive Care
- Building a Trauma Responsive and Resilient Community
- Becoming a Trauma Responsive Faith Community
- Trauma Responsive Sports: Principles and Practices for Coaches
- De-escalation Strategies for Parents and Professionals
- Implementing Trauma Informed Practices in the Workplace
- Reflective Practices in Youth-serving Organizations
- Child and Youth Development



PROUD PARTNERS

We are incredibly grateful for each of our sponsors, community partners, and funders who make our work possible.



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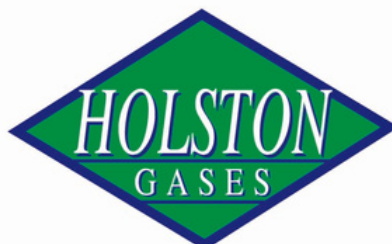


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harmony

so all may live their best lives

WAYS TO GIVE

Your contribution helps us sustain and expand our programming throughout Tennessee. With your invaluable support, we can continue to create innovative opportunities for healing and growth so all may live their best lives.



To donate, scan the QR code or visit harmonyfamilycenter.org/donate.

WAYS TO CONNECT

For updates on Harmony's programs, services, and upcoming events, follow us on social media!



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Platinum
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2023

Candid.

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