



2024

IMPACT REPORT



OUR TEAM

Nicole Coning,
Chief Executive Officer



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



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Sue Wilburn, Vice Chair - URise Consulting
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Emily Hodges - CVS Health

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Kathy Scourby - KNS Consulting
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Laura Sharp - Pershing, Yoakley, and Associates
Kerry Speth - Speth CPAs



108
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 Knox News Top Workplace as voted by our staff for the second year in a row.

CELEBRATING 28 YEARS

Over the past 28 years, Harmony has impacted thousands of lives.

Our mission is to create innovative opportunities for healing and growth so all may live their best lives.

Clients Served 190,907

Individuals Trained 114,117

Support Groups Offered 2,002

Camp Montvale Attendees 4,112

Therapy Provided 8,054

Adoptions Completed 2,811

OUR STORY

Founded in 1996, Harmony began as a private adoption agency. Since then, our services have expanded to include programming across the state of Tennessee that supports children and families at every phase of the foster care and adoption journey - from inquiring to become a foster parent through in-home support for adoptive families. Recognizing the need for family connection and attachment, Harmony purchased Camp Montvale in 2010 which we use as a therapeutic camp to host adoptive families, foster and adopted children, equine therapy, and as a gathering space for our community. Harmony has always been committed to standing in the gap where there are unmet needs and our work in the foster care and adoption field led us to specialize in experiences of trauma, their impact on the brain, and what it takes to heal. We have expanded our services to include training our communities on this vital information as well as serving the public via our outpatient therapy center in Knoxville.



FOSTER CARE & ADOPTION PROGRAMS

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

**HELPING FAMILIES
PREPARE**

**FINDING FOREVER
FAMILIES**

**SUPPORTING ADOPTIVE
FAMILIES**

MEET THE STOCKTON FAMILY

“When Maria and Jacob first opened their home, they had no idea what their family would look like in a year. They did not have to wait long as their very first placement was for a sibling group of 4, triplet girls with an older sister.

Overnight, they went from a family of 2 to a family of 6. They created a safe, loving, and nurturing home for these sisters. A little over a year later, it was a race against the clock to finalize their adoption before Jacob was to be deployed. This was one of the most emotional, inspiring, heartfelt adoptions I have ever had the privilege to play a part in.”

-Taryn Owens, Harmony Permanency Specialist



Harmony staff supported 347 families like the Stocktons to finalize their adoptions this year.

HELPING FAMILIES

PREPARE

This year our team...

Responded to 3,758 individuals
inquiring about becoming a
foster parent

Completed 865 home studies

Provided assessment and
resources that ensured the best
outcomes for 51 children in
foster care

Trained 3,854 new foster
parents to orient them to the
needs of children in foster care

"Thanks for easing my mind and giving
clarity to my unanswered concerns."

-New Foster Parent

EVERY STEP OF THE JOURNEY

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, medical, and behavioral needs.

These programs have served **1,130 children** this year resulting in **347 adoptions** and 348 children finding other forms of permanency.



Every child deserves a chance for a forever family.



"We were blessed by [our Permanency Specialist's] passion for adoption!! She walked alongside us through the entire journey and rejoiced with us when the adoption was finalized."

-Adoptive Parent

**FINDING FOREVER
FAMILIES**

SUPPORTING ADOPTIVE



Adoption & Guardianship Preparation Training (AGPT)

Harmony provides free, required training to all DCS pre-adoptive families in Tennessee. The curriculum is designed to support adoptive and guardianship parents in deepening their understanding of themselves and their child while building a lasting bond and commitment. This year, Harmony trained **879 pre-adoptive parents**.

Adoption & Guardianship Support and Preservation Program (ASAP & GSAP)

The ASAP program provides 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 **353 families** through in-home therapeutic services this year.

“You guys have been so gracious and extended services when we were in crisis and we are forever grateful...We’ve been in all kinds of therapy for 9 years and this has by far been the best!”

-ASAP Parent



FAMILIES

The Resource Center

The Resource Center is designed to provide adoptive families with training, community connections, and supportive services. This year, the Resource Center trained **922 adoptive parents** and served **706 people** via support groups and family connection events staffed by professionals with lived experience as adoptive parents. The Resource Center also provides Educational Advocacy and Parent Coaching and served **215 parents** this year through those programs.



Building Community Through Lived Experience

“I really appreciated her sharing the stories of real life circumstances with her adopted son.”

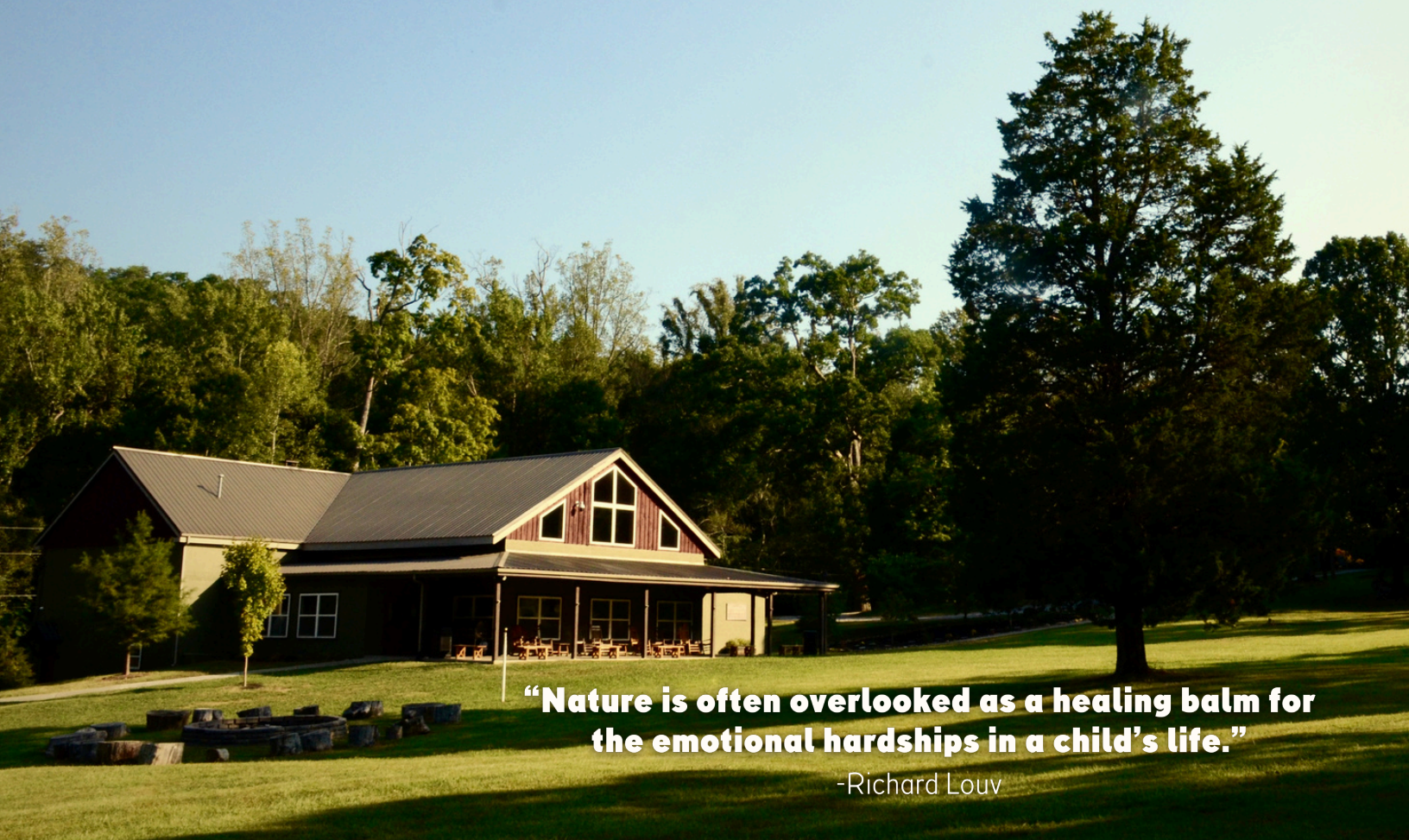
-Therapeutic Parenting Webinar Attendee



In 2023 Spaulding for Children, in collaboration with Harmony and other organizations received a five-year grant from the Children’s Bureau to facilitate the establishment of a National Center for Enhanced Post-Adoption Support. As a partner agency in the National Center, Harmony’s role includes development of a Post Permanency Support Model, and provision of technical assistance to states, tribes and territories who want to build more robust post-adoption programs. Harmony is fortunate to work alongside our national partners and use our expertise in post-adoption services to build support for families across the country.

Post-Adopt Annual Review Tennessee requires adoptive families receiving adoption assistance to provide 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 **10,264 families** to complete their requirements this year.

COMMUNITY SERVICES



“Nature is often overlooked as a healing balm for the emotional hardships in a child’s life.”

-Richard Louv

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 treatment, training, and support for needs within the child welfare system and beyond.

Montvale Springs

Providing Therapeutic Camps, Retreats, and Community Gathering Spaces

Therapeutic Services

Providing Trauma-Informed Therapeutic Support

Community Training

Providing Trauma-Responsive Support for our Communities



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 and restoration. Today, the 354-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.

Therapeutic Camps

This year, Harmony hosted **18 therapeutic camps and retreats** at Montvale with **540 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.



“We are more connected than ever and we can't wait to come back!”

-Adoptive Family Camp Attendee

Animal-Assisted Therapy

Montvale provides the perfect environment for growth through relationship with animals. Since the beginning of our equine-assisted therapy program, over **1,300 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 and ensure that Montvale continues to be a place of healing for generations to come.

This year, we held our 12th annual **Mudder's Day Madness Mud Run** at Montvale. Proceeds from the event totaled \$55K with over 615 runners in our 5K and 10K races. We also hosted **Music at Montvale** events featuring Scott Miller and Emily Ann Roberts with proceeds totaling \$42K and over 725 attendees.



Therapeutic Services



Our Therapeutic Services outpatient center 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 **162 clients** this year in the Knoxville area and statewide via telehealth.

Therapeutic Services clinicians also served **345 individuals** through collaborative partnerships with community providers.

Our team partners with local organizations to support their clients including The Restoration House, Fig Tree, Maryville City Schools, Olive Tree Early Learning Academy, and Knox County Schools.



Community Training & Retreats

Harmony provides nationally recognized training and retreats on trauma-responsive techniques and therapeutic practices for 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 delivered 50 trainings to the community that were attended by over 1,694 parents, professionals, educators, and community members.

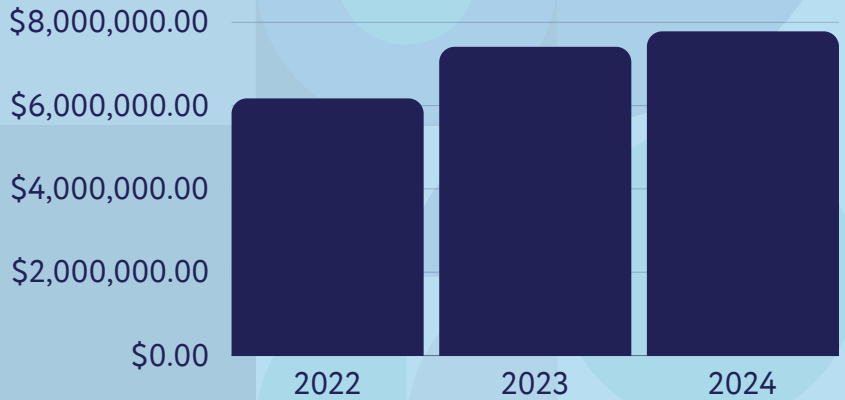


“To have a space where everything stopped and my [brain] “turned-off” was such a gift. By the end of the day I couldn’t stop smiling.”

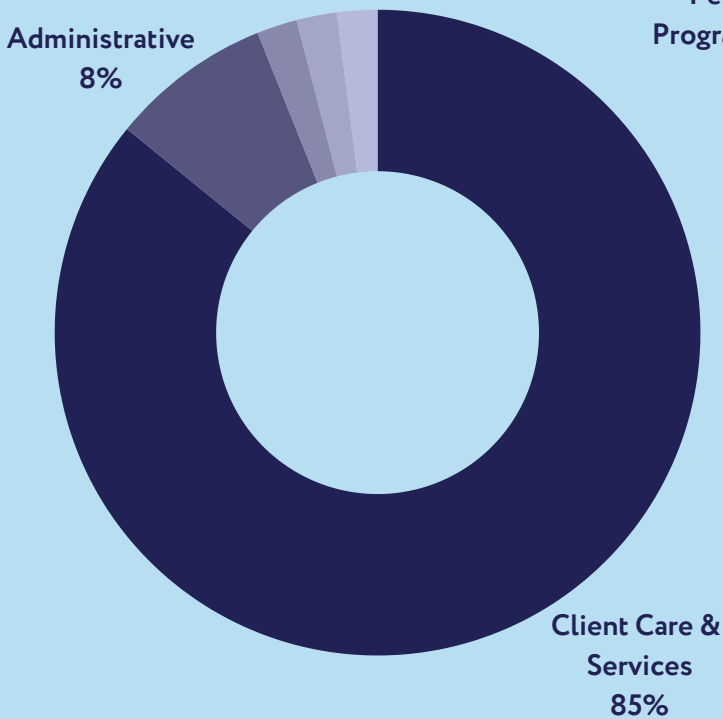
-Retreat Attendee

FINANCIAL REPORT

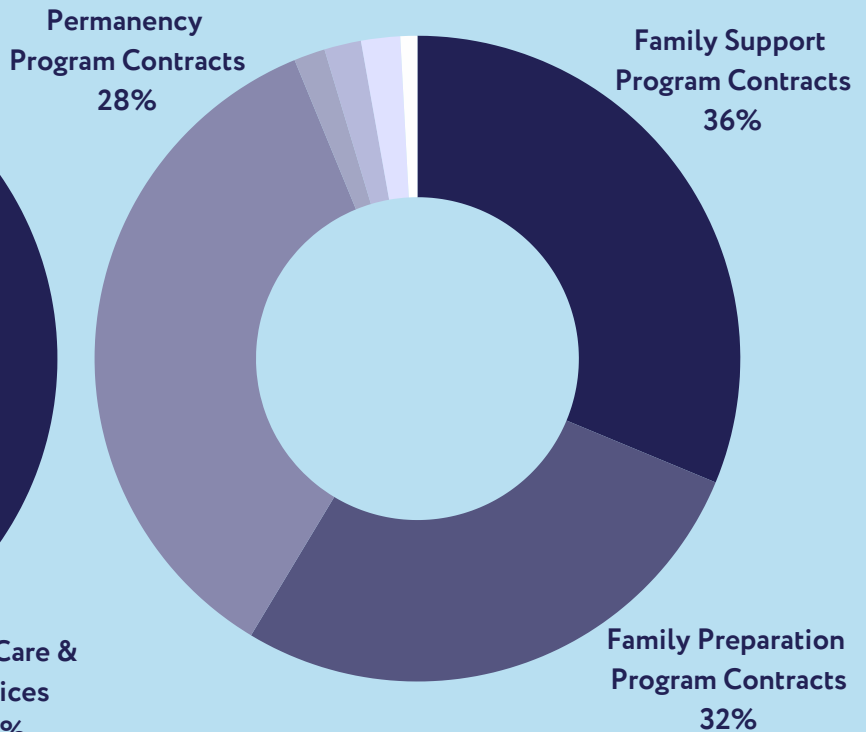
Fiscal Year 2024 Revenue: \$7,782,679.51



Expenses



Revenue



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

FRIENDS OF HARMONY

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



Melissa and Jim Ballard
 Randy and Terry Blevins
 Ann and Bill Drake
 Sam and Ann Furrow
 Lisa and Michael Green

Betty Hamilton
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 Marcy and Wesley Oberholzer
 John and Chasity O'Quinn
 George and Margaret Smither

Douglas and Sara Yoakley
 Bearden United Methodist Church
 East Tennessee Foundation
 Anonymous Friends





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!



Subscribe to our mailing list at www.harmonyfamilycenter.org.

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Platinum
Transparency
2024

Candid.

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