

***“We believe that
positive outcomes start with
intentionality”***



Annual Report 2020

impactlivingservices.org

Contents

features

04 Welcome To Impact Living Services

Welcome to Impact Living Services

05 Letter From The Executive Director

Adam Pavao,
Executive Director

06 Affect Change

Paul Tesi,
Chief Executive Officer

08 With Flying Colors

Passion Purdy,
Independent Living Youth

10 Relaunch

Travis Butner,
Director of Behavioral Health

12 Financial Info

Expenses and Revenue

13 Impact By Numbers

Fun facts about our growing organization by numbers



Welcome to Impact Living Services



Independent Living staff and youth at poetry event

“We believe that each youth and their family are much more than names and histories on paper”.

Since 2012, Impact Living Services has answered the call to change the “aging out” crisis of the foster care system.

Impact Living Services is a non-forprofit that was created with the goal of changing outcomes for children and youth in foster care”. The status quo was simply unacceptable.

Impact Living Services operates under the principle that no one is transformed by services alone , rather by outcome based services in the context of meaningful, engaged, and purposeful relationships.

Our independent living program has helped hundreds of youth (ages 17-20) throughout Virginia beat the odds against homelessness, joblessness, and incarceration by helping them to transition into adulthood with security, stability, and a strong support system.

Our growing foster care program is placing some of the most vulnerable children in our communities into safe, supportive and loving homes.

Impact’s behavioral health team has provided life changing counseling services with much-needed areas of specialization to thousands of people.

Letter from the Executive Director

While 2020 provided challenges for which no one was prepared, we are grateful to say that Impact Living Services experienced tremendous growth and strength in spite of a great deal of uncertainty. As the needs of at-risk children and families have increased dramatically since the beginning of the pandemic, we have adjusted our programming to meet those needs by adding to our behavioral health team, offering free counseling services to those in crisis in our community, and expanding our independent living services to the Northern Virginia territory.

We are grateful for your generous partnership and to have an opportunity in bringing help and healing to vulnerable children and families throughout Virginia. It’s because you’ve invested in us that we can invest in them.

Thank you,

Adam Pavao
Executive Director



Affect Change

Paul Tesij | CEO & Founder

CEO and Founder of ILS, Paul Tesi, smiled with tears in his eyes while recalling the organization's beginnings and revealing his hopes for the future. In 2012, Paul was semi-retired and leading a fairly comfortable life. What he assumed would be a small opportunity to do something positive and "give back" to Lynchburg turned into a growing operation that would begin meeting the needs of hundreds of vulnerable youth in his community. After having worked with foster children in a variety of settings for many years, Paul noticed a consistent pattern in their outcomes when they turned 18. The vast majority of children who had grown up in foster care and "aged out" ended up becoming homeless, incarcerated, or unemployed by the time they were young adults. While some of these outcomes stemmed from underdeveloped life skills, the bigger problem these youth faced was a lack in positive relationships. **"You can train anything or anybody to have skills, but if you don't have relationships that teach you how to forgive and be forgiven, how to be gracious, how to love, support, and encourage people-- if you don't have those things, life is lonely and isolated."**

That kind of relational deficit has obvious emotional and psychological consequences, but it also cuts people off from other individuals in society who are successful. Because of that, Paul wanted to create an independent living program that highly emphasized relationships in its approach to life skills training.

Since its inception in 2012, Impact has expanded beyond Lynchburg into 4 other cities, serving thousands of at-risk children and families throughout Virginia. Paul says that the difference being made in their lives is astounding. **"I've seen so many youth who were once completely disconnected from other people begin to grow into warm, caring, and connected individuals. They not only learned to care about others, but also to value themselves enough to get an education, work hard, and learn how to provide for themselves. The connections they've made with other people have led to better outcomes. I've seen it over and over again."**

Paul is hopeful and excited about what's in store for Impact, both in the continued expansion of its programming and its future generation of leaders. He's looking forward to Impact having a more permanent presence in its site cities with the purchase of town-homes that will house the youth in our IL programs. Furthermore, Paul is hopeful to see more members of the community get involved. **"You don't have to be the most talented person in the room, you just have to be willing to get your hands dirty and get into the game of trying. Whether it's being a mentor, foster parent, or donor—willingness to try something creates momentum that affects change."**



Passion Purdy at The Orchards Apartment Homes, where she lived for many years.



With Flying Colors

Passion Purdy | Independent Living

Passion completed our Independent Living (IL) program with flying colors in July 2020. Originally from Winchester, VA, Passion learned about an opportunity to join our Roanoke IL program from her DSS worker. Though she hadn't yet completed high school, Passion (with the support of her foster family) decided to take advantage of the opportunities that Impact offered and moved in before her senior year in 2017.

Although living in her own apartment was a little bit intimidating at first, she was instantly supported by the Impact caseworkers who welcomed her and showed her the ropes. **"They became like family members who helped me through to the end. They were always there for me, no matter what time of day or night it was".** Within 3 years at Impact, Passion was able to earn her high school diploma, find a job, open a bank account, purchase a car, and begin cosmetology school.

Passion says that the Impact team played a vital role in her becoming an independent adult when she turned 21. Not only did she develop essential life skills and meaningful relationships during her time in the program, but the Independent Living staff made sure she had everything she needed to succeed when it was time for her to live on her own.

"Just put in the effort, and Impact will put in 100 times more effort for you. I recommend their IL program 10/10."

Her caseworkers helped her find a safe and affordable place to rent, and she was even given some furniture and necessary items to set up her first apartment. **"I was sad to leave because I was going to miss everyone so much, but I felt prepared to move forward".** Passion says that the Independent Living staff assured her that if she ever needed

anything, she could always contact them. Even though she is living on her own, she knows that she will always be a part of the Impact family.

Relaunch

Travis Butner | Behavioral Health

Growing up as a pastor's kid, Travis always had a big heart for people and assumed he'd one day pursue a career in youth ministry. It wasn't until he was in college that he learned about the field of professional counseling. That's when the light-bulb went off: he could make a career out of helping people. The following years gave him great experience working at an in-home residential program for troubled teens. He moved from residential staff to house director to assistant residential director. **"From a professional standpoint, it was during that time that I learned how to work with kids who didn't want anything to do with me and help them find success. I also understood what it took to be a leader."** This season set the stage for Travis' future.

Over the course of the next 12 years, Travis moved to Virginia, completed his masters in counseling, and worked for the National Counseling Group, where he eventually became the director. After moving to Lynchburg, Travis opened and oversaw an NCG site that grew to become the third largest of its kind. Just when he thought he was at the height of his career, Travis received a call with a potential new role to consider: the Director of Behavioral Health at Impact Living Services. **"I realized that this would be an opportunity to create some-**

"I realized that this would be an opportunity to create something really special from the ground up."

thing really special from the ground up". At the beginning of 2020, that's exactly what he did.

Since Travis joined the Impact team, our Behavioral Health programming has grown by leaps and bounds. Under Travis's leadership, a new Electronic Health Record system has been developed and put into place. Our behavioral health team of professional counselors and residents (working toward licensure) has grown exponentially. The number of clients being served has skyrocketed, and we are now offering several forms of specialized out-patient and community-based services". One new program, the Boundary Project, focuses on bringing health and healing to children with sexually inappropriate problems. This service is high on prevention and helps prohibit the potential for sexual abuse to occur down the road.

While 2020 came with more global and personal crises than anyone could have imagined, we are grateful to have had such timely growth in our behavioral health services. In a weighty season where professional counseling needs were many, Impact was prepared to welcome hundreds of new clients with open arms. We are looking forward to continued growth and greater opportunities to bring hope and stability to our communities.



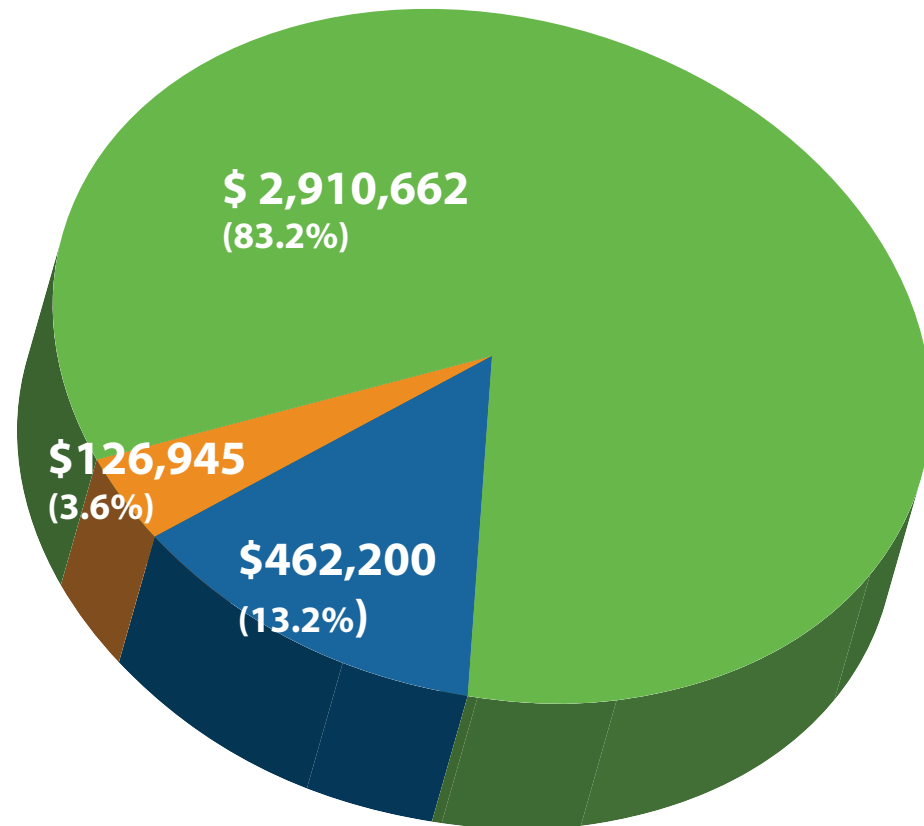
Travis with his two sons

Financial Data 2020

TOTAL EXPENSES \$3,499,807

- Program
- General/Admin
- Development

These financial statements are condensed and based upon the audited financial report



TOTAL REVENUE	\$3,739,626
Program Revenue:	\$ 3,508,628
Foundations:	\$ 200,000
Donations:	\$ 24,548
Other:	\$ 6,450



Impact by Numbers

72% Graduation Rate



36 of our **50** Independent Living youth hold high school diplomas/GED equivalent certificates.



63% Permanency for kids

Out of **22** kids placed in our homes in 2020, **14** achieved permanency.

50% Increase

At the beginning of 2020, our behavioral health department provided **350** clinical hours per month, and by December, served the community with **700** clinical hours.



In 2020 we opened another Independent Living apartment site, and now have **5** sites serving around **50** youth.





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