

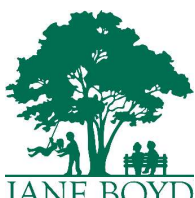
STRENGTHENING IOWA

for 48 years



2021 Annual Report

July 2020-June 2021



OUR IMPACT BY THE NUMBERS

26,455

Total individuals impacted by the Four Oaks Enterprise in FY21

699

served by our Education & Workforce Services

5,700

served by our Home & Community Services

940

served by our Juvenile Justice Services

1,433

served by our Residential Treatment & Shelter Services

6,369

served by our Behavioral Health Services

2,526

served by TotalChild®

7,412

served by our Foster Care & Adoption Services

1,376

served by our Affordable Housing Services

A MESSAGE FROM OUR PRESIDENT & CEO AND BOARD CHAIR

John F. Kennedy once said, “Children are the world’s most valuable resource and its best hope for the future.”

These words resonate with our mission, which is to **assure children become successful adults**. The Four Oaks Enterprise recognizes that when children are able to overcome obstacles to success, our families, homes, neighborhoods, and communities are stronger.

When a child or family comes to us, they may be facing a variety of challenges including under or unemployment, mental or behavioral health challenges, lack of parenting skills, unstable housing, poverty and more. Together, Four Oaks, Jane Boyd Community House and the Affordable Housing Network, Inc. (AHNI) are a family of organizations that work together to create a continuum of care that holistically addresses the diverse needs of Iowa’s children and families.

This innovative-collaborative approach, which is based on our TotalChild® service model, has enabled us to create positive long-term results for the children and families we serve as we support them on their journey to achieving stability, self-sufficiency and permanency.

In FY21, Four Oaks, Jane Boyd, and AHNI positively impacted 26,455 children and families across the state of Iowa. We were only able to do so because of the incredible support of our community partners, volunteers, donors, and others like **you**. Thank you for investing in the success of Iowa’s children and families by supporting us this past year.

With your support, we are creating a community that is committed to allowing our best asset, our children, to succeed and together, we can **Expect Success**.



Anne Gruenewald
President & CEO

A handwritten signature in black ink that reads "Anne Gruenewald".



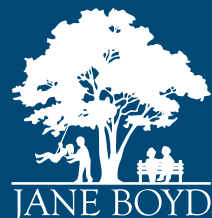
Lydia Brown
Board Chair

A handwritten signature in black ink that reads "Lydia Brown".



PARTNERSHIP OF AGENCIES

The Four Oaks Enterprise, comprised of **Four Oaks, Affordable Housing Network, Inc.**, and **Jane Boyd Community House**, work together to best serve children and families across Iowa. By combining resources and collaborating across programs and sites, we are able to create a continuum of care to address a variety of barriers to success. This comprehensive approach creates improved, more long-lasting results for those we serve.



Four Oaks assures children become successful adults.

Affordable Housing Network, Inc. provides decent, safe and sustainable housing which promotes stability for families and individuals, and creates community.

Jane Boyd enhances the academic, emotional and social well-being of children and families in our diverse community with programs focused on developing successful and productive adults.

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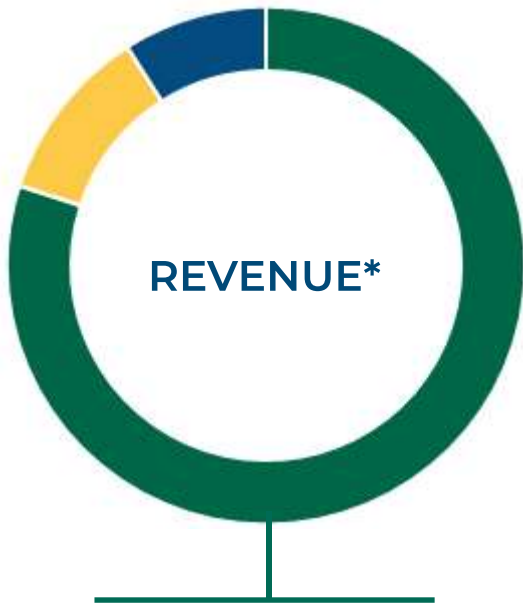
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Danielle Rocca
Administrative Officer

Mike Mitchell
Program Officer
Jen Royer
Program Officer
Renee Hawkins
Program Officer



FINANCIALS

*Pre-Audited Numbers



REVENUE*

Programming: 80%
Housing & Rental: 11%
Fundraising: 9%



EXPENSES*

Program Services: 90%
Management & General: 9%
Fundraising: 1%

PEOPLE ARE OUR GREATEST ASSET

216

volunteers in FY21

9,741

volunteer hours donated

\$102,280.50

dollar value of volunteer time

Our Locations



Ankeny
Bertram
Cedar Rapids
Chariton
Clinton
Dubuque

Grinnell
Independence
Iowa City
Marion
Marshalltown
Mason City

Ottumwa
Ventura
Waterloo
West Des Moines
Winterset

Our Staff

546

Full Time Employees

155

Part Time Employees

OUR PROGRAMS



FAMILY SERVICES

Our family services wrap around families, helping them succeed by giving them extra insight and direction—this involves everything from providing practical information about child developmental milestones and parenting techniques to financial literacy, housing, and support navigating the child mental health and child welfare systems.

Programs: TotalChild®, Family Development and Self-Sufficiency Program, Integrated Health Home, Parents as Teachers, Family Centered Services, AHNi's Tenant Based Rental Assistance, Financial Empowerment Programs, AHNi's Affordable Housing Properties



EDUCATION

These programs play a preventative role in the holistic approach to helping children be successful, by enriching their school and life experiences. Jane Boyd Achievement Academy operates after-school and summer programs that provide children with a safe, healthy atmosphere to learn and grow. Four Oaks provides innovative therapeutic classrooms to K-12 students across the state of Iowa and customized trauma-informed workshops, coaching, and consultation services for educators.

Programs: Alternative, Therapeutic, and Elementary Classrooms; Trauma-Informed Professional Development and Consultation; Jane Boyd Achievement Academy



BEHAVIORAL HEALTH

To meet children and families where they are in life, Four Oaks provides behavioral health therapy and skill-building programs at Four Oaks locations, in schools, and in families' homes. Skill-building programs look to address areas including anger management, peer/family relationships, problem-solving, social skills, and conflict resolution. Four Oaks also runs nearly a dozen residential programs that help children learn to control their behaviors, improve their self-esteem, and develop coping skills.

Programs: Behavioral Health Services, Psychiatric Medical Institute for Children, Qualified Residential Treatment



CHILD WELFARE AND EMERGENCY SERVICES

Finding safe and loving homes for children and teens is a basic need when looking to support kids from every angle. Four Oaks works on multiple fronts to recruit and retain foster parents, assist foster youth aging out of placement, support special needs adoptions, and provide emergency and temporary shelter services and supervision to runaway, homeless, delinquent, and transitional adolescents.

Programs: Four Oaks Family Connections, Foster Group Care Services, Iowa Aftercare Program, Safety and Permanency Services, Shelter Program, Diversion Services



WORKFORCE DEVELOPMENT

The Four Oaks Enterprise works to ensure the success of teens and young adults entering the workforce and of the local entrepreneurial community through education, mentorship, and job shadow and internship opportunities. These programs work to empower and equip the next generation of our communities' valuable workers and productive citizens to be successful.

Programs: TotalChild® Workforce, Jane Boyd PATHS, Empower by GoDaddy in partnership with Jane Boyd



JUVENILE JUSTICE

We support kids in making positive changes in their lives to reduce the likelihood of future involvement with the criminal justice system. Four Oaks offers several programs that help juvenile offenders stay in the community under strict supervision while learning skills to be successful. Four Oaks also provides family therapy and residential placements for delinquent youth who need additional support.

Programs: Supervised Community Treatment, Sexual Abuse Treatment and Re-Orientation Program, Functional Family Therapy, Transition Facilitator Plus

2020 was a shift for both the world and for our organization.

Both the COVID-19 pandemic and derecho created unique barriers to success for those we serve. Nevertheless, in the face of great need and crisis, Four Oaks, Jane Boyd, and AHNI came together to ensure that the most vulnerable members of our community were cared for and safe.

When the COVID-19 pandemic hit in March 2020, we became even more focused and determined to ensure the success and safety of Iowa's children and families. From adding protective measures like the use of Personal Protective Equipment in all of our residential and shelter programs, to moving other programs virtual, we adapted and responded to these challenges with resilience.

We again responded with resilience and strength when a derecho blew through our community leaving destruction and devastation in its wake. Our staff worked tirelessly to ensure that our children and families were being cared for and getting connected to resources and supports, all while dealing with their own damage from the storm.

Whether it was setting up generators for our residential treatment programs or passing out hot food and non-perishables in the hardest-hit neighborhoods, our staff and volunteers remained committed to helping those in need through some of the most difficult circumstances our community has ever faced.

“Our families were already under a lot of stress from the pandemic and all of the uncertainty and instability it had created around things like school and employment,” one caseworker said. “To then face an additional trauma with the derecho was extremely difficult for a lot of our families.”

Combined, Four Oaks, Jane Boyd, and AHNI experienced more than **\$1 million of damage** that was not covered by insurance. And throughout our Linn County facilities and properties alone, we lost an estimated **400 trees**.

As we see the needs of those affected by both the pandemic and derecho persist, Four Oaks, Jane Boyd, and AHNI remain committed to ensuring that all members of our community have the support and resources they need to achieve success—**no matter the challenges that come our way.**

A YEAR OF CELEBRATION



CELEBRATING 10 YEARS OF TOTALCHILD®

In 2011, Four Oaks radically transformed the way it approached its service delivery.

The organization recognized that in order to better guarantee long-term results for children and their families, it needed to look at the whole child; the TotalChild.

This unique approach to service delivery that addresses four key risk factors in a child's life, including childhood basic needs, education and work, family, and community, was developed by Four Oaks Enterprise President & CEO Anne Gruenewald, who is retiring in 2021 after 40 years of service to the Four Oaks Enterprise.

Gruenewald realized that human-services agencies had spent too long concentrating their efforts on helping children based on a single factor and instead needed to focus on addressing all the barriers to success that a child may face. She also recognized the importance of helping and monitoring children's progress into adulthood.

In 2022, Four Oaks is preparing to launch the third phase of TotalChild, designed to reach and maintain health and wellbeing for three generations.

"It's based on the idea that when children hurdle all obstacles to success, our families, homes, neighborhoods, and communities are stronger," Gruenewald said. "TotalChild looks broader and deeper at the obstacles facing youth so that we can bring them to stability in the short-term and help them to become successful adults in the long-term."

After its successful launch in 2011, Four Oaks introduced the second phase of TotalChild, TotalChild Workforce, in 2017 which focused on supporting teens and young adults through high school graduation, into and through post-secondary training or education, and into a stable job and self-sufficiency by age 26.

"TotalChild has transformed the way Four Oaks approaches its service delivery and as we celebrate 10 years of TotalChild this year we recognize and thank, Anne, for all that she has done to ensure the success of Iowa's children and families," Lydia Brown, Four Oaks Board Chair, said.

89% of families served by TotalChild achieve stability



CELEBRATING 100 YEARS OF JANE BOYD COMMUNITY HOUSE

In 1921, a forward-thinking teacher and social worker named Jane Boyd founded the Community House—a place where people from the most-vulnerable communities in Cedar Rapids could connect with resources to help meet their basic needs. At a time when federal welfare programs did not yet exist, Jane pioneered a holistic approach to enhance the academic, emotional, and social well-being of children and their families.

“Over time, program offerings have changed,” former Jane Boyd Executive Director Dorice Ramsey said. “The needs from 1921 are very different from the needs of today.”

What hasn’t changed is Jane Boyd Community House’s commitment to remain flexible and respond to emergent community needs.

“Jane Boyd is all about resiliency,” said

current Director Megan Isenberg. “During the floods of 2008 and 2017, we opened our doors as a crisis supply center and for drop-in childcare. Throughout the pandemic and the derecho, we adjusted to a constantly changing educational environment and have remained fully operational for in-person programming.”

Community support makes it all possible.

In FY21, with a \$25,000 gift from Alliant Energy, Jane Boyd launched a campaign to raise \$100,000 in honor of the organization’s 100 years of service.

“We are so fortunate to have partners like Alliant who care deeply about the future of our community,” Megan said. “With the help of our supporters, I look forward to continuing our work of empowering children and families for many years to come.”

94% of Achievement Academy youth reported feeling a positive sense of self in FY21

GROWING C

WORKFORCE

TotalChild® Workforce is an innovative education and training pathway that helps struggling youth achieve educational goals, successfully transition to adulthood, and earn a living wage by age 26.

Although the pandemic created some challenges for enrollment, the TotalChild Workforce team embraced virtual solutions to connect with teachers, businesses and youth. And because younger enrollees are more likely to stay in the program long-term, our partnerships with local high schools are especially critical.

As youth progress through education or training, work-based learning experiences help them explore potential careers. When social distancing halted in-

person meetings, volunteers from local businesses led virtual job shadows to help youth develop the skills they will need to succeed in the field of their choice.

Because hands-on experience is one of the best teachers, we partner with businesses like Koch Landscaping and Hauling to offer those opportunities. Several TotalChild Workforce youth have completed internships with Koch and two have been hired full time.

"They've impressed me every step of the way," Owner Travis Koch said. "Just giving them the chance to see what they can do and what they want to do is pretty big. I am so thankful for

what TotalChild Workforce does and that I have the chance to meet these kids."



EDUCATION

Because students come into the classroom with individual needs, educators and schools are challenged to support students on their unique journey to academic success.

That's where Four Oaks comes in.

We collaborate with school districts across Iowa to create school-based programs to meet the needs of at-risk students. Our innovative therapeutic classrooms support students who are struggling to regulate their emotions due to mental health and trauma and help prepare them for a successful return to the traditional classroom setting.

In FY21, in partnership with the Garner-Hayfield-Ventura Community School District, we were able to grow our impact by establishing a new therapeutic classroom site in the North Central Iowa community of Ventura, Iowa.

"Meeting the needs of children is more challenging than ever," Tyler Williams, Former Superintendent

of the Garner-Hayfield-Ventura Community School District, said. "Area school districts are thrilled to have Four Oaks as an option to meet these needs."

For students like "Alex" (not his real name), the Ventura therapeutic classroom has transformed school from struggle to success.

"School was not always a place Alex wanted to be," Kelli Mitchell, Senior Program Manager, said. "He had difficulty regulating his emotions, which resulted in episodes of physical aggression and running away. Staff worked hard to build a positive relationship with him through patience, consistency, and safety. Co-regulation strategies, social skills and trauma groups helped Alex learn how to communicate his needs and what he is feeling in the moment instead of acting on it."

Alex now has a positive outlook on school, is able to role-model skills he has learned, and shows pride in his schoolwork.



OUR IMPACT

MENTAL HEALTH

The past year has been one in which many people have grappled with their mental health and the instability of their environment.

With the pandemic limiting in-person interactions, the Four Oaks Enterprise had to adapt and find new ways to deliver services. Our therapy services pivoted to incorporate virtual therapy as an option in an effort to serve as many as possible despite the limitations facing our staff and clients.

“It provided our children and families with some consistency in a time when there were a lot of unknowns for all of us,” Blake Johnson, a Four Oaks Therapist, said. “Even though it was different meeting someone over a screen

instead of real life, there were still a lot of advantages. Most importantly, we were able to see a lot of kids we

otherwise wouldn't have been able to.”

“Luke” (not his real name), one of Blake's youth therapy clients, was grateful for the virtual option.

“My online meetings with Blake are the same as they would be if we were in person,” Luke said. “It was soothing to know that counseling was still an option. Four Oaks has not only helped me to become a better person, but it has also helped me get my relationship with my mother back. Blake is a great counselor and I love meeting with him.”



HOUSING

The Affordable Housing Network, Inc. (AHNI) works to increase sustainable, affordable housing in both Linn and Dubuque counties. FY21 saw an expansion of these efforts in Dubuque, when AHNI took ownership of and implemented a plan to rehabilitate Bishop's Block, a 32-unit affordable housing property. The project expands upon the goal AHNI began in 2019 to rehab five Dubuque houses per year through 2024 and make those affordable homes available to low- and moderate-income residents.

To ensure vulnerable individuals have the resources and support they need to maintain stable housing, the Four Oaks Enterprise coordinates affordable housing with intensive case management services. Brigitte Connolly, a Supportive Housing Coordinator and Tenant Relations Specialist, has an office in Bishop's Block, which helps her meet the needs of a diverse population, including seniors, families with children,

and people with disabilities.

For Michael, a Bishop's Block tenant who is legally blind, this meant helping connect him to employment.

“I tried to get a job but I felt like a lot of people just kind of shut the door on me and didn't give me a chance because of my disability, not knowing what skills I could bring to the table,” Michael said.

Brigitte, however, was impressed by Michael's commitment to helping other tenants and ensuring the building stays safe and comfortable for everyone. She connected him to a position with AHNI that provides a stipend—and experience.

“Michael assists the maintenance staff, including cleaning common spaces and taking out the trash,” Brigitte said. Michael has gone on to

land two other jobs with businesses in the community.

“I want to say thank you to Brigitte for giving me a chance at this job,” Michael said. “I enjoy helping with the upkeep of the property because this is my home.”



YOUR IMPACT

Iowa's children, families, neighborhoods, and communities are stronger because of **you**. Thank you to those who supported Four Oaks, Jane Boyd, and Affordable Housing Network, Inc. in FY21. Because of you, we positively impacted the lives of **26,455 children and families** across Iowa.

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Allied Glass Products
Almost Famous Popcorn
Amazon Smile
Applebee's Neighborhood
Grill and Bar - CR Collins Rd
Applebee's Neighborhood
Grill and Bar - CR SW
Appleby & Horn Tile Company
Armstrong Development Co.
Austin E. McGee & Emma
Barr McGee Charitable Trust
BackSwing Golf Events, Inc.
Bankers Trust
Banklowa - Edgewood Pkwy
Banklowa - Independence
Basepoint Wealth, LLC
Becker Daycare
Bel-Aire Home Improvement
Benchmark, Inc.
BerganKDV

Beta Sigma Phi - Iowa Zeta Phi
Chapter
BGHN Associates
Bimm Ridder Sportswear
BluSky Restoration
BMO Financial
Brown Deer Golf Club
Bruegger's
Busse Foundation
Cafaro Foundation
Calvary Community Church
Cassill Motors
CCB Packaging, Inc.
Cedar Rapids Area
Association of Realtors
Cedar Rapids Bank & Trust
Cedar Rapids Police
Department
Centro, Inc.
Chomp Delivery
Climate Engineers, Inc.
Coe College
Collins Aerospace
Collins Community Credit
Union
Community Foundation of
Greater Dubuque
Coralville Marriott
Cornell College Civic
Engagement
Cornerstone Church of Ames
Country Kitchen
Crosspoint Church
CRST, Inc.
DaisyMae Photos
Dakota Red Corporation
Dave & Sons LLC
Dave Schmitt Construction
Dean Snyder Construction
Rapids Reproductions
Delta Dental of Iowa
Drop Inn Ministries
Dubuque Bank & Trust
Dubuque Racing Association
& Mystique Casino
Dupaco R.W. Hoefler
Foundation
EnPointe Marketing
Enterprise Holdings
Enterprise Holdings
Foundation
ESCO Group
Ewing Marion Kauffman
Foundation
F&M Bank
Farm Credit Services of
America
Farmers State Bank
Finnin Family Foundation
First Citizens National Bank
Charitable Foundation
First Congregational United
Church of Christ
First Lutheran Church Cedar
Rapids
First Presbyterian Church -
Cedar Rapids
Frontier Co-Op
Future Ready Iowa Employer
Innovation Fund

Geisler Brothers Co.
 General Mills Foundation
 General Mills, Inc.
 Giacoletto Foundation
 Gianna's Italian Beef
 Graham Construction
 Great Western Bank
 Greater Cedar Rapids
 Community Foundation
 GreenState Credit Union
 Guy Carpenter & Company,
 LLC
 Habitat For Humanity
 ReStore
 Hallmark Keepsake Dreamers
 Club
 Hall-Perrine Foundation
 Hands in Harmony - Cedar
 Rapids
 Hands in Harmony - Marion
 Hassinger Enterprises, LLC
 Haven Massage Therapy and
 Wellness
 Hawkeye Area Community
 Action Program (HACAP)
 Hawkeye Ready Mix
 Heartland Asphalt
 Hills Bank and Trust
 Company
 Hunter Companies
 Hy-Vee
 IBEW Local 405
 IBM Employee Services
 Center
 Ingredion Charitable
 Foundation
 International Paper
 Foundation
 International Paper/Cedar
 River Paper Mill
 Iowa Department of
 Homeland Security and
 Emergency Management
 Iowa Department of Human
 Services
 Iowa One Gift
 Iowa United Methodist
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 J.P. Morgan
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 McDonough Foundation
 Heartland Asphalt
 Jung Family Charitable
 Foundation
 Kay Construction LLC
 Kepros Physical Therapy and
 Performance
 King's Material, Inc.
 Kintzle Farms, Inc.
 Kirkwood Community College
 Knutson Construction
 La Cantina
 Lil' Drug Store Products
 Linn Area Credit Union
 Linn County
 Anesthesiologists, PC
 Linn County Deputy Sheriff
 Charitable Association



Linn County EMS
 Lost Island
 Lovely Lane United Methodist
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 McIntyre Foundation
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 Mellow Mushroom
 Mercy Medical Center - Cedar
 Rapids
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 Million Dollar Round Table
 (MDRT) Foundation
 Monticello Rod & Custom Car
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 Nationwide Insurance
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 New Beginnings Church
 New Life Center - Des Moines
 Dream Center
 New Life Church
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 North Liberty Coop Pantry
 Ohnward Bank and Trust
 Old Neighborhood Pub
 One Mission Fundraising, Inc.
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 Paws for Perfection
 Pearson
 Peoples Church Unitarian
 Universalist
 Performance Contracting,
 Incorporated
 Pipe Pro, Inc.
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Precision Metalworks
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 Raining Rose
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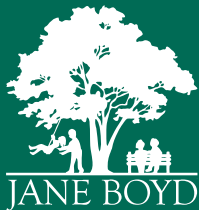
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