



childhood lasts a lifetime

ALEXANDER YOUTH NETWORK
2022 ANNUAL REPORT



a child's life
is like a
piece of paper

on which
every person
leaves a mark.

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from the board

Thank you for making 2022 a great year for Alexander Youth Network. This has been a year of rebuilding and returning to in-person service for our programs. Because of the generosity of donors like you and our amazing staff, Alexander Youth Network continues to be the leading provider of children’s mental and behavioral health services. Our combined agencies served over 10,000 youth and their families in 2022.

At Alexander, we believe a child’s past trauma should not determine their future. We are committed to providing trauma-informed care in the right amounts, for the right amount of time, and in the right way to meet the needs of the children and families who come to Alexander for healing. We spent much of 2022 focusing on our programs and ensuring they operate at maximum capacity. We invested energy, time, and money into our team. The work Alexander does is tough and emotionally draining. We believe our people are our most valuable asset in providing quality care; therefore, we had a renewed focus on our team. To that end, we have hired a new Chief of People and Culture, who hit the ground running over the summer. She had already implemented new training focusing on “taking care of the caregiver.” AYN conducted an employee engagement survey to glean insight into our staff members’ wants and needs so they can most effectively meet the needs of the children and families we serve. Like many organizations across the country, we struggled to maintain enough staff. However, we are proud to say that with an increased focus on staff needs, our recruitment and retention numbers climbed in 2022.

Our Facility Based Crisis Center (FBC), which was opened in October 2021, has seen a steady increase in numbers served and exceeded our expectations. We are thrilled this service has been so well received by referral sources, partners, and clients. While it is sad that a

service like the FBC is so needed, we are encouraged that so many are able to access this unique support during times of crisis.

Our Day Treatment programs are back in person and our classrooms are full again. Day Treatment is a critical service for students experiencing mental health challenges at school. It allows them to stay on grade level while Alexander helps them learn to manage their mental health challenges more effectively. We worked hard in 2022 to bring these programs back in person following pandemic-related school closures and are proud to operate 12 of these programs across the state.

We are so grateful to donors, our community partners, and staff for making 2022 a year to remember. A year when normal didn’t seem possible, but it became a reality. The mental health needs of our community are increasing--Alexander Youth Network is able, willing, and up to the challenge of meeting those needs.



Thomas Korona
Thomas Korona, Board Chair,
Alexander Youth Network



Rick Beckman
Rick Beckman, Board Chair
Alexander Children’s Foundation



N. Craig Bass
N. Craig Bass, Chief Executive Officer,
Alexander Youth Network



Lynn Crutchfield
Lynn Crutchfield, President,
Alexander Children’s Foundation



learning skills that last a lifetime

Meet Lewis: a full-of-life 8-year-old who's creative and loves to build things. When Lewis came into our Intensive In-Home service, he had violent outbursts and physical fighting. His behavior was becoming intolerable at home and his mom didn't know how to get Lewis to control his emotions and temper. Lewis is the third of four siblings; he has an older brother, Charles, and two younger sisters, Charlotte and Lilly.

On the way to school one morning, Charles and Lewis got into a physical altercation on the bus. The police were called and mom had finally reached her limit; she had tried everything to stop the fights between her sons! So, she reached out to Alexander Youth Network for help. Lewis entered our program and was a bit of a mystery from the beginning. Lewis had not experienced any early childhood trauma; he was quiet at school and stayed out of trouble with the police. That was until the fight on the bus. While he was difficult at home and fought often with his brother, he was also very protective of his youngest sister and often stood up for her.

Lewis was not into electronics or TV but loved to be outdoors and could keep himself entertained for hours. He even built his own sandbox out of wood scraps a friend of the family used to bring to him. After several months of working with Lewis, his treatment team was able to offer a diagnosis of autism spectrum disorder (ASD). This diagnosis opened the door to establishing effective coping skills that would work well for him. Skills that would help him identify and manage his emotions.

His therapist, Thandi, worked with Lewis to bring him small "incentives" each time he maintained his behaviors at school and home. He absolutely loved his "treats."

He began to internalize and use the coping skills his team worked so hard to develop just for him. Skills like taking breaths before responding, counting to 10, and using his words instead of hands; all of these were being incorporated with the whole family. Once the team and Lewis' family understood that Lewis' challenges resulted from his diagnosis and understood what it means to have autism, it was easier to develop new ways of engaging with each other. Using behavior management therapy is often a very effective way of treating ASD. These "incentives" Lewis received were reinforcing his positive behaviors. He was beginning to make those connections between his behaviors and the consequences around him. His family grew in their understanding that their approach and way of responding to Lewis heavily influenced the outcome of their interactions. The beauty of our Intensive In-Home therapy is the amount of time our team is in the home working with the whole family. This gives opportunity for everyone in the family to learn new skills and behaviors and not just the child in our care.

"The beauty of our Intensive In-Home therapy is the amount of time our team is in the home working with the whole family. This gives an opportunity for everyone in the family to learn new skills and behaviors and not just the child in our care."

Thandie Bowling
Intensive In-Home Team Lead

One of the special things Lewis loved was birthday cake. So for his discharge meeting, Thandi and the team brought him a birthday cake to celebrate his achievements in the program. Lewis is no longer in our program, but what he gained while he was with us has stayed with him. His mom keeps in touch with the team and reports that Lewis is doing very well and has had no fights or outbursts.

helping kids heal the past for a better tomorrow

At Alexander, we believe a child's past trauma should not determine their future. One of the ways we bring hope and healing to the trauma of a child's past is by having dedicated staff. Staff who care for our kids like they are one of their own children. Nikki Cannon is one such staff member!



Nikki has been at Alexander for over 13 years providing much needed love and support to many, many children. She began as a mental health clinician, served as a recreation therapist, working her way to supervisor in our Psychiatric Residential

Treatment Facility and now serves as Alexander's Program Operations Manager. When asked why she has stayed so long, Nikki responded by saying "I believe very strongly in our mission and ongoing efforts to improve the quality of care we provide for our clients and families, as well as improving the work environment and job satisfaction of our employees".

Nikki understands what it takes to do this work. She believes "the children we serve are not bad, they are the result of the bad things that were done to them, and things they have experienced outside of their control. They deserve patience, love and understanding". One message she would like for others to hear is that our children are resilient. "They can make progress in short periods of time given the trauma that they have suffered and the power of positive relationships in their recovery".

When Nikki was working with one particular 12-year-old boy, she experienced firsthand the highs and lows of working with children who have experienced severe trauma. Prior to coming to Alexander, JJ had a history of trauma including verbal and physical abuse. He

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Nikki Cannon
Alexander's Program Operations Manager



was both a witness and a victim of this abuse. He had spent time in several other residential programs without much success. He was aggressive toward adults, disruptive in class, and combative with his peers. His treatment required a collaborative approach to stabilize his medications, to identify and modify interventions and coping skills so he could better regulate his behaviors, to learn focus in the classroom, and to begin building relationships with those around him. After several months in our PRTF program, he was able to transition to one of our Day Treatment programs. From there, JJ eventually returned to a regular school for the first time since age six. The trauma of his past did not define his future. The negative impact of people's words and actions in his past was healed through the care and support given by everyone at Alexander. He overcame and survived his trauma due to the caring, understanding and consistency of staff like Nikki Cannon.

Thank you, Nikki for making a difference in the lives of the children at Alexander.





leaving their mark for good

519

volunteers in 2022

Each one, represented by a fingerprint on this page, supported our kids and staff in a wide variety of ways including tutoring, mentoring, pen pals, and leading virtual extra-curricular activities.

4,861 hours totaling
\$145,584
of in-kind work*

One of the most wonderful and valuable opportunities Alexander Youth Network offers is the ability to interact and engage with the children we serve. Volunteers are an essential component of providing truly trauma-informed care. Research has shown that attention from an adult who isn't paid improves outcomes and the integration of coping skills. We are so blessed to have volunteers like Emily Bramwell, who serves as a lunch buddy to Jenna. Jenna is "a spunky and hilarious 9-year-old in our Psychiatric Residential Treatment Program." Emily and Jenna spend their time coloring, painting fingernails, or going on nature walks around our 67-acre campus.

Married to Matt and mom to 9-year-old twins, Whit and Ellie, and 7-year-old Gray, Emily owns Greentree Homes which specializes in large-scale residential design and project management. Although Emily spent most of her childhood in Charlotte, she wasn't introduced to Alexander until her adult years when she became involved through corporate volunteer events. Since then, she has participated in donation drives for Alexander at her children's school, St. Gabe's. One day a good friend and Alexander Children's Foundation board member, Olivia Summerford, mentioned that she serves as a lunch buddy at Alexander. Immediately, Emily knew she wanted to be a lunch buddy, too.

When asked why she volunteers or what surprised her most about her experience, Emily said a quote from the Dalai Lama sums it up, "The intelligent way to be selfish is to work for the welfare of others." She can tell "by the smile on Jenna's face that I brighten her day, and it's no secret she brightens mine. The pick-me-up after being at Alexander leaves me wanting to come back time and again."

While there are many ways to become involved, from events, tutoring, donating, Angel Network, and more,



Emily thinks starting small is best. "There are so many opportunities to help at Alexander, and the right opportunity will present itself."

Emily wants people to know that "the respect and care that AYN shows the children in their care is amazing." The children at Alexander have experienced more in their short lives than many adults. On campus, children don't only receive academic instruction and their needed therapies; they learn respect, manners, and the importance of taking care of their mental health. Emily knows this firsthand because she has listened to Jenna explain the importance of knowing how to manage her feelings and share about her breathing exercises and meditations. These are skills we can all use in daily life. Emily gives Jenna a sense of belonging and that she matters to someone. A gift we all need and deserve.

Alexander is so grateful for our volunteers like Emily, who enhance our work and leave their mark on kids' lives in such positive ways. Volunteers are critical to providing a sense of family, connection, and meaning. Thank you, Emily, for planting seeds in Jenna's life that will grow over time and last a lifetime.

surrounding families

with a full range of services

The first step is as important as the last. This statement could not be truer at Alexander Youth Network. We have an array of services that values each step along the way during the treatment process. Shawna’s story illustrates how our continuum of care helps to meet the needs of our kiddos for the right amount of time, in the right service and in the right way.

Shawna, a petite and feisty 11-year-old, came into our care through our Facility-Based Crisis Center (FBC) in Greensboro. It is a place where children who are experiencing a mental health crisis, suffering from substance use, or struggling with thoughts of harming themselves or others can come to get stabilized and evaluated to determine a course of treatment for them. Shawna did not want to live anymore; she didn’t feel worthy of love and was struggling with depression and anxiety. She was running away from home and engaging in self-harm behaviors. She needed a level of supervision she could not get at home.

After two weeks at the FBC, Shawna began receiving services through our Intensive In-Home program (IIH). Although everyone agreed Shawna needed a longer term psychiatric residential care, there was not an open spot for her anywhere in North Carolina. Lack of appropriate beds for children needing residential care is a huge problem across the state. Our IIH team worked closely with Shawna and her family to keep her safe while at home and began working with her on her depressive moods. Shawna was stable, but she needed more around the clock care than her family or our IIH team could provide.

Finally a spot opened in our Psychiatric Residential Treatment Facility (PRTF) in Charlotte. This was the right move for Shawna as she began showing signs of improvement within the first few weeks. She is processing her feelings of self-loathing and nothingness. She is learning through our trauma-informed approach of rhythmic, repetitive, rewarding and relational activities. Healing is beginning for Shawna in a real way.

Through the family component that is woven into our services, Shawna’s parents are also learning how to best support Shawna’s needs in the ways that are most effective for their daughter. Alexander believes you need to work with the whole child, which includes families, schools and other supports to create lasting change.

We know the future strength of seeds planted today depends on the collective efforts of the whole environment surrounding the child to ensure those earliest stages of growth can flourish for years and years to come.

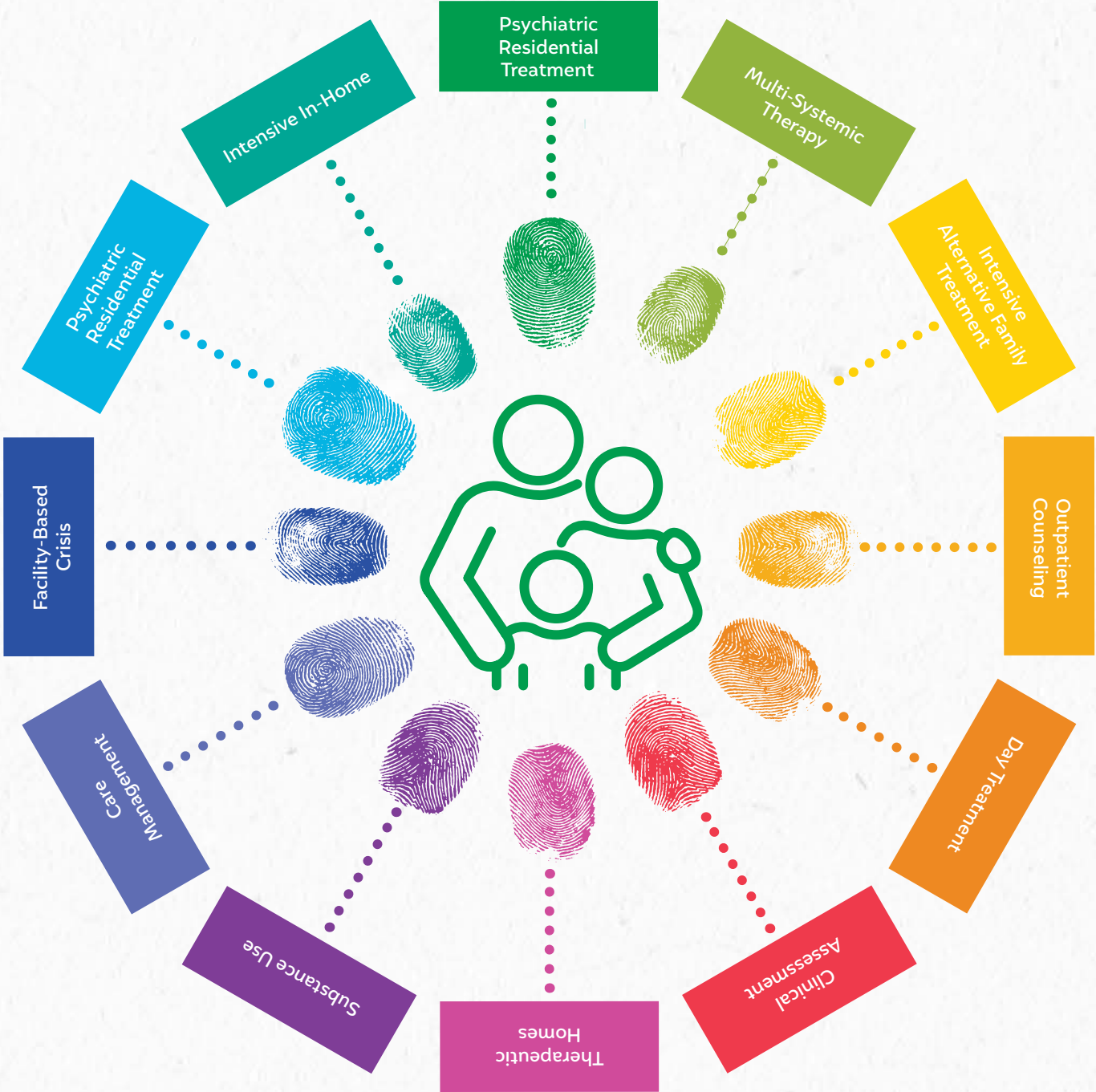
Our Facility Based Crisis Center served 134 children in 2022. Upon discharge from the program, 99% of they children and youth served were able to move to a lower level of service.

Intensive In-Home, MST, and Community Based Services served 433 families. More than 80% of these children were able to achieve their treatment goals which includes remaining in their home and at work/school.

116 children & youth received Residential Treatment services. Despite having the most acute mental health needs, 78% improved with services.

Alexander served children & families from 71 of North Carolina's 100 counties in FY 2022.

91% of clients in OPS maintained mental health or improved with services



10,051

children and families served through alexander youth network
and our affiliated agencies' array of services



giving generously from the heart

For over 25 years, Alexander Youth Network has been a part of Rob Carter’s life. It all started in 1997 when Rob joined the AYN team as the Business Manager. But his familiarity with the organization dates back to when he was in third grade when his class would come out to the Thermal Road campus to attend swim lessons.

In 1997, Alexander Youth Network rescued Rob in a time of need. Rob learned in late 1996 that his current employer was abruptly winding down operations at the same time Craig Bass (Alexander CEO) was in their office looking at the conference room furniture. Craig and Rob knew each other through their time together in Boy Scouts. As they caught up, Craig inquired about Rob’s future plans given the situation at hand. Rob’s only plan was to get married the following spring. As luck would have it, Alexander was looking for a Business Manager! So Rob came on board along with the conference room furniture, and his connection to Alexander grew.

In his time as the Business Manager, Rob discovered the magic that happens at the Thermal Road campus. It was so much more than just swimming and basketball. It was mental and behavioral health treatment. It was the re-writing of kids’ stories. Rob began to understand the importance of and the need for this type of treatment, especially among the economically challenged within our community. Rob said, “When you include the stories of abuse that almost always accompany the children being treated, the AYN mission gets in your heart and stays there”. What’s more important than taking care of our children?

Rob left AYN for graduate school in 1998, but he stayed connected in various ways; purchasing and wrapping Christmas gifts with his own kids for our Angel Network program and always attending the annual luncheon, Celebrating our Kids. Knowing what was being accomplished at AYN and how important this work is to our community, he was committed to staying involved: “It is a special place.” He also wanted to stay in touch with Craig Bass, who was and still is a mentor for him in business, parenting, and life: “He is an inspirational and selfless leader.”

In 2011, Rob began spending all his time in Asheville, NC, when he and his brother Rich started Carter PC, a full-service accounting firm. The business provides audit and tax services to businesses, non-profits, and individuals throughout the southeast, with offices located in Asheville, Charlotte and Greenville, SC. A silver lining to the COVID-19 pandemic was that travel became optional. As a result, Rob now works in their Charlotte office. He is picking up where he left off in 2011, trying to pay Alexander back for everything it does for the families in our community. As well as what it did, and continues to do, for him.

We are so thankful to Rob and Carter PC for their steadfast support of both time and treasure. It is because of folks like Rob and his company that we are able to provide the high-quality care we do.

“When you include the stories of abuse that almost always accompany the children being treated, the AYN mission gets in your heart and stays there”

Rob Carter
Carter P.C. Accounting and Consulting



2022 giving overview

2022 Giving (ACF/AYN Combined)

Unrestricted	\$964,602
Restricted	\$2,557,786
Endowment	\$1,193

TOTAL **\$3,523,581**

Donors

Current	307
New	149

TOTAL **458**

AVERAGE GIFT AMOUNT **\$1,595**

Sources of Giving

Individuals	\$809,060
Corporations & Organizations	\$129,414
Government Grants	\$2,126,344
Foundations	\$319,077
Trusts	\$9,452
United Way	\$130,234

TOTAL **\$3,523,581**

donors of alexander

garsed legacy society members

The Garsed Legacy Society recognizes individuals who have included Alexander Youth Network in their estate plans.

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multi-year giving society

The Alexander Youth Network Multi-Year Giving Society continues to grow. Multi-year donors provide a stable future for the agency by pledging a five-year commitment at a leadership level.

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annual giving individuals

Our donors make a difference in the lives of children served by Alexander Youth Network across North Carolina. We are thankful for their generosity and recognize them for their gifts made from October 1, 2021 to September 30, 2022

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Dr. and Mrs. Rhett Brown
Mr. and Mrs. Braxton B. Comer
Ms. Dawn Davis
Mr. and Mrs. Alfred Dawson
Christa & Alex Dickey
Mr. and Mrs. Scott Frail
Mr. and Mrs. Todd Golbus
Mr. and Mrs. Ronald S. Monroe
Estate of Thomas T. Moore, Jr.
Mr. and Mrs. Edward P. O’Keefe
Mr. and Mrs. Keith Glen Pehl
Mr. Charles R. Price
Mr. and Mrs. Charles Robson
Mr. and Mrs. Geoff Rusnak
Mr. and Mrs. Kevin Sario
Mr. and Mrs. Louis A. Schmitt
Mr. and Mrs. James H. Sifford, Sr.
Mr. and Mrs. Christopher Small
Mr. and Mrs. Jeffrey Stovall
Mr. and Mrs. Jeremy T. Swinson
Dr. Rebecca Tomsyck
Mr. and Mrs. Fidel Toney
Mr. and Mrs. Jason Wallace
Mr. and Mrs. Charles A. Watson

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\$1,000 - \$2,499

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Mr. and Mrs. Henry Batten
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Mr. and Mrs. Todd Bleakney
Mr. and Mrs. Greg Blinn
Mr. and Mrs. Mitchel S. Bollag
Mr. Daniel C. Boxer
Mr. Kevin Boyle
Mr. and Mrs. Charlie Brinley
Mr. and Mrs. Larry Brown
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Mr. and Mrs. Steve Burgess
Mr. and Mrs. Robert L. Carter
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Mr. Elvis Clemetson
Mrs. Latonya F. Cooley
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Mr. and Mrs. Ken Golder
Mr. Reginald Grant
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Estate of Belle W. Johnston
Mr. Eric Jones
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Mr. and Mrs. Carter B. Payne
Mr. and Mrs. Benjamin Phillips
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Mr. and Mrs. Matt Snow

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Mr. and Mrs. Fidel Toney
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Mr. and Mrs. Edward L. West
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Mr. and Mrs. William A. Allen II
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Ms. JoAnn Davis
Mr. Brian Desloge
Mr. and Mrs. Shallie Green
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Mr. and Mrs. John S. Trotter
Mr. George P. Wall
Mr. Randall Warren
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\$250 - \$499

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Mrs. Cathryn Britton
Mr. Robert M. Brownlow

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Mr. Andrew Burgin
Mr. and Mrs. Joseph Butler
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Ms. Rebecca Chaffin
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Mr. Reeves Davis
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Ms. Celia H. Dickerson
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Mr. Faron Faulk
Ms. Pamela Frailey
Mr. and Mrs. Matthew Gantt
Mr. Barry Greenblatt
Mr. and Mrs. Mike Greene
Mr. Jeffrey Haas
Mr. and Mrs. Rashid Hallaway
Mr. and Mrs. David Hanson
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Mrs. Ursula Myslinski
Mr. and Mrs. Fritz Nauck
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Mr. David Thames
Mr. and Mrs. Scott Tyler
Mr. and Mrs. Kevin Walker
Ms. Caroline Waterman
Mr. and Mrs. Alexander Weinstein

\$1 - \$249

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Mr. Scott Benefield
Mr. and Mrs. Jason R. Benton
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Ms. Mia Blakey
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Drs. Seungjean and Janie Chai
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Ms. Bailey Tollison
Mr. Charles Trexler III
Mr. Kyle Vaughan
Ms. Shirley Walden
Ms. Ashton Walker
Mrs. Adrienne E. Weber
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Ms. Mary Margaret Williams
Mr. and Mrs. Richard Windsor
Mr. Stephen A. Wise
Mrs. Adrienne Wlodarczyk
Ms. Anita Wu
Mrs. Marsha Zaidman
Mr. David Zusack

annual giving organizations

In 2021, generous charitable contributions from the following institutions made a difference in the lives of children and their families served by Alexander.

Abbott Laboratories
Allergan, Inc.
Ally Financial Inc.
Alston & Bird, LLP
AmazonSmile Foundation
Ameriprise Financial Services, Inc.
Asana Partners
Avid Xchange, Inc.
Bank of America Charitable Foundation
Barnhardt Manufacturing Co.
Beacon Partners
Beckett Neighborhood in Huntersville, NC
Berkeley Capital Advisors
Betty and Glenn Robinson Endowment
Cadwalader, Wickershanm & Taft
Captrust Advisors
Carolina Complete Health
Carter, P.C. Accounting and Consulting
Capitala Investment Advisors, LLC
Christ Church Charlotte
Christ Presbyterian Church
CIGNA Foundation
Citizens Charitable Foundation
Concrete Supply Co., Inc.
Crane Payment Innovations
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Dualboot Partners
Duke Energy Corporation PAC
Duke Energy Foundation Matching Gifts Program
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Holy Trinity Greek Orthodox Foundation of Charlotte, NC
Hood Hargett & Associates, Inc.
Junior League of Charlotte, Inc.
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Mallard Creek Presbyterian Church
McLaughlin Young Employee Services
Microsoft Giving Campaign
Millennium Advisors, LLC
Minor Foundation, Inc.
Moore & Van Allen PLLC
Myers Park High School
Page and George Bradham Family Foundation
Paw Creek Presbyterian Church
Philadelphia Presbyterian Church
Pleasant Grove Presbyterian Church
Ranger Construction
Rodgers Builders, Inc.
Selwyn Avenue Presbyterian Church
Sharon Presbyterian Church
Sharon Presbyterian Church Women
Sisters of Mercy of North Carolina Foundation, Inc.
Sonic Automotive
Teradyne
The Dickson Foundation
The Giving Block
The Leon Levine Foundation
The Merancas Foundation
The RYT Skincare LLC
The Starbucks Foundation
The Stone Man
The Trexler Foundation
TowneBank
United Healthcare
United Way of Forsyth County

United Way of Greater Greensboro
Wells Fargo Advisors - Ratchford Wealth Management Group
Wells Fargo Foundation
Wilson Family Foundation
Youth Opportunities Endowment



financials

fiscal year 2021-2022 financial results for alexander youth network

Revenue, Gains, Losses & Other Support	
Service Revenue (Medicaid, Insurance, etc)	\$24,275,677
Government Grants (Federal, excluding PRF)	\$570,681
Non-Federal Grants	\$3,751,042
Investment Income (Loss)	\$159,369
Provider Relief Fund	\$214,541
Contributions	\$589,465
Other Income	\$746,210
Total Revenue	\$30,306,985
Expenses	
Program Expenses	\$28,489,044
General and Administrative	\$3,131,199
Transfers	\$610,909
Fundraising Expenses	\$ 706,306
Total Expenses	\$32,937,458
Change in Net Assets	(\$2,630,473)

financial results for alexander children's foundation

Revenue, Gains, Losses & Other Support	
Private Contributions	\$ 287,957
Other	\$103,351
Total Revenue	\$391,308
Expenses	
General Administrative	\$88,258
Fundraising Expenses	\$319
Investment Income (Loss)	\$2,250,372
Transfers	\$60,793
Total Expenses	\$2,399,742
Change in Net Assets	(\$2,008,434)





ALEXANDER
YOUTH NETWORK



ALEXANDER
Children's Foundation