

# Anu Family Services



## 2023 Annual Report

Empower • Heal • Connect



# Board of Directors

Anu's Board of Directors guides our mission to empower individuals, children, and families impacted by trauma. With diverse expertise, they ensure we remain a leader in trauma-informed care, providing critical resources and services to help our community heal and thrive.

Tom Thiels, *President*

Michael Edman, *Vice-President*

Dr. Kristen Prock, *Secretary*

Gino Mangione, *Treasurer*

Dr. Kathryn Primas

Jerry Weyandt

Tina Bourget



# Letter From the CEO



Dear Partners in Healing,

As we reflect on another year at Anu Family Services, we are filled with gratitude for your steadfast support. Your dedication has been instrumental in our ongoing journey to ensure safety, permanency, and well-being for children, youth, and families.

Since our founding in 1992, we have expanded our services from Treatment Foster Care to include Parent Coaching, Individualized Trauma Services, Flexible Support Services, and Youth Coaching. This expansion reflects our commitment to empowering individuals, children, and families to heal from trauma and strengthen their connections.

We are proud of our evolution and remain focused on providing the best possible care to those in need. Your partnership has been crucial to our success, enabling us to make a meaningful impact in countless lives. We are deeply grateful for your continued support.

As we look ahead, we are excited to continue our journey with you, empowering individuals, children, and families to heal and thrive. Your commitment to our mission is inspiring, and we are honored to have you with us as we work towards a brighter future.

With heartfelt gratitude,

A handwritten signature in black ink that reads "Mechele Shipman". The signature is fluid and cursive.

Dr. Mechele Shipman  
CEO, Anu Family Services



# Anu Family Services Mission, Vision, and Values Statement

## Empower • Heal • Connect

### Mission:

We empower individuals, children, and families to heal the effects of trauma and strengthen connections.

### Vision:

We compassionately develop industry leading, research-informed solutions to heal the effects of trauma and have a positive impact on as many lives as possible.

### Values:

- **Commitment** to providing quality services that heal the effects of trauma and foster healthy connections
- **Excellence** demonstrated by innovative solutions, highly trained staff, and research-informed practices
- **Inclusiveness** by honoring diverse perspectives, backgrounds, and experiences
- **Professionalism** demonstrated by the relationships we build, the caring and compassion we bring, and our commitment to the mission of the organization
- **Resiliency** through healing past traumas to create hope and rewrite the future
- **Respect** for each other, those we serve and with whom we collaborate



# Our Services

Our trauma-informed service array is designed to provide high-quality, evidence-informed support and intervention to meet the unique needs of individuals and families affected by trauma. Our services include:

- Treatment Foster Care
- Community-Based Services, including:
  - » Parent Coaching
  - » Community-Based Flexible Support
  - » Youth Coaching
  - » Individualized Trauma Services

## Anu's Collective Impact in 2023:

In 2023, Anu made a significant impact on the lives of individuals and families affected by trauma, and our impact is reflected in the numbers:



**488 caregivers**  
received Parent Coaching services,  
impacting over 1500 children



**137 individuals**  
supported by Individualized  
Trauma Services



**64 foster youth**  
impacted by our Treatment Foster  
Care program



**64 individuals**  
served by our Community-Based  
Flexible Support program



## What does Anu mean?

Anu is not an English word; however, it has many meanings in other languages and cultures that reflect our mission. Here are a few examples:

In Hungarian, it means *mom*

In Hebrew, Anu means *us or we*

In Indonesian, it means *something unknown*

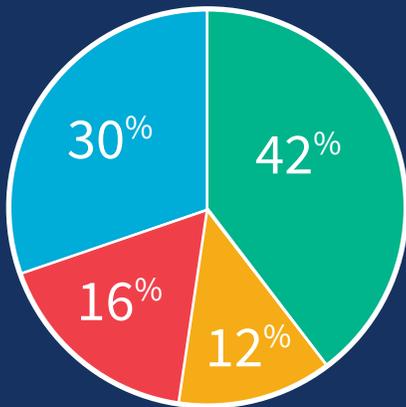
In Telugu, it means *to say or to speak*

In Finland and Estonia, it is a popular name meaning *grace or favor*.

# Treatment Foster Care

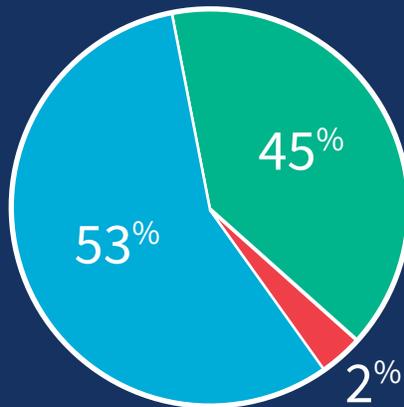
Anu Family Services offers exceptional care through our Treatment Foster Care program. Our specialized training equips foster parents to support children with complex needs, prioritizing healing and positive outcomes. We believe every child deserves to thrive, and our program helps make that possible.

## Meet the Children



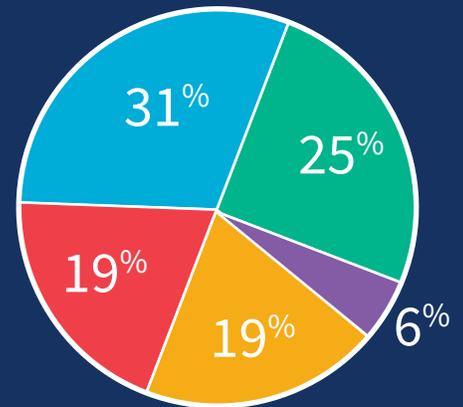
Ages

0 to 5 = 30%  
 6 to 9 = 16%  
 10 to 15 = 42%  
 16 & over = 12%



Gender

Male = 53%  
 Female = 45%  
 Transgender = 2%



Race and Ethnicity

Caucasian = 31%  
 Multi-Racial = 25%  
 Native American = 19%  
 African American = 19%  
 Hispanic/Latino = 6%

## Foster Parents Needed!

In 2023, 1,092 children were referred to Anu Family Services. Sadly, we were only able to place 64 children in Anu foster homes.



## Treatment Foster Care Advisory Council:

In 2018, Anu Family Services established the Foster Parent Advisory Council to uphold high standards and provide support to fellow foster parents. Council members serve as advocates for the children in their care and offer valuable insights to navigate the complexities of foster care. Advisory Council members include:

Sandy Cater | Laura Knott | Missy Makinia | Michelle Nelson | Kim Pick



## Our Impact:

57% of youth discharged from our Treatment Foster Care program were adopted by Anu's foster parents or reunited with their families!

## Parent Coaching:

Our Parent Coaching program provides foster, adoptive, kinship parents and other caregivers with hands-on, practical tools to rapidly and dramatically improve their child's behavior. Through personalized coaching, parents learn to connect with their children on a deeper level, instilling hope and nurturing well-being.

## Our Impact:

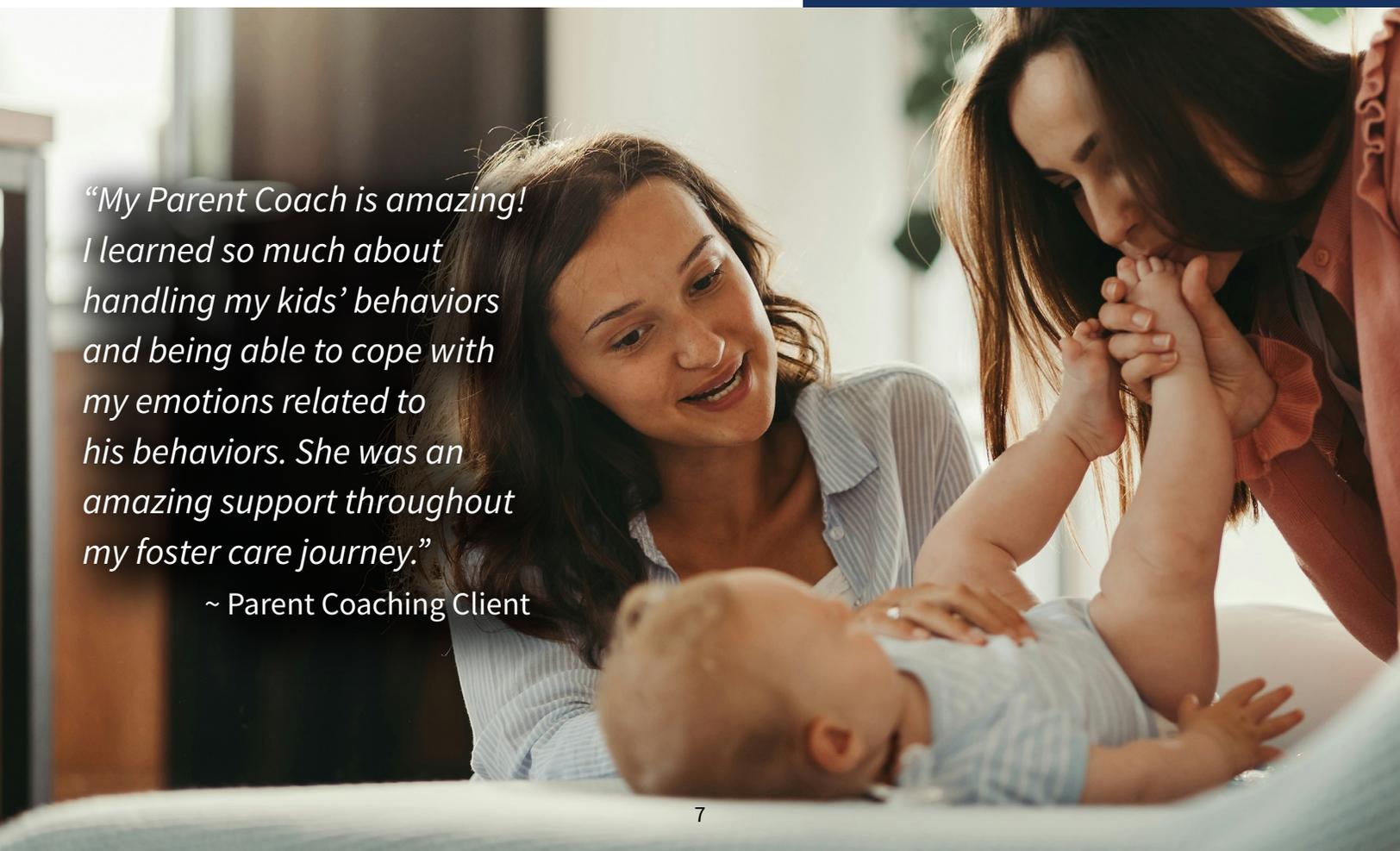
- 72% of parents felt more confident in managing their children's behaviors after receiving our Parent Coaching services.
- 84% of youth maintained a permanent placement or moved to a less restrictive environment after their parent or caregiver participated in our Parent Coaching services.

## Parent Coaches Partnering with Foster Parents:

Thanks to the support of our funders, Anu Family Services has been able to provide Parent Coaching Services to our Treatment Foster Parents, leading to impactful interventions that have helped our youth thrive. As one foster parent put it, "Our family has been beyond blessed to have an Anu Parent Coach throughout this journey of fostering a sibling group. Her guidance, insight, and encouragement has changed lives, and we are a stronger family because of her involvement."

*"My husband and I are truly grateful for the help and guidance our Parent Coach has given us over the last few years! We wish we could keep her forever. The Parent Coaching service is definitely a huge asset when a family needs help!"*

*~ Parent Coaching Client*



*"My Parent Coach is amazing! I learned so much about handling my kids' behaviors and being able to cope with my emotions related to his behaviors. She was an amazing support throughout my foster care journey."*

*~ Parent Coaching Client*

*“I just think your programs and services are wonderful and very encouraging. You offer the support that is needed. The ability to have individualized, personal support for all the areas people struggle with is desperately needed!”*

~Referring Worker



## Community-Based Flexible Support

provides in-home and community-based education and support to help adults and youth increase their independence, life skills, and community connections. We are proud to provide personalized, trauma-informed services that empower our clients to take control of their recovery journey and achieve lasting wellness. Our Flexible Support Specialists:

- Support clients in learning daily living skills
- Identify and teach skills that promote community engagement
- Encourage healthy decision-making
- Provide education on self-care techniques
- Offer youth coaching to increase social and emotional skills

## Our Impact:

- 93% of clients who completed the program demonstrated measurable progress toward their recovery goals.
- 90% of clients reported increased satisfaction with their overall wellness, independence, connections, and well-being.

*“I enjoyed working with my worker. She made every meeting an enjoyable experience and helped make the lessons taught much easier and enjoyable.”*

~Flexible Support Client

*“I really enjoyed working with my coach and it majorly helped my mental health.”*

~Youth Coaching Client



## Youth Coaching

In 2021, our Community-Based Flexible Support launched Youth Coaching services. Our Youth Coaches provide individualized support to help young people build healthy relationships and discover their potential. Through our program, youth can improve their:



Communication skills



Problem-solving skills



Resiliency



Life balance



Health and wellness



Character strengths



## Our Impact:

**86% of participants**

agree that they have made progress toward their individual, social, emotional, and wellness goals.

**94% of participants**

find value in their program participation.





## Individualized Trauma Services

Our Individualized Trauma Services (ITS) support children and adults who have experienced trauma and attachment disruptions. Our ITS Resiliency Specialists:

- Build trusting relationships with clients
- Provide education on trauma and attachment
- Teach coping skills and emotional regulation tools
- Help clients see that their pain-based behaviors make sense given their experiences

## Our Resiliency Specialists:

- Meet clients in various community-based settings
- Provide a supplement to therapy

We remain dedicated to providing high-quality services to support those affected by trauma and attachment disruptions. We are proud of the positive impact we have made in the lives of those we serve and are committed to continuing to make a meaningful difference in the years to come.

## Our Impact: 75% of clients

completing 10 or more sessions experienced a positive outcome at discharge.

*“The worker has built a great rapport with the client and has been extremely helpful to him as well as the whole family. The worker does excellent work with our families, and we wish we could double or triple her!”*

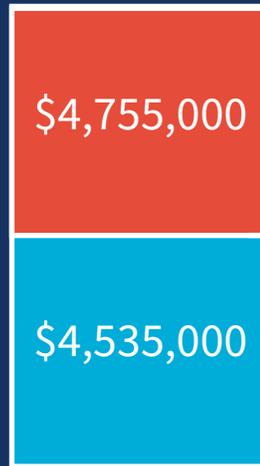
~Referring Worker

## Financial Stability

Donations from supporters like you provide the financial stability that enables us to invest in children and families, ensuring Anu Family Services remains in a strong financial position to continue innovating and making a difference for years to come.

Detailed financial information about Anu Family Services is available through GuideStar at [www.guidestar.org](http://www.guidestar.org).

## Total Income



## Administration

## Total Expenses

## Program Services

## Thank you to our 2023 Donors!

Your generous donations provide critical resources that enable us to invest in innovative programs and services, empowering children and families to thrive. Anu Family Services is well-positioned to advance our mission and expand our impact in 2024 and beyond.

### 2023 Donors:

Abigail Maki  
 Bryan Berg  
 Fred C. & Katherine B. Andersen Foundation  
 Gino Mangione  
 Green Bay Packers Foundation  
 Heather Dickrell  
 Heidi Mayer  
 Hilary McElroy  
 Kristine Reddy  
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 Xcel Energy

Milwaukee Admirals  
 Milwaukee Brewers  
 Wisconsin Foster Closet

### In-Kind Donations:

Dockhounds  
 Green Bay Gamblers  
 Green Bay Packers  
 Kim Pick  
 Kwik Trip  
 McCabe Chiropractic

### In Honor & In Memory Of:

Karen Pitt & Stanley Pitt

### Facebook Birthday Fundraisers

Jennifer Lieske  
 Tina Feigal



The Wisconsin Department of Children and Families (WI DCF) honored six adoptive families with the 2023 Governor's Outstanding Adoptive Parent Award at a State Capitol ceremony. Raven Jackson, an Anu Family Services Foster Parent, was among the distinguished recipients. Pictured (left to right): Emilie Amundson (WI DCF Secretary), Raven Jackson (Anu Family Services Foster Parent), Rachel Klumb (Anu Family Services Permanence Specialist), and Jeff Pertl (WI DCF Deputy Secretary).



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[www.anufs.org](http://www.anufs.org)

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