



A NOTE FROM CEO RAY RATKE & BOARD CHAIR REV. RICK GOERES

Thanks to your support, our circle is growing wider!

Over the last year, your support has empowered enCircle to grow programs and services, supporting more people across the Commonwealth and in Martinsburg, West Virginia than ever before. From our new Our Lady of Angels Group Home for adults in Fairfax to our expanded program for Immigration and Refugee Services supporting unaccompanied children throughout Virginia, enCircle is answering the call to aid our neighbors. The children, families, and adults we serve are thriving, and we can extend abundance to more people because of your faithful support.

We are planning for more growth enabling enCircle to serve more people in the coming years. With prayerful consideration and deliberate conversation, our Board and Executive Staff are evaluating ways to support more children with disabilities in rural parts of the state through our Minnick Schools. Our expanding partnership with Lutheran Immigration and Refugee Services (LIRS) will enable our programs to serve more unaccompanied children in Richmond, and potentially beyond. Our caregivers and counselors are lifting up more people to receive support and care, empowering them to live abundant lives in our shared communities. And we do all of this while valuing relationships, uplifting diversity, and advancing equity in our organization and beyond. *This progress is not possible without your dedicated support.*

Thank you for being a part of our circle and helping to make the world a more loving place.



Ray



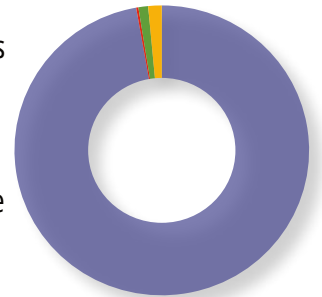
Rick

FINANCIALS 2021 — 2022

REVENUE

State & local reimbursement for services	\$42,924,251
Federal Provider Relief Funds	\$107,789
Fundraising contributions	\$469,433
Investment and other income	(\$654,007)

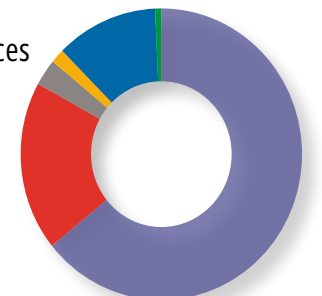
TOTAL REVENUE
\$42,847,466



EXPENSES

Developmental Services (VA and WV)	\$27,759,877*
Minnick Schools	\$8,147,008
Foster Care, Adoption & Community-Based Services	\$1,276,470
Immigration & Refugee Services	\$686,583
Administrative Support	\$5,072,829
Development	\$308,230

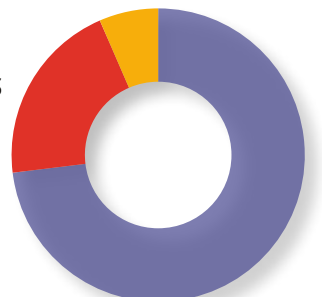
TOTAL EXPENSES
\$43,250,997



FUNDRAISING

Individuals	\$343,021
Corporate/Foundation grants	\$95,834
Church	\$30,578

TOTAL FUNDRAISING
\$469,433



* Includes expense of amortization of goodwill of \$778,055 for each year.

An Ordinary, oh Wait, an Extraordinary Moment

Abby exhibits the traditional characteristics of autism — few verbal communication skills, lack of engagement, situational aggression.

“When Abby came to Bristol Minnick two years ago, she wouldn’t even look you in the face,” explained Laura Padget, Abby’s main teacher. “There were plenty of obstacles in reaching her.”

Minnick teachers know how to leverage the strength of a quiet, kind demeanor; a steady, consistent pace. They hone these skills every week, every day, every hour — sometimes, moving the dial a notch, sometimes not at all. But they are patient.

It was on the playground where an extraordinary moment happened.

Abby’s teacher was making her way up the playground bars, faltering just a bit. Abby noticed AND engaged. With empathy, she walked over to her teacher, laid hands on her so that she could hold her steady and help her climb.

What may seem like an ordinary human response — recognizing need, responding, and connecting — was extraordinary for Abby. And the teachers knew it. In that single moment, the dial jumped, as did teachers’ hearts, and this is Minnick at its finest. ♦



MINNICK SCHOOLS

238 students with emotional and learning disabilities served by our seven Minnick Schools

27 students met their Individual Education Plan (IEP) goal to return to their home school

5 Minnick School students graduated from high school, earning their degree and ready to share their skills and experiences with our shared communities

DEVELOPMENTAL SERVICES

An Independent Spirit



Margaret knows what she wants and how to take the steps to get there. Most recently, she set her sights on getting a job, and she made it happen.

"I think they hired me because of my smile," Margaret said with a grin.

On past jobs, she has had a job coach, but this time she works independently.

"Not having a job coach was a little scary at first," Margaret admitted, "but as I got used to it, it got better and better."

Margaret works at Wendy's in Bedford, cleaning the dining room and prepping food. She gets paid bi-weekly and is saving her money so she can activate her cell phone. She wants to talk with her family, friends and, of course, her boyfriend!

Margaret has lived at one of enCircle's Group Homes in Bedford for almost nine years. She says she likes being as independent as possible, but not alone. Her housemates are like sisters.

"They are just like family," explained Mary Baldwin, supervisor of the Group Home. "And I'm just here helping them out as I can."

Margaret started her job search with the Lynchburg Day Support team, who helped her set up an Indeed profile. Then, on her own initiative, she started applying to jobs that appealed to her. She received four call-backs: Wendy's, McDonald's, YMCA, and Taco Bell. But it was the supportive Wendy's manager who made the difference.

"If I need extra time to learn something, my manager makes sure I have that," Margaret said.

Margaret works Monday through Thursday. On weekends, she is the "Facebook Queen."

"She directs her own life. She prepares her own meals in the kitchen, jumps on the rebound machine with her neighbor, and stays on the go," Mary said. "Currently, she is planning a pizza party with her friends for her birthday."

When asked what she likes most about her new job, Margaret's reply was confident and succinct: "I just like being there." ♦

1 new group home opened in Fairfax and all WV homes transitioned to the successful VA systems model

60 adults with developmental disabilities lived within our group home communities throughout Virginia and in Martinsburg, WV

20 clients were served through our Day Support programs in Roanoke and Lynchburg

217 people were served through the support of Family Care Providers or Sponsored Residential caregivers throughout the Commonwealth

Staying Together



When Theresa and Andy Little came to terms with infertility, they had the courage and strength to ask themselves what they could do — both for themselves and their community. The answer took shape from two hearts that were burdened for siblings separated from one another through fostering, and they soon recognized that they had an opportunity and the means to keep a family together.

They started their journey by providing respite care for other foster parents, patiently waiting for a call for their own foster placement. When that call came, it was their hearts' desire — three brothers, ages nine, seven and three.

"They are amazing little kiddos, absolutely divine," Theresa said. "I never imagined it would be so natural, but we instantly bonded. They just fit."

Theresa and Andy take their role seriously and work to raise good adults, not just good kids. They focus on goals and thinking in a positive, forward direction. Of course, they balance that with helping them to simply let loose, have fun and be kids.

To these three boys, Theresa and Andy are now "Mom" and "Dad." ♦

VISIT COACHING

13 families were served by our caseworkers, with the goal of reuniting parents whose children are in foster care

NORTHERN POST ADOPTION CONSORTIUM

33 families were served by enCircle's case managers for post-adoption support as part of the Northern Post Adoption Consortium. There were no dissolutions of adoptions during the year as case managers helped families work through challenges

TREATMENT FOSTER CARE

14 children were served through our Treatment Foster Care program in the Richmond and Tidewater areas

32 foster families were engaged through training, mentoring, and on-going support; both recruitment and retention were amplified, post pandemic

IMMIGRATION AND REFUGEE SERVICES

Subtle Things



Every day, thousands of individuals, families, and children arrive at the border seeking safety, security, and freedom. EnCircle is part of a network of organizations that help. Every situation is unique but, according to Dennis Pinto, enCircle Case Manager, there are two common denominators: 1. better opportunities, especially access to education and 2. the need to escape violence and/or poverty.

Dennis shares the story of a 12-year-old boy who was living in his home country with an aunt who had become physically abusive. When his mother

became aware of the situation, she arranged transportation and finances to get him to the U.S. to be with her. During the immigration process, Dennis spoke with the boy on a video call.

"The conversation was very one-sided. He didn't know where he was and he was afraid," Dennis recalled. "He wouldn't look at me and he didn't even seem like a kid."

Once Dennis completed the home study and the boy was released to his family, his mom became very involved in her son's education and with his fragile health. He has now brightened, he is responsive, his health is good, he loves his teachers, his favorite class is science ... and he eagerly shares stories with Dennis!

"Now, I'll ask him one question and he'll tell me all kinds of stuff," Dennis said. "And I just think, 'Cool! He is riding his bike, swimming in a pool, making a mess. He is actually being a kid now!'"

Dennis meets with the family monthly and provides support as needed.

"I think we always ask ourselves, 'Are we doing enough?'" Dennis said. "And it's usually subtle things that let us know, 'yes, we've done our job.' And when that happens, it's a great feeling!" ♦

HOME STUDY POST RELEASE

218 unaccompanied children from eight different countries were supported by our Richmond-area caseworkers

CARE FOR NEWCOMERS

81 adult immigrants were evaluated by our counselors; 75% of the adults served sought long-term counseling

SAFE RELEASE

121 adults were fingerprinted, enabling them to meet background security standards to become sponsors for unaccompanied children

COUNSELING

More Than Words Can Say

Art reaches deep. It can release some of our innermost feelings. Abbie Stonelake, MA, LMHP-R knows this well. She utilizes art therapy techniques with both children and adults in her daily work.

“Art therapy allows us to discover things in our subconscious that we may not have realized were provoking feelings,” Abbie explained. “We are so used to communicating verbally that we have a lot of natural defenses. When we create, those walls disappear. It is more revealing.”

Abbie says she selects different mediums, depending on her client’s needs. She may choose molding clay, for example, to help someone ‘show’ their emotions. The use of clay stirs something very different than what markers or paint may bring forth.

“The goal of art therapy is the same as talk therapy,” Abbie said. “The difference is that sometimes there are feelings that can’t be expressed by words, but they can be expressed with color or movement.”

Abbie incorporates art into most of her sessions. Recently, she had a client do a drawing of his current feelings. At first, the client said

the drawing was just a random image that came to mind. It was a landscape that included mountains and a shed. Later in the session, the client realized that the image was not random at all. It was a place from his home country — his grandparent’s back yard, to be exact. Unrecognized feelings of grief in the loss of his grandmother surfaced through this creative engagement.



Artwork created by Abbie and one of her clients. The focus was on creating safe space and finding the key to inner peace, utilizing a mandala.

“One thing that is really important is allowing my clients to tell me about their art,” Abbie said. “Just because their drawing may look like something to me, I always ask them about it first. Their intention needs to be processed verbally.”

Creativity often sparks emotions that defy words. And sometimes when art speaks, healing follows. ♦

COUNSELING SERVICES

3,083 counseling sessions were conducted, in person or virtually, by our counselors across the state

82 children served

74 new clients served

84 adults served



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We have much to celebrate across the enCircle organization: our new Our Lady of Angels group home in Northern Virginia, the growth of our Immigration and Refugee Services program in Richmond, and terrific staff and caregivers who support the people we serve across the state and in Martinsburg, West Virginia!

EnCircle's service to the community would not be possible without your dedicated support. The students, families, and adults we serve deserve to thrive, just as we would hope for our own families and neighbors. This abundance for the people we serve is simply not possible without YOU.

Your donation empowers our educators to do what they do best — take the hand of a student and lead them toward their personal success story. Your gift empowers caregivers to make a house a wonderful home for those who need their support to thrive. Your support means that unaccompanied children are provided the aid of caseworkers and foster families to assimilate into their new communities.

You provide the foundation for our work to make the world a more loving place. We are truly grateful and our mission is not complete. Continue your support by visiting enCircleAll.org/donate.



For more information on ways to give, please call (540) 562-8477, email philanthropy@enCircleAll.org, or you may donate securely online: enCircleAll.org/donate

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