



Intercultural Family Services, Inc.

DIVERSITY IN ACTION®



2009 ANNUAL REPORT



## **MISSION STATEMENT**

**WE STABILIZE,  
STRENGTHEN,  
AND UNITE FAMILIES,  
INDIVIDUALS,  
AND DIVERSE  
COMMUNITIES  
THROUGH AN ARRAY  
OF CULTURALLY  
COMPETENT  
HUMAN SERVICES,  
USING PUBLIC  
AND PRIVATE  
PARTNERSHIPS.**

# Table of Contents

Message from the CEO / Executive Director	1
Message from the Chairman	2
Housing Counseling Program	3
Housing Client Story	4
Behavioral Health Services	5
Youth Programming	7
Health Education & Outreach	10
Strengthening Families	11
Special Programs	12
Client Demographics	14
Financial Summary	15
Quality Assurance and Improvement	13
Key Personnel, Program Managers, and Board of Directors	17
2008-2009 Funders and Supporters	19

“This has been a year of great challenges and changes... but what has not changed is our commitment to providing culturally competent and sensitive services to families and young people.”

EVELYN MARCHA-HIDALGO,  
CEO/EXECUTIVE DIRECTOR

“Certainly there remain tremendous challenges ahead; however, Intercultural will continue to celebrate the diversity of people among us.”

HENRY C. FADER, ESQ.,  
BOARD CHAIRMAN



## Message from the CEO / Executive Director **EVELYN MARCHA-HIDALGO, MS**

### **IT IS OFTEN DURING**

challenging times that an organization learns about its ability to weather a storm and continue to carry out the mission which has guided it for the past 30 years. For Intercultural Family Services Inc., 2009 was such a year. The unstable funding environment tested our resources, our capacity, and our ability to maintain the quality and scope of our services to vulnerable individuals and families throughout the Philadelphia area. Through conscientious financial management, and efficient use of our staff and facilities, we have emerged with our programs intact and our plans for future growth well underway.

Our multi-faceted Housing Counseling Department continued to positively impact local residents burdened by the housing and home lending crisis. Through foreclosure prevention and first-time homebuyer assistance, Intercultural increased housing service levels while attracting additional Pennsylvania Housing Finance Agency funding to strengthen the program. We received our certification to provide Functional Family Therapy—a program geared toward at-risk youth and their families—which delivered impressive first year results due to

the quality of our leadership and professional staff. Our dedication to youth development also continued through our 11 year-old Music & Mentorship program, which increased its private funding support, as well as through our successful summer WorkReady youth employment program, which provided job training and college preparatory services to an additional 40 students last year. The pages which follow detail these and other examples of our programs, as well as the individuals and families we have touched.

With a renewed resiliency and confidence in our ability to meet the needs of our clients and maintain our financial stability, Intercultural optimistically looks toward another year. There will of course be new and different challenges with which to contend, but we will stay the course, and continue to remain true to our mission.

I thank our Board, staff and community for their dedication and support, and look forward to a successful 2010, as Intercultural continues to make a difference in the lives of the families we serve.

# Message from the Board Chairman

**HENRY C. FADER, ESQ.**

**I START OUT** this annual message with a huge salute! A salute to Intercultural's dedicated and professional staff, outstanding managers, involved board members and our experienced and "never give up" CEO for making 2009 a successful year for our organization once again in the face of adversity. The challenges of 2009 were some of the most enormous to face Intercultural in its recent history. While we could see the shock waves of the financial challenge forming, who could predict that seismic shifts in programming and funding would be mandated by this country's financial recession?

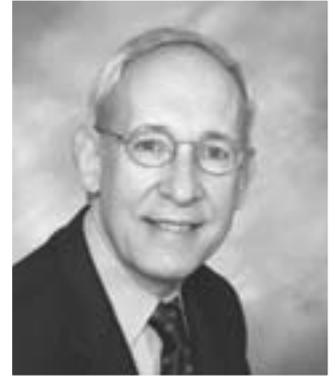
In spite of these immense obstacles, we found new programs and new funders, stabilized our core group of employees, developed new and innovative approaches to problems, added programs to our beautiful new facility in South Philadelphia and prayed a bit more than we have had to do in the past. This faith in ourselves and our willingness to survive is what keeps Intercultural going each year.

Also during this time, we solidified our relationships with our funders, government agencies, immigrant groups and even our bank. This required a consistent communication

policy to all our supporters that we would find a way to maintain our leadership role in the social service community. Furthermore, our commitment to quality care and treatment to the individuals and groups we serve never wavered to the neediest of our society who were suffering more than the general population.

We look ahead to 2010 when financial challenges will continue to remain with the confidence of facing our COA accreditation renewal, expanded programs in South Philadelphia and continuing to partner with our funders. COA requires Intercultural to look inward and outward and we will continue to examine closely our governance process and responsibilities, examine processes and procedures in client and non-client areas and continue our collective agreement as to our mission, goals and objectives.

I feel fortunate to have chaired this organization for the past 10 years. I have been humbled by the dedication of everyone who is involved at Intercultural and they have all taught me a lot about what is important in life and involvement in the community.



# Housing Counseling Program

MAKING HOUSING AFFORDABLE ~ KEEPING FAMILIES IN THEIR HOMES

Since 1983 Intercultural's Housing Counseling Program has provided home and tenant counseling for hundreds of families each year. Our experienced housing counselors have multilingual capabilities to provide high-quality, culturally competent services. The goal of the program is to encourage and assist participants to become homeowners, to enhance their home management skills, to sustain their family in a stable housing environment, and to become successful homeowners through wise money management and budgeting.

This past year, the unstable economy and housing crisis created an increased demand for the agency's housing services. Exceeding service goals by 40%, Intercultural's housing staff delivered 1,146 units of service, with a major focus on default and delinquency counseling. Counselors participated in the newly designed Diversion program offered by the City of Philadelphia to save homes and delay foreclosures through weekly mediation.

Community partnerships continued to enhance Intercultural's housing education efforts. TD Bank, Sovereign Bank and Citizens Bank each participating in the monthly pre-purchase workshops held throughout the year. The agency also expanded its outreach efforts through housing education presentations at Community College of Philadelphia, West Philadelphia High School, The Point Breeze Community Network and Park Lane Elementary School.



**“SHE KNOWS  
WHAT SHE’S  
DOING...**



**... AND HAD OUR  
BEST INTERESTS  
IN MIND”**

## **Housing Client Story**

**FINDING A WAY: HOUSING COUNSELOR MARY CAMPBELL  
KEEPS A LOCAL FAMILY IN THEIR HOME**

Faced with yet another year of an uncertain economy and a record rate of mortgage foreclosures throughout the city, Intercultural’s housing counselors worked tirelessly to help current homeowners at risk of losing their homes find ways to preserve their valuable asset.

One such case involved housing counselor Mary Campbell, and her clients, Mr. and Mrs. Hunter. Confronted with a foreclosure hearing, the Hunters tried unsuccessfully to seek help from another agency, and also became the victims of a lending scam in an effort to try and save their home.

When they were finally connected to Mary at Intercultural, they were at the end of their rope. “I first spoke with the Hunter’s right before they had to appear in court,” said Campbell, who generally meets with her clients prior to their court appearance. Working quickly that day, Campbell was able to negotiate a refinance deal with the bank representative present at the hearing, which turned out to be the best rate she had ever been able to secure for any of her clients.

“I was worried,” said Mr. Hunter of his tenuous housing situation. “Mary encouraged my wife and I, and the worry went away. “She knows what she’s doing, and had our best interests in mind,” he added.

Having weathered a temporary hardship, the Hunters’ home-ownership is now secured with a loan they can afford. They have also gained the security of knowing that they have an advocate nearby to assist them with any future housing finance related issues should they ever need assistance again.

# Behavioral Health Services

Intercultural provides an array of outpatient mental health services focused on helping individuals and families achieve social and emotional stability, and become productive members of their communities. Recent accomplishments include the development and implementation of a Family Focused Treatment Services Department, and the implementation of Therapist Matching criteria—in which therapists are matched to individuals seeking services based on the therapist's skill level, expertise/interest and the individual's clinical presentation to best retain that individual in service.

This past year, the agency operated **Outpatient Clinics** in West and South Philadelphia, **Wraparound** services for children and youth, **Functional Family Therapy**, and the **Asian Wellness Coalition**.

## Outpatient Clinics

### INTERCULTURAL BEHAVIORAL HEALTH CENTER - WEST (IBHC-WEST), AND INTERCULTURAL BEHAVIORAL HEALTH CENTER - SOUTH (IBHC - SOUTH):

The agency's two licensed behavioral health clinics provide therapeutic services to individuals and families to treat anger, depression and other mental health issues which negatively impact their health, safety and stability. The clinics are staffed by experienced professionals with the language and cultural competency skills to meet clients' needs. IBHC holds a current Certificate of Compliance from the PA Department of Public Welfare's Office of Mental Health and Substance Abuse Services, is credentialed by both the City of Philadelphia's Community Behavioral Health (CBH) and Magellan Behavioral Health for services in Delaware County.

*During 2008-2009 IBHC West and South serviced 877 individuals.*

## Wraparound Services:

The Wraparound program consists of behavioral health rehabilitation services for troubled children and adolescents requiring therapy and support more intensive than what can be provided through regular outpatient services. The program provides psychological evaluations, mobile therapy, behavioral specialist consultations, therapeutic support and case management in school, community and home environments. All Wraparound Services are approved by The City of Philadelphia's Community Behavioral Health.

*During 2008-2009 the Wraparound Department served a total of 151 children and youth and had an average case load of 119 clients per month.*

### **Functional Family Therapy (FFT):**

FFT is a well documented family-based prevention and intervention model for providing treatment to youth who are between the ages of 10 and 18 and are exhibiting excessive disruptive and delinquent behaviors. The model's core philosophy is based on the belief that children are best served within the context of their own families and natural support systems. To this end, FFT attempts to uncover and develop the unique strengths of the family in a way that promotes the family's self-respect and provides specific ways to improve. Services occur in the family's home or community and at times that are convenient for the family. In the long run, FFT can lead to greater self-sufficiency, fewer treatment needs and substantially lower costs.

*Intercultural began offering the FFT program in November 2008 and served 123 youth through June 2009. Future plans include the expansion of school-based FFT services, if funding allows.*

### **Asian Wellness Coalition:**

Through a partnership with the Cambodian Association of Greater Philadelphia and the Vietnamese Hung Vuong Association, Intercultural coordinates mental health outreach and education services to the Asian community. With partial funding from the Department of Behavioral Health, the Coalition provides culturally competent referrals for counseling and supportive services relating to mental health needs.

*During 2008-2009 the Coalition reached 3,610 individuals through community education efforts and referred 156 to area clinics for follow-up treatment.*



# Youth Programming

ARTS, EDUCATION AND JOB-RELATED SKILLS FOR CHILDREN AND YOUTH:

## Music & Mentorship

The mission of the Music & Mentorship Program (M&M) is to provide unique opportunities for community youth and families of diverse cultural groups to explore and develop their musical creativity, self-expression, and self-esteem through musical appreciation and instruction.

Celebrating its 10th anniversary this past year, M&M has filled the gap created by continued cuts in school arts funding over the past decade. The program has made it possible for a group of talented instructors to bring a wide variety of musical instruction to children within the Philadelphia school system who otherwise would not have had this opportunity.

## Highlights of the past year

M&M concluded its spring 2009 semester with its largest single semester enrollment to date, with 122 registered participants. For the fall semester the program reached 84 participants. Accounting for students who enrolled both semesters, a total of 163 unduplicated individuals were reached by the program this year.

Impact on student performance: M&M instructors monitor improvement in student performance in each class across seven indicators including skill level, readiness for higher level class, listening, memorization, group dynamics skills, confidence, and music knowledge. On average, among all classes, 78% of students showed substantial improvement in musical skills and 84% improved their confidence levels.

The Aspiring Composers students created and produced their own compilation CD of original songs. Each student wrote, co-wrote and recorded an original song using our newly purchased Macintosh computer and recording equipment. This past semester we were very fortunate to have help from local musicians Amos Lee and Jaron Olevsky as well as instructor John Francis, parent Tereasa Lassiter and intern Ed Israel.



Parent Association: The parent association continued to grow—increasing their involvement and attendance at association meetings (from an average of 5, to about 15 in attendance). They instituted a “Google” group for communication, added an agenda and recorded minutes to their meetings, and began sub-committees to create more focused tasks and accountability. Among their projects were the M&M Snack Shack—a weekly snack bar run after each Saturday morning music session, a roller skating party, the Green Day Festival—a community event held in April featuring local vendors, live music and activities for children, and ongoing instrument drives at neighborhood locations.





Maya Solomon on the piano

### **M&M Students: Achieving New Heights**

This is the first year since the program's inception that two of M&M's students have been enrolled in the highly acclaimed Philadelphia High School for the Creative And Performing Arts. For Maya Solomon and Savoy Weeks, acceptance into this competitive program was very much tied to the solid foundation in musical performance and appreciation which the M&M program gave to them.

Currently freshmen at the Creative and Performing Arts High School, both Maya and Savoy first started in the M&M program nearly 7 years ago as elementary school students. "When I first came to M&M, I took

guitar lessons, then took piano," Maya recalls. "The teachers showed me how music is recorded and how playing the piano can be easy, which has made me want to take more of an interest." For Savoy, M&M not only developed her musical skills, but also helped her self-esteem. "M&M showed me how to have confidence. Without it, I probably wouldn't have gotten into my high school." When Savoy came to M&M, she did not know how to read music; now she is an accomplished pianist. Likewise, Maya emerged from the program as a piano player as well as a dancer, and continues her dance study at the Creative and Performing Arts High School.

Looking to the future, each young girl sees a career in the arts as a definite possibility. "I'd like to go to Berkley for jazz, or the University of the Arts, and major in composing," said Savoy, who also would be interested in teaching. "It would be fun to teach someone younger than you who loves something just as much as you do," she added. For Maya, a career in dance and further training at the University of the Arts may be the path that she follows. Wherever music takes them, Savoy and Maya will not soon forget their artistic beginnings at Music & Mentorship.

# Youth Programming

ARTS, EDUCATION AND JOB-RELATED SKILLS FOR CHILDREN AND YOUTH:

## **Summer Performing Arts Day Camp**

The Intercultural Performing Arts Day Camp—incorporating both a strong academic and arts component—is an integral part of the organization’s overall initiative to serve low-income children and youth from the West, South and Southwest Philadelphia communities. During the six week camp, operating between the end of June through the beginning of August, approximately 51 children between the ages of 5 and 11 took part in academic and performing arts programming designed to expand their knowledge and increase their understanding of cultural diversity.

The 2009 camp theme was “It’s Not Easy Being Green,”—which touched upon differences among us, as well as our changing environment, requiring everyone to work together in an eco-friendly manner to protect our scarce resources.

The major culminating event of the 6-week camp is the Finale Performance—an entertaining and

energizing exhibition by campers of their newly developed skills in the performing arts, academics and cultural awareness. This event takes place during the last week of camp and is always well-attended by family members and friends of camp participants.

Of note this past year, and to be continued, all Academic Specialists were equipped with advanced graduate degrees and teaching certifications including one PhD candidate in the education field, and all full-time staff held bachelor’s degrees. Also this past year, through a relationship with the Mann Music Center’s Director of Education and Outreach, Intercultural’s campers participated in the “Connecting Arts @ The Mann Center” program involving performing arts workshops with the Philly Boys Choir, a ballet company and an African dance ensemble. This series connected campers directly with professional artists in participatory activities that enriched, educated, and entertained.

## **WorkReady**

### **SUMMER YOUTH EMPLOYMENT AND CAREER COUNSELING PROGRAM**

Intercultural’s summer WorkReady Program helps to equip local students 16-24 years old with job readiness skills and post secondary counseling through worksite placements and weekly professional development classes.

Working with both the Philadelphia Youth Network (PYN), and The Philadelphia Council on College and Career Success, this past year Intercultural received additional funding to expand its WorkReady programming, and reached 65 students with career development, paid internships and skill building workshops. Local professional organizations including Kaplan Test and Admissions Prep, Students in Free Enterprise (S.I.F.E.), Penn at Abington, and Dress for Success provided additional services to participating youth. Among the employers participating for student job placements were A Green Thing, the American Association for Cancer Research, KeVen Parker Company, Norris Square Civic Association, the Philadelphia Sunday Sun, and The Tucker Law Group LLC.

# Health Education & Outreach

## Healthy Start

The Healthy Start Program is an effective, community-based approach to fighting infant mortality and low birth-weight babies through case management, and outreach programs targeting pregnant and parenting women. During the past year, Intercultural's Healthy Start teams in both South and Southwest Philadelphia enrolled a total of 218 women, providing them with health information and supportive services. Increased outreach efforts resulted in a higher number of clients enrolling in their first trimester than in previous years. These efforts included the canvassing of high-risk neighborhoods, networking with local hospitals and clinics and participating in consortium activities. Among the program's outreach partners were the Kids Smiles Dental Center, the Health Annex, Woodland Avenue Health Center, the Helen O. Dickens Center for Women's Health (HUP), JOGA (Jefferson), Women's Care Center (Drexel University), and Penn OB/GYN.

## Preventing HIV/AIDS through Community Education (PHACE)

Intercultural's PHACE Program provides HIV/AIDS counseling, testing and referral, (including partner counseling), as well as education and awareness building in a variety of formats including health fairs, workshops, group intervention sessions, individual interventions and school visits throughout West, South and Southwest Philadelphia. During the past year, the program served 1,742 individuals through Individual-level Interventions, Health Communication & Public Information, and HIV Testing. PHACE increased efforts to take testing to the community on a more frequent basis, rather than wait for individuals to come into the service

center to be tested. These efforts resulted in testing at the the Lombard Central Soup Kitchen at 42nd St. and Powelton Avenue, bi-weekly education and testing at Philadelphia Housing Authority's Wilson Park women's group meetings, testing at the Black Women's Health Alliance community event, the Barratt Beacon Program, and the People's Emergency Shelter. The program also expanded its testing to include STD screening.

Also enhancing marketing efforts this past year were My Personal Health Pledge Cards which encourages individuals to know their HIV status by committing to a testing date. The cards were distributed at all community presentations and outreach activities.





## Strengthening Families

### **Family Preservation**

The Family Preservation Program provides families with short-term intensive case management services in order to prevent out-of-home placement of children and youth and keep families together. Case workers coordinate service needs of each family including medical, housing, food, clothing, educational and behavioral health in an effort to increase access and preserve the family unit. This past year Family Preservation prevented placement in 100% of the 32 families served, and reached 138 individuals, including children and adults.

### **Enhancing Parenting Skills Program**

The Enhancing Parenting Skills Program is a 10-week session focusing on specific strategies to enhance child development and strengthen the parent child relationship. The current program targets parents, (the majority of which are women) challenged by issues of child abuse and neglect, reunification with children, mental health concerns, substance abuse, and homelessness. Transportation, childcare, meals, and access to emergency food and clothing are also provided to encourage participation in the program. Successful completion of the 10-week session is recognized through a graduation ceremony, celebratory dinner and certificate.

During the past year, the program reached 181 parents and provided childcare to 123 children. Outreach continued with shelters, community organizations, health centers, foster care agencies, the Department of Human Services, probation departments and the schools.

### **Services to Children in their Own Homes (SCOH)**

SCOH is a child and family centered program that provides in-home services and counseling to prevent children from being separated from their families. Intercultural specializes in delivering these services in a culturally competent manner so that non-English speaking families have access to the services they need. Intercultural operated SCOH until the program's closure in June 2009. During SCOH's last year, 415 families and 1,572 individuals were served.

# Special Projects

## Emergency Food Bank

Intercultural's Emergency Food Bank provided food baskets to nearly 30 households per month, serving approximately 360 households and 1800 individuals during the past year. Each food basket contained a 3-day supply of food for families. The average family size for a food basket was five persons, including children.

## Clothing Boutique

The agency's Clothing Boutique provided clothing to nearly 400 individuals during the past year with the help of donations from private individuals and organizations. These donations helped clients improve their presentation in job interviews, at work, and improved their self-esteem. Children and infant clothing was made available to clients in the Healthy Start, Family Preservation and Parenting programs as well.



## Language Interpretation and Pronunciation Services (LIPS)

LIPS provides language interpretation for clients receiving services from Intercultural and also for other city and county agencies and community-based organizations on a fee for service basis. Trained interpreters from the agency's multi-ethnic staff, with expertise in over 20 different languages, provide quality services at reasonable rates. This past year the LIPS program increased its service levels 21% from 2008, serving 257 clients from Intercultural's programs, the Department of Human Services, the New Jersey Department of Youth and Family Services, Penrose Services, and Montgomery County Children and Youth.

## English for Speakers of Other Languages

Intercultural Family Services collaborates with the Center for Literacy to provide ESOL classes for people in the West Philadelphia community who are new to the English language. The classes are supported by funding from the Pennsylvania Department of Education. The program provides both a beginner and an intermediate level of instruction, at no cost to the participants.





# Agency Demographic Profile for 2008-2009



Black/African Americans

**70%**

Asians

**10%**

Hispanic/Latino

**9%**

Other or mixed ethnicities

**6%**

Caucasian

**5%**

# Financial Summary



## Current Assets

Cash and cash equivalents	19,038
Grants receivable	437,144
Prepaid expenses	5,659
Accounts receivable net	1,362,226
<b>Total current assets</b>	<b>1,824,067</b>

**Investments** **144,626**

**Net property and equipment** **3,124,522**

**Other assets** **0**

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**TOTAL ASSETS** **5,093,215**

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## Current Liabilities

Line of credit	1,102,441
Current portion long-term debt	84,743
Accounts payable and accrued expenses	304,523
Accrued payroll and taxes	416,811
<b>Total current liabilities</b>	<b>1,908,518</b>

**Long-term debt, less current portion** **1,652,960**

**Total liabilities** **3,561,478**

## Net assets

Unrestricted net assets	1,528,437
Temporarily restricted net assets	3,300
<b>Total net assets</b>	<b>1,531,737</b>

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**TOTAL LIABILITIES AND NET ASSETS** **5,093,215**

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### Revenue and support

Grants	3,355,759
Outpatient services	4,519,956
Contributions	17,464
Interest income	6,033
Realized & unrealized gain/(loss) on securities	(30,579)
Miscellaneous other income	47,124
<b>Total revenue and support</b>	<b>7,915,757</b>

### Operating expenses

Salaries and wages	4,819,718
Payroll taxes and fringe benefits	1,058,951
Supplies, contractual, depreciation and others	2,835,665
<b>Total operating expenses</b>	<b>8,714,334</b>

**Change in net assets** **(798,577)**

**Net assets at the beginning of year** **2,330,314**

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**NET ASSETS AT THE END OF YEAR** **1,531,737**

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# Quality Assurance and Improvement



Intercultural's Quality Assurance and Improvement (QAI) department continuously reviews each agency program to ensure efficiency and effectiveness. Through coordinating the agency's Continuous Quality Improvement (CQI) process, the QAI department guides staff members in their ongoing improvement efforts. Included in this process is data collection and evaluation, peer and record review, the administering of stakeholder and staff satisfaction surveys, and compliance reviews to ensure program compliance with city, state, and federal contracts. Each of these steps helps ensure that Intercultural is doing the best work possible to affect favorable outcomes for consumers and other stakeholders.

For 2008-2009, 43 Continuous Quality Improvement meetings and 23 peer review meetings were held. Compliance reviews were completed as scheduled for Services for Children in their Own Homes (SCOH), Family Preservation, Healthy Start, Outpatient Behavioral Health West, and the Wraparound Department. Appropriate record reviews were completed for Housing and other smaller departments as part of the peer review process. Audits conducted by the Office of Mental Health and Substance Abuse, the Department of Human Services, and Community Behavioral Health all resulted in above average performance evaluations.

Based on the data gathered through the CQI process and the agency's strategic plan goals, some of the improvements made in 2008-2009 include the following:

- To increase internal communication, all employees were given agency e-mail addresses;
- To improve the agency's infrastructure, the Human Resources system was computerized;
- To increase services within the community, outpatient mental health services were offered in South Philadelphia;
- To increase the quality of services, therapists attended trainings in assessment, trauma, risk and perinatal depression.

# Key Personnel



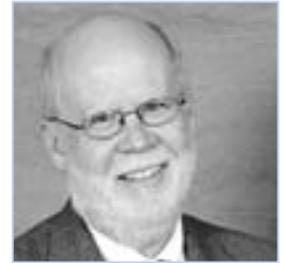
**Evelyn Marcha-Hidalgo, MS**  
CEO / Executive Director



**Myra Brown, MBA**  
Deputy Executive Director



**Denise Cutrone, MA, BHS, RHIT**  
Director of Quality Assurance and Improvement



**Bob Włodarczyk, MS**  
Lic. Psych., Director of IBHC (West)



**Michel Bien-Aime, MD**  
IBHC Medical Director



**Elizabeth Williams, MS, CAGS**  
IBHC West Clinical Administrator



**Angelo Adson, MSS, MLSP, MBA, LCSW**  
Director of IBHC (South)



**Terry Zou, MS**  
MIS Manager

# Board of Directors



**Henry C. Fader, Esq.**  
Chairman



**Lawrence F. Bell, MBA**  
Vice Chairman



**Robert P. Hughes, CPA**  
Treasurer/Asst. Secretary



**Miriam H. Evans**  
Secretary/Asst. Treasurer



**Evelyn Marcha-Hidalgo, MS**  
CEO / Executive Director



**Maria Pajil-Battle**



**Bonnie Bowser**



**David R. Burns, MD**



**Russell J. Cardamone, Ph.D.**



**Janyce Hughes, MPA**

# 2008-2009 Funders and Supporters

## Government Agencies

### US Department of Housing and Urban Development

### PA Department of Health

Bureau of communicable Diseases; Division of HIV/AIDS

### PA Department of Public Welfare

Office of Mental Health and Substance Abuse Services

### City of Philadelphia

Department of Public Health

AIDS Activities Coordinating Office

Division of Maternal, Child, and Family Health

Department of Human Services

- Division of Children and Youth
- Division of Community-Based Prevention Services

Office of Housing and Community Development

Philadelphia Activities Fund

Department of Behavioral Health/Mental Retardation Services

## Collaborative Partners

### Keystone Mercy Health Plan

### Cambodian Association of Greater Philadelphia

### Vietnamese Hung Vuong Association

### Center for Literacy

### Greater Philadelphia Health Action



## **Third Party Payers**

Community Behavioral Health

Magellan Health Services

## **Private Organizations and Individuals**

Amos Lee/ Common Ground Music Festival

PECO

Pepper Hamilton LLP

Philadelphia Youth Network

## **Private and Corporate Foundations**

AIDS Fund - Philadelphia

American Society of Composers, Authors, and Publishers (ASCAP)

Beneficial Bank Foundation

D'Addario Music Foundation

NAMM Foundation

Nararo Foundation

Rex Foundation

Samuel Fels Fund

Sovereign Bank Foundation

Starkey Hearing Foundation

Stockton Rush Bartol Foundation

TD Bank Charitable Foundation

## **Memberships**

Homeowner's Emergency Mortgage Assistance Program (HEMAP)

Approved Counseling Agency

Housing and Urban Development (HUD)

Approved Housing Counseling Agency

Greater Philadelphia Cultural Alliance

Pennsylvania Council of Children, Youth, and Family Services

The Philadelphia Alliance





## Intercultural Family Services, Inc.

DIVERSITY IN ACTION®

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