

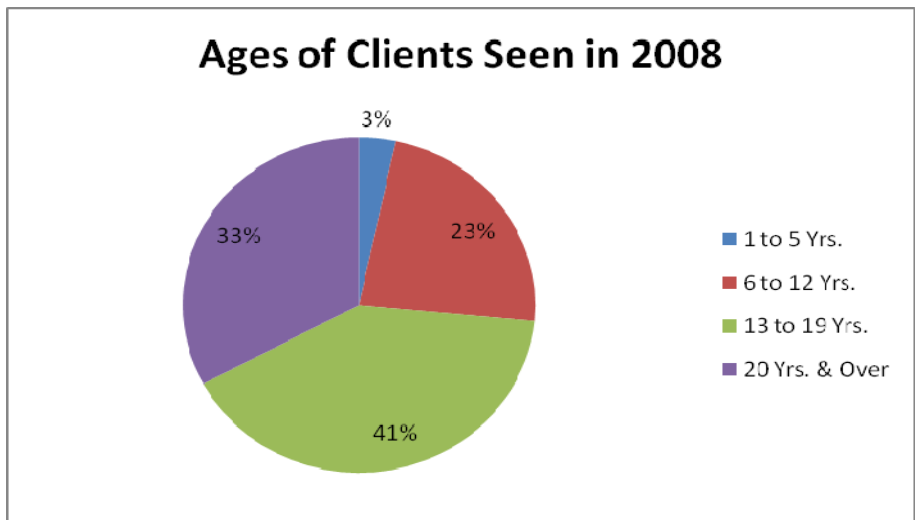
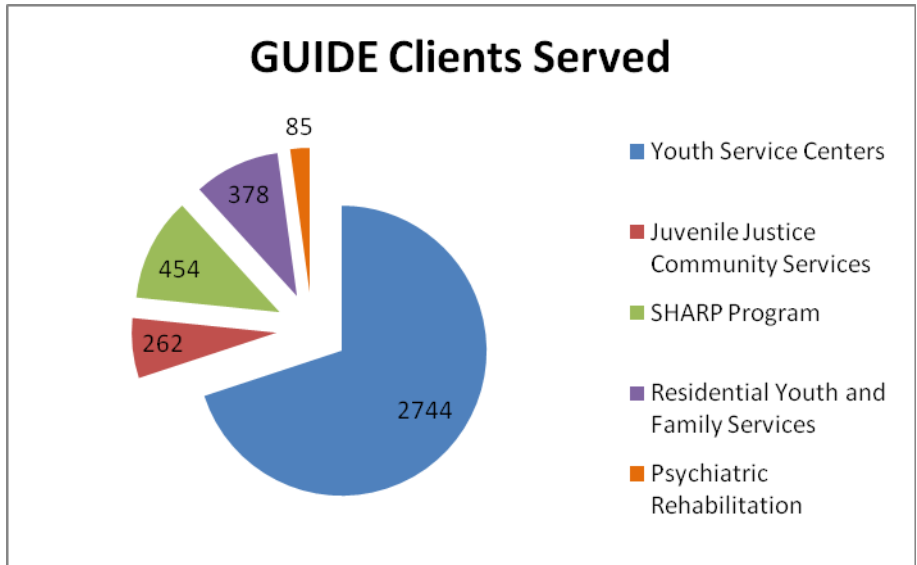


By the Numbers: GUIDE's Year in Review

During Fiscal Year 2008, GUIDE served just under 4,000 individuals, the second largest number of clients seen in a year during the last decade. The organization's fiscal position remained stable with revenue and expenses reaching their highest point in the last 10 years.

During FY 2008 GUIDE served 3,923 clients consisting of 2,615 primary clients and 1,308 family members through twelve programs located in Prince George's, Montgomery, and Baltimore Counties, and Baltimore City. Our Child, Adolescent and Family Intervention Services programs served 3,460 clients (2,181 Primary Clients & 1,279 Family Members); Residential Youth and Family Services programs served 378 (349 Children & 29 Family Members); and, Young Adult and Adult Psychiatric Rehabilitation Services programs served 85 individuals.

Our clients ranged in age from five years and younger though 65 and older. Forty-one percent of those served were between the ages of 13 and 19. Twenty-six percent of our clients were below the



age of 13, and 33% were 20 years of age or older.

GUIDE's revenue increased by just over four percent compared to FY 2007, and expenses by just over five percent. Revenue increases

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Greetings from the Board of Directors and Management

On behalf of the entire GUIDE organization, we extend both greetings and a thank you to our friends, colleagues, staff, and supporters without whose fidelity, friendship, and contributions the successes of the last year would have been impossible. Through the sustained assistance of our public sector partners, the generosity of private contributors and friends of the organization, and the growth in services offered by GUIDE, our revenue and expenses for the last fiscal year reached highpoints for the decade—exceeding seven million dollars in both cases.



Despite ten years of increasing fiscal strength, our agency, like so many nonprofit service organizations, is also being challenged by the national recession and Maryland's declining economy. The downturn in revenue is occurring just at a time when many individuals and families we serve are themselves experiencing increasing personal and financial stress in their lives; these times cry out for expanded services rather than the belt-tightening strategies that we've initiated to manage declining revenue. GUIDE staff—the heart and hands of the organization, and our most valuable and valued asset—are being asked to stretch and flex to meet some challenging goals during these tight fiscal times. They are being asked to do more with less, to manage company resources very prudently, and to work diligently in order to maintain the majority of services we now offer.



The year at GUIDE has been filled with many successes despite the challenging financial times. During the fiscal year, more than 3,900 individuals received services from our organization, the second highest numbers served per year during the past decade. Again this year many program participants achieved personal goals and demonstrated success in educational attainment, employment, independent community living, and family relationships. During the year we began renovations at the Nashville Homes project, our newest HUD housing initiative, and another project is being planned.

Looking ahead to 2009 and beyond, we remain hopeful that the nation's economy will begin to turn around and improve in the not too distant future. GUIDE's planning involves developing initiatives that can take advantage of changes in service needs, public sector goals, and new business opportunities that will be presented, while at the same time planning as creatively as possible to manage continuing funding limitations in some areas of our work. We continue to look forward to your support, your energies, and your good will. We wish you the best in the New Year.

A handwritten signature in cursive script that reads "Maureen".

Maureen Mann-Ritz, LCPC
Chair, Board of Directors

A handwritten signature in cursive script that reads "Scott".

Scott K. Birdsong, LCSW-C
Executive Director & President

Clients Thrive in Community Living Settings

- 97% of GUIDE Independence consumers receiving psychiatric rehabilitation services in Prince George's County required no inpatient hospitalizations during 2008, and 95% were successful in maintaining their placement for the year.
- 85% of the agency's supported employment participants either found or maintained employment during FY 2008.
- 64% of youth who received residential treatment at GUIDE's Oak Lane Therapeutic Group Home and who were discharged during the year returned home or otherwise moved to a less restrictive community living situation; 57% of the youth receiving treatment services at the Oak Lane and Barrington Road Homes obtained part-time employment while in care.
- 90% of the transitional age youth remaining in the program for more than six months demonstrated improvement in their outcome skills assessment scores; 90% of all residents were involved in paid employment, school, or volunteer work; the program maintained a 90% successful discharge rate; and 20% of individuals receiving residential rehabilitation services transitioned to supported housing during the year.

"I just wanted to thank you for all the help you gave me! I've changed a lot since I started your program. You have no idea. I know this sounds ridiculous, but it took me the whole 8 months that I was in your program to realize how much you cared about me, and wanted to help me."

Former Therapeutic Group Home Resident

Dam's Story

Dam Le of GUIDE's Transitional Age Youth Program received an award for academic excellence this year and has been on the Dean's List at Montgomery College for all of the semesters he has attended. Dam is the Student Senate Chief of Staff on the Rockville Campus. He plans to transfer to the University of Maryland system and become an elementary special education teacher. GUIDE extends congratulations to Dam on his many accomplishments! Dam recently shared the following story in a Montgomery College publication, "Portraits of Life: Student Experiences":



There's nothing easy about being poor. My adopted grandmother would give me the fish and she would eat the fishbone. My mom wanted us to have a better life, so we moved from Saigon to Montgomery County when I was five. My stepfather beat my brother and me. I went to foster care when I was fourteen. If someone's beating you, you don't deserve that. You have freedom to live, not to be beaten. You shouldn't let it dictate what you're going to be.

I live in a program for young adult males. They help us regroup and learn what we need to do to survive in the world. They taught me at the group home how to control my anger, to live basically and how to be who you are and not be afraid. When I came to Montgomery College I was amazed. It was another world for me because I had support. I've grown a little bit each year. My objective is to help people who have suffered similar difficulties. I have a lot ahead of me.



Staff of GUIDE Youth Services are pictured with the Governor's Volunteer Service Award, presented to GUIDE on November 6, 2008 at the City of Gaithersburg Capital Day Luncheon.

Counseling Helps Youth and Families Meet Their Goals

"Yo lo único que puedo decir es que estoy muy agradecido con los servicios prestados. Fueron excelentes. Se cumplieron las metas trazadas y hubo muchísimo progreso en la relación con mi hija, así que muchas gracias y sigan adelante."

"The only thing I can say is that I am very grateful for the services. They were excellent. The goals were achieved and there was a lot of progress in my relationship with my daughter. Many thanks and keep doing this."

Parent, Youth Services Center

- 62% of children in GUIDE's Linkages to Learning Program (LTL) saw improvement in either school attendance, classroom conduct, peer and adult relations, academic achievement, or emotional well-being; 74% had no set backs.
- 90% of LTL youth and parents reporting indicated "excellent" or "good" goal achievement and improvement in the problem or situation that brought them into GUIDE.
- 82% of youth and 92% of parents who participated in brief 12-session counseling at GUIDE Youth Service Centers reported that the counseling helped improve family functioning.

GUIDE Clients Improve Academically in 2008



Oak Lane Group Home resident Jeffrey, shown here with Program Director Endrias Afework, was honored by MARFY with a Youth Achievement Award for his personal and academic successes.

- 98% of students in the SHARP Suspension Program completed three-quarters or more of their homework assignments.
- Contributions from the Frank M. Ewing and Wachovia Foundations provided tutoring to Therapeutic Group Home residents, helping us achieve 75% - 100% promotions to the next grade level.
- All high school seniors in the Transitional Age Youth Program successfully completed their senior year and graduated in 2008.
- 70% of youth remaining in structured shelter care for 20 days or more increased at least one grade-level in two academic subjects (reading, math, or spelling).

Restorative Justice Focus Helps Juvenile Justice Youth

- Less than four percent of youth who participated in GUIDE's Intensive Intervention Program obtained new delinquency charges while in the program; 100% of clients had parents/guardians participating in the program at some point during treatment.
- Shelter Care youth performed a total of 1,299 hours of community service during FY 2008.
- Youth in shelter care evidenced a 90% retention rate.
- Youth and parents receiving Family Interventionist Services who responded to satisfaction surveys report improvement and satisfaction with the services offered.

"The staff at the shelter were very helpful in helping me understand the importance in complying with the norms of my community."

Youth Client, Catonsville Structured Shelter

GUIDE's Fiscal Year 2008 Financial Position Remained Stable

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were recorded in all income categories and reached a decade highpoint exceeding seven million dollars. Increases in expenditures occurred in all program areas. Increases in expenditures resulted primarily from generally increasing costs of doing business. Net unrestricted assets at the end of Fiscal Year 2008 were

\$2,118,387, representing a decrease of 2.2% compared with the end of Fiscal Year 2007. Looking back over the past decade (2008 to 1999), GUIDE has been very fortunate to have experienced revenue growth averaging over seven percent per year which has primarily resulted from the expansion of services provided by the organization during this period.

GUIDE Income & Expense Report for FY 2008 and 2007*

	FY 2008	FY 2007	% Change '07 to '08
Revenue & Support			
Government Grants & Contracts	\$4,196,542	\$4,038,982	3.90%
Client Fees-for-Services	\$2,767,015	\$2,668,747	3.68%
Rental & Interest Income	\$157,053	\$139,575	12.52%
Donations & Other Income	\$26,836	\$14,759	81.83%
Total Revenue	\$7,147,446	\$6,862,063	4.16%
Expenses			
Young Adult & Adult Psychiatric Rehabilitation Services	\$2,582,185	\$2,391,280	7.98%
Child, Adolescent, & Family Intervention Services	\$2,277,818	\$2,150,586	5.92%
Residential Youth & Family Services	\$1,531,857	\$1,464,845	4.57%
Management & General	\$797,268	\$822,458	-3.06%
Fundraising	\$6,018	\$0	100.00%
Total Expenses	\$7,195,146	\$6,829,169	5.36%
<i>Change in Net Assets</i>	<i>-\$47,700</i>	<i>\$32,894</i>	

*Consolidated report for GUIDE Program, Inc. and its three housing subsidiaries-- GUIDE Trexler House, Inc., GUIDE Marywood House, Inc., & GUIDE Nashville Homes, Inc. The 2008 and 2007 consolidated financial statements were audited by the independent accounting firm of Chapin, Owen, and Sandstrom, P.A. Copies of audited financial statements and IRS Forms 990 are available upon request.



BEFORE AND AFTER: GUIDE's HUD sponsored renovation of the Nashville Hill House group home approached completion in late 2008.

Supporting GUIDE's Work in 2008

- Grants, financial gifts, and in-kind services were received from private foundations, businesses and many, many individuals all of which are gratefully appreciated and helped support GUIDE's mission during the year. Contributions and grants of \$500 or greater were received from:

The Birdsong Family
 Ursula Carlton
 The Frank M. Ewing Foundation, Inc.
 Fellowship of Lights, Inc.
 The W.R. Grace Foundation
 Leonard Gordon, D.D.S., Gaithersburg
 LMI (Logistics Management Institute)
 Dr. Donald H. Nolf, Chiropractic Associates
 Office Depot Foundation

Otsuka America Pharmaceutical, Inc.
 Panera Bread, Germantown
 St. John's Church, Gaithersburg
 The Sam's Club Foundation
 Schneider Family Dentistry, Gaithersburg
 United Health Care
 The Wachovia Foundation
 Walgreen's Potomac
 The Weissberg Foundation

- Citizens and taxpayers supported the work of GUIDE through major funding by:

City of Gaithersburg
 Maryland Affordable Housing Trust
 Maryland Choices, LLC
 Maryland Departments of Health and Mental
 Hygiene, Human Resources, Juvenile
 Services, and Education
 Montgomery County Collaboration Council for
 Children, Youth and Families, Inc.

Montgomery County Department of Health and
 Human Services
 Montgomery County Public Schools
 Prince George's County Department of Family
 Services
 United States Department of Housing and
 Urban Development

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 L. Thomas, LCPC, Transitional Age Youth
 Joan Morgan-Jones, Catonsville Shelter
 A. Weaver, LCSW-C, Psychiatric Rehabilitation
 W. Wilson, Residential Rehabilitation



Youth from GUIDE's Therapeutic Group Home enjoy a wild roller coaster ride on an outing to King's Dominion.

Mission Statement

In collaboration with community service organizations, private citizens, government officials, and other health and social service providers, GUIDE's mission is one of enriching lives, empowering families, enhancing communities, and embracing diversity through the provision of high quality mental health, juvenile justice, substance abuse, and social service programs that change the lives of children, adolescents, adults and families.