

COUNCIL FOR  
*Relationships* 90<sup>TH</sup>  
ANNIVERSARY SINCE 1932



OUR  
SHARED  
IMPACT

2021 - 2022

## LETTER FROM BOARD CHAIR

# DAVE BRICKER



Fiscal Year 2022 (July 1, 2021 – June 30, 2022) has been a year of transition and growth at Council for Relationships (CFR). As we celebrated our 90th year of Marriage and Family Therapy, we said goodbye to former CEO, Deb D'Arcangelo, after more than six years of service and welcomed our ninth CEO, Jeannine L. Lisitski, PhD. Jeannine brings decades of management and leadership experience in the nonprofit sector. She served in a variety of executive level roles in organizations focused on alleviating violence, poverty, and behavioral health issues, including as the Executive Director & President of Women Against Abuse (WAA) for over a decade. Prior to her work with WAA, Jeannine worked with and received an award from CFR for establishing a partnership with Project H.O.M.E., CFR's first community partnership. We also welcomed Chief Advancement Officer, Jason Anhorn, M.Ed., who brings a 20-year background in higher education administration and nonprofit management. We owe special thanks to Chief Clinical Officer, Emma Steiner, MSW, MFT, LCSW, and Chief Financial Officer, Howard Cohen, for serving as Co-Interim CEOs and maintaining CFR's high-quality services throughout the transition.

As the pandemic continued, the need for mental health services escalated. CFR therapists, psychiatrists, and interns provided 41,358 therapy sessions in FY22, nearly a quarter of which were low or no fee therapy services. Community Partnerships Initiative (CPI) continued to eliminate common barriers to receiving mental health care by offering no-cost therapeutic services to marginalized populations throughout Philadelphia. Due to COVID-19, CPI took a hybrid approach to serving its partners and worked to deepen existing relationships and return to onsite services as permissible. CFR clinicians of color within the Racial Equity in Therapy Initiative program provided care to approximately 120 BIPOC clients. We consider it an honor to serve those who served our country, and the number of veterans and their family members served by CFR's Operation Home and Healing has doubled over the past five years.

Since our founding in 1932, CFR has served as a premier educational and training center for clinicians. CFR was one of the first training centers for marriage and family therapy in the country. We currently offer Post Graduate Certificate Programs, a Master's Degree in Couple and Family Therapy in partnership with Thomas Jefferson University, and continuing education and workshops. Closely supervised student interns from our programs provide much of our low and no fee therapy services. We continue to rely on support from our generous donors to fund mental health services for those who cannot afford market rate fees, as well as programs supporting CFR's community partnerships clients.

As you read this report, you'll learn more about our shared impact and areas where we need your support. I'm proud of what we've accomplished this past fiscal year thanks to CFR's clinicians, staff, Board, partners and donors like you. I would like to extend a warm welcome to our new Board Chair, Michael Veloric. I'll still serve the Board as Vice Chair and am excited for what's ahead as we begin the strategic planning process with our new CEO and look ahead to our vision at 100!

Dave Bricker

COUNCIL FOR  
*Relationships*

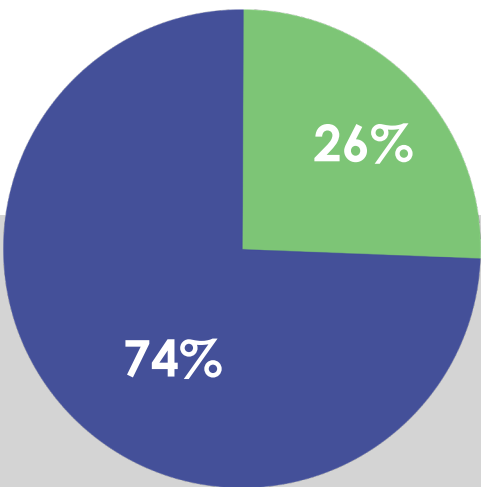
# ABOUT US

## WHAT WE DO

CFR provides exemplary therapy, delivers low and no fee therapeutic services to marginalized and underserved individuals and families through a range of community-based organizational partnerships, educates and trains clinicians in the family systems approach, and advances the mental health field through research.

## OUR SHARED IMPACT

As a nonprofit, CFR reinvests its surplus revenue to offset the cost of providing care to clients who would otherwise be unable to afford mental health services while still paying our clinicians a fair rate to provide this care.



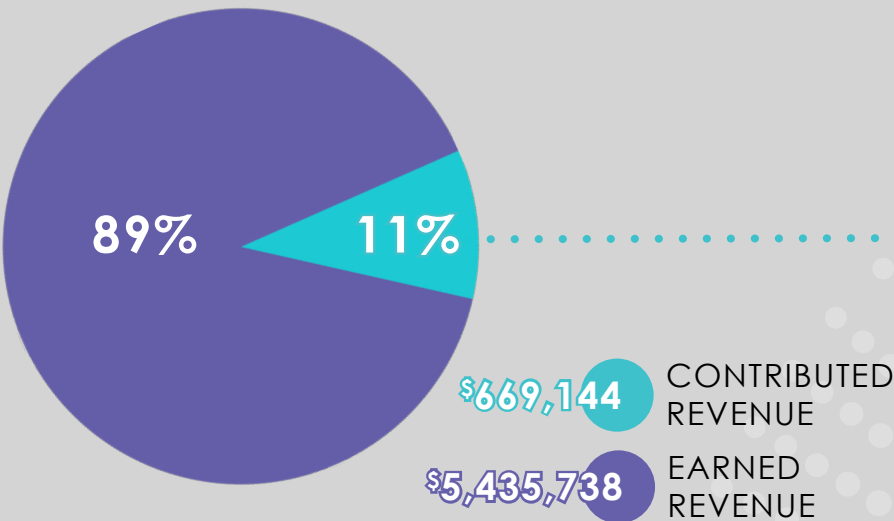
3,429 CLIENTS SEEN BY STAFF

1,214 CLIENTS SEEN BY INTERNS

THE TOTAL NUMBER OF CLIENTS SERVED

4,643

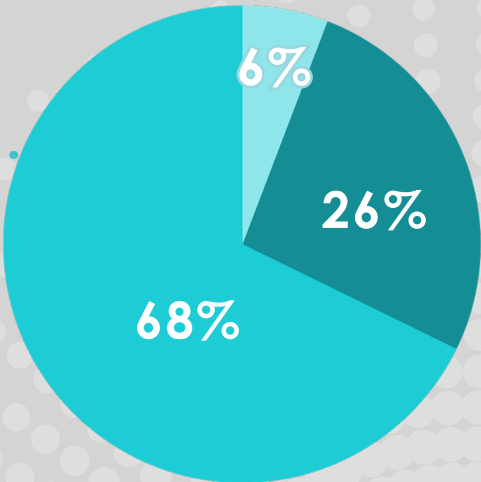
# REVENUE SOURCES



89% of CFR's operating budget is comprised of **earned income** from market rate client fees for counseling services and tuition for clinical education.

11% is **contributed revenue** from individual and corporate donations and foundations. These funds support mental health services for those who cannot afford market rate fees and to support CFR's community partnership organizations.

## CONTRIBUTED REVENUE SOURCES



- FOUNDATION GRANTS
- INDIVIDUAL GIVING
- EVENTS



# NO AND LOW FEE THERAPY SERVICES

## OUR SHARED IMPACT

In FY2022, CFR therapists, psychiatrists, and interns provided 41,358 therapy sessions, over 25% of which were low or no fee therapy services (LFTS) primarily provided by supervised clinical interns. Most CFR clinicians offer reduced rates for clients that cannot afford market rates. The expense to provide supervision for clinical interns, combined with the gap in market rate fees for licensed clinicians, exceeds CFR's annual contributed revenue.

### YOUR DONATIONS AT WORK

The high demand (compounding need) for low or no fee therapy services requires CFR to pursue additional charitable support and new contributions every year.

“Our therapists and psychiatrists have worked tirelessly, adapting along with our clients to the ever-evolving environment we are in. As we celebrate our 90th year of marriage and family therapy, I know that we didn't get to this point without resiliency. I am inspired every day by my colleagues and our clients. We continue to provide expert therapy, shaped by systems theory, across Pennsylvania and New Jersey to anyone who needs it, while also training the future leaders of our field.”

**Emma Steiner, MSW, MFT, LCSW, Chief Clinical Officer**





“Therapy can be inaccessible and unaffordable, making it seem like a luxury when it should be seen as healthcare. Witnessing the impact that access to a therapeutic environment has on my clients has motivated me to prioritize providing low or no fee services long after my internship has ended.”

**Allison Monaco**, MFT Student Intern, Thomas Jefferson University



## WORKING WITH OUR INTERNS

CFR interns provide therapy for \$15 to \$45 per hour. Interns are closely supervised by licensed clinicians on CFR's senior staff. Low or no fee sessions are intended to provide access to counseling for those who cannot afford market rate fees.

## IN FY2022 STUDENT INTERNS PROVIDED



**9,778**  
HOURS

of low or no fee therapy services at CFR



**OVER 25%**  
OF SERVICES AT CFR

“The work I do with my clients at CFR positively impacts others, as well as me, because I’m able to sharpen my therapeutic skills through practice. I have already seen how beneficial it is to clients experiencing financial insecurity to lower their fee during treatment. It truly feels empowering to be able to offer fee-reduction as a solution.”

**Danielle Costanzo**, MFT Student Intern,  
Thomas Jefferson University



# COMMUNITY PARTNERSHIPS INITIATIVE (CPI)

## OUR SHARED IMPACT

CFR collaborates with a range of non-profit organizations throughout Philadelphia, via its Community Partnerships Initiative (CPI), to provide therapy, support groups, and consultation to marginalized populations and the staff with whom they work. CPI eliminates common barriers to receiving mental health care by offering on-site, no-cost therapeutic services that are responsive to client and agency needs. CPI trains the next generation of couple and family therapists in the delivery of effective and culturally sensitive community-based services. Due to the COVID-19 pandemic, CPI shifted to utilization of a virtual approach to serving its partners. CPI staff have worked to deepen existing relationships and return to more onsite services.

### YOUR DONATIONS AT WORK

CPI requires a combination of contributed revenue and earned revenue to meet the needs of our community partners. CFR strives to identify and pursue new philanthropic partnerships to help us fully realize the possibilities and potential at every partner site.

“In times of heightened crisis, mental health needs increase, but so does the tendency to ‘circle the wagons’ and focus on basic personal or family needs. The need for increased contact between our CPI team and the staff of partner agencies has strengthened relationships with our partners and alerted us to the needs of these providers for support themselves (due to compassion fatigue, burn-out, and increased stress in their own lives). It has also caused us to revise and strengthen our procedures for referral and follow-up. ”

**Sara J. Corse, PhD, CPI Director**





## SELECTED CPI PARTNER HIGHLIGHTS

### ACTS CHRISTIAN TRANSITIONAL SERVICES

Six 2nd year Marriage and Family Therapist (MFT) interns delivered services at ACTS, including onsite and remote therapy and a children's group.

### ELIZA SHIRLEY HOUSE

Three 1st year MFT students have been onsite one day per week offering in-person therapy.

### HELP PHILADELPHIA

Three 1st year MFT students created care packages for staff members experiencing stress. One 2nd year MFT student worked virtually with a client at HELP, providing consistent sessions (38 in all) that had a profound clinical impact (as shared by the client).

### PHILADELPHIA INTERFAITH HOSPITALITY NETWORK

Over 40 sessions were provided to clients via virtual therapy provided by three 2nd year MFT students.

### PROJECT HOME

Daniella Bonhomme, a 2022 graduate of the Jefferson CFT program was hired in early June to provide on-site clinical services to residents of Project HOME's Rowan Judson Homes. Four 1st year CFT students have been working with PH staff to engage families and children in family and group therapy. Two groups were run in summer 2021.



**Daniella Bonhomme**

### SOUTHWARK SCHOOL

Two 2nd year MFT students ran an 8-week therapeutic social skills group for 1st grade girls. Two 1st year MFT students began a group for boys and girls in kindergarten.

### CORNERSTONE CHRISTIAN ACADEMY

CPI piloted a partnership with CCA, with three MFT interns providing therapy to three families, both virtually and in-person at the University City office of CFR.

### NATIONALITIES SERVICES CENTER

Two 2nd year MFT students provided a total of 93 sessions of virtual therapy over the course of the year, either through the use of translation services, or in one case, in the client's native language. Three 1st year MFT students initiated a bi-weekly support group for Afghani women refugees.

In addition, CPI hired Michael Butera, a 2022 graduate of the Jefferson CFT program to join the team as a site liaison and administrator.



**Michael Butera**

YOUR DONATIONS AT WORK  
In FY2022,  
100% of CPI  
partnerships were  
funded through  
donor support.



# OUR HISTORY

**1932** EMILY MUDD CREATED THE MARRIAGE COUNCIL OF PHILADELPHIA.

VETERANS AFFAIRS PARTNERSHIP FUNDED BY US NAVY

**1948** FIRST PROFESSIONAL EDUCATION AND CLINICAL TRAINING ESTABLISHED

RECOGNIZED BY THE IRS AS A 501C3 ORGANIZATION

**1960s** PARTNERED WITH MASTERS AND KINSEY RESEARCH GROUP

CLERGY TRAINING PROGRAM CREATED

**1991** TRANSCENDING TRAUMA PROJECT LAUNCHED

COMMUNITY PARTNERSHIPS INITIATIVE ESTABLISHED

**2007** VETERANS SERVICES FORMALIZED THROUGH OPERATION HOME & HEALING

TELEHEALTH THERAPY SERVICES LAUNCHED

**2021** RACIAL EQUITY IN THERAPY INITIATIVE FUNDED

90 YEARS OF MARRIAGE AND FAMILY THERAPY CELEBRATION

**1945**

**1958**

**1980s**

**2006**

**2018**

**2022**





# CFR 90<sup>TH</sup> ANNIVERSARY CELEBRATION



**MAY 12, 2022**  
**Radnor Valley**  
**Country Club,**  
**Radnor, PA**

Photos courtesy  
of Dylan Eddinger  
Photography

COUNCIL FOR  
*Relationships* 90<sup>TH</sup>  
ANNIVERSARY  
SINCE 1932

**YOUR DONATIONS AT WORK**

125 guests  
joined us at this  
event, which raised  
\$27,000 in gross  
revenue to invest in  
CFR's mission!



# RACIAL EQUITY IN THERAPY INITIATIVE (RETI)

## OUR SHARED IMPACT

The Racial Equity in Therapy Initiative (RETI) was established in February 2021. Since its inception, clinicians within the RETI program have provided over 800 therapy sessions for 120 BIPOC clients. The program subsidizes 12 therapy sessions for BIPOC clients to see a clinician of their choice at a fair rate for both parties, seeking to minimize the compounding negative economic impact of systemic racism.

The RETI subsidy is

**100%  
DONOR  
FUNDED.**

**We need donor support  
to continue to provide  
these services.**



# OPERATION HOME AND HEALING

## OUR SHARED IMPACT

CFR's Operation Home and Healing (OHH) provides counseling for active-duty service members, members of the National Guard and Reserves, veterans of all eras, and their families, regardless of their characterization of discharge or combat status. Specially trained therapists aim to help service members, veterans, and their loved ones heal and become better partners, parents, and family members. CFR partners with Headstrong in PA & NJ to provide cost-free, rapid response, stigma-free, unlimited, and confidential therapy. For those who don't fit into Headstrong guidelines, CFR offers the following special counseling services for veterans and military families through an OHH subsidy:

- Therapists with specialized training in military culture and competency
- Counseling to military members and non-married partners with or without the service member/veteran present
- Fees on a sliding scale based on income for clients who choose not to contact Headstrong

**YOUR DONATIONS AT WORK**

Donations help fund direct therapy services for veterans and/or veteran family members.

“Throughout the pandemic, many clients report mental health concerns but too much economic uncertainty to take on the expense of engaging a therapist. Support for OHH provides subsidized counseling for veterans and families not covered by Headstrong. For each veteran or service member we serve, there is a multiplier effect, increasing the impact of therapy as their improved mental health also improves the lives of their family members.”

**Nancy Isserman, MSW, PhD, OHH Director**



# LEADERS, ENTERTAINERS, ATHLETES & PERFORMERS (LEAP)

## OUR SHARED IMPACT

Leaders, entertainers, athletes, and performers are often idealized and have to handle the pressure of their respective field/career, family, friends, and so much more. At the same time, they often don't have a place where they can go to get the help and support they need to maintain and improve their mental wellness. CFR has therapists and psychiatrists who are trained and skilled at working with members of the LEAP community.

“High-pressured, highly-scrutinized professionals require a unique set of skills and a solid support system that often is not highlighted or discussed. LEAP can provide support.”

**George James, Jr., PsyD, LMFT, Chief Innovation Officer**



## THERAPY

# PSYCHIATRY SERVICES

### OUR SHARED IMPACT

CFR's staff psychiatrists are trained medical doctors and the consultation fees are typically higher than therapy fees. Donations support lowering these fees to a manageable amount and collaborative care with our mental health professionals.

YOUR DONATIONS AT WORK  
Donations support initial and follow-up consultation fees for psychiatry

“Some clients taking psychiatric medication, or seeking evaluation for psychiatric medication, choose to see a psychiatrist for both medication and therapy. Others choose to see a therapist for talk therapy and a staff psychiatrist for medication management. CFR takes a collaborative approach to the provision of client care and our staff psychiatrists work closely with our staff therapists.”

**Jane Summers, MD, Medical Director**



## THERAPY

# WOMEN'S PSYCHOLOGICAL HEALTH SERVICES (WPHS)

### OUR SHARED IMPACT

Our Shared Impact: Started in 2018 by Dr. Jane Summers, Women's Psychological Health Services (WPHS) brings together clinicians who specialize in women's issues to help women navigate mental health concerns through all the stages of their lives. Services include individual counseling, couple and family therapy, sex therapy, and psychiatric medication treatment and referrals. 20+ therapists and psychiatrists help women with:

- Premenstrual Syndromes
- Menopause
- Fertility
- Pregnancy
- Postpartum
- Mental health concerns that affect women and women-identifying people
- Pregnancy Loss
- Cancer

YOUR DONATIONS AT WORK  
Donations to WPHS support Low Fee Therapy Services for clients who identify as women.



# POST GRADUATE CERTIFICATE PROGRAMS

## OUR SHARED IMPACT

As one of the nation's premier training programs for licensure as a Marriage and Family Therapist (MFT), CFR provides training for mental health professionals, clinicians and clergy, and prepares them for licensure and functioning independently as MFTs.



**Michele Southworth**  
JD, LMFT, Post Graduate  
Certificate Program  
Director



**Dolores Littleton**  
DMin, LMFT, Clergy  
Track Director



**James Wadley**  
PhD, Sex Therapy  
Program Director



**YOUR DONATIONS AT WORK**

CFR is not a HEA Title IV organization; therefore, students can't apply for federal financial aid or get a tax write-off. **Donations are necessary to fund scholarships.**

“I came to learn to give great interventions, and moments that will help couples. It has been an honor to take this journey that deepened my understanding and my knowledge. ”

**Ryan McMillian**, MFT,  
MDiv, 2016 Post Graduate  
Certificate Program  
Graduate



“My understanding of relationships has deepened in a way that enriches my congregational ministry, not so much through secret ‘tricks of the trade’ (are there any, really?), but by cultivating my own self-awareness, empathy, ” and healthy boundaries.

**The Reverend Sarah E. Hedgis**,  
MDiv, Current Student



“CFR was the only program offering everything I needed for certification: It had synchronized learning, a small cohort, group supervision, fully online and affordable. ”

**Stella Breytman**,  
MSW, LCSW,  
Sex Therapy  
Certificate  
Program  
Student



# MASTER'S DEGREE IN COUPLE AND FAMILY THERAPY

The Couple and Family Therapy program is a unique collaboration between Council for Relationships and Thomas Jefferson University's College of Health Professions, bringing together the talents and resources of two respected organizations. Clients seeking Low Fee Therapy Services primarily work with CFR interns who are enrolled in the Jefferson CFT or CFR Post Graduate Certificate Program.



## PROFESSIONAL DEVELOPMENT

### OUR SHARED IMPACT

CFR offers classes throughout the year for mental health professionals including psychologists, counselors, social workers, marriage and family therapists, clergy, and more. CFR is approved by APA and AASECT to sponsor continuing education.

YOUR DONATIONS AT WORK  
**19**  
workshops in FY22.  
**Over 25%**  
focused on  
Racial Equity in  
Therapy.

“I've been going to the Council for my CEUs and the topics are always relevant, informative, thought provoking, and they really help me feel grounded in the advances in clinical work. I thoroughly enjoy the 30 hours I spend there every two years!”

**Kehindi Solanke**, *Director of Clinical Management, Community Behavioral Health, City of Philadelphia*

## RESEARCH

### OUR SHARED IMPACT

Since 1991, The Transcending Trauma Project (TTP), as part of CFR, has conducted 312 in-depth life histories with 98 Holocaust survivors, and their children and grandchildren to better understand coping and adaptation after extreme trauma. With donor support, TTP has the potential to radically alter the landscape of trauma-informed care by expanding its research to conduct the study of intergenerational transmission of mass trauma to uncover mechanisms of trauma mitigation.



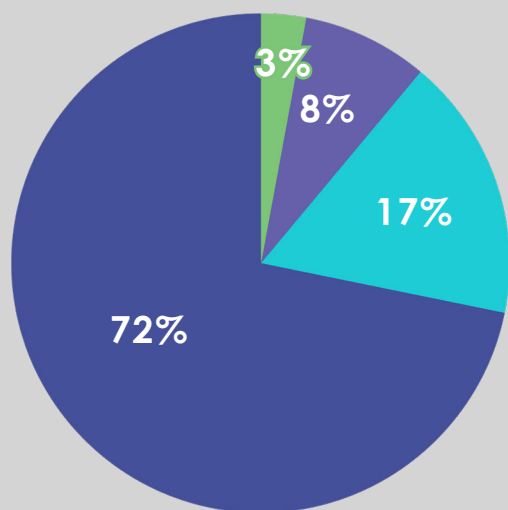
“The themes and findings from the Transcending Trauma Project apply to diverse populations who have been affected by trauma such as Rwandan genocide survivors, U.S. military families, survivors of gun violence, people with disabilities, and marginalized segments of our society oppressed by racism and prejudice. Themes pertaining to coping, adaptation, family dynamics, communication styles, and inter-generational transmission of trauma speak to a wide range of individuals, families, communities, cultures, and societies.”

**Bea Hollander-Goldfein**, *TTP Co-Director*



FY2022

## EXPENSES



**TOTAL**  
**\$5,895,899**

### CLINICAL SERVICES

Clinical services, clinical supervision, community partnerships

### GRADUATE & PROFESSIONAL EDUCATION

Faculty instruction, professional development, training

### MANAGEMENT & GENERAL

Building leases, office supplies, marketing, program support, technology, research

### FUNDRAISING

Development and communications platform, administrative costs, and consulting support

## BOARD MEMBERS AND STAFF

2021-2022

### CFR Board of Directors

Dave Bricker, *Chair*  
Steven Kempf, *Vice Chair*  
Tonya Zweier, *Treasurer*  
Jackie Zavitz, *Secretary*  
Keith Anderson  
James Ask  
Edward Blumstein  
Graham Brent  
Jim Carino  
Krystal Dillard  
Jeff Gibbard  
Karen Ix, LMFT  
Lisa Koblin  
Emmy Miller  
Stanley Muravchick, MD  
Marjorie Obod  
Robert L. Perkel, MD  
Samantha Porter  
Paula Smith-Benson  
Judy Tykocinski  
Michael Veloric  
Lana A. Watkins

### CFR STAFF

#### Executive Team

Jeannine L. Lisitski, PhD  
*Chief Executive Officer*  
Jason Anhorn, M.Ed.  
*Chief Advancement Officer*  
Howard Cohen  
*Chief Financial Officer*  
George James, Jr., PsyD, LMFT  
*Chief Innovation Officer*  
Emma Steiner, MSW, MFT, LCSW  
*Chief Clinical Officer*

JEANNINE L. LISITSKI, PH.D., CEO

## CFR VISION @ 100



“As we look ahead a decade to our 100th anniversary, we are reflecting on all that we've learned in the past few pivotal years and all that we are dreaming about for the future. We are asking ourselves and our stakeholders how CFR can positively impact our community in broader and deeper ways in the future. We are thinking about how our unique skills as systemic clinicians, educators and researchers translate to an impactful response to the emerging, changing and critical needs of the region that we serve.

I am excited about the recent kick off of our new strategic planning process, CFR Vision @100, to crystallize our strategy for exponential impact as we move forward into the next decade towards our centennial anniversary. We will be working through a variety of challenges including strengthening our infrastructure to support growth to respond to the needs of our community, identifying new community-wide interventions, creating a more inclusive and equitable organization, expanding our educational and research partnerships, and identifying a financial model to scale our community work among other challenges. I am looking forward to all the ways that we will think, plan, and act together with all of you to make our vision a reality. I hope that you will commit to joining us in this important work! ”

## COUNCIL FOR *Relationships*

Blue Bell, PA  
790 Penllyn Blue Bell Pike

Bryn Mawr, PA  
625 Montgomery Avenue

Lawrenceville, NJ  
2688 Main Street (Route 206)

Oxford Valley, PA  
1 Oxford Valley Road

Wynnewood, PA  
300 East Lancaster Avenue

Paoli, PA (MERGED WITH EXTON OFFICE)  
219 W. Lancaster Avenue

Philadelphia, PA – Center City  
1800 JFK Boulevard

Philadelphia, PA – University City  
4025 Chestnut Street

Voorhees, NJ  
1000 White Horse Road



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