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
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.

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.
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

"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

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

5
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.

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.

In FY2022, 100% of CPI partnerships were funded through donor support.
OUR HISTORY

1932
EMILY MUDD CREATED THE MARRIAGE COUNCIL OF PHILADELPHIA.

1945
VETERANS AFFAIRS PARTNERSHIP FUNDED BY US NAVY

1948
FIRST PROFESSIONAL EDUCATION AND CLINICAL TRAINING ESTABLISHED

1958
RECOGNIZED BY THE IRS AS A 501C3 ORGANIZATION

1960s
PARTNERED WITH MASTERS AND KINSEY RESEARCH GROUP

1980s
CLERGY TRAINING PROGRAM CREATED

1991
TRANSCENDING TRAUMA PROJECT LAUNCHED

2006
COMMUNITY PARTNERSHIPS INITIATIVE ESTABLISHED

2007
VETERANS SERVICES FORMALIZED THROUGH OPERATION HOME & HEALING

2018
TELEHEALTH THERAPY SERVICES LAUNCHED

2021
RACIAL EQUITY IN THERAPY INITIATIVE FUNDED

2022
90 YEARS OF MARRIAGE AND FAMILY THERAPY CELEBRATION
125 guests joined us at this event, which raised $27,000 in gross revenue to invest in CFR’s mission!
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.
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

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

THERAPY
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
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.

“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

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

Donations to WPHS support Low Fee Therapy Services for clients who identify as women.
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.

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

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.

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

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

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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

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GRADUATE EDUCATION

POST GRADUATE CERTIFICATE PROGRAMS

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.

100%

graduation rate for full time students

pass rate for students pursuing LMFT licensure

job placement rate

GRADUATE EDUCATION

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.
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

CLINICAL SERVICES
Clinical services, clinical supervision, community partnerships

$4,232,940

GRADUATE & PROFESSIONAL EDUCATION
Faculty instruction, professional development, training

$1,001,511

MANAGEMENT & GENERAL
Building leases, office supplies, marketing, program support, technology, research

$485,538

FUNDRAISING
Development and communications platform, administrative costs, and consulting support

$175,910

TOTAL
$5,895,899

BOARD MEMBERS AND STAFF

2021-2022 CFR Board of Directors
Dave Bricker, Chair
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Jackie Zavitz, Secretary
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Samantha Porter
Paula Smith-Benson
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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
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!