



Camelot

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Annual Report

A company geared for people-centered success and sustainable growth needs a foundation of values, expertise and experience that encompasses both its history and the people who make it what it is: the team, shareholders and customers. At Camelot, our core values, integrity, sustainability, people-centered, innovative, excellence and fun, are an integral part of our foundation. This foundation is the basis for the company strategy that's now enabling more than 734 team members and foster parents around the state to channel their knowledge and skills into providing the best care possible. In this year's Annual Report, we'd like to highlight just a few of the innovations spawned by the ideas and know how of our team and realized by the strength of our company. And it's this strength - what we call the Camelot difference - that's enabling us to change the lives of Tennesseans.



Chris Beach
Camelot CEO

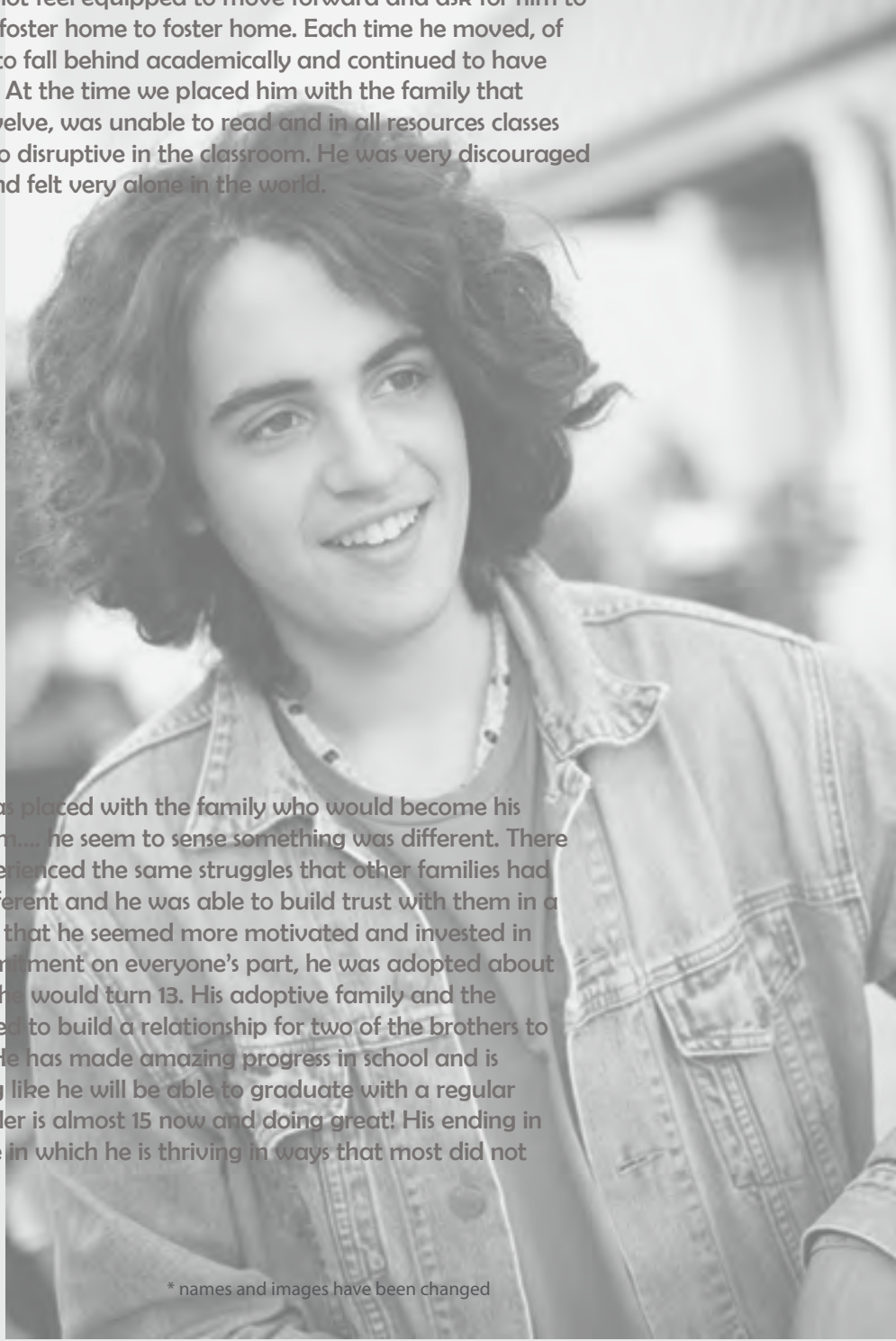


A Letter From Our CEO

Why We Do What We Do

This child and his family has had a long, complicated history with DCS and Camelot. He first entered custody at around the age of 5 with his 4 four brothers and with a significant history of trauma that included both parent's abusing substances, exposure to domestic violence and chronic homelessness. Additionally, his father was incarcerated at the time the kids came in to custody after robbing a bank with the children and mother in the car. All five of the children had significant behavioral issues due to the chaos they had been living in with their parents and after some time in custody, it was determined that they should be separated in order to create more stability. He continued to struggle with accepting the separation and adoption but seemed bonded with his foster family and seemed to understand that he would be living with them permanently. However, right before the adoption was to be finalized, the family decided that they did not feel equipped to move forward and ask for him to be moved. At this point, he started moving from foster home to foster home. Each time he moved, of course there were new schools and he continued to fall behind academically and continued to have very significant behavioral issues in school as well. At the time we placed him with the family that would turn out to be his forever family he was twelve, was unable to read and in all resources classes due to being so behind academically and being so disruptive in the classroom. He was very discouraged and upset that he never got to see his brothers and felt very alone in the world.

At twelve, everything changed for him. Once he was placed with the family who would become his forever family, we began to see small changes in him... he seem to sense something was different. There were definitely struggles in this home and they experienced the same struggles that other families had with parenting him, but this time it just seemed different and he was able to build trust with them in a way he had not before. We saw a change in him in that he seemed more motivated and invested in this relationship! After a lot of hard work and commitment on everyone's part, he was adopted about a year after being placed with this family the year he would turn 13. His adoptive family and the family who adopted one of his brothers have worked to build a relationship for two of the brothers to continue to have a strong relationship and bond. He has made amazing progress in school and is reading, playing in the school band and it is looking like he will be able to graduate with a regular degree instead of a special education diploma. Skyler is almost 15 now and doing great! His ending in foster care became a great beginning for him in life in which he is thriving in ways that most did not expect for him when he was younger.



* names and images have been changed

" We are what we repeatedly do. Excellence then, is not an act, but a habit." - Aristotle

Our goal for 2016 was Excellence. We chose to focus on and excel at our current offering of programs. With this in mind, we added additional support to better serve the team.



Doris Chapman - Lead Nurse Practitioner

As the lead nurse practitioner, Doris ensures our medication management team provides adequate treatment for the patient to maintain a successful quality of life in the community setting.

Laura Eanes - Lead Licensing & Recruiting Administrator

Laura, as the lead LRA, supports our LRAs statewide in their efforts to grow our Therapeutic Foster Care program.



New Beginnings

During 2016 we had three people certified as clinical supervisors in A-CRA, the Adolescent-Community Reinforcement Approach. A-CRA is an outpatient program for young adults substance use and co-occurring mental health disorders. These supervisors began to train other clinicians in this evidence based practice.

We also traded in our case management services for Tennessee Health Link, which coordinates health care services for TennCare members with the highest behavioral health needs.

Work hard
And be proud
Of what you
Achieve.

E-Scribe

Our medication management providers now have state of the art tools and technology to prescribe medication electronically, making the process more efficient and in line with best practices.

Growth

We continue to expand and grow statewide. During 2016 we opened an office in Maryville and expanded our Northwest region

Kaizen Lean

Through Lean we streamlined our billing, new-hire training, and PQI processes, while also condensing and structuring our foster care paperwork. We have saved our team members over 200 man hours.

Achievements

Foster Care Collaborative

Our foster care team was invited to be a part of this collaborative with the Department of Children's Services. The goal was to create standards for Therapeutic Foster Care so agencies across the state have a program that is sustainable and consistent in delivery.

+ 5.8 %

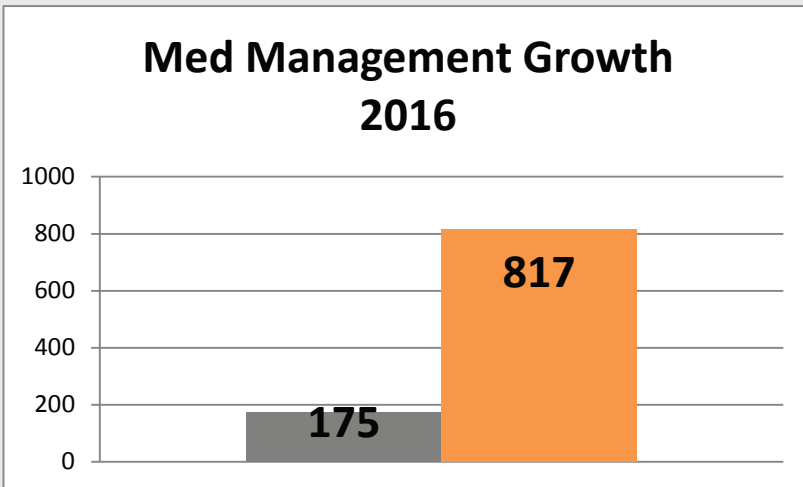
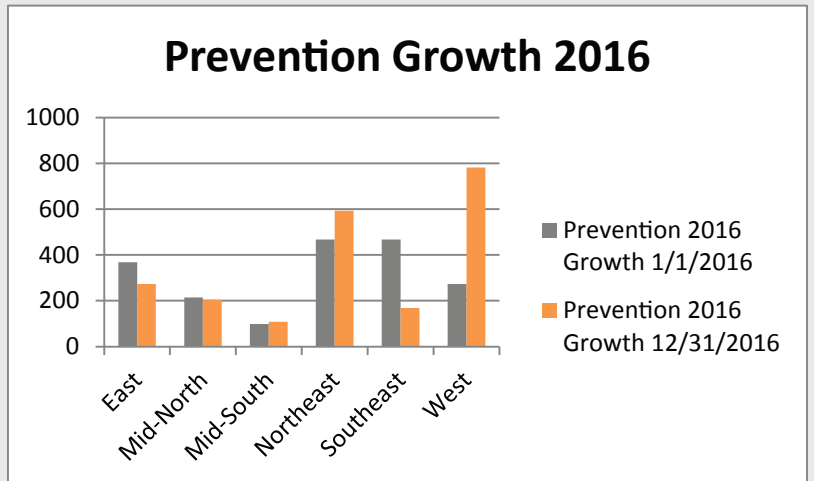
Team Growth

325 team members in 2015 increased to 344 team members in 2016

"Growth is never by mere chance; it is the result of forces working together." - James Cash Penney

Program Growth

Med Management
Growth of
366%



Prevention
Statewide Average
Growth

20%

TFC Growth
of
37%

