

Alia

July 1,

June 30,

2019-2020

ANNUAL REPORT

A child's need to have an uninterrupted sense of love and belonging is necessary for healthy development. However, our current foster care system was not built on this foundation.

**It's time to rebuild,
together.**



The mission of Alia:

To inspire and drive transformative change for the people and systems entrusted with the welfare and wellbeing of children.

The vision of Alia:

Families are upheld as the foundation of lifelong wellbeing for children.



Dear Friends of Alia,

Thanks to your belief and support in the mission of Alia, the groundswell for change in child welfare is getting stronger and more persistent. This year, along with our partners, Alia made great progress towards building the path forward.

Together, we are making the current foster care system obsolete by creating a world where every child thrives with an uninterrupted sense of connection and belonging, and the trauma of family disruption is prevented; a world in which children are safely nurtured in their own permanent, loving families.

Just a few years ago, we were building the evidence that change was desperately needed, but now the momentum has shifted. The tipping point is here. Stakeholders understand that fundamental change is imperative and they are asking us how to make it happen. Team Alia went to work this year harvesting and sharing knowledge in key areas: modeling family and community co-design to keep children safely with their families, practicing anti-racism in all of our work, and managing the pushback to change.

Keeping children safely at home has always been a pressing need, but the year's unprecedented events made this even more urgent. As we navigated our way through a pandemic, an economic crisis, and a heightened call for racial justice, inequities and cracks in the fault lines were more exposed, demanding creativity and new ways of working together.

The reverberations of the global challenges we face also bring opportunity. We are up for the challenge as long as you're there with us. Your unwavering commitment is lighting the way!

With immense gratitude,
Dr. Rachel Zahn, Alia Board Chair
Dr. Amelia Franck Meyer, Alia CEO
& all of Team Alia



OUR WORK: Phases of transformation emerge

An UnSystem is a framework for change in child welfare, which is guided by a set of Guiding Principles. The UnSystem was designed by over 100 innovators from inside and outside child welfare. An UnSystem is focused on locally delivered, family-driven, culturally responsive supports that build wellbeing and resilience.

Alia has helped usher dozens of agencies across the country along their unique paths toward an UnSystem. In each change process, we have seen five overlapping—yet distinct—phases of change apply to every agency, without exception.

Our goal in capturing and sharing these phases is to signal to leaders what's ahead in their change process and offer support in how to prepare. For example, we have learned that intentional, extensive collaboration—rooted in co-designing solutions with families and communities and unwavering anti-racism efforts—are the bedrock to advancing true change and are required in each phase of whole systems change.

“It takes a considerable effort to deem our institutions anti-racist if we refuse to see the impact of racial oppression and trauma on Black and brown bodies. We must seek all opportunities to see and name race before we can do anything about it on a structural level. Once we begin to see, we begin to understand what we attach to the skin color.”

Corey Best, Alia Board Member,
Lived-Experience Guide for Innovation Cohort,
and Community Curator at Mining for Gold

Phases of Change



PHASE
1

Preparing to Lead
Change: Co-creating
your Vision



PHASE
2

Building the Foundation:
Workforce Resilience



PHASE
3

Shifting Agency Mindset:
Why Change is Needed



PHASE
4

Aligning Practice
with your "Why"



PHASE
5

Reaching a Tipping
Point Toward Primary
Prevention

ANTI-RACISM AND
COMMUNITY CO-CREATION





**DOWNLOAD THIS NEW GUIDE
FOR LEADERS:**

***“Building Your Pathway to Primary Prevention:
Navigating the Phases of Change”***

OUR REACH: Building UnSystems across the country

Alia guides and supports courageous child welfare leaders on the forefront of systems change who are building a movement to preserve the family connections needed for lifelong success.

In the past year we have supported agencies across the country to advance UnSystem change by facilitating trainings, delivering keynotes, and engaging in long-term coaching and consultation.

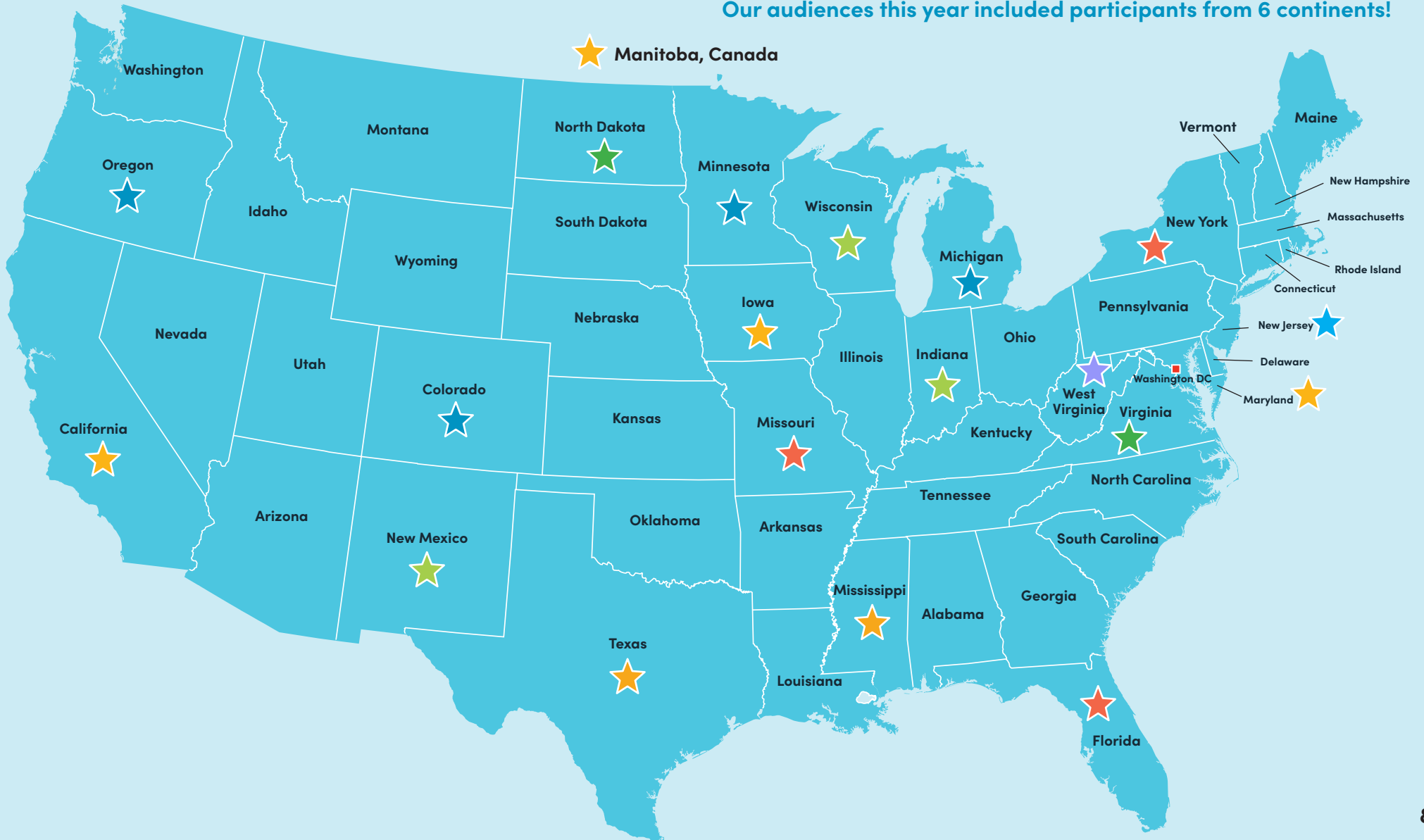


“We have to believe that families have strengths and can figure out solutions. We don’t have to have all the answers.”

- Lori Frick, Eastern Iowa Service Area Manager,
Iowa Department of Human Services,
UnSystem Innovation Cohort agency leader

Projects, trainings, and keynotes in 2019–2020

While the pandemic limited travel in 2020, virtual keynote delivery allowed us to reach more people. Our audiences this year included participants from 6 continents!

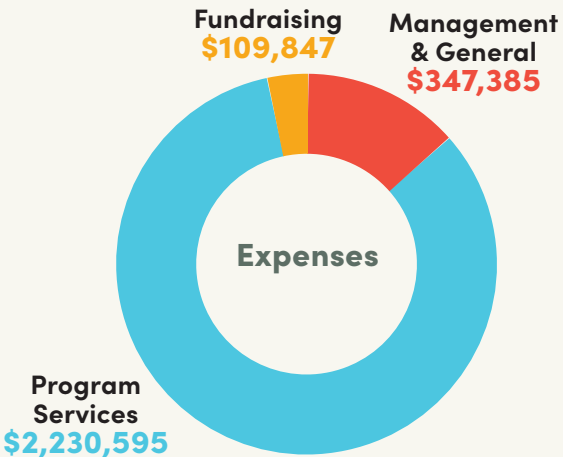
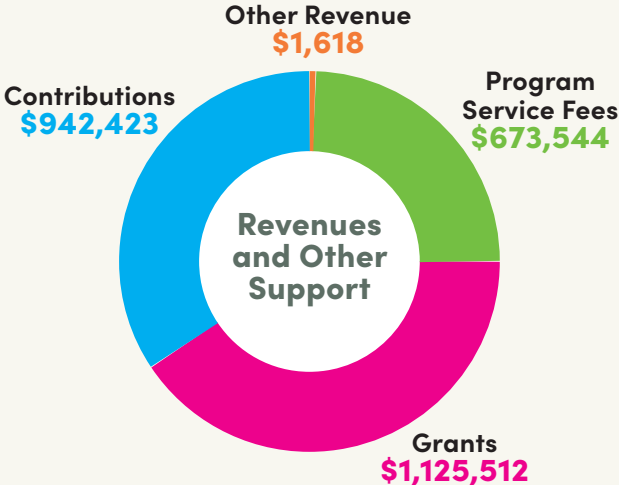




STATEMENT OF ACTIVITIES

Year Ended June 30, 2020

REVENUES AND OTHER SUPPORT	Unrestricted	Temporarily Restricted	Total
Grants	\$475,512	\$650,000	\$1,125,512
Contributions	\$942,423	\$	\$942,423
Program Service Fees	\$673,544	-	\$673,544
Other Revenue	\$1,618	-	\$1,618
Net Assets Released from Restriction	\$419,455	(\$419,455)	-
Total Revenue and Other Support	\$2,512,522	\$230,545	\$2,743,097
EXPENSES			
Program Services	\$2,230,595	-	\$2,230,595
Management & General	\$347,385	-	\$347,385
Fundraising	\$109,847	-	\$109,847
Total Expenses	\$2,687,827		\$2,687,827
CHANGE IN NET ASSETS	(\$175,275)	\$230,545	\$55,270
Net Assets – Beginning of Year	\$34,398	\$479,842	\$514,240
NET ASSETS – END OF YEAR	\$(140,877)	\$710,387	\$569,510



GRATITUDE

July 1, 2019 – June 30, 2020

Team Alia is forever grateful for the support, commitment, and passion of changemakers who make our work possible. We love every one of you! If you are one of our supporters and you do not see your name on our list, please contact Eliza Severson at eliza@aliainnovations.org. We wish bountiful returns to you, our generous supporters.



Gifts above \$50,000

Carlson Family Foundation
Margaret A. Cargill Philanthropies
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W.M.N Foundation

\$25,000 - \$49,999

Gesner-Johnson Foundation
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Hubbard Broadcasting Foundation
McVay Foundation

\$15,000 - \$24,999

Serimus Foundation

\$5,000 - \$14,999

Anonymous
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Medtronic Foundation Company Match

\$2,500 - \$4,999

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Nancy Fier
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Katie Miller
Peter Rademacher
Brent Robertson & Indra Trujillo

Gifts up to \$499

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Eliza Severson
John Standish

BOARD MEMBERS

The Alia Board of Directors are changemakers, growing hope and bringing light into the world. Thanks to their commitment, expertise, and fortitude, we are on a journey to keep families together.



Rachel Zahn, MD
Child Advocacy
Consultant
San Diego, CA



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Community Curator at
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