



ANNUAL REPORT 2023

# VISTA MARIA

140 years of our bold vision  
creating brighter futures



## A LEGACY OF LOVE

Founded in 1883 by Sister Mary Euphrasia, Vista Maria began by offering refuge to girls and women in need. As we commemorate our 140th anniversary, we reflect on our enduring commitment to adapt to the changing needs of the youth we serve. By embracing a culture of continuous learning and development, we have since expanded our services to include mental health care, education, after-school programs, foster care, adoption, independent living, and support for survivors of human trafficking. Today, we remain dedicated to embodying Sister Mary Euphrasia's legacy of fearless resilience and compassion as we continue to evolve and do what it takes to help youth heal and grow.

## OUR MISSION

We foster restorative relationships and deliver innovative care, treatment, and education so that vulnerable youth and families believe in their worth, heal, and build the skills for success.

## OUR VISION

Youth and families are empowered to be agents of change in their own lives and build healthier communities for the next generation.



## A LETTER FROM OUR CEO

Looking back on the past year, I'm immensely thankful for the privilege of serving as Vista Maria's CEO. It's been a fulfilling journey driven by our collective dedication to making a positive impact on the lives of vulnerable youth and families. The commitment of our team, the generosity of our donors, and the resilience of the young people we serve have been truly inspiring.

I've always held Vista Maria's work in high regard, and upon stepping onto campus, I was immediately struck by the profound sense of purpose and community in every interaction. It's evident that each member of the team is deeply invested in our mission and the individuals we serve. This sense of belonging is so important to me, and I look forward to seeing it continue to grow in the future.

Since assuming this role, I've heeded the advice of a respected mentor who emphasized the importance of trusting the team and prioritizing the mission above all else. This principle has guided my approach, especially with the integral work completed this year on the agency's strategic plan. In a full team effort, the leadership team and board worked diligently to ensure clarity in our vision and inspire active engagement across all aspects of our organization, from residential to foster care to community programming.

Over the past year, I've witnessed firsthand the genuine care and dedication our staff, board, and supporters have shown for the youth and families we serve. Whether it's creating opportunities for professional growth, playing a game of bingo, or giving of your time, talent, or treasure, your commitment to supporting Vista Maria's work is commendable.

At the core of Vista Maria lies resilience and compassion, reflected in initiatives like DREAM, the Vista Maria Alumni scholarship, and our family engagement programs. These efforts empower young people to embrace their potential and illuminate the world with their light, highlighting the transformative power of education and the unwavering determination within each child.

As we move forward, let's uphold our shared values of zeal, mercy, compassion, and reconciliation. Let's seize every opportunity to uplift and empower those around us, ensuring that every young person who enters our doors feels valued and supported. And let's never underestimate the profound impact of our collective efforts on the lives of others.

A handwritten signature in black ink that reads "Megan Zambiasi".

Megan Zambiasi, MA, MBA  
Chief Executive Officer



## Our 140th year: Bridging past and future

Celebrating 140 years of service, 2023 was marked by profound growth and renewal, ushered in by our new CEO, Megan Zambiasi. With more than three decades of clinical and behavioral health leadership, Megan brings a wealth of experience and a fresh perspective to our mission. And we wholeheartedly believe her strategic vision will propel us forward – promising continued growth and enhanced family-driven, youth-engaged treatment.

In this milestone year, Megan reemphasized our commitment to connecting past and present as she and other members of our staff embarked on a transformative pilgrimage to Angers, France – visiting the historic motherhouse of the Sisters of the Good Shepherd. Immersed in the inspiring legacy of our foundress, St. Mary Euphrasia, the pilgrims had the opportunity to experience moments of reflection, prayer, and fellowship – deepening the understanding of our roots and fostering unity within our global community of partners.

As we continue to evolve, we intend to honor our legacy while embracing new horizons in 2024. Join us as we continue building healthier communities for the next generation. With your support, we see a dynamic future as rich and transformative as our storied past.

## 2023 MISSIONAL IMPACT

**482 DISTINCT  
CLIENTS SERVED**



**118 YOUTH**  
served in  
Journey to  
Success

**929 VOLUNTEERS**  
contributed  
4,969 hours to  
Vista Maria

**27 ADOPTIONS**



**48 FAMILIES**  
served in  
Wraparound  
Program



**7 FAMILY  
REUNIFICATIONS**

## CORE VALUES

The root beliefs which serve as our guiding light

### **Zeal**

**DEFINE IT:**

Love and kindness

“We won’t settle for limitations others set, and we will pursue new ways to find answers and possibilities.”

### **Individual Worth**

**DEFINE IT:**

One’s own worth

“All people, no matter their background, history, or actions, have value. We will help each other to heal, grow, and achieve a life filled with possibilities.”

### **Reconciliation**

**DEFINE IT:**

Restoration of relationships

“We’re constantly learning and growing and modeling so each person puts their own courage, love and vision to work.”

### **Mercy & Compassion**

**DEFINE IT:**

Love that pardons

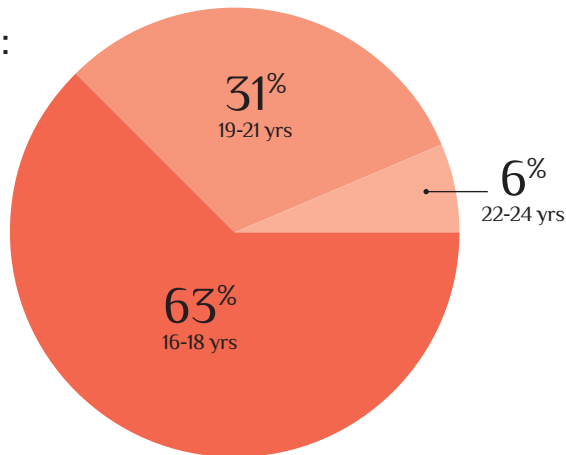
“We continuously support each other and strive to meet our goals for each youth, family, program, and employee.”

# ON CAMPUS TRANSITIONAL LIVING

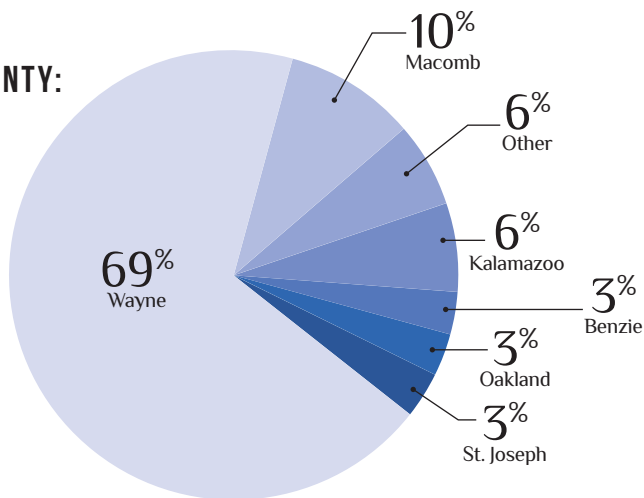
TOTAL SERVED IN 2023: 32

The Shepherd Hall transitional living program offers safe and secure housing along with employment opportunities, career exploration, case management support, independent living skills building, mentorship, and counseling to help each young person heal and build a plan for independence.

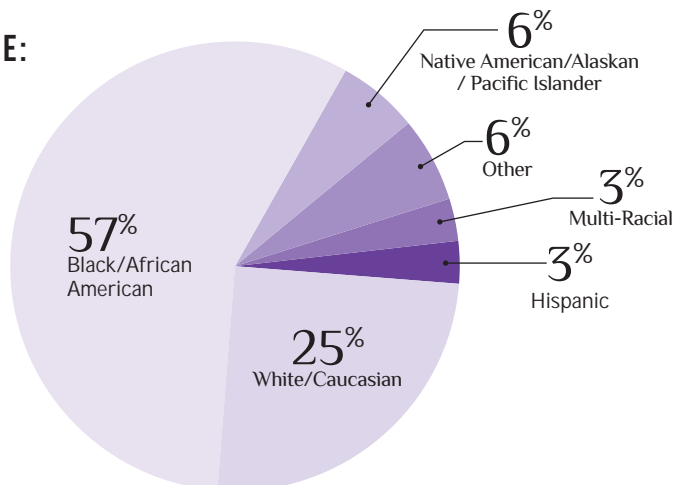
## AGE:



## COUNTY:



## RACE:

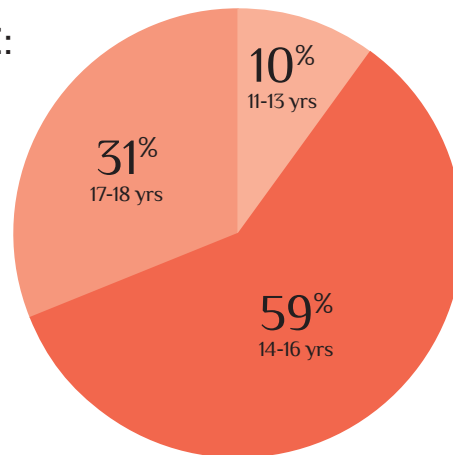


# RESIDENTIAL MENTAL HEALTH PROGRAMS

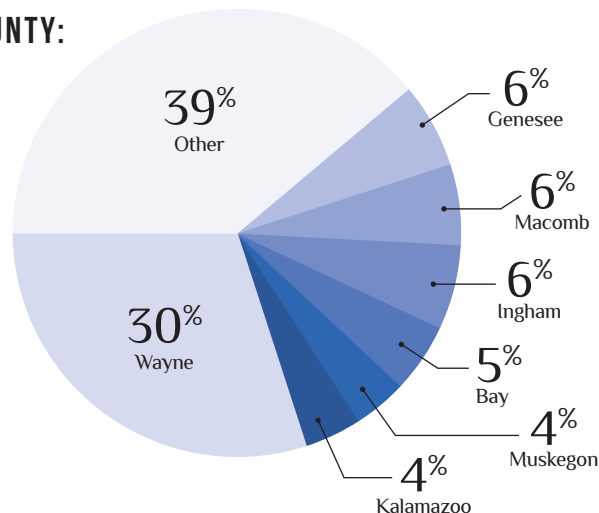
TOTAL SERVED IN 2023: 109

Vista Maria's residential mental health treatment programs offer a range of specialized best practice models for delivering effective therapeutic treatment. The highly individualized continuum of care in a residential setting helps youth feel safe, build restorative relationships, and see a future of possibilities.

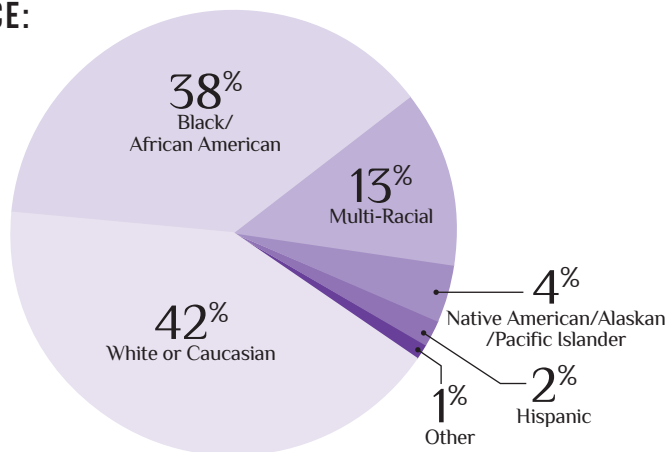
## AGE:



## COUNTY:



## RACE:





# JOURNEY TO SUCCESS

TOTAL SERVED IN 2023: 118

Youth in our residential treatment programs participate in after-school programming called Journey to Success (JTS). Journey to Success enhances our residential mental health programs through expressive therapies, mentoring, academic support, and life skills training. Supportive team members provide youth with opportunities to engage in activities and discover new skills and abilities.

# COMMUNITY INDEPENDENT LIVING

TOTAL SERVED IN 2023: 54

Vista Maria provides community-based living options for teens and young adults who need safe, affordable housing throughout metro Detroit, provided by caring adults. Services include case management to ensure employment, life skills development, mentoring, and counseling.

# WRAPAROUND PROGRAM

TOTAL SERVED IN 2023: 48

Vista Maria's Wraparound program provides the support that youth and their families need to thrive in the community. Through this voluntary program, a Vista Maria specialist helps families develop unique goals and build effective plans to achieve success, honoring the voice and choice of all family members.

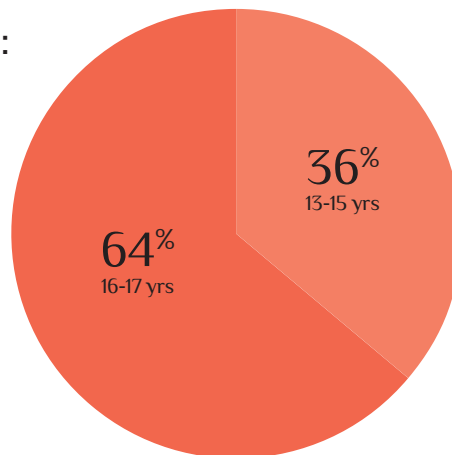


# SURVIVOR-CENTERED WINGS PROGRAM

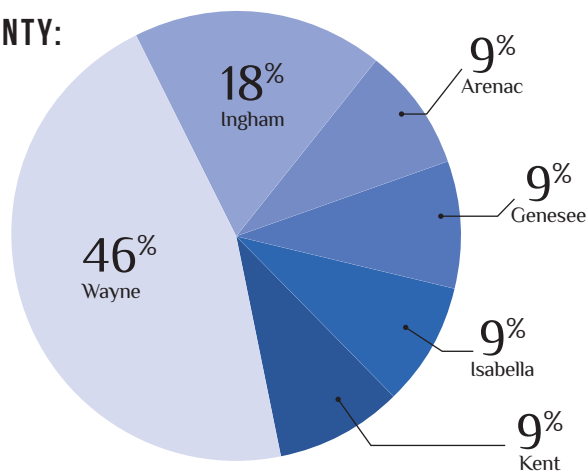
TOTAL SERVED IN 2023: 11

Vista Maria's Wings program provides specialized care to address the unique needs of adolescent female survivors of human trafficking. The Wings Program provides critical services from emergency stabilization to mental health treatment and ultimately to community reintegration to ensure wellness and restoration.

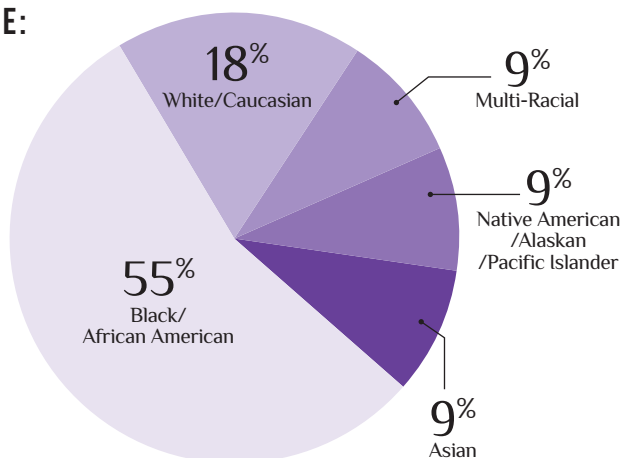
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## RACE:

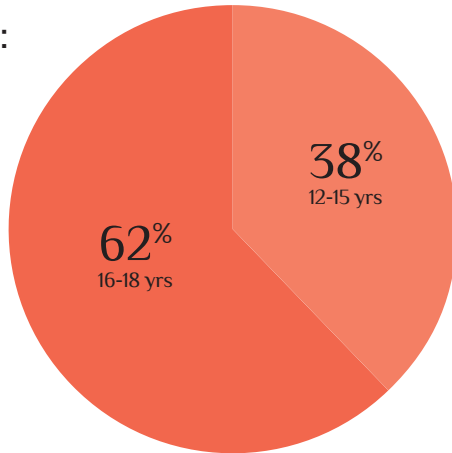


# INTENSIVE AFTERCARE

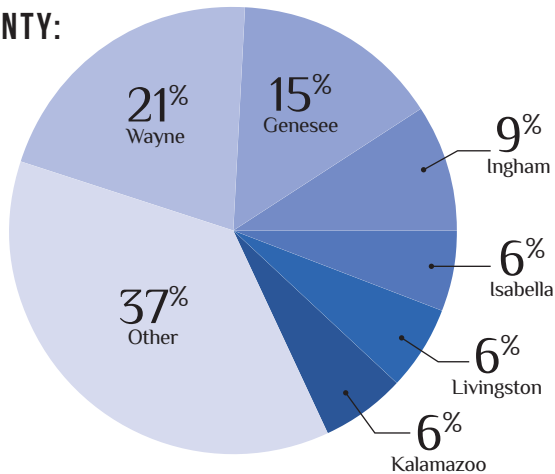
TOTAL SERVED IN 2023: 34

Vista Maria's Intensive Aftercare program begins the moment a youth enters our care. Our aftercare team begins the process of successful discharge by supporting the family upon intake and continuing support for 6 to 12 months or more post-discharge. Our team members are dedicated to youth and family success.

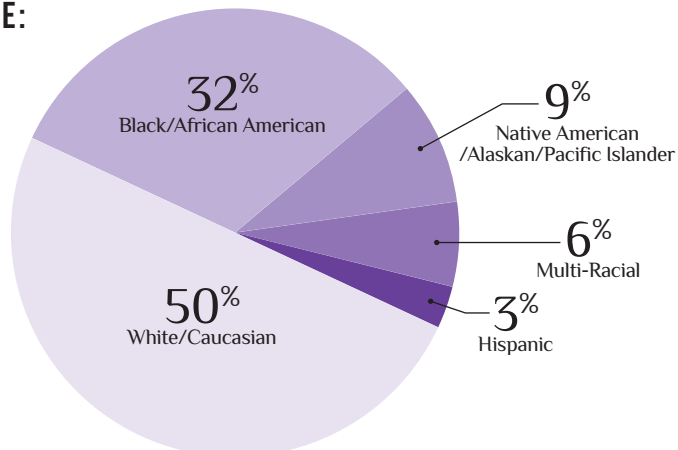
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## RACE:

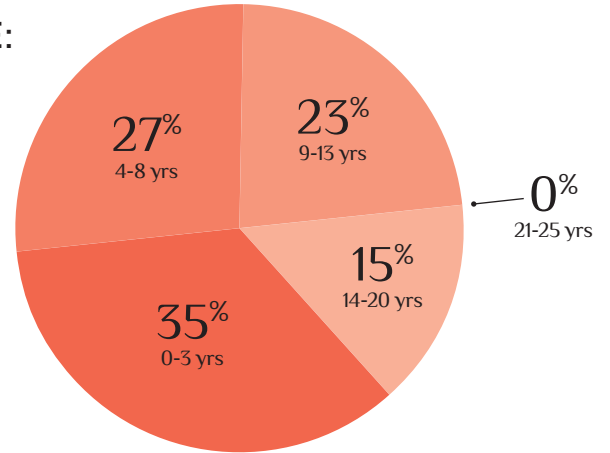


# FOSTER CARE

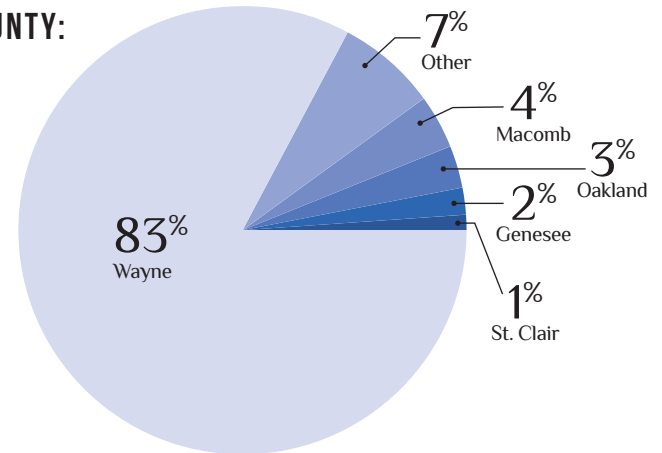
TOTAL SERVED IN 2023: 257

Vista Maria provides general and treatment foster care services for youth ages 0-25. Our dedicated foster care team provides the highest level of support, training, and resources to families and children throughout the licensing and fostering process.

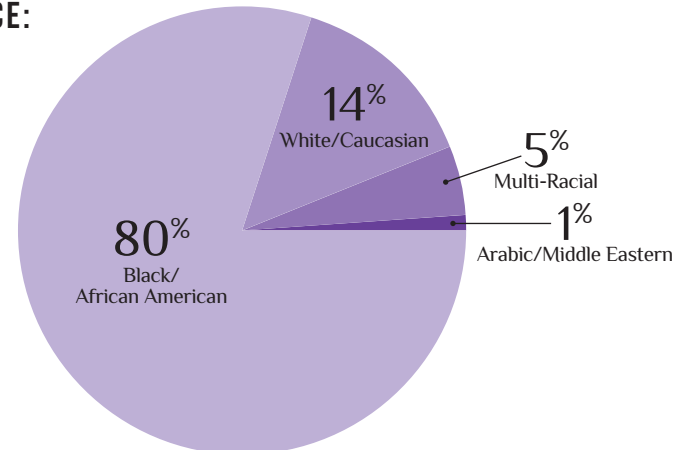
## AGE:



## COUNTY:



## RACE:





# 2023 FINANCIALS

## CURRENT ASSETS

Cash & Cash Equivalents	\$22,551,069
Investments	\$11,609,628
Accounts Receivable	\$5,227,798
Promise to Give	\$200,250
Prepaid Expenses	\$527,314
Fixed Assets - Net	\$16,343,870
<b>TOTAL ASSETS</b>	<b>\$56,459,929</b>

## LIABILITIES & NET ASSETS

### Current Liabilities

Accounts Payable	\$316,394
Accrued/Other Liabilities	\$1,946,943
Notes Payable	\$1,347,333
<b>TOTAL LIABILITIES</b>	<b>\$3,610,670</b>

### NET ASSETS

Without Donor Restrictions:	
Undesignated	\$34,391,116
Investment in Capital Assets - Net	\$14,996,537
Board Designated	\$3,057,034
With Donor Restrictions	\$404,572
<b>TOTAL NET ASSETS</b>	<b>\$52,849,259</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$56,459,929</b>

## REVENUES

Program	Amount	Percent of Total
Direct Care/Programming Fees	\$24,159,625	60.9%
Care Management Org./Service Rev.	\$11,964,954	30.1%
Contributions & Programming Grants	\$3,245,975	8.2%
Rental Income	\$256,571	0.6%
Other Supportive Services	\$73,259	0.2%
<b>TOTAL REVENUE</b>	<b>\$39,700,384</b>	<b>100.0%</b>

## EXPENSES

Program	Amount	Percent of Total
Direct Care/Programming	\$27,891,560	83.0%
<b>Supportive Services</b>		
Management & General	\$4,715,073	14.0%
Fundraising	\$1,007,284	3.0%
<b>TOTAL EXPENSES</b>	<b>\$33,613,917</b>	<b>100.0%</b>

<b>Change In Net Assets From Operations</b>	<b>\$6,086,467</b>
Other Changes in Net Assets	\$1,071,593
<b>TOTAL CHANGE IN NET ASSETS</b>	<b>\$7,158,060</b>

## 2023 DONORS

We extend our heartfelt gratitude to the donors and partners whose unwavering commitment breathes life into our mission. It is through your boundless support that we are able to offer vulnerable youth a path toward healing and resilience beyond the shadows of trauma. In a stride toward environmental consciousness, we have chosen to forego printing donors' names, opting instead to showcase the complete roster of 2023 contributors on our website at [vistamaria.org](http://vistamaria.org). Your generous financial contributions serve as the cornerstone of our efforts, as we continue to nurture hope and transformation within our community. Thank you for your support.

## 2023 EXECUTIVE LEADERSHIP

**Megan Zambiasi**  
Chief Executive Officer

**Kathy Regan**  
Chief Financial Officer

**Meredith Reese**  
Chief Operating Officer

**Mary Vogt**  
Chief Development Officer

**Kelly Small**  
President of Vista Affordable Housing

**Amy Scurlock**  
Director of Human Resources

**Dawn Ames**  
Executive Director, Michigan Abolitionist Project

**Rachael Druyor**  
Director of Quality

## 2023 EXECUTIVE COMMITTEE

**Gregory Spinazze**  
President & Partner, Wealth Strategy Partners (Board Chair)

**Donna England**  
Retired, Chief Accounting Officer, DTE (Vice Chair)

**Russell Agosta**  
Retired Partner, Grant Thornton LLP (Treasurer)

**Carol Taylor**  
Retired, Amerisure Insurance (Secretary)

**Harold Dubrowsky**  
Financial Consultant (Member-at-Large)

**James Bernacki**  
Senior Vice President, Comerica Bank (Past Board Chair)

**Sr. Dorothy Doyle**  
Sisters of the Good Shepherd (Representative)

## 2023 BOARD OF DIRECTORS

**Joanne Finnorn**  
Retired, Senior Vice President of Investor Relations, Sustainability, and Corporate Secretary at Superior Industries Int'l, Inc.

**Tony Hollamon**  
Executive Vice President, Epitec, Inc.

**Jayashree Ishwar**  
Retired, Chief Underwriting Officer, Amerisure Insurance

**Elizabeth James**  
Supply Chain Professional

**Rhonda Davenport-Johnson**  
EVP & Director Retail and Small Business, Comerica Bank

**Beth Rose**  
Chief Compliance, Ethics, and Integrity Officer, Ford Motor Company

**Shannon Quinn**  
Vice President, Chief Commercial and Strategy Officer, Cooper Standard

**Jeffrey Sokolowski**  
Senior VP & Director of Permanent Services, Robert Half International

**Mary Williams**  
Senior Account Executive, Insurance Exchange Agency

**Rebecca Merriman**  
Partner, Grant Thornton LLP

# VISTA MARIA

20651 W. Warren Ave.  
Dearborn Heights, MI 48127  
[www.vistamaria.org](http://www.vistamaria.org)



Founded by the Sisters of  
the Good Shepherd

## OUTDOOR OASIS: WHERE HOPE AND HEALING CONVERGE

We're excited to announce the construction of the new Donald and Mary Kosch Foundation Pavilion, set to be a hub of connection and healing on campus.

Thanks to the incredible generosity of The Donald and Mary Kosch Foundation, this vibrant outdoor space will serve as a haven for families, community members, staff, and youth. Located in the center of campus, the pavilion was designed for multifaceted use – from joyful family BBQs to rejuvenating staff breaks and fun outdoor programs for our youth.

As we eagerly await its completion, we invite you to join us in the excitement of this transformative addition to Vista Maria's campus. Here's to a year filled with shared moments, growth, and the hope of a brighter future!

