2016-2017 Annual Report

Family & Children's Agency (FCA) is a leading, nonprofit human service organization committed to building better lives by increasing the social and emotional well-being of our clients. We provide strength-based, solution-focused services that meet the needs of our clients throughout the life cycle including children, families, youth, adults and seniors.

Our acquired knowledge and skill has also enabled us to be responsive to the changing needs in the communities we serve.

*FCA's office space on 138 Main Street, 1980*
Dear Friends

This year’s annual report highlights the Agency’s 75 years of providing vitally important services to the children, families, youth, adults and seniors in our community who need it most. And this year alone, more than 13,000 people are building better lives because of our work.

In 1942, Family & Children’s Agency (FCA) was established to support families in Norwalk, after the devastating effects of World War II. Servicemen returning home and families struggling with loss, needed specific services to help heal and reengage in the community. Throughout the years, FCA has evolved and expanded to provide a range of programs to enhance the lives of local families. More than 3,500 children now have families through our Adoption program and our Specialized Foster Care program has supported countless children with severe medical and emotional needs. Our Child & Family Development programs provide families with parenting education and support, and our ASPIRE after-school program has supported countless children with severe medical and emotional needs.

Our Child & Family Development programs provide families with parenting education and support, and our ASPIRE after-school program continues to lay the foundation for students to be successful after high school. The Agency’s Behavioral Health programs have offered the highest level of professional mental health and substance abuse services to at-risk children and families, and our work with homeless adults has been effective in helping hundreds of people obtain permanent housing. Our work has always supported families through every stage of life, and over the years we have provided customized services that have allowed local seniors to age safely and independently in their homes.

Today, more than 75 years later, we are still helping families overcome barriers. Here are just a few highlights from the past year:

» We were selected as the lead agency in a regional service delivery model for the Department of Children and Families (DCF) Intensive Family Preservation program, which focuses on preventing child abuse and neglect.

» We established a new support program to help families in a local low-income housing community obtain consistent resources and education to become independent and help with their transition to permanent housing.

» With private funding, the Agency proactively added a geriatric social worker, to meet the growing need for this service.

» Our Child & Family Development services have grown exponentially and now include a Yale model program, Minding the Baby (MTB), which is a data-focused home visiting service for young moms ages 14-25. This program was designed to strengthen the relationships between mothers and their babies, and promote early overall health and development for children.

» Our ASPIRE middle school component relocated to a larger space in the community, allowing us to expand the program and significantly increase the number of Norwalk students we serve.

» We were awarded a grant, through the University of Connecticut, to expand our post-adoption work to the New Haven area and secured a new Adoption service location in Branford.

» We celebrated our 75th anniversary with the most successful annual benefit in the Agency’s history.

» We were recognized as one of the Top Workplaces by Hearst Media for the fourth year in a row.

As we look ahead to 2018 and beyond, we are well positioned to respond to the critical needs of our clients, with a highly talented and dedicated staff and a fully engaged and supportive Board.

Once again, thank you to our friends and supporters for being a part of this dynamic organization, that throughout its history has been focused on building better lives and caring for our community.

Together, we are able to make a positive and significant impact for the children and families, youth, adults and seniors we serve.

Robert F. Cashel
President & CEO

Lisa Lille
Chairman of the Board
Anne C. Cary Volunteerism Award
Julene Greenshields was presented with the 2016 Anne C. Cary Volunteerism Award. Since connecting with the Agency in 2002, Julene has generously contributed her time, talent and resources to the Agency and the Norwalk community. From hosting various fundraising events and advocating for FCA, to leading the Agency’s Board of Directors for four years, Julene has provided guidance and support to FCA staff, while encouraging and promoting the Agency’s dramatic growth and success.

Family Strengthening Award
The Grossman Family Foundation’s Executive Director, Linda Franciscovich, was presented with the 2016 Family Strengthening Award. Thanks to The Foundation and Linda’s guidance and support, FCA’s Child & Family Development services to young at-risk families has grown dramatically, and shown strong long-term outcomes. Linda is the embodiment of what it means to be an active and engaged funder. Her unique talents, skill and passion for helping all children and their families reach their full potential, has had significant impact for families in FCA’s programs.

Sullivan-Kindler Scholarship
For the second consecutive year, two college students were awarded scholarship grants through the Sullivan-Kindler Scholarship.

2016 Golf & Tennis Classic
FCA’s 2016 Golf & Tennis Classic returned to Brooklawn Country Club and raised more than $100,000 to support FCA services.

Korean 35th Anniversary Celebration
In July 2017, more than 140 people who have expanded their families through Family & Children’s Agency’s Korean Adoption program, gathered to celebrate FCA’s 35-year Korean adoption partnership and their Korean-American cultural and familial connections.

Fairfield County’s Giving Day
As one of more than 400 local nonprofits to participate in Fairfield County’s Community Foundation’s 24-hour online fundraising competition, Giving Day, FCA rallied more than 200 individual donations from supporters, which combined with prize winnings, totaled $60,000 to support and expand the Agency’s after-school program, ASPIRE.
2016 Family Champion Award
For their hard-work, dedication and passion to strengthen and support families in Connecticut, one Family & Children’s Agency staff member and one Board member were awarded the 2016 Family Champion Award, from the Connecticut Council of Family Service Agencies.

Kris Reddington Herlyn, FCA Board Member
Kris Reddington Herlyn connected with Family & Children’s Agency as a benefit committee member in 2011 and brought a wealth of creativity and energy to every event which she served. After joining FCA’s Board of Directors in 2013, she was instrumental in providing legal guidance to Agency leadership on various internal initiatives. Kris volunteered in program areas and regularly enlists her family to join her efforts. Additionally, she contributes her expertise to educate supporters on Agency initiatives, and remains passionate about the work that FCA does. Family & Children’s Agency is fortunate to have Kris as a supporter of the Agency.

Jill Hammond, FCA Staff Member
Jill Hammond joined Family & Children’s Agency in 2014 in an administrative role, and her dedication and effectiveness quickly gained the confidence of the Agency’s leadership team and program staff. Jill exhibits pride in her work and her outstanding performance resulted in a promotion to a supervisory role. Jill’s enthusiastic ability to meet the Agency’s evolving needs has made her a valued colleague to the entire staff of Family & Children’s Agency.

Minks to Sinks Tag Sale
Family & Children’s Agency is the sole beneficiary of the Minks to Sinks semiannual tag sale, held every May and October. Money raised directly supports services to families in FCA programs.

2017 Norwalk Mayor’s Ball Recipient
Family & Children’s Agency was named one of two recipients for the 2017 Mayor’s Ball and received $25,000 to support the Agency’s work with children and families, youth, adults and seniors in the Fairfield County community.

A Taste of Fairfield County
FCA’s Junior Board of Advisors hosted A Taste of Fairfield County, an evening of food sampling and drink tasting from local restaurants. Funds raised during this event supported high school students in the Agency’s ASPIRE after-school program.

75th Celebration & Benefit: IMAGINE
FCA returned to Norwalk for its annual fundraising benefit and 75th celebration event, IMAGINE. For this milestone, past and present supporters attended to reflect and remember the families and communities that have benefited from the hard work and dedication of the Agency and their supporters, and look ahead to FCA’s future in continuing to support community needs.
“We are thankful to have the help and support of the Family & Children’s Agency post-adoption support staff along the way.”
-Nancy, adoptive mom

Since beginning its Adoption program more than 50 years ago, Family & Children’s Agency (FCA) has placed more than 3,500 children into permanent, loving homes. As one of the largest private adoption agencies in the state of Connecticut, FCA offers local families a wide-range of programs. These specific services not only assist in adoption, but also in helping families and children plan and navigate through a major life transition.

Adoption is a lifelong journey, full of family growth and challenges, and FCA’s extensive post-adoption work helps families access specific services needed along the way. “Somehow I knew my husband and I were the right people to help parent children who needed special care,” said Nancy, an adoptive mother of two young children with complex cognitive and emotional needs.

Nancy and her husband Jeff adopted their first daughter, Callie, several years ago and she faced many physical and medical challenges. Nancy and Jeff felt a special connection to Callie’s story and wanted to become her parents. Family & Children’s Agency conducted Nancy and Jeff’s adoptive home study, and later worked with the family providing in-home counseling support and information and education to empower them to parent with confidence.

“Our FCA social worker listened, understood and thoughtfully discussed our challenges,” said Jeff. “She explained options and directed our family to excellent resources. We’ve had amazing, amazing results,” he said.

Eager to grow their family, the couple expanded their adoption search for children with complex needs, who were in need of a family, to neighboring states. They were drawn to five-year-old David who, like Callie, required special care. David was diagnosed with autism and had partial brain failure and limited mobility. Professionals were concerned that his severe needs would limit a family from taking on the challenges he faced. Jeff and Nancy knew that with their parenting skills and support from Family & Children’s Agency, David would be able to thrive with their family.

FCA has supported Nancy and Jeff through their out-of-state adoption journey, and shortly after they officially became David’s parents. After watching David’s astonishing social and emotional success and building a special familial bond, Jeff and Nancy firmly believe they possess the skills and commitment to parent children with extreme needs—and are now planning to bring a third child into their home.

“As we love and nurture our special children for the remainder of their lives, we are thankful to have the help and support of the Family & Children’s Agency post-adoption support staff along the way,” Nancy says.
FCA’s ASPIRE program works with local middle and high school students to provide academic and social-emotional support, promote character development, and increase their ability to be productive, independent young adults. The program’s ultimate goal is to develop and strengthen students’ assets, partner with parents and schools, and empower youth to graduate high school college or career ready.

Two students, Maraejah and Nijah, currently college sophomores, started the ASPIRE program when they were in sixth grade. Both young women attribute a large portion of their middle and high school success, to the education and nurturing they received from the ASPIRE program.

“I transformed a lot from the student I was when I started ASPIRE to now,” says Maraejah, now a sophomore studying Psychology at a Connecticut university. “I was an aggressive kid who wasn’t the best listener and I definitely did not want to follow anyone else’s rules,” she laughed.

ASPIRE’s after-school program, allots time for middle school students to complete homework and receive additional tutoring support when needed, and both the middle and high school program offer enrichment activities, small social group discussions, character development presentations and diverse cultural activities.

“When I started the ASPIRE program in sixth grade, I didn’t talk much, didn’t make friends easily and I was an extremely reserved person,” said Nijah, a current second year Pre-Med Biology student at a local university. “With help from the caring program staff, I’m now more outgoing than anyone in my family would have ever thought, and I made lifelong friends in ASPIRE that I still talk to every day,” she says.

ASPIRE’s program is designed to support students and parents by focusing on improving students’ academic achievement in school, and also equipping students and their parents with the tools to navigate through challenges and build upon their strengths.

“During the time my daughter was in ASPIRE, I noticed she was able to express herself more and was open to being in uncomfortable situations, which at one time was a huge challenge for her,” said Nijah’s mother. Maraejah and Nijah now volunteer with ASPIRE during summer vacations and school breaks, and are doing well academically and are leaders at their respective universities. Both young women agree that their time in ASPIRE enabled them to develop as young adults and gave them tools to help leverage their strengths to create valuable opportunities.

In 2016 and 2017, both students were each awarded $10,000 academic scholarships, funded by Sharon Sullivan, an FCA Board member, and her husband Jeff Kindler, to aid in the completion of their college journeys.

“The ASPIRE program offered my daughter a place to be who she is and helped her to build a more positive outlook about herself.”

-ASPIRE parent
Adults

» Behavioral Health and Counseling  » Project REWARD
   (Addiction Recovery for Women)
» Family Support
» Community Connections

Community Connections provides a safe and supportive environment for adults experiencing homelessness. Men and women connected with the Center also receive one-on-one case management and services to develop the skills they need to become self-sufficient and transition into stable, independent housing.

The Agency’s dedicated staff of social workers and case managers work with the men and women in the program to help them gain access to medical and behavioral health services that they may need, as well as community resources to assist them while transitioning from homelessness to independent living.

Access to safe and stable housing is a major obstacle for homeless adults looking to restart their lives. “Entering Family & Children’s Agency’s supportive housing program saved my life,” says David, age 60 and a former NYC civil serviceman. David lost his career, family and home due to drug and alcohol abuse more than 20 years ago. After acknowledging his addictions, David was connected with community resources and had been sober for several years while making strides to rebuild his life.

In 2005, David’s situation took a turn for the worst, and he lost his apartment and belongings in a tragic house fire. “When that happened, I knew that being homeless long enough would send me back into the old habits I had worked so hard to stay away from,” he said.

David learned about FCA’s program for homeless adults, from friends who had success with the Center and staff. He knew that the Community Connections program and services would be an opportunity for him to rebuild his life and help him maintain his sobriety. David was quickly connected with staff and resources to aid in his transition and was one of the first homeless adults to obtain housing through Family & Children’s Agency’s supportive housing program. “I’ve never had it so good for so long,” said David, as he peered through his apartment of more than 10 years. “I owe a lot of the good in my life to the staff at Family & Children’s Agency for helping me get into a safe, livable place to call my own,” he said.

David attends regular self-help groups, and ultimately says he found his calling in sharing his story with other men and women who are homeless and, or struggling with addiction.

Through the work of FCA’s supportive housing services, David and countless others are now equipped and confident to reestablish themselves in the community.
Seniors

» Home Health Aides and 24-Hour Live-In Support
» Assisted Transportation
» Homeakers and Companions
» Personal Alert (Emergency Response System)
» Case Management

FCA supports individuals through every stage of life. As families experience life events and transitions, FCA’s trained and dedicated staff are rooted in the community with knowledge and resources to assist in even the most challenging life changes, including aging.

Since 1962, FCA’s Home Care program has helped seniors and their adult children navigate through understanding their options for care and making decisions to help their aging loved ones maintain their independence.

Gayle, a local 97-year-old woman, received critical Home Care services from Family & Children’s Agency for more than five years. Gayle’s adult daughter, Joan, connected with the Agency after realizing that her mother needed more care than she could provide, while balancing her own daily life.

FCA’s Home Care staff worked with Joan and Gayle to understand their family’s needs, and to recommend the Home Care services that would best benefit their mother.

Gayle, who was always independent, only received several weekly hours of homemaking services, including extra help with laundry, light housekeeping, shopping and meal preparation. Joan felt relief in knowing her mother was receiving appropriate care. Gayle also received FCA’s Personal Alert service, which provides emergency response services 24-hours-a-day.

FCA’s role in Gayle’s life shifted dramatically in the spring when Joan, Gayle’s daughter and primary caregiver, suddenly died. FCA became more involved with Gayle after the loss of her daughter. The Home Care staff also became a source of support for Gayle’s adult granddaughter, who would take on Gayle’s affairs and care.

“During this difficult time in our lives, it has been extremely helpful to have the emotional and physical support of the FCA staff.”

-Home Care client
Family & Children’s Agency has always been a resource to assist families, in every stage of life, through times of crisis or transition.
The Agency revitalized its mission to provide professional guidance and assistance in promoting harmonious family life, strong interpersonal relationships and healthy personal development.

The Agency created Project Friendship, a mentorship program that matched teens and young adults with elementary school students.

The Agency adopted a new name, Family and Children’s Aid of Greater Norwalk, Inc.

The Agency’s Homemaker’s Home Health Aide Program, now known as Home Care, was created to help seniors remain safe and independent in their homes.

The Agency settled into a new location at 138 Main Street.
The Agency partnered with Korean government to begin the Korean Adoption program.

The Agency connected with Wilton’s Minks to Sinks volunteer organization, and became the sole beneficiary of the organization’s semiannual tag sale.

1982

1985
Responding to the country’s growing homeless epidemic, the Agency established the Community Connections Center for local homeless adults.
The Agency held its first fundraising benefit, “Sail into Summer”.

The Agency created Project REWARD, the first gender-specific substance abuse program for women in Fairfield County.
The New York Times published a feature on how Family & Children’s Aid of Norwalk supported and strengthened parenting skills and helped to increase self-esteem.
Volunteers

These dedicated volunteers inspire good action in others.

Charlotte C. Ackerman  Sean Brady  Conservative Synagogue
Lianne Acosta-Rua   Joann Brant  Elizabeth Cook
Georgia Adams  Nathan Brenn  Amy Cooper
Julie Alberty  Jean Brown  Nancy Coppotelli
Albourne America LLC  Mark Brown  Wendy Corper
Kathryn M. Anderson  Lois Bruce  Mary-Pat Cottrell
Audrey Andrew  Corey Bryan  Laurie Crimmins
Victoria Andrew  Janet Bucciero  Celestine Cronin
Carol Andrews  Nancy Budd  Liam Crowe
Leili Andrews  Kathryn Buis  Sheila Crowe
Mary Armijo  Jonathan Bullard  Kathy Cureau
Anne Atkins  JoAnn Bullinger  Lillian Damast
Sadiqua Azad & Family  Fran Burger  Jay Danzinger
Jason Baisley  Amy Burke  Jennifer Davatzes
Jordan Baisley  Beth Burns  Nicola Davies
Toby Baker  Tina Butler  Kari Davis
Jill Bakken  Lauren Buttling  Deb DeFeo
Carol Ball  Kerry Donovan Byrnes  Deloitte
David Barnard & Family  Jake Cahill  Katie E. Denious
Karim Basta  Mary Cahill  Esther & Bob Depelteau
Michelle & Stephen Beck  Laura D. Callahan  Jayne Desloge
Jon & Ann Bell  Meg Campbell  Jill C. Dimitrieff
Sam Bell  Wenton Camporin  Rachael Dineen
Donna K. Below  Carousel Childcare  Jackson Doggett
Jo Bennett  Casa Villa Restaurant  Michelle L. Doggett
Maya Benyaacov  Janel Cassara  Eliza Doolittle
Susan & Jon Beyman  Carolyn Cassetta  Suzanne Dorfman
Lee Bishop  Lesly Chamorro  DoubleTree by Hilton, Norwalk
Leona Bissonnette  Winifred Chesley  Janel Downs
Nijah Blue  Melodie Christman  Marilyn Dugan
Stefanie Blum  Donna Kleiber Clarke  Elizabeth duPont
Yolanda Bonomo  Connie Cobb  Eagle Riders 588
Lena Booth  Amelia Coffey  Christine Early
Maya Ohl Boreen  Coleytown Elementary School  Rola Elamin
Barbara Boyd  Maura Connolly  Cindy Ely

The Agency adopted its current name, Family & Children’s Agency.

The Agency was designated as the lead organization in Connecticut, to provide outreach and support services to local families of 9/11 victims.

1997

1997 2001

Rola Elamin  Christy Eshleman  Donna Eccleston
Christine Early  Barbara Boyd  Critical Mass

14  FamilyandChildrensAgency.org

14
The Agency began honoring men and women in the community for their work through the Family Strengthening and Anne C. Cary Volunteerism Awards.

Stephanie Mercado  
Michelle Messina  
Karen Miller  
Karla Miller  
Minks to Sinks  
Zachary Mintz  
Hilary Mitchell  
Jane Mitchell  
Stephanie H. Moore  
Kelly Moran  
Morgan Stanley  
Lisa Moseley  
Raymond Moskow  
Sandy Mumbach  
Karen Murchison  
Kathleen & Peter Murphy  
William O. Murphy  
Wendy Nadel  
New Canaan Country School  
News America Marketing  
Ann Newton  
Dana Nickel  
Gail Nielsen  
Norwalk Hospital  
Norwalk Senior Center  
Daniel O’Connor  
Andrea A. O’Meara  
Gladys O’Neill  
Martha Outlaw  
Delphine Overby  
Ox Ridge Elementary School, Kids Care Club  
Dawn Padovan  
Saul Partida  
Pepperidge Farm, Inc.  
Dave Persaud  
Candy Perusi  
Andress Pettibone  
Betsy Pettit  
Jim Phelan  
Vidi Piersall  
Charlie & Sara Pieterse  
Katherine Pieterse

Sarah M. Pinkham  
Carol Pinto  
Joyce Ploder  
Claire Plowright  
Helen Poliner  
Ponus Ridge Middle School  
Nancy Pool  
Brenda R. Prichard  
Martha Propper  
Alison Purvis  
Elizabeth Purvis  
Terry Ragazzini  
Lisa Raggio  
Devon Raymond  
Allegra Raynor  
Rachel Reese  
Laurie O. Reighley  
Charlotte Richards  
Sigríður Richards  
Riverbrook YMCA  
Megan Robertson  
Judy Robinson  
Sherlène Rodriguez  
Laura Rowley  
Lynn Sachs  
Saugatuck Elementary School  
Karen Scappaticci  
Amy Schallop  
Mandi Schmauch  
Lynn Schneider  
Schwarz Family  
Jordan Scott  
Dori Seamans  
Maurice K. Segall  
Service League of Boys (SLOBs)  
Shalva Clinic  
Natalia Sieira Millan  
Chrissy Silva  
Joanne Simeone  
Connine Sinnaeve  
Janet L. Sinnott  
Helen D. Skipper  
Martha Yepes Small, M.D.  
Hayley Smith  
Barbara R. Smith  
Jennifer Smokler  
Tara Snow  
Wendee Sommerville  
Dorothy Sparling  
Sandra Stanfield  
Julie Stein  
Michael S. Stein  
Douglas Stern  
Wanda Stockfisch  
Stop & Shop Supermarket  
Victoria R. Sudano  
Peg Sullivan  
Sharon Sullivan  
Jillian Suozzi  
Lisa Swayze  
Julie Sweeney  
Deidre Tangorra  
Benton Tarala  
Tauck World of Giving  
Bea Taverna  
Charlotte Taverna  
Betsy Thomas  
Thomson Reuters  
Spencer Thors  
Patty Tomasetti  
Nancy Toothaker  
Trinity Church  
Kim D. Troy  
Tutor Time, Norwalk  
Jonie Vail  
Nancy Valente  
Leslie Van de Velde  
Konstantin Vayneris  
Jeffry Velky  
Brian & Michele Vendig  
Mary C. Voss  
Mary Wagner  
Teresa Waldron  
Donna Walker  
Margan Walsh  
Beverly Ward  
Nancy Ward  
Trish Weber & Family  
William O. Webster  
Jennifer Weil  
Nancy Weiner  
Kelly Weldon  
Patricia A. Wernig  
Western Connecticut Health Network  
Weston Women’s League  
Shannon & James Whipple  
Jessica White  
Maria Wilcox & Family  
Kara P. Williams  
Katy Williams  
Lisa Williams  
Sheryl Williams  
Gwenna Williamson  
Chris Winrow  
Carolyn Wissinger  
Martha Witte  
Angela Wood  
Jane Wood  
Robin Wood  
Nicole Woodring  
Xerox Corporation  
Elfriede Yoder  
Richard Zaremski  
Barbara Zichichi  
Caroline Zylstra

ASPIRE

of ASPIRE high school graduates were enrolled in post-secondary education

The Agency began honoring men and women in the community for their work through the Family Strengthening and Anne C. Cary Volunteerism Awards.

Today, more than 75 years later, we are still helping families overcome barriers and helping them build better lives.
In-Kind Donors

Partnerships with local businesses, community organizations and individual donors play a major role in supporting FCA clients.

A Dash of Salt Catering
Abbey Tent & Party Rental
Mr. and Mrs. Mike Adams
Altoro
Mr. and Mrs. Tony Altoro
Mr. and Mrs. Chris Albert
Albourne America LLC
Amore Cucina and Bar
Mr. and Mrs. Bradford Anderson
Mr. and Mrs. Jonathan Andrew
Ms. Mary Andrews
Ms. Elizabeth Chishol Arbia
Ms. Susanne Hall-Armstrong
and Mr. Peter F. Armstrong
Arts Masters of Silvermine
Ms. Pam Askizani
Ms. Rachel Attivissimo
B Restaurants
Mr. Xavier Bailey
Bar Sugo
Ms. Michelle Barbieri
Ms. Holly Barker
The Barrow Group Theater
Company & School
Ms. Kate Basile
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Bob's Discount Furniture
Ms. Mary Bones-Angeloni
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Brooklawn Country Club
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Mr. and Mrs. Gary Cohen
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Mr. and Mrs. John Crowe
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Ms. Sarah Delia
Deloitte
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Mr. and Mrs. Robert Depelteau
Mr. Greg Detroy
Diageo North America
DiMare Pastry Shop
Discovery Museum
Mr. and Mrs. John Doggett
DoubleTree by Hilton
Boston Downtown
Eagle Riders 588
Ed's Garage Doors
Ms. Rola Elamin
Elite Limousine Service
Ms. Anne Emson
Mrs. Rebecca Esposito
FactSet Research Systems Inc.
Farmer's Table
FCA's Adoption Program
Mr. and Mrs. Richard Filaski
The Filburn Family
The Flaherty Family
Flipside Burgers & Bar
Ms. Donna Forcier
The Forker Family
Fortina
Ms. Norma Fox
Gallo
Gates Restaurant
GE Commercial Finance
General Re Corporation
GIFT
Ms. Allison Gill
GlenArbor Golf Club
Mr. and Mrs. Scott Goodell
Goodwives Quilters
Mr. and Mrs. Simon Greenshields
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Mrs. Laura Martins & Family
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Ms. Kathryn McLane
Mr. K.F. McNey
Meche Noodle
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Ms. Leslie Forker and
Mr. Neal Miner
Ms. Regina Misericola
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Morgan Stanley
Ms. Nicole Morris
Murphy Distributors
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News America Marketing
Mrs. Dana Nickel
Ms. Nicole Northway
Norwalk ACTS
Norwalk Community College
Norwalk Hospital
Norwalk Senior Center
Ms. Becca Madison and
Mr. Rob Ockenfuss
Open Door Shelter
Oulette Family
Mr. and Mrs. James R. Overby
Ox Ridge Elementary
School, Kids Care Club
The Palace Theater
Pamela Einarsen Photography
The Parker Family
Ms. Kristin Partenza
Pepperidge Farm, Inc.
Ms. Nora Petkovich
Ponos Ridge Middle School
Postiano Ristorante
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Ms. Sara Potter
Mr. Michael Purdy
Mr. Robert K. Riccio
Ridgefield Playhouse
Riverbrook YMCA
Rockin' Jump Trampoline Park
Ms. Katherine Rossi
Rowayton Pizza
Mr. and Mrs. Paul Rufenacht
Mr. and Mrs. Robert Sachs
Ms. Katherine Schlageter
Mr. and Mrs. Ronald Schwarz
Sedona Taphouse
Mr. and Mrs. Michael G. Serra
Service League of Boys (SLOBs)
Shalva Clinic
Mr. Peter Shanazu
Ms. and Mrs. Matthew Shiel
Siena Ristorante
Signature Style
Mr. William Simonetti
Ms. and Mrs. Gregory C. Sinnott
Ms. Hayley Smith
Ms. Sharon Smith
Mr. and Mrs. Charles Sommerville
Ms. Gabriels
St. Matthew's Church
Ms. Megan Stearns
Ms. Ann Magnin and
Mr. Michael Stein
Stop & Shop Supermarket
Ms. Susie Sullivan
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Tarantino
Tauck World of Giving
Teddy's Transportation System, Inc.
TerraSole
Mr. and Mrs. Shinu Thomas
Thomson Reuters
Tiffany & Co.
Mr. and Mrs. Thomas P. Wilcox
Tutor Time, Norwalk
Wells Fargo
West School
Western Connecticut Health Network
Westport Country Playhouse
Mr. and Mrs. James Whipple
Mr. and Mrs. Thomas W. Wilcox
The Wilton Playshop
Ms. Lisa Williams
The Wiltos Playshop
Ms. Kristina Wisdom
Wusthof Trident of America

In-kind gifts between July 1, 2016 and June 30, 2017
In Honor of:
Lianne K. Acosta-Rua · Julianne Alberty · Mary Anderson · Lynn Ashworth · David Barnard · Melanie Barnard · Michelle Beyman · Miriam Beyman · Mary Ellen Boudiette · Fran Brandes
Rita Brouilette · Dolores Butler · Jill Campbell · Mary K. Campbell · Nancy Campbell · Sally Campbell · Sandra Campbell · Sally Carta · Paula Castiglia · Deb Checketts · Jen Cholnoky · Jessica Clarke
Victoria Clow · Lisa Collins · Deborah Colon · Jennifer Coutts · Judy Cullman · Amy Daugerdas · Ursula Del Vecchio · Julie Dolan · Marianne K. Dolan · Joshua Eunhyun Feit, Jr · Robin Fields
Mary Jane Fitzgibbon · Zulay Fitzgibbon · Marilyn Foodim · Rachel Forbes · Andrea Friedlander · Betty Furlong · Lee Gabler · Mary Ganahl · Berle Geronemus · Tina Giarraputo · Mary Gleason
Alison Glrum · Roselia Goncalves · Dorothy Gercynski · Julene Greenshields · Janienne Hackett · Jacqueline Haight · Maureen Hart · Mary Ellen Hass · Evelyn Henry · Mindy Houck
Maureen Hughes · Nancy Humberger · Carolee Iltis · Lisa Ishenwood · Chris Jachino · Mildred Jacko · Healther J. James · Marjory Keeler · Shirley Kenowitz · Elaine Kerr · Rosaria Konstantin
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Sally Riedel-Bromfield · Catherine H. Ross · Rita Rotta · Debbie Rowan · Cate Schappert · Rosemary Schmitt · Karen and Jordan Scott · Katie Seiden · Janina Serrao · Joyce Serrao · Clare Sheffield
Debra Sheffield · Kim Sheffield · Marisa Signorella · Gina Signorella-Arlen · Sharon Sullivan · Maria Swain · Charlotte Taverna · Barbara Teranes · Alexsah Visco · Donna and Robert Walker
Eileen Walker · Emily White · Marian Wilbur · Maria Wilcox · Betsy Wilson · Robin Wirth · Kris Wolfe · Mary Wynn

In Memory of:
Beverly Argobright · Annette Baldino · Maxime Bendheim · Ann Boudiette · Florence Conti · Mary Ann Dolan · Jack Fields · Judith Hitter · Gerri Hoffman · Mary Anne Marion
Richard W. Miller · Pauline Murphy · Rosalie Polak · Ann Potocki · Alice Viscogliosi · Renee Wagner

In Honor of: We are extremely grateful to those who chose to honor and memorialize their loved ones by donating to Family & Children’s Agency.
2016-2017 By The Numbers

FOSTER CARE

Our Foster Care parents provide homes for children each night

135

67% of children established permanency

PROJECT REWARD

1,257 group sessions held

ADOPITION

26 children placed for adoption have
FOREVER FAMILIES

100% of children FCA placed for adoption achieved permanency

CHILD & FAMILY DEVELOPMENT

95% of families enrolled their child in a PK-3 program

158 of 159 high risk home visiting families did not have a newly documented case of child abuse or neglect with DCF

ASPIRE

100% of ASPIRE high school graduates were enrolled in post-secondary education

92% of middle school students had an above average Math grade upon graduation

171 days of programming for middle school students during the academic year
### COMMUNITY CONNECTIONS

<table>
<thead>
<tr>
<th>Offered 126 skill building workshops, including:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>8 Transportation Classes</td>
<td>1 Financial Literacy/Budgeting Group</td>
</tr>
<tr>
<td>42 Laundry Days</td>
<td>10 Vocational Workshops</td>
</tr>
<tr>
<td>15 Wellness Groups</td>
<td>39 Cooking Classes</td>
</tr>
<tr>
<td>11 Computer Classes</td>
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</tbody>
</table>

- Of homeless adults working with FCA remained in supportive housing or transitioned into permanent housing: 100%

### FAMILY SUPPORT

- Of families demonstrated improved parenting skills: 95%
- Of families did not have any repeat report of abuse or neglect while participating: 99%

### BEHAVIORAL HEALTH

- Individuals served: 409
- Of outpatient Behavioral Health clients were hospitalized during the year: 0%

### HOME CARE

- Of seniors receiving in-home services remained in their homes: 100%

- Of every dollar goes directly to serving our clients: 90¢
Financial Report

2016-2017 Operating Expenses

- Management & General: 23%
- Development & Fundraising: 13%
- Behavioral Health (Counseling): 4%
- Home Care: 4%
- Adoption: 7%
- Child Welfare (Foster Care, Family Support): 2%

2016-2017 Operating Revenues

- Program Services: $3,390,000
- Government Grants: $10,659,000
- Private Grants: $1,413,000
- Contributions: $640,000
- Special Events: $628,000
- Investment Activities: $523,000

Total Revenues: $17,253,000

*Results are unaudited as of publication date. Complete financial statements audited by BlumShapiro & Company, PC, are available upon request.
<table>
<thead>
<tr>
<th>Years</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 Years or More</td>
<td>Jane Coughlin · Betty Davis · Pamela Ginyard · Dorothy Grajales · Donna Huot-Benz · Christopher Jachino · Siriel Jessup · Ingrid Kurensky · Keith Lepp · MD · Ligia Masilamani · Tiffany McCarthy · Larry Piselli · Cynthia Reckord · Rocco Rossetti, III · Fannie Russell · Dolly Singleton · Deborah Tadduni · Marie Telo · Mercia Ulysse · Edith Williams</td>
</tr>
<tr>
<td>10-14 Years</td>
<td>Sheila Bowles · Anne Briggs · Angela Christian Brooks · Robert Cashel · Darlene Cirilli · Monica D'Auria · Barbara Evans · Beverly Florian Jan Glorie · Ximena Gordon · Lisa Habasinski · Megan Haque · Mary Ellen Hass · Maryx Holmness · Nancy Horowitz · Amy Jeffereis · Randi Kestonbaum Mary Kate Locke · Elizabeth Murdoch · Janina Serrao · Erika Montoya Velasquez · Gladys Waithira</td>
</tr>
<tr>
<td>5-9 Years</td>
<td>Karina Alonso-Ferrari · Nicole Beckham · Karen Betances · Maritza Bonilla · Jane Breen · Fred Burrows · Michael Chung · Claribel Cordero · Suzanne Doyle · Averi Dudek · Todd Faus · Anne Ferrara · Anne Foster · Celestine Golden · Vera Greene · Matthew Guida · Danelle Joseph Stefania Malorao · Sharon Massey · Korrie-Anne Mc Rae · Kristina Melnick · Tatun Miller · Gloria Morales · Marissa Morgan · Michelle Nelson Pamela Ramdhani · Janeen Reid · Lorraine Reid-James · Abigail Rodriguez · Ernesto Rowes · Marie Simon · Shari Troost · Stephanie Vanhatten Johanna Vasquez · Tanya Arroco Velez · Linette Hector Walker · Margaret Woglon · Daisy Yobasa · Lydia Zuriga</td>
</tr>
<tr>
<td>Up to 4 Years</td>
<td>Muriel Abbey-Mensah · Jessica Acosta · Brent Addenbrooke · Yaa Adomako-Ayisi · Naomi Afaba · Karina Aloyo · Daphney Altheus Audrey Amartey · Samantha Ambose · Aba Amoo · Julian Arias · Andrea Arnold · Silvia Amoiso · Traciann Audena · Emmanuel Ayala Naomie Azor · Kelsey Baines · Matthew Barrett · Natasha Beckford · Shakira Belle · Vesica Betron · Emilie Benaimon · Heather Bernard Ruth Bestman · Yenyfer Betancourt · Magliore Bilonda · Charmente Boiteux · Juanita Bond · Elsa Bouzi · Are'A Bradley · Joan Brown Firmina Bruno · Brandi Bufford · Shari Butler · Christine Caracce · Kemashe Cameron · Marie Cantive · Vickie Carozza · Gilda Castillo Violeta Cedeño · Erlande Colgan · Christopher Conatiempo · Marette Chao · Edna Charles · Crystal Chardon · Maurice Chynumba Wendy Chum · Karen Clark · Dawn Clark · Natalie Clark · Susan Cobb · Pietriann Coley · Dominique Comberland Winifred Comodore · Carol Connolly · Debra Connolly · Tamara Conolly · Demetria Dash · Natasha Davis · Michelle Denis Marcia Derry · Rodney Deseneau · Trinh Diep · Michael Djen · Natasha Duran · Rona Durham · Diane Easton Sophia Edward · Audrey Elliott · Margarette Estime · Melissa Evans · Angela Fabian · Jamilla Fagon · Emilie Fausset · Kashaine Ferryman Gossy Finade · Marie Finch · Maria Florian · Allison Foutz · Rachel Forbes · Rosealine Fournier · Emily Fox · Luminada Franco · Adriana Fuchs Yolinda Gabriel · Hollie Galeano · Isaac Malaney · Maria Gallego · Alexa Galvin · Iris Garcia · Cathiana Giles · Sahilah Gonsalves · John Gorcsynski Mitsy-Ann Green · Eryn Greenstein · Irma Guerrier · Mikelah Gustave · Carlos Guzman · Jill Hammond · Grace Harris · Jasmine Henry Jeanmarie House · James Hughes · Shequina Jack · Ann Jackson · golf Jackson · Merrinick Jackson · Natalie Jackson Marie Jacques · Diane Jamison · Ashley Johnson · Iyesha Johnson · Kathy Jones · Mary Jude · Caitlin Kingston · Rebecca Korley · Paul Lacovara Joseph Lavache · Charmaine Lewis-Hines · Shafia Little · Stephanie Lopez · molestie Louis · Karen Lourd · Brittaney Love · Melinda Maldonado Angelo Maragos · Sheenl Marcelle · Karen Martin · Amanda Marques · Farah Martin · Joanne Martin · Judith Martinez · Lindsay Mazzarella isa Mazzio · Arette Mbengu · Erin McAllister · Jennifer McBride · Elena McCarthy · Jennifer McHugh · Marie Medor · Marc Mercuriano · Karol Meza Gina Michelle · Daven Miles · Hilindre Milious · Charmaine Miller · Lisa Mihal · Nehemie Miss; Ysabla Morales · Annamaria Moreno · Maria Moreno Pamela Moultrie · Suahane Muraly · Akemi Castillo Nakamura · Yorico Nakamura · Nassha Narcisse · Vanja Nelson · Jamie Newman Denise Newton · Lydwinia Ngu · Mary Nichols · Patricia Nietsch · Niana Nieves · Mikkel Noble · Casey Nowakowski · Parthena Ntinas Barbara Oblad Olsch · Clement Omar · George Orono · Valentin Parrot · Amadee Quintana · Dawn Overholser · Lorenza Pagligalunga · Traci Pacinica · Brooke Pantaleo · Marla Patawah · Solomon Patterson · Leslie Perkins · Angela Perry · Meeka Petro · Wilsone Pierre · Kathy Pjura · Porslynn Poirte · Antonio Porcheddu · Janet Powell · Miriam Liviapmo Pozo · Lucy Milla Regalado · Bernady Regis Lilliana Rodts · Carmen Rosales · Bella Roslante · Shaniya Rutkier · Edward Ruiz · Dante Saad · melena Sader · Alejandro Salamea Nathalie Samuel · Alesha Samuels · Jennifer Sanchez · Marggie Sanchez · Valerie Sanon · Fernando Santiago · Patricia Santos · Terrel Scott Kathleen Sieden · Kesanya Shepherd · Suprena Shuler · Janice Sluic · Corline Smith · Eileen Smith · Melissa Smith · Corline Solages Nathalie Solius · Alexandre Solazzo · Anne Steers · Melissa Stefanoa · Odetta Stephens · Kea Sterling · Elve Stewart · Bianca Stone Melissa Strauss · Laura Taets · Andrea Tafur · Aniana Tavez · Jean Taylor · Beatrice Thomas · Cassandra Thomas · Jossett Tomlinson Heaven-Lee Trenard · Sharon Trungadi · Piedad Alzate Vasquez · Amanda Vaught · Daisy Velez · Angelina Vescio · Amanda Villafo Regine Voltz · Shanea Waldron · Angela Walker · Shanice Walker · Ida Walker-Malk · Olympia Walker · latavia Warren · Ulonde Warren Catherine Welfare · EmilyAnne Westman · Jennifer Wilkins · Brett Woodson · Natasha Wright · Lu Xu</td>
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