



Family &
Children's
AGENCY

Annual Report
2018 - 2019

Annual Report

2018-2019

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As of October 1, 2019

Vision

A THRIVING COMMUNITY OF
EMPOWERED INDIVIDUALS
AND HEALTHY FAMILIES

Mission

BUILDING BETTER LIVES
AND STRENGTHENING OUR
COMMUNITY BY PROVIDING
ESSENTIAL HUMAN SERVICES
TO CHILDREN, FAMILIES,
ADULTS, AND SENIORS.

Values

- PROFESSIONALISM, INTEGRITY
& EXCELLENCE
- PROACTIVE APPROACH TO
MEETING COMMUNITY NEEDS
- STRENGTH-BASED, OUTCOME
DRIVEN SERVICES & PROGRAMS
- SUPPORT OF DIVERSITY

**Cover photo: Chris during the ASPIRE Summer Program
presenting what he learned about the United States.*

Letter

FROM PRESIDENT AND CHAIR

Dear Friends,

2018-2019 has been another year of growth and positive changes at Family & Children's Agency (FCA).

We continue to achieve strong outcomes for our clients utilizing the Results Based Accountability (RBA) model for assessing our work. This year we also added new services to meet the growing needs in our community.

Our new eviction program in partnership with the Norwalk Housing Authority is a positive alternative to the traditional eviction process for public housing residents. We have expanded our post adoption support services and our social work services for seniors. In addition, in July we were awarded a grant to implement a victim's assistance service program in partnership with the Connecticut Council of Family Service Agencies, our statewide association.

This year we expanded our staff development trainings with a focus on trauma-informed services, and we were again chosen as a Best Place to Work for medium-sized businesses by Hearst Media, an award we have now won for six straight years. We continue to be actively involved in community-wide efforts including Norwalk ACTS, a collective impact initiative focused on closing the opportunity gap among Norwalk's children and youth.

Every organization has its own unique approach and culture. Here at FCA our approach is team-oriented and inclusive and our culture is one that emphasizes excellence and support: excellence from our talented staff who provide the highest quality of service, support from our deeply dedicated Board who form the backbone of the organization, and steadfast support from our generous donors.

Many thanks to you, the stakeholders of this incredible organization, for your engagement and generosity as together we look to realize our vision of "a thriving community of empowered individuals and healthy families."



Robert F. Cashel
President & CEO

Lisa Lillie
Chairman of the Board



Family & Children's Agency is one of the largest providers of **Specialized Foster Care** in the State of Connecticut. Children in FCA's programs have severe medical, emotional, or behavioral issues which require a higher level of care and well-trained foster parents. By providing case management, home visits from social workers, and ongoing training for parents, we are able to give children the homes they deserve.

JOSE AND **FOSTER MOM MARSHA**

Jose says who he was then and who he is now are two different people.

Adopted by a loving family with his siblings when Jose was a toddler, he cherishes memories of vacations and working at his family's pizzeria. But when his adoptive mother suddenly passed away due to cancer, everything changed.

Jose's adoptive father began mentally unraveling, his older siblings began moving out to escape the instability, and Jose began running away. Eventually, he entered the foster care system.

The struggles and stress Jose was carrying, mixed with being in his early teenage years, came out in unproductive ways. He started having violent thoughts and sought negative attention. Jose was hospitalized to help him address his mental health needs. This is when he came to FCA.

FCA matched Jose with foster mom Marsha, and at the time Jose felt isolated and had difficulty trusting anyone. FCA social workers visited multiple times each week and were available by phone any time of day. Marsha helped him enroll in FCA trainings and activities like life skills, taekwondo, carpentry, and boys group. Slowly, he came out of his shell.

"FCA helped me grow and properly express how I feel to get the help I need," said Jose.

Attending the University of Hartford with a full scholarship this fall, Jose will be studying business with plans to open his own bakery in the future. In the meantime, he is working to help other kids in the foster care system by serving on the Department of Children and Families (DCF) Youth Board and speaking with lawmakers.

"I want to be something," he said.

Screening for Success

By screening for developmental delays early, we pair children with the help they need so they can succeed when it is time for them to start school.

Last year, FCA led a new community initiative with the Norwalk public school system to implement a tool called the Ages & Stages Questionnaire (ASQ) as part of kindergarten registration. The data collected has been used by school administrators and teachers to identify more than 130 children who show signs of delays so they can be monitored and provided additional support.

To date, nearly **700** children in Norwalk have been screened as part of kindergarten enrollment, and the school integration effort has received accolades from the Connecticut Commissioner of Early Childhood Education.



FCA's **Intensive In-Home Child & Adolescent Psychiatric Services (IICAPS)** provides support for young people with serious mental health needs in an effort to keep them safe at home and out of inpatient facilities. Last year the program served more than **115** clients and **100%** were living at home at the time of discharge rather than in a hospital or residential program, a monumental success.

212
children in
**FOSTER
CARE**
served



94% of children
screened with the **ASQ**
remained on track or
showed a reduction in risk
for developmental delays



100%

of **ASPIRE** seniors have graduated high school and enrolled in college or career training



93%

of **ASPIRE** students

returned to the program the following year

ASPIRE 8th graders:

95%

had an above average grade in math

90%

had an above average grade in Language Arts

Up from the previous year's 87% in each subject

FCA's **ASPIRE** program is about more than academics. In addition to homework help and test preparation, **ASPIRE** teaches social-emotional skills, builds character development, and provides enrichment activities.

LUCAS' STORY

Lucas came to the **ASPIRE** after-school program having suffered unspeakable trauma in his childhood. After being removed from his home, he was adopted by a woman Lucas loved and cared for deeply. Sadly, his adoptive mother passed away. With so much upheaval, Lucas has faced a lot of difficulty.

In **ASPIRE** Lucas was very quiet and reserved. He wouldn't allow any physical interaction, including handshakes. He often answered questions with non-verbal responses, showed little emotion, and his grades were suffering.

Over time, Lucas slowly became more physically and emotionally comfortable at **ASPIRE**. He began smiling, laughing, and making friends with his peers. He started interacting more with staff, participating in activities, and expressing his emotions calmly and appropriately. With time, it became clear that Lucas is a funny, energetic boy who had the potential to be a great friend and student.

This past year Lucas was given a special award for perseverance from his middle school. He now has a large group of friends, and feels comfortable sharing hugs with adults and peers he trusts and respects. He works hard on his academics and is proud of the work he accomplishes.



Great Gains for ASPIRE

FCA's ASPIRE program provides after-school and summer programming for Norwalk middle and high school students to bridge the opportunity gap and empower them to graduate high school ready for college or career.

Last year we served a record **128** students during the school year and expanded services for high school students. Transportation was provided from both Norwalk high schools twice a week to make it easier for these older students to participate in the program, and once a week ASPIRE held late hour programming to accommodate high school students involved in after school activities.

Building a Community of Fathers

When a baby is born, parents benefit from the support of family, friends, and organizations like Family & Children's Agency. FCA has built a robust program for mothers, including hospital visits, group activities, and in-home parenting education. In addition, we have home visitors who focus on fathers to help them bond with their children and understand their role as a parent. Last year, FCA piloted a **Fatherhood Group** to connect a community of men. The dads in the program had **100%** attendance at nine meetings for bonding, education, and support.

Over 70 years of providing **Adoption** services, Family & Children's Agency has placed more than **4,000** children with their forever families. Last year, **27** children were successfully adopted through our program. We also expanded our post-adoption services so more families can access ongoing support.

FCA's **Family Support** programs work with families involved with the Department of Children and Families (DCF) to prevent child abuse or neglect. Last year we increased the capacity of these programs by hiring two new case workers. More than **275** families were served across all FCA's six programs in this area.



90% of
3-year-olds in
FCA's **Child**



& Family Development
home visiting programs were
enrolled in preschool, up from
78% the previous year

99%

of families in FCA's
Family Support programs



remained safe
and did not
have a new
instance of child
abuse or neglect

100%



of high-risk mothers
in our **home visiting**
programs had a
baby of a healthy
birth weight,
compared to **92.5%**
in Fairfield County

FCA's **Parenting Education** programs create strong foundations for future success. By providing in-home education for more than 175 families last year, FCA ensured high-risk mothers received prenatal care, screened mothers for depression, and promoted healthy child development.

LILIA'S FAMILY

Lilia can't help but cry when she talks about what life was like before she found FCA.

A recent immigrant from Guatemala, Lilia and her husband had a two-year-old daughter and Lilia was pregnant with twins when her husband lost his seasonal landscaping job.

"Because we didn't have family here it was very hard and I felt alone," said Lilia. Just a few weeks before her twins were born, she learned about FCA during her prenatal care visit. "From the minute I found out about FCA I felt like they were the family I really wanted."

FCA has now been a part of Lilia's family for more than six years. From providing diapers for her babies, helping them apply for nutrition and heating assistance, to marking the children's progress to screen for developmental delays, FCA has been there for Lilia's family.

And while all that was important for her, Lilia said the biggest improvement has been within her.



During one visit, Lilia's FCA worker noticed a change in her mood. When the results of a depression screening were concerning, Lilia was connected with an FCA clinician and began therapy. She couldn't seem to overcome difficult moments from her past and was struggling with loneliness, feeling unheard, and frustrated without enough help at home. Therapy, Lilia said, helped her find her voice.

"Thanks to the therapist I feel courageous and empowered." With those new skills, Lilia began babysitting to earn income, and her family is now able to move off public assistance.

"Now I feel good. I always wanted to work. I have goals and now I can reach them," she said. "There are no words to say thank you to FCA for all the things they have given my family."

Adults experiencing homelessness find a safe place to spend their day at FCA's **Community Connections Center**, located in Norwalk. Offering laundry assistance, cooking classes, computer access, referrals to other services, and more, the Center is a vital resource for many community members dealing with housing insecurity and homelessness.

MARY'S STORY

Mary, 57, has been coming to the Community Connections Center for more than a year.

Mary grew up in Wilton and enrolled in NYU after high school, but left after one year because her mental health struggles made attending classes impossible.

"I thought I was a loser," she said, "but it turned out to be anxiety and depression."

Mary began self-medicating with alcohol, which quickly became an addiction. She worked hard to achieve sobriety, which she maintained for 15 years while living and working at a jazz venue. But when the business suddenly closed, Mary found herself unemployed and without a place to live. Her depression was overwhelming.

"I couldn't pay my rent and I couldn't save myself," she said. Mary ended up in the only place she had left – her car.

Finally, Mary began looking for help. She was able to begin treatment for depression, checked into the local homeless shelter, and began spending her days at FCA's Community Connections Center.

"FCA is a completely wonderful place. It feels like a family, you're not judged, and there's kindness and laughter," Mary said of the Center.



Mary began helping others use the computers, look for jobs, and apply for low-cost cell phone programs. Helping others made her feel less alone and gave her purpose.

When she received a housing voucher, Mary's FCA case manager helped her find a charming one bedroom Westport apartment.

"I was so lonely my whole life. I just wanted a family and I felt like a didn't have one. Now Family & Children's Agency is acting as my family. I really don't feel alone anymore for the first time in my life," said Mary.

FCA's
free **VITA**
tax preparation
program filed 72 tax
returns and secured
\$115,318
in refunds to
clients

531

individuals and
families at risk
of immediate
homelessness met
with FCA staff to
access benefits
and services

320

clients were
served
in FCA's
**Community
Connections
Center**

Supporting Women to Sobriety

FCA has always been a resource for women struggling with addiction through our unique program **Project REWARD**, one of the only gender-specific outpatient substance abuse program for women in southern Fairfield County. Because more than 85% of women in substance abuse treatment have histories of trauma, this safe space is vital for clients to focus on recovery.

FCA's services are now even more comprehensive as we reinstated the Intensive Outpatient Program (IOP), a 10-week program focusing on healthy coping skills, relapse prevention, interpersonal relationships, and parenting. In addition, child care and transportation are provided to help remove significant barriers to treatment.

FCA's **Supportive Housing** services promotes self-sufficiency for adults facing a housing crisis or transitioning out of homelessness and into housing. Last year the program served a record **116** families. Through on-going support and case management, **94%** of clients remained in FCA's supportive housing or transitioned into permanent housing.

In the spring, FCA began providing **Eviction Prevention** services through a partnership with the Norwalk Housing Authority (NHA). The new Eviction Prevention Case Manager provides individualized support for NHA residents facing a potential housing crisis. This program connects residents with other services, empowers them to maintain housing and self-sufficiency, and strengthens their ties to community and family so they can avoid housing instability in the future.

New Program Connects Seniors and Families To Services

Being a caregiver for a loved one can be rewarding, but it can also be challenging and stressful. Our **Home Care** services include two social workers who specialize in geriatric care to provide guidance and direction for families throughout the process. Last year, we expanded these services to include an additional program that connects caregivers and the elderly with resources, benefits, energy assistance programs, rent rebates, and more.



In the first full year of FCA's **Senior Outreach and Engagement Program**, more than **134** clients have been assessed for mental health and substance abuse issues and referred to services. As the only provider of this type of outreach in Fairfield County, our partnership with community groups, first responders, and public servants makes a big impact in finding isolated seniors in the community. In fact, in this statewide initiative, FCA's program has been the most successful to date.

FCA completed

240

home safety
evaluations to
help seniors
avoid a fall



of seniors
receiving
in-home
services remained in
their home instead of a
hospital or nursing home

FCA's Personal Alert

program responded
to more than

5,500

calls for
help from
seniors last
year, and

80% of those in the
program used their
button at least once



1,169 seniors are served by FCA's **Home Care** programs, which range from providing the security of an emergency alert system to the assistance of full-time, live-in care. This spectrum allows seniors to retain their independence and remain living at home.

KATHLEEN'S STORY

Kathleen and her family made a promise to their father, Charles.

"We always promised him we would never put him in a nursing home and we would keep him home for as long as we could," she said.

When Kathleen's father began to show signs of Parkinson's it was her mother, Mary Kate, who was his full-time caregiver. But over time that role became exhausting and isolating, and she needed help. They turned to FCA, which provided part-time aides who helped Charles with grooming and chores and took him on short errands so he could have some independence and Mary Kate could have some quiet moments at home.

When Charles fell and broke his hip, the family increased to full-time care.

Each morning the family's favorite aide, Beverly, got Charles ready for the day by helping him shave and get dressed. He kept his sense of humor and showed his appreciation by giving her a round of applause when she was done. Mary Kate and Beverly worked on crocheting a quilt together and bonded over shared interests.

"She was a special person to my family," said Kathleen.

Having FCA involved helped the rest of the family too. Knowing their parents had assistance in their home gave them peace of



mind, and visits became less stressful as they could focus on being together and not on chores and housekeeping.

Together, FCA and Kathleen's family formed a care team for their dad.

"If we didn't have FCA to help us it would've been much harder. I don't know what I would have done."

Charles passed away from Parkinson's earlier this year, but FCA is still working with Kathleen and her family. A social worker has been guiding them through the grieving process and has offered recommendations now that Mary Kate wants to downsize to an apartment.

In the end, Charles was cared for in his own home, with his own family around him.

With support from FCA, Kathleen's family kept their promise.



Community Leaders

FCA STAFF ARE EXPERTS IN THEIR FIELDS AND PLAY MAJOR ROLES IN THE BROADER COMMUNITY.

Connecticut Council on Adoption (CCA)

*Meg Woglom, Assistant Director of Adoption and Early Childhood;
Devon Miles, Manager of Adoption*

Meg and Devon are Co-Chairs of Communications & Publicity for this statewide group, which is a member organization of adoptive parents, children, and professionals aiming to improve adoption services.

CT Council of Family Service Agencies (CCFSA)

Robert F. Cashel, President & CEO; Tiffany McCarthy, Director of Family Support

Rob serves as Secretary of the Board of Directors for CCFSA, a statewide network of independent human service organizations, and Tiffany has been Chair of CCFSA's Parent Education Program (PEP) Oversight Committee for 13 years. In this role, Tiffany is also heading the committee creating a revised facilitator manual for the curriculum to be used statewide.

Department of Children and Families (DCF)

Mary Ellen Hass, Chief Operating Officer; Jeanmarie House, Director of Foster Care; and Suprena Shuler, Specialized Foster Care Program Manager

Suprena is one of the tri-chairs and Mary Ellen is a member of the Department of Children and Families (DCF) Regional Advisory Counsel for Region 1. In addition, Suprena is the representative from Region 1 to the DCF Statewide Advisory Council, and Jeanmarie serves on the Statewide Foster Care Steering Committee. These groups monitor the child welfare landscape and offer critical feedback to the Commissioner of DCF on policy issues affecting vulnerable children in the region and the state.

Southwestern Connecticut Agency on Aging & Independent Living (SWCAA)

Ligia Masilamani, Director of Home Care

Ligia has been an active member of the SWCAA Advisory Board representing the town of Norwalk since 2011. This group addresses new initiatives impacting seniors, assesses programs receiving funding, and advocates to lawmakers regarding bills affecting older area residents.

Elizabeth Murdoch



Multi-Disciplinary Team at the Human Services Council

Elizabeth Murdoch, Director of Behavioral Health; Stephanie VanHatten, Assistant Director of Behavioral Health

Elizabeth and Stephanie both sit on the Multi-Disciplinary Team at the Human Services Council, a team that reviews community cases of sexual or severe physical abuse of children. The group includes police, prosecutors, the Department of Children and Families, and others. The role of FCA staff on this team is to serve as mental health experts and make recommendations about what treatments, if any, would be beneficial for the children and families involved in these cases.

Norwalk ACTS

Robert F. Cashel, President & CEO; Amy Jeffereis, Director of ASPIRE; Mary Kate Locke, Director of Child & Family Development and Adoption; Meg Woglom, Assistant Director of Adoption and Early Childhood; Marissa Morgan, ASPIRE High School Supervisor

Norwalk ACTS is a partnership of civic leaders, educators, and organizations working collectively to enhance and improve the lives of children in Norwalk. Rob serves on the Board of Directors and Executive Committee and Mary Kate co-leads the Social Emotional Initiative. Three staff members have leadership roles within the Prenatal to 3rd Grade Initiative, and our ASPIRE staff members participate on the Team Summer Committee, Transitions Workgroup, and Social Emotional Initiative.

Mary Kate Locke



Chris Jachino



Norwalk Housing First Collaborative

Chris Jachino, Director of Homeless Services

Chris is a member of this collaboration, which works in partnership to align with statewide initiatives of ending chronic, youth, and family homelessness.

Opening Doors Fairfield County (ODFC)

Chris Jachino, Director of Homeless Services; Lindsay Perry, Director of Communications and Marketing

Chris serves as Treasurer for and sits on the Executive Committee and Leadership Council of the organization. Lindsay serves on the Communications Committee. This member organization gathers community organizations invested in ending homelessness to share best practices and work together to achieve this goal.

School Governance Councils

Amy Jeffereis, Director of ASPIRE; Matthew Guida, ASPIRE Middle School Supervisor; Marissa Morgan, ASPIRE High School Supervisor; Karen Lourd, ASPIRE Middle School Academic Associate

Three of the four elementary schools in Norwalk and one high school have an ASPIRE staff member on their School Governance Council, a group of parents, community members, and staff who work together to improve student achievement through assisting with programmatic and operational changes. By serving in these groups, ASPIRE staff build relationships within the school system and develop an understanding of dynamics to help drive programming and support students in FCA programs.



Donors

THE GENEROSITY
OF OUR DONORS
HELPS MAKE
FCA'S
LIFE-CHANGING
WORK POSSIBLE.
THANK YOU FOR
YOUR DEDICATION
AND SUPPORT.

Individuals' names reflect cumulative cash gifts between July 1, 2018 and June 30, 2019.

**Have given consecutively for the past 5+ fiscal years.*

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\$100,000+

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“FCA's
 commitment to collective
 impact and its work to increase
 the number of Norwalk children
 who enter school ready to learn and
 thrive helps us achieve our mission of
 ensuring Norwalk's children are on
 a path to become independent
 self-sufficient adults.”

-Linda Franciscovich, Executive Director
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“ Giving to FCA
 touches your heart,
 because you know for
 some of these kids it
 could be their only gift
 or party. ”

-Rich Manz
 Vice President, Gen Re
 Stamford

SPIRIT OF FCA AWARD

The IMAGINE 2019 benefit was a huge success and raised a record amount of money for the Agency. In addition, Julene and Simon Greenshields of Wilton were honored with the Spirit of FCA Award. The couple has been involved with FCA for more than 16 years, offering extraordinary leadership, guidance, financial support, and volunteer time.

LINKING ADOPTIVE MOMS

Moms and moms-to-be in our Adoption programs have been enjoying the company of others in the program through Moms' Nights Out. These events are hosted by adoptive moms to create community and support.



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STAFF AND BOARD RECOGNIZED AS FAMILY CHAMPIONS

FCA staff member Lorraine Reid-James and Board member Brian Vendig were presented the 2019 Family Champions Award from the Connecticut Council on Family Service Agencies. Lorraine was honored for her willingness to go above and beyond, including helping found FCA's Social Justice Committee and mentoring her colleagues. Brian was selected for his dedication as a member of the Board of Directors and his efforts to engage his company with FCA.





THE WILLIAM O. MURPHY FAMILY STRENGTHENING AWARD

Last year's William O. Murphy Family Strengthening Award was presented to the City of Norwalk and accepted by Mayor Harry Rilling. Mayor Rilling was instrumental in helping FCA move programming to the Ben Franklin Center. This new space has provided better service for our clients and has allowed FCA to dramatically save on occupancy costs, which means more funds raised go directly to the services we provide the community.

COMMITTING TO INCLUSION

FCA has spent the last year as part of the Women and Children's Trauma and Gender (WC-TAG) Project. Through this initiative, FCA created a committee of staff from all levels to evaluate and improve the organization's inclusivity, embed a model of trauma-informed and gender-responsive care for our clients, and further develop our staff.

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“When we grew our family through FCA's Adoption program, FCA became a part of our family as well. When we hear the stories of FCA's clients and see the impact the programs have made in their lives, it feels good to know we have helped make that happen by giving to FCA.”

-Samantha and Bryan Cross
 Stamford

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If we inadvertently misspelled or omitted your name, we apologize. Please call the Development office at 203-855-8765 so that we may correct our records.

In Honor & Memory

We are extremely thankful to those who chose to honor and memorialize their loved ones by donating to Family & Children's Agency.

In memory of Allison Barton Haupt

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In memory of Linda Driscoll Dobel

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Mr. and Mrs. Michael Cooper
Mr. Max Di Dodo
Ms. Shari Dobel
Ms. Fausta Egan
Ms. Judith Klem and Mr. Herbert Greenbaum
Ms. Ann Harvey
Mary Ellen and Bill Hass
Mr. and Mrs. Peter Jachino
Ms. Debbie Kleinberg
LifeCare
Ms. Lisa Mazzeo
Mr. and Mrs. John McTiernan
Ms. Jamie Merritt
Mr. James O'Brien
Ms. Erin O'Toole
Ms. Maureen Reynolds
Mr. and Mrs. Walter Schwind
Mr. and Mrs. Chris Stroup
Thomson Reuters
Mr. and Mrs. Donald Vidoli

In memory of Robert Jachino

Mr. and Mrs. Arty Aptowitz
Mr. Jason Aptowitz
Atticus Properties Inc.
Mr. and Mrs. Thomas Brand
Mr. and Mrs. Anthony M. Carvette
Mr. and Mrs. James Cotter
Mr. and Mrs. Myron Dobel
Mr. and Mrs. Daniel R. Finn, Jr.
Mr. and Mrs. Richard Harrington
Mr. Keith C. Hartley
Mr. and Mrs. Per N. Heidenreich
Joan and Michael Hoben
Mr. and Mrs. Everett Johnson
Mr. and Mrs. David G. McCollum

Mr. Robert P. Mountain, Jr.
Mr. and Mrs. Robert G. Nichols
Ms. Joan Shipman
Mr. and Mrs. Donald Shropshire
Ms. Vickie Smith
Mr. and Mrs. Christopher Steffen
Mr. and Mrs. Gerald Tenser
Thomson Reuters

In memory of Mary Moriarty

Anonymous
Ms. Catherine Baker
Mr. and Mrs. Edward Destefanis, Jr.
Ms. Deborah Hocking
Mr. and Mrs. Brian Lucier
Ms. Elizabeth Newton
Mr. and Mrs. William Rich
Ms. Sandra Woodford
Mr. and Mrs. Daniel J. Zugelder

In Memory of Jim Overby

Minks to Sinks

In Memory of Ron Sager

Mr. and Mrs. Stephen A. Steglitz

In Memory of John Swartley

Mrs. Johanna Swartley

In Memory of Sgt. Michael A. Wood

Ms. Caron Bott

In honor of David Barnard

Mr. and Mrs. Christopher Pohle

In honor of Jane and Tim Breen

Mr. and Mrs. Ryan Thomas

In honor of Helen Dangelo

Ms. Dana Dangelo

In honor of Heather James

Dr. and Mrs. William L. Green

In honor of Sharon Sullivan and Jeff Kindler

Mr. and Mrs. Stephen P. Costa

In honor of Barbara Sul Kyung Lavoie

Mr. and Mrs. Richard Lavoie

In honor of Lisa Sheffield and Jim Lillie

Mr. and Mrs. David Cross

In honor of Vincent Haram Mair

Ms. Joan Burgess

In honor of Rita Marber

Ms. Lorraine Valandra

In honor of Kevin McEntee

Nancy and Bill Horowitz

In honor of Benjamin Lee Hwa Youn Strait

Ms. Deborah Fins and Mr. Donald Strait

In honor of Donna and Robert Walker

Dr. and Mrs. William L. Green

In honor of Maria Wilcox

Ms. Carol Wilcox



**2019 MOTHER'S DAY TEA IN MEMORY
OF CHARLOTTE K. TAVERNA**

In recognition of all the extraordinary women honored and memorialized through our Family & Children's Agency Mother's Day cards.

In Honor

Lianne Acosta-Rua · Christine Andrew · Lucile Adler · Gail Ballard · Jennifer Barton · Trisha Barton · Pammie Bassock · Michelle Beyman · Aileen Blake · Jenn Blake
Patricia Blake · Barbara Bleckman · Judy Bolduc · Mary Ellen Boudiette · Fran Brandes · Shelia Brandt · Laurie Brehm · Jessica Brokaw · Sally Riedel Bromfield
Rita Brouillette · Cheryl Brzezinski · Catherine Ollinger Bush · Dolores Butler · Jill Campbell · Mary K. Campbell · Nancy Campbell · Sally Campbell · Sandra Campbell
Midge Caparosa · Marcie Cappell · Paula Castiglia · Nell Clark · Victoria Clow · Elena Collins · Lisa Collins · Deborah Colon · Jennifer Coutts · Joan Cullman
Amy Dagerdas · Danielle DeGrazia · Liz DeGrazia · Ursula Del Vecchio · Virginia Detrick · Barb Deutsch · Cynthia Doggett · Julie Dolan · Marianne K. Dolan
Kelly Drablos · Mardi Durkin · Vanessa Easley · Colleen Edwards · Theresa Figueiras · MJ Fitzgibbon · Betty Furlong · Kim Gabler · Lee Gabler · Wendy Galante
Antoinette Gallo · Leza Gallo · MaryAnn Genuario · Berle Geronemus · Melanie Glass · Mary Gleason · Ana Goizueta · Jojo Gomes · Martha Goodwin
Dorothy Gorcynski · Julene Greenshields · Susan Grigg · Marleny Guzman · Janienne Hackett · Andrea Hager · Becky Hager · Connie Hansell · Hayley Hansen
Mary Ellen Hass · Reta Herlyn · Beth Hershey · Carolyn Houck · Elaine Houck · Maureen Hughes · Jackie Humilovich · Kim Hunold · Mary C. Hurley · Debra Hyman
Melissa Isherwood · Mildred Jacko · Debbie Jacobs · Mary Jeffery · Paule Jensen · Lynne Johnson · Susan Kapelina · Shirley Kenowitz · Elaine Kerr · Deb Knapp
Melissa Knapp · Linda Koe · Catherine Konstantin · Rosaria Konstantin · Kimberly Kubin · Deb Kuntzman · Margo Lacey · Connie Landis · Kelly Harold LaVecchia
Ellen Law · Maryann Lehmann · Susan Lenahan · Sara Luchenta · Meena Mansharamani · Jennifer Marandola · Cheryl Mayer · Sandy McClelland · Cindy McGinins
Hillary McGonigle · Nancy Meehan · Tami Miller · Edwina Millington · Louann Miska · Linda Moakler · Diane Morey · Donna Murphy · Hillary Niegelberg · Elizabeth
O'Connell · Meri Ogrinc · Luciana Orzano · Linda Parish · Anne Patton · Karen Pazdera · Marcy Perry · Candy Perusi · Nancy Peters · Jytte Pirritt · Marilyn Riedel
Elaine Robin · Megan Rombout · Suze Rubin · Mary Ruddy · Cate Schappert · Rosemary Schmitt · Thelma Serenbetz · Janina Serrao · Joyce Serrao · Sarah Severance
Sheryl Shaker · Marisa Signorella · Gina Signorella-Arlen · Donna Simmons · Margaret Skelly · Stephanie Spadaccini · Sharon Sullivan · Judith Surowiec
Barbara Teranes · Ann Terwilliger · Ashley Tomlinson · Ellen Tomlinson · Cheryl Unger · Doreen Vakos · Mary Vakos · Stephanie Vakos · Jenn Valiante · Sally Valiante
Stephanie VanHatten · Cindy Ward · Susy Warren · Madison Weber · Christin Weberman · Fanster Webster · Ree Webster · Sue Webster · Kathi Weeks
Maureen Wesche · Marian Wilbur · Kristin Wilcox · Maria Wilcox · Betsy Wilson · Mary Wynn · Angela Yelich · Lauren Yocum

In Memory

Antoinette Boudiette · Jacqueline Cassidy · Shirley Choy-Marshall · Florence Conti · Patty Deutsch · Terry Flanagan · Camille Golia · Marie Green · Frances Griffith
Sara Fleming · Susan P. Knapp · Ann LaCroix · Helen Lyman · Nicole Meek · Sandy Nyenhuis · Mary Elizabeth Quilter · Gertrude Reddington · Betty Robertson
Jane Shadriy · Mary Rodger Laurie Stewart · Charlotte Taverna · Bunny Webster · Mary Wilkinson · Pat L. Young



In-Kind Donors

WE ARE GRATEFUL FOR OUR PARTNERSHIPS WITH LOCAL BUSINESSES, COMMUNITY ORGANIZATIONS, AND INDIVIDUAL DONORS WHICH PLAY A MAJOR ROLE IN SUPPORTING FCA CLIENTS.

109 Cheese & Wine
 Abbey Tent & Party Rentals, Inc.
 Aitoro Appliance
 Georgia and Charlie Adams
 Affordable Mattress & Furniture
 Mr. and Mrs. Anthony Albano
 Albourne America LLC
 Ms. Gleizer Anderson
 Mr. and Mrs. Jonathan Andrew
 Ms. Susanne Hall-Armstrong and
 Mr. Peter F. Armstrong
 Artisan
 Mr. and Mrs. Tareq Aryne
 Ashley's Caterers
 Assumption Church
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 Bangkok Republic
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 Mr. and Mrs. Jeffrey Bates
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 Mr. and Mrs. Michael Cacace
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 Mr. George Paniagua, Jr. and
 Mr. James Catland
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 Ms. Heather Christopher
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 Mr. and Mrs. Joel Colon
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 Mr. and Mrs. Gary Cott
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 Mr. Brian Davidson
 Mr. and Mrs. Neil Denton
 Mr. and Mrs. Robert Depelteau
 Mr. and Mrs. Greg Detroy
 Mr. William Dexter

Diageo North America
 Ms. Lori Diaz
 Mr. and Mrs. Jeb Doggett
 Mr. and Mrs. Jan Dorenbosch
 Easton Public Library
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 Fairfield Cheese Company
 Farmer's Table
 Faye Kim Designs
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 Ms. Theresa Figueiras
 Mr. and Mrs. Richard Filaski
 Filling in the Blanks
 First Congregational Church on
 the Green
 Fleishers Craft Butchery
 Flipside Burgers & Bar
 Food Rescue U.S.
 Mr. and Mrs. Jay Fortuna, III
 Ms. Emily Fox
 Gen Re
 Ms. Shannon Gerry
 Girl Scout Troop 51010
 GlenArbor Golf Club
 Goodwives Quilters
 Greater Works Community Church
 of God
 Dr. and Mrs. William L. Green
 Julene and Simon Greenshields
 Ms. Lisa Habasinski
 Half Full Brewery
 Halloran Sage
 Harborpoint Wines & Spirits
 Doug and Denise Harned
 Harry's Wine and Liquor
 Ms. Maureen Hart
 Mary Ellen and Bill Hass
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 Houlihan Lawrence
 Mr. and Mrs. Jim Hughes
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 Ms. Sharon Sullivan and
 Mr. Jeffrey B. Kinder
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 Council 14360
 Mr. and Mrs. William Krivoshik
 Ms. Malvika Kumar

Lackluster Brother
 Leary's Liquor Cabinet
 Mr. Sean Lenahan
 Mr. and Mrs. Zorba Lieberman
 Lime Rock Park
 LiveWell Designs
 LobsterCraft
 Loco Catering Group
 Long Lots Elementary School
 Ms. Annie Love
 Mr. and Mrs. Mark Lux
 Maclaren
 Mr. Richard Madigan and Family
 Make A Difference Day
 Ms. Rita Marber
 Mr. and Mrs. Robert Martin
 Mecha Noodle
 Ms. Megan Meehan
 Mr. and Mrs. Richard Megherby
 Michael's Limousine
 Mr. and Mrs. Steve Minichini
 Mr. Michael Minter
 Mitchells
 Modern Dermatology of
 Connecticut
 Morgan Stanley
 Kathleen and Peter Murphy
 Muse PaintBar Norwalk
 Nauti Dolphin
 New Canaan Country Day School
 New Canaan High School
 New Canaan Wine Merchants
 Newcomers Club of New Canaan, Inc.
 News America Marketing
 The Nickel Family
 Noble
 Northeast Community Church
 Norwalk Senior Center
 Mr. and Mrs. Gerald O'Connell
 Mrs. Delphine Overby
 Ox Ridge Elementary School, Kids
 Care Club
 The Palace Theater
 Paper & Diamond
 Mr. and Mrs. Frank Pearson-Rac
 Pepperidge Farm, Inc.
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 Professional Marketing
 Services, Inc.
 Mr. Robert K. Riccio
 Mayor and Mrs. Harry Rilling
 Rive Bistro
 Mr. and Mrs. Kevin G. Roberts
 Rockwell Dance Center, LLC
 Mr. and Mrs. Faury Rodriguez
 Roger Sherman Inn
 Mr. and Mrs. John Rohs
 Ms. Sarah Weiss and Mr. Zachary Rynar

Saltwater Restaurant & Bar
 Saugatuck Sweets
 Seaside Sliders by Mr. Frosty
 Mr. and Mrs. Tad Serrao
 Service League of Boys (SLOBs) -
 New Canaan
 Shalva Clinic
 Ms. Natalia Sieira Millan
 Mr. and Mrs. Chris Silva
 Source Coffeehouse
 The Spread
 St. Matthew's Church
 St. Matthew's Episcopal Church
 Stamford District of Churches
 Ms. Ann Magnin and
 Mr. Michael Stein
 Sucre Sale
 Sweet Ashleys
 Syracuse Alumni Club of
 Westchester & Fairfield
 Table 104
 Tarantino Restaurant
 Tauck
 Teddy's Private Car Service
 Ten Twenty Post
 Thomson Reuters
 Tiffany & Co.
 Togs
 Total Wine & More
 TownVibe
 Tusk & Cup Fine Coffee
 Tutor Time - Norwalk
 Two Roads Brewing Company
 Andrea and Mike Vakos
 Mr. and Mrs. Brian Vendig
 Mr. Andrew F. Wallace
 Washington Prime
 Wave on Main
 Weichert Realtors - Madison & Post
 Mr. and Mrs. Carl Weinberg
 Weston Women's League
 Westport Auction
 Westport Country Playhouse
 Mr. and Mrs. James Whipple
 Mr. and Mrs. Thomas Wilcox
 Mr. and Mrs. Edward R. Wild
 Ms. Lisa Williams
 Mrs. Barbara Wilson
 Wilton High School Lacrosse
 Wilton Woman's Club
 Wilton Family YMCA Gymnastics
 Training Center
 Xenia Photography
 Mr. Richard Zaremski
 Mr. and Mrs. Fabrizio Zichichi



Volunteers

OUR DEDICATED
VOLUNTEERS
INSPIRE GOOD
ACTION IN
OTHERS. WE
THANK YOU
FOR YOUR
TIRELESS
EFFORTS.

Charlotte C. Ackerman
 Lianne Acosta-Rua
 Georgia Adams
 Josh Ageloff
 Leslie Aguirre
 Sophia Aguirre
 Claudia Alarcon
 Isabella Alarcon
 Jennifer Albano
 The Alberty Family
 Albourne America LLC
 Kathryn M. Anderson
 Audrey Andrew and Family
 Joelle Anselmo
 Brigitte Arcoite
 Ellie Arrow
 Kate Aryne
 Pam Askinazi
 Anne Atkins
 Nyah Audena
 Sadiqua Azad and Family
 Jason Baisley
 Jordan Baisley
 Toby Baker
 Jill Bakken
 Carol Ball
 David Barnard
 Karim Basta
 Debra Bauer
 Laura Bazarian
 Jason Bear
 Michelle and Stephen Beck
 Ann and Jonathan Bell
 Jennifer Bell
 Donna K. Below
 Jo Bennett
 Susan and Jon Beyman
 Bigger Blessings, Inc.
 Lee Bishop
 Leona Bissonnette
 Emma Blenke
 Nijah Blue
 Stefanie Blum
 Yolanda Bonomo
 Lena Booth
 Maya Ohi Boreen
 Barbara Boyd
 Joann Brant
 Brien McMahon High School
 Jean Brown
 Mark Brown
 Janet Bucciero
 Lori Buchanan
 Nancy Budd
 Kathryn Buis
 Jonathan K. Bullard
 JoAnn Bullinger

Amy Burke
 Madeline Burke
 Tina Butler
 Lauren Buttlung
 Kerry Donovan Byrnes
 Laura D. Callahan
 Meg Campbell
 Wenton Camporin
 Cheryl Carlesimo
 Carousel Childcare
 Casa Villa Restaurant
 Anthony Cascello
 Janel Cassara
 Arianna Centeno-Johnson
 Winifred Chesley
 Reed Childers
 Bridget Clark
 Donna Kleiber Clarke
 Coastal Bridge Advisors
 Stasha Cohen
 Coleytown Elementary School
 Debbie and Joel Colon
 Community Kids Project
 Jessica Connolly
 Maura Connolly
 Conservative Synagogue
 Elizabeth Cook
 Amy Cooper
 Jacqueline Cope
 Nancy Coppotelli
 Mary-Pat Cottrell
 Laurie Crimmins
 Sheila Crowe and Family
 Kathy Cureau
 Louise Daly
 Lillian Damast
 Emma Danile
 Jennifer Davatzes
 Wendy David
 Brian Davidson
 Nicola Davies
 Kari Davis
 Luke Dean
 Virginia Dean
 Deb DeFeo
 Katie E. Denious
 Esther and Bob Depelteau
 Jayne Desloge
 Lyn and Greg Detroy
 Cheryl DeVonish
 Lori Diaz
 Jill C. Dimitrief
 Rachael Dineen
 Michelle L. Doggett
 Genevieve Domenico
 Eliza Doolittle

Suzanne Dorfman
 Shirin Dorne
 Lindsay Dry
 Marilyn Dugan
 Haiku Durden
 Brianna Dwyer
 Cindy Ely
 Pam Ely
 Martha Ercole
 Becky Esposito and Family
 Suzie Ettie
 Omoleye Eusebio
 The Everett Family
 Ava Ewing
 FactSet
 Pam Fadner
 Godofredo Fajardo
 Maria Farinas
 Samuel Farquhar
 Carey Field
 Theresa Figueiras
 Kate Filaski and Family
 David Finkelstein
 First Congregational Church on
 the Green
 Ryan Fitzgerald
 Jo Ann Flaum
 Beth B. Flavin
 Susan Florido
 Emily Floros
 Amy Foodman
 Roseanne Forslund
 Julie Fowler
 Isabella Frattaroli
 Lindsey Frederic
 Deborah S. Fuller
 Emily Galligan
 Peggy Garbus
 Gen Re
 Asha Ghosh
 Girl Scout Troop 51010
 Ana Goizueta
 Goodwives Quilters
 Dianne and Will Green
 Matthew Greene and Family
 Julene Greenshields
 Natalie Greenshields
 Rita Gresl
 Maggie Gurney
 Joan L. Guzzetti
 Margaret Haase
 Claudia Halsey
 Anne Hamar
 Kathleen Hanrahan-Liguori
 Amy Harned
 Denise C. Harned

Maureen Hart
 Sandy Hart
 Elinor Hauff
 Allison H. Haupt
 Colin Haupt
 Nancy Hayes
 Kim Healy and Family
 Mandy Heffernan
 Kris Reddington Herlyn and
 Family
 Noni Higgins
 Sheila Higgins
 Anne D. Hoelzl
 Stacy Holmén
 Jody Holmes
 Houlihan Lawrence

“ I think I’m doing a
 good thing not only for the
 people at FCA but also to have
 my kids see that volunteering is
 a lifelong activity you should
 make time for. ”

-Kristi Lieberman
 Westport

Noelle Hughes
 Laura Hussey
 Jennifer Iannuzzi
 Julie and Thomas Isaacs
 Kristi Ng and Banji Iyun
 Michaela Jemison
 Kimberly R. Johnson
 Tamara Kalin
 Susan Kammler
 Jane Kandiew
 Nick Kantor
 Caroline Kaplove
 Keller Williams Prestige Properties
 Pamela Kelley

FCA WELCOMED MORE THAN 500 VOLUNTEERS LAST YEAR

Susan Kellogg
Maggie Kelly
Luisa Kelso
Dee King
Anne Klotz
Knights of Columbus, St. Matthew
Council 14360
Linda Koch
Madelyn Konheim
Rose Krivoshik
Annie Kruger
Melissa Kyle
Ronda Lanzi
Eva Larino
Susan M. Larsen
Madalene Laudani
Jane Legaz
Sean Lenahan
Alex Li
Maritza Lian
The Lieberman Family
Rachel Lieberman
Lisa Lillie
Gail Lilly
Sandi Lincoln
Oliver Lindenbaum
Phyllis Lindland
LuAnn Lindon
Margaret Lippman
Julie Liston
Xenia Llamas
Long Lots Elementary School
Sydney Lovro
Diane Lowman
Sunshine Lucas
Alison Luciano
Kim Luppino
Dana Lupton
Mark D. Lux
Richard Madigan and Family
Cecilia Q. Maher
Make A Difference Day
Rosemarie Malcarney

J.P. Mancini
Wardy Mannix
Rita M. Marber
Nancy Marino
Roseline Marseille
Toniann Martello
Cora Martin
Ginny and Bob Martin
Nea Martin
Laura Martins
Sarah Mason
Susan Mathews
Sudhanshu Mathur
Dayanara Matute
Yanira Matute
Ada Mayer
Sarah McCall
Marianne McCarthy
Scott McCarthy
Maria McFall
Nancy McKelvy
Nancy Meehan
Sienna Meehan
Michelle Messina
Nevine Michaels
Christian Miller
Karen Miller
Karis Miller
Doris Minichini
Minks to Sinks
Zachary Mintz
Hilary Mitchell
Jane Mitchell
Morgan Stanley - Purchase, NY
Stephanie H. Moore
Lisa Moseley
Raymond Moskow
Gabriela Mullen
Sandy Mumbach
Joselinne Muralles
Karen Murchison
Kathleen and Peter Murphy

Wendy Nadel
Jennifer Napoleon
New Canaan Country Day School
Newcomers Club of New Canaan, Inc.
News America Marketing
Ann Newton
Dana Nickel
Gail Nielsen
Northeast Community Church
Norwalk Senior Center
Daniel O'Connor
Andrea A. O'Meara
Gladys O'Neill
Delphine Overby
Lauren Owens
Ox Ridge Elementary School,
Kids Care Club
Wendy Packer
Dawn Padovan
Kaylee Paladino
George Paniagua, Jr.
Sadegi Parisa
Marisa Parrottta
Pepperidge Farm, Inc.
Person to Person
Dave Persaud
Candy Perusi
Address Pettibone
Betsy Pettit
Frida Piazza
Vidi Piersall
Charlie Pieterse
Sarah M. Pinkham
Joyce Ploder
Claire Plowright
Helen Poliner
Suzie Bowen Powers
Anisa Prasad
Sirina Prasad
Brenda R. Pritchard
Linda Prinner
Martha Propper



ANNE C. CARY VOLUNTEERISM AWARD

FCA was proud to present Maria Wilcox with the Anne C. Cary Volunteerism Award. Maria's long-time dedication to the Agency has included her service on the Board of Directors where she has participated on nearly every committee. She has been Chair of the IMAGINE benefit and has offered her financial expertise and sound wisdom, encouraged her family to get involved as volunteers, and has been an extremely generous donor.

DONATION DRIVES

Over the course of the year, donation drives brought in more than 150 winter coats, 200 backpacks filled with school supplies, and 25,000 diapers for clients in our programs.

Terry Ragazzini
 Lisa Raggio
 Jill Ramirez
 Devon Rayment
 Allegra Raynor
 Bob Riccio
 Hannah Richards
 Sigrid Richards
 Lucia Rilling
 Riverbrook YMCA
 Judy Robinson
 Sherlene Rodriguez
 Tara Rooney
 Rotary Club of Norwalk
 Laura Rowley
 Bridget Rudner
 Meghan Russo
 Zachary Rynar
 Martha Sanchez
 Carrie Sanders
 Lynn Schneider
 Jordan Scott
 Dori Seamans
 Maurice K. Segall
 Service League of Boys
 (SLOBs) - New Canaan
 Service League of Boys
 (SLOBs) - Westport
 Shalva Clinic
 Natalia Sieira Millan
 Chrissy Silva
 Joanne Simeone
 Janet L. Sinnott
 Helen D. Skipper
 Martha Yepes Small, M.D.
 Hayley Smith
 Marian Smith
 Sharon Smith
 Jennifer Smokler

Betsy Smyth
 Tara Snow and Family
 Melissa Soccio
 Wendee Sommerville
 SONO Cares
 Eva Spangler
 Dorothy Sparling
 Kathleen Spellman-DeRossi
 Michael S. Stein
 Karen Scappaticci and Howard
 Steinberg
 Douglas Stern
 Wanda Stockfisch
 Stop & Shop Supermarket
 Victoria R. Sudano
 Peg Sullivan
 Sharon Sullivan
 Jose Sumiano
 Ella Sunshine
 Linda Swayze
 Syracuse Alumni Club of
 Westchester & Fairfield
 Andrew Taets
 Tauck
 Natasha Tchir
 Patty Terranova
 Alexis Terzian
 Ray Thiagarajan
 Betsy Thomas
 Thomson Reuters
 Patty Tomasetti
 Nancy Toothaker
 Aliya Townsend
 Trinity Church
 Troop 186 Darien Ward
 Kim D. Troy
 Mahika Tulsyan
 Kaitlyn Turlis
 Tutor Time - Norwalk
 Jonie Vail
 Michael A. Vakos, Jr.

Nancy Valente
 Konstantin Vayneris
 The Vendig Family
 Robert Viguls
 Cassidy Villafranca
 Mary C. Voss
 Mary Wagner
 Katarina Wajda
 Donna Walker
 Margan Walsh
 Leena Wangneo
 Nancy Ward
 Trish Weber
 William O. Webster
 Weichert Realtors - Madison & Post
 Jennifer Weil
 Nancy Weiner
 Kelly Weldon
 Patricia A. Wernig
 Weston Women's League
 Shannon Whipple and Family
 The Wietfeldt Family
 Maria Wilcox and Family
 Katy Williams
 Lisa Williams
 Sheryl Williams
 Gwenna Williamson
 Wilton High School Lacrosse
 Carolyn Wissinger
 Martha Witte
 Angela Wood
 Jane Wood
 Nicole Woodring
 Lydia Wyclif
 Xerox Corporation
 Lu Xu
 Elfriede Yoder
 Richard Zaremski
 Barbara Zichichi

“ FactSet is
 proud to support FCA by
 donating and volunteering local
 to our Norwalk headquarters, and
 we look forward to continuing our
 work together to inspire and prepare
 young people and families for
 future success. ”

-Lisa Gleason
 Corporate Responsibility Manager
 FactSet
 Norwalk



MINKS TO SINKS

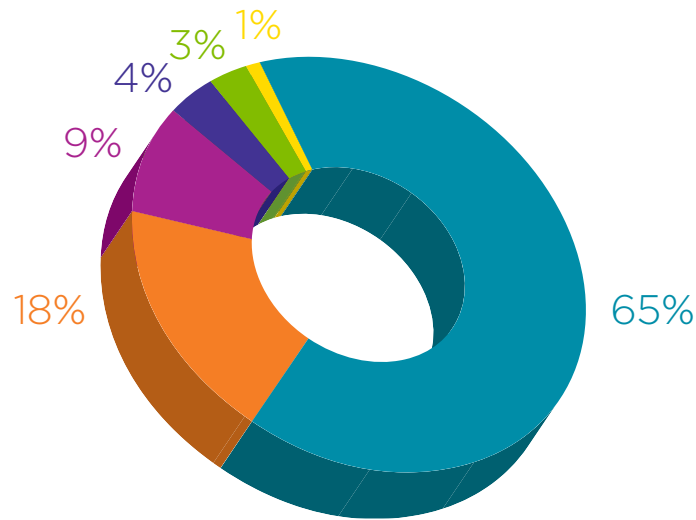
BRINGING FOOD TO THE COMMUNITY

In March, FCA partnered with Filling In The Blanks and the Connecticut Food Bank to bring fresh, healthy food into our community. Each month the Mobile Food Pantry delivers produce, meat, dairy products, and pantry items to FCA's Ben Franklin Center location. Hundreds of people have already gained access to free, fresh food through this initiative.



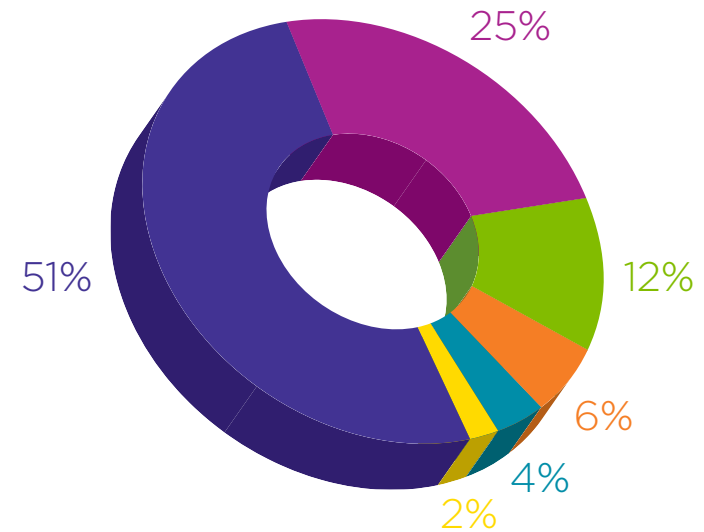
Financial Report

2018-2019



OPERATING REVENUES

Government Grants	11,806,580
Program Services	3,372,535
Private Grants	1,644,030
Special Events	689,720
Contributions	549,906
Investment Activities	221,504
	\$18,284,275



OPERATING EXPENSES

Child Welfare
Behavioral Health
Home Care
Development & Fundraising
Adoption
Management & General

Results are unaudited as of publication date. Complete financial statements audited by BlumShapiro & Company, P.C. are available upon request.



90¢ of every dollar goes
DIRECTLY TO SERVING OUR CLIENTS





Staff

Executive Group

Robert F. Cashel
President & Chief
Executive Officer

Mary Ellen Hass
Executive Vice President
& Chief Operating Officer

Rocky Rossetti, III
Vice President & Chief
Financial Officer

Andrea Vakos
Vice President & Chief
Development Officer

Averi Dudek
Director of Human
Resources



HEARST CONNECTICUT
MEDIA GROUP

AND BEST WORK/LIFE
FLEXIBILITY

Muriel Abbey-Mensah · Jessica Acosta · Ashlee Alexander · Isabel Alvarado-Valverde · Gina Amante · Samantha Amboise · Yvonne Ankle · Angela Armstrong · Andrea Arnold · Silvia Arnoso
Traciann Audena · Labib Ayasi · Kelsey Barnes · Matthew Barrett · Shakira Belle · Ructhmy Bellefleur · Kedisha Bennett · Emilie Bensimon · Ruth Bestman · Charmante Boiteux · Maritza Bonilla
Latina Brame · Jane Breen · Angela Christian Brooks · Joan Brown · Sharri Butler · Chrissy Cacace · Andrea Cameron · Marie Cantave · Marie Cantave · Vanessa Caphanac · Robert Cashel
Jessica Casseus · Violetta Cedeño · Erlande Celadon · Yolette Celestin · Christopher Cenatiempo · John Chernesky · Michael Chung · Monange Cineas · Darlene Cirilli · Karen Clark · Maria Cloke
Nyisha Clough-Vaughn · Carol Concannon · Carol Cruz · Luz Cruz · Karen Cuellar-Lopez · Vera Daniel-Scanterbury · Demetria Dash · Monica D'Auria · Betty Davis · Alessia DeGrazia · Kathleen Delia
Frank Deluca · Natalie Domenech · Katie Donroe · Kaela Draughn · Elcie Cyprien Dubreuze · Averi Dudek · Maryse Dugue · Diane Easton · Audrey Elliott · Barbara Evans · Melissa Evans · Todd Faus
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Emily Fox · Iluminada Franco · Adriana Fuchs · Isabel Gallego · Makenson Genice · Pamela Ginyard · Jennifer Giraldo · Maria Girdhari · John Gorcynski · Ximena Gordon · Shantee Grace
Dorothy Grajales · Mahogany Green · Mitsy-Ann Green · Vera Greene · Irma Guerrier · Matthew Guida · Carlos Guzman · Lisa Habasinski · Megan Haque · Leona Hargrove · Mary Ellen Hass
Shirley Hieu · Nancy Horowitz · Jeanmarie House · Donna Huot-Benz · Trinity Hurd · Isabel Huyhua · Christopher Jachino · Ann Marie Jackson · Colin Jackson · Natalie Jackson · Marie Jean Jacques
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