



Family &
Children's
AGENCY

2019 Annual Report 2020

ANNUAL REPORT

2019-2020

MISSION

Building better lives
and strengthening
our community by
providing essential
human services to
children, families,
adults, and seniors

VISION

A thriving
community of
empowered
individuals and
healthy families

VALUES

Professionalism, Integrity
& Excellence; Proactive
Approach to Meeting
Community Needs;
Strength-Based,
Outcome Driven
Services & Programs;
Support of Diversity

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LETTER FROM PRESIDENT & CHAIR



Dear Friends,

2019-2020 started out strong for our Agency, but with the onset of the COVID-19 pandemic in the spring it quickly turned to one of the most unusual and challenging years we have ever experienced. However, through this difficult time our staff has risen to the challenge, adjusting operations while continuing to provide uninterrupted and critically needed services to our clients.

It is a true testament to the professionalism and dedication of our staff that they were able to move quickly and seamlessly to begin working remotely in mid-March. Inside, you'll read how we pivoted and enhanced our services in the wake of COVID-19 by providing thousands of meals to clients experiencing food insecurity, working daily with students to assist them in remote learning, participating in an aggressive campaign to house adults experiencing homelessness, and serving clients through telehealth visits. In addition, our Home Care department continued to provide in-person and in-home services to safely serve our elderly clients who are the most vulnerable to the consequences of COVID-19.

In addition to the public health crisis, we have also seen a heightened awareness of the social and racial tension in our society. Family & Children's Agency (FCA) has provided trainings and opportunities to discuss how we can be more proactive in supporting clients and staff from diverse backgrounds and experiences. We look forward to continuing this work on the staff and Board level in an effort to grow as an organization.

As we look to the future, FCA continues to be in a strong position both financially and with its mix of services to respond to the challenges that lay ahead. This is a result of our highly committed and talented staff, our fully engaged and supportive Board of Directors, and to you, our generous donors.

Thanks to all of you we continue to help our clients realize life's possibilities.

Be safe and well!

A handwritten signature in black ink, appearing to read "Robert F. Cashel".

Robert F. Cashel
President & CEO

A handwritten signature in black ink, appearing to read "Maria Wilcox".

Maria Wilcox
Chairman of the Board



COVID-19

COVID-19 brought unique challenges to the children in our **Foster Care** programs. Some were unable to visit their biological families, and moving to new homes came with added challenges. FCA staff utilized telehealth services and worked with foster parents to educate them about best practices in mask wearing so children could safely transition to new environments.

Foster Care staff sent a digital thank you to parents



I came into foster care hating everything about it. I just wanted to be back home. I didn't care to listen or participate in the meetings until I met my FCA worker, Jessica. I'd always walk into these home meetings surrounded by boring adults who asked the same questions, but I knew I was gonna like Jessica when she walked in the door. She sat down and one of the first things she said was that my sister and I reminded her of a younger her.

While getting to know Jessica I learned that I can be myself, I can talk freely and there won't be any judgment or misconceptions. She always knows how to de-escalate a situation or calm me down. With FCA it's never just about finding a kid a home – they find that kid their home, whether it's temporary or not.

FCA has given me transportation, treatment for drug use, and other therapies. Jessica helped mold me into who I am today, and in such a short time she's taught me so much. She's taught me to be my best self, to believe in what I can do, and that slip ups happen and I can always bounce back from them. She is one of the few people who tell me "I'm proud of you," which is one of the best things to hear being that my situation is the way it is. She's the only one that acknowledges how much I've changed and doesn't look at my past as my present.

-Foster Care Client



THERE ARE MORE THAN 4,000 CHILDREN IN FOSTER CARE IN CONNECTICUT

FCA IS ONE OF THE LARGEST PROVIDERS OF
SPECIALIZED FOSTER CARE IN THE STATE
SERVING CLOSE TO 200 CHILDREN PER YEAR
WITH SERIOUS MEDICAL, EMOTIONAL, AND
BEHAVIORAL DISORDERS

KEEPING KIDS SAFE AT HOME

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 100 clients and **100%** were living at home at the time of discharge rather than in a hospital or residential program, a monumental success.

SCREENING FOR SUCCESS

The Ages and Stages Questionnaire (ASQ) is a survey designed to screen for developmental concerns. FCA is the lead partner of the Norwalk city-wide effort in which 21 organizations work together to screen children and compile the results. In the third year of the program city-wide and the fifth year of administering the ASQ at FCA, we now have substantial data we can use to monitor the progress of children in our community to ensure they are entering kindergarten on track and ready to learn. By identifying developmental challenges ahead of time, we are able to implement early interventions to help them stay on track or focus on areas of weakness.

Thanks to being
enrolled in FCA's
home visiting
programs,

88% of our
clients maintained or
increased their score
on the **ASQ** survey

Every **IICAPS** client
was able to stay in
their home
at the
time of
discharge
rather than requiring
hospitalization or a
residential program



COVID-19

During this challenging time when in-person visits were not possible, FCA staff created a virtual ASQ. Partners are now able to send the ASQ link directly to parents and all data is immediately available community-wide. This change has empowered parents to be even more involved in their child's screening while allowing providers instant access to this important data.

CT CONTINUES TO HAVE ONE OF THE LARGEST OPPORTUNITY GAPS IN THE COUNTRY, HIGHLIGHTING DISPARITIES IN ACADEMIC ACHIEVEMENT IN OUR STATE AND COMMUNITY

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

FCA **served 132** students in our ASPIRE programs



93% of ASPIRE students enrolled last year **returned** to the program for the 2019-2020 school year



100% of high school seniors in ASPIRE graduated high school and went on to college or career training



When school moved to a remote learning model, our **ASPIRE** staff moved quickly to support this new way of learning. We worked closely with the school system to monitor our children through the public school's parent portal so we could assist with assignments, stay connected to families, and help manage stress. Our groups moved to a video call format so students could continue to stay connected to each other through boys group, girls group, and book club.

In addition to support with school work, food insecurity was a large issue during remote learning so we made sure our students would still have nutritious meals to eat by dropping off bags of food to their homes weekly. Because of our support during the pandemic, our students were still able to thrive academically with **88%** of 8th graders having an above average grade in math and **83%** in Language Arts.



A STUDENT'S STORY **DIEGO**

When Diego and his family came to the U.S. from Guatemala three years ago, he was 10 years old and didn't speak any English.

Here in the U.S., Diego's family first began working with FCA's Child & Family Development program, and staff there referred Diego to the ASPIRE after-school and summer program. There, staff encouraged him to practice his English and translated for his family when they spoke with teachers at the school. Motivated by ASPIRE's "All Star" program, where students with top grades earn pizza parties and other rewards, Diego brought his grades up from D's to straight A's in his main subjects.



Diego works with a volunteer on his schoolwork during the ASPIRE after-school program.

Some of Diego's best memories come from ASPIRE, from learning to play the ukulele to riding his first rollercoaster. And when he became interested in anime, he was able to take a cartoon drawing elective at ASPIRE.

When COVID-19 made remote learning necessary, Diego was at a disadvantage. He didn't have internet access from home, and his parents struggled to communicate this need to the school due to the language barrier. To access his schoolwork, Diego walked to a laundromat in the heat, sat in the corner to avoid the other patrons, and spread his work on chairs. Eventually, he spoke up to his ASPIRE teachers.

"It was my last hope, because I had tried a lot of ways to try to fix it. That was really hard," said Diego.

Once the issue was identified, ASPIRE staff worked with the school district to get a solution in place. Now, with internet access at home, Diego can complete his schoolwork in an environment more conducive to learning and avoid the risk of contracting COVID-19.

"We came here to find a better life and support ourselves. ASPIRE made a big impact," said Diego.

ASPIRE ADDS RESTORATIVE MODEL

Last year, our ASPIRE after-school and summer program implemented a restorative and trauma-informed model for the middle and high school students we serve. By building a community with a culture of mutual respect and inclusion, our students are able to speak with staff more honestly, resolve conflicts more easily, and take more ownership of the program.

To that end, several changes were made to the program. Staff created a mindfulness room for quiet reflection and began each day with restorative circles where students could express their feelings and solve every day issues in a safe space, giving them more opportunity for communication when conflicts arose. All ASPIRE policies are flexible, allowing staff to respond to students as individuals, and conflict is treated as educational and not responded to in a punitive way. Finally, students have a voice in the program and can choose activities like the Student Advisory Board and electives offered.

These restorative practices help students learn and grow as they build a strong sense of community.



A FAMILY'S STORY **KIMBERLY**

Ever since Kim's son Kaelan was born three and a half years ago, Yadira, Kim's FCA home visitor, has been with them.

"My goal was to be the best first-time mom I could be and learn as much as I could to take care of this new human being I gave birth to," said Kim.

And by all accounts, she's been successful. Over the years, Kim has learned about child development and social-emotional skills. Yadira has brought her activities to work on with Kaelan, and Kim was surprised to find out she had naturally been doing some of them on her own. That realization gave her a boost in confidence.

"Yadira made me feel like a super mom," she said. And when issues arose, Kim knew she could call on Yadira for advice.

When Kaelan started regressing – demanding to be carried instead of walking and whining or crying instead of using words – Yadira helped Kim pinpoint the cause. She suggested it could be because he was in a daycare with mostly younger children and brought Kim resources to help her choose a new daycare arranged by age. Now in a new center, Kaelan is flourishing.

"Learning about child development has helped me be more patient with him and explain things in a better way instead of being angry or frustrated," said Kim.

Last year, Kaelan stopped sleeping through the night. He struggled to fall asleep and often woke up crying. With Yadira's help, Kim realized it was her own father's illness that was impacting Kaelan. Kim got books from the library about children with sick family members and spoke with Kaelan in an age-appropriate way about the changes he was seeing in his grandfather. She was impressed by how quickly Kaelan went back to his former sleeping patterns.

Kim is grateful for FCA's **Child & Family Development** program. With our help, her son is a bright, happy, and active toddler who asks frequently when Yadira is coming to visit.



SHIFTING FOCUS

COVID-19 brought many challenges to our clients, and food insecurity was one of the biggest threats to the health and safety of our families. With lost jobs came an immediate need for food access. Some clients even reported adults in the home going hungry so the children could eat. FCA immediately stepped up. We partnered with several area organizations to bring cooked meals and grocery boxes to families so finding their next meal wouldn't be another stressor during this difficult time.



COVID-19

To continue supporting our Child & Family Development clients, our staff immediately began telehealth visits with clients when COVID-19 made in person visits unsafe. We also delivered activity kits to clients' homes so they could continue engaging their children in age-appropriate games and educational activities.

A family in FCA's programs receives a meal delivery.

30-50% OF HIGH-RISK MOTHERS HAVE SYMPTOMS OF DEPRESSION

19 MOMS IN FCA'S CHILD & FAMILY DEVELOPMENT PROGRAM WERE SERVED BY OUR CLINICIANS FOR THIS SERIOUS ISSUE



BUILDING FAMILIES THROUGH ADOPTION

FCA's domestic and international **Adoption** program faced a huge obstacle with COVID-19 as travel restrictions rapidly changed and adoptive parents were left wondering when and if they would be able to bring their children home. In our international program, our families had to choose between waiting to travel to South Korea to bring their children home or traveling to South Korea, enduring a 14-day mandatory quarantine, and staying in country for 7 weeks in order to complete their adoption. FCA staff supported these parents through this harrowing and frustrating situation, keeping up with ever-changing regulations. Our staff participated in monthly convenings with the Department of State and the Ministry in South Korea to advocate for American adoptive families. In addition to working with policy makers, our staff worked with families to help mitigate the incredible uncertainty, anxiety, and fear they were facing in the wake of the pandemic.

WORKING TOWARD A FRESH START

Our **Family Support** and **Supportive Housing for Families®** programs help families work through existing child protective concerns so that children can remain safe and stay in their family systems. Last year, through a long-standing partnership with The Connection, Inc., we provided safe housing and support services for 80 families. We also provided intensive support to relatives temporarily caring for a child. Through our work, **92%** of these kinship caregivers were able to take on this parenting role successfully.

These numbers represent major successes for the program. When lack of stable housing puts a child at risk of being removed from their biological parent, we not only provide a settled home environment through physical housing but also through teaching positive parenting skills and providing wraparound supports. By supporting caregivers to ensure they are prepared to care for the children entrusted to them and educating them about child development and trauma, we are helping create stable environments for children while also fostering a fresh start for families who are able to be reunified.

None of the 173 high-risk families in FCA's **Child & Family Development** programs had a newly reported case of child abuse or neglect



100%

of high-risk pregnant mothers in FCA's prenatal program had a child of **healthy birth weight**



96%

of families served did not have a repeat report of abuse or neglect while participating in the **Intensive Family Preservation or Reunification and Therapeutic Family Time** program

MORE THAN 85% OF WOMEN IN SUBSTANCE ABUSE TREATMENT HAVE HISTORIES OF TRAUMA

PROJECT REWARD IS ONE OF THE FEW WOMEN-ONLY PROGRAMS IN FAIRFIELD COUNTY, SO CLIENTS CAN FOCUS ON RECOVERY WHILE FEELING SAFE

65% of Project REWARD

clients were substance free at the time of discharge from our Intensive Outpatient Program compared to 56% last year

A RECOVERY STORY **RACHEL**

Rachel's story of addiction and recovery began with an all-too-common situation – she was in a car accident and was prescribed pain medication for her resulting injuries. That prescription spiraled into an addiction to pain medication, and Rachel began needing more and more pills. Eventually, she found that heroin could provide a much less expensive high.

“Looking back, it seems crazy how the addiction really changes you,” said Rachel.

After a drug-related arrest, Rachel was mandated to attend a recovery program. She attended **Project REWARD** and found that staff really took the time to get to know her and help her find her own path. She was able to remain in recovery through the program, and after six months decided it was time to move on from the program.

“I didn't realize how they were really helping me. The more I moved away from Project

REWARD the further I got from myself,” said Rachel.

That distance led to a relapse, and Rachel immediately returned to FCA to get back on track. She found being held accountable by her FCA worker to be a critical part of her recovery.

It was then that Rachel faced a serious test to her sobriety. She contracted a bad case of pneumonia and even had to have a portion of her lung removed. Back in a medical setting and needing pain management, Rachel could have found herself in the same situation she was in years prior after her car accident. Instead, she worked with her doctors to manage her pain responsibly. She continued attending group and individual therapy at Project REWARD and was able to stay in recovery.

“There were so many times I felt that I was never going to come out the other end. That hopelessness kept me stuck for a long time and

I realized that if I can do it, anyone can do it. I wanted to help other people,” said Rachel.

When she mentioned that interest to Sheila, her FCA social worker, Sheila helped her secure a full scholarship to attend a training course. She is now a Certified Recovery Coach and is working toward becoming a Certified Alcohol and Drug Abuse Counselor. In this way, Rachel feels her life now has more direction and purpose than it did before her addiction. Now in recovery for over three years, she still attends Project REWARD and participates in individual sessions as well as the Relapse Prevention group.

“Before, I thought I could do everything on my own and I didn't need anybody. That was my biggest mistake. I feel the opposite now. It's so important to have people you can talk to and turn to without fear of being judged. I don't see my recovery without Project REWARD,” said Rachel.

PREVENTING EVICTION

Last year, FCA participated in a pilot project through the Norwalk Housing Authority to provide services for 16 families in public housing and work with them to avoid eviction.

FCA helped provide funding to pay for overdue utility bills and rent, connected them to community resources, and provided meals so they could divert their limited funds to other bills. During the time the program was in operation, none of the clients were evicted from their homes.

In addition, as residents in the Norwalk housing development, Monterey Village, faced the COVID-19 crisis, some families found themselves also facing eviction and financial insecurity. Our on-site case manager provided similar eviction prevention services to those families, and none of our Monterey Village clients were evicted last year.



When COVID-19 hit our region, it became unsafe for those experiencing homelessness to stay in shelters. Instead, Connecticut decided to house this vulnerable population in area hotels.

To continue to support our clients, FCA provided them with cell phones so they could remain connected, tablets so they could participate in telehealth visits, and an additional meal each day to supplement the two meals provided by the shelters.

In addition, we reallocated staff from our adult day center, which had to close due to the health crisis, to provide case management and find housing for those without.

By continuing our connection to clients, FCA was able to support even these isolated neighbors in need.

VICTIMS OF CRIME ACT (VOCA)

Now completing our first year providing the **VOCA Case Management** program, FCA is working with 14 families to connect them with community resources including counseling, child care, and housing; manage the victims compensation process; and provide advocacy and emotional support. The clients in this program have faced tragedies, including the loss of a child, the murder of a loved one, domestic violence, and/or sexual violence. By offering this free service, FCA is promoting the healing of those who have suffered terrible trauma.

BEHAVIORAL HEALTH

Last year, FCA's **Behavioral Health** department started **Trauma Recovery Empowerment**, a new group for women. By helping those who are experiencing the impact of trauma, including anger, depression, anxiety, or Post-Traumatic Stress Disorder symptoms, this group works on building self esteem, setting healthy boundaries, regulating emotions, and making healthy choices.



A CAREGIVER'S STORY **BETTY**

When COVID-19 struck our area, many of FCA's **Home Care** clients felt uncomfortable with someone coming into their home. Some had family available to care for them. Others just decided to forego care. FCA paid all our home care workers, even if they weren't going into homes, so they could be financially stable during this difficult time. And Agency leadership asked older workers, like Betty, who has been a home care worker for more than half her life and an FCA employee for 25 years, to stay home to avoid the potentially deadly disease.


Betty listened, but only for one week.

Even when she was at home she called her clients every day to check in on them, making sure they had food and medications. But after just one week Betty called FCA and informed the Agency that she would be returning to work.

"My clients have nobody," she told her supervisor. Each day, Betty visited two clients, one of which she has seen for 20 years. Wearing the medical-grade masks FCA provided, washing her hands, and using hand sanitizer, she helped them bathe and get dressed. She gave them a meal, took them to doctors appointments, and went out for walks.

Betty said she has no intention of retiring and that working with her clients keeps her young.

"It keeps me going because I really enjoy what I do. I know that my clients need me, and I enjoy working with them. This is my life," she said, "I love it."

<1%  of seniors receiving FCA's **in-home services** were hospitalized due to a fall

78% of FCA's **Personal Alert** clients pushed their button for help at least once. That's 626 seniors we were able to reach in their time of need. 

 **7** home modifications completed due to concerns raised during our **Home Safety Risk Evaluations**

49% OF SENIORS IN CONNECTICUT NURSING HOMES CONTRACTED COVID-19

99% OF FCA'S IN-HOME SENIOR SERVICE CLIENTS REMAINED SAFELY IN THEIR HOMES



In the spring, many of our seniors chose not to have FCA's caregivers come into their homes out of an abundance of caution for their own health. Despite not providing in-home services, we remained committed to these clients, who are in the highest risk category for the virus. With the support of volunteers, FCA called about 90 seniors weekly to ensure they had food, medications, and clean laundry. We also used these check-in calls to simply chat with older adults so they would feel less isolated and anxious during this unprecedented time.

PROACTIVE PROTECTION FOR SENIORS

While clients using our **Personal Alert** system utilize the service, our Home Care staff are able to see data about their usage. With this information, we have been able to reach out to high-risk clients, identified by how often they push their alert button and also by the number of interactions with the emergency service, in order to provide additional services.

One client, at a high risk for falls, was connected with a program to provide minor home renovations. He has expressed gratitude to the program for advocating on his behalf and is now safer in his home.

Another client expressed symptoms of depression and isolation during a call with one of our staff after pushing his call button. Our staff social worker began speaking with him, visiting, and connected him with available resources.

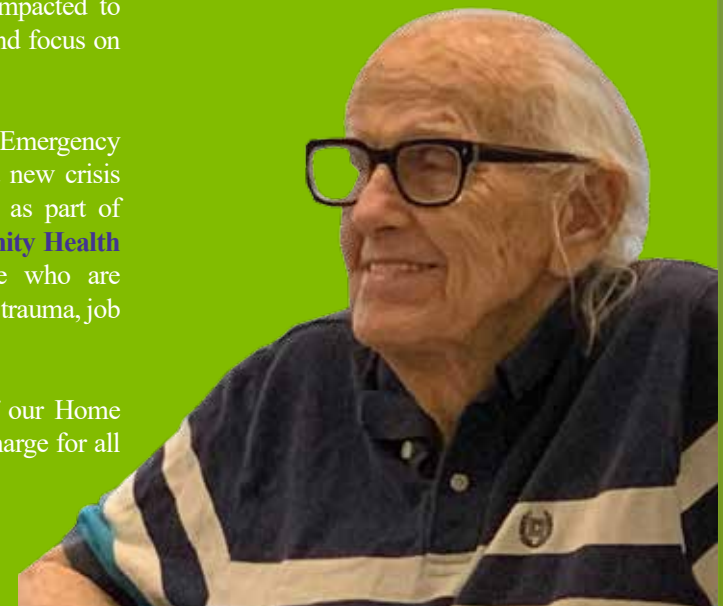
By proactively supporting the seniors in our program we can keep them safer and healthier.

CRISIS COUNSELING DURING COVID-19

Due to the current public health crisis, many of our neighbors are experiencing a tremendous amount of anxiety. Some have lost loved ones. Unemployment and economic uncertainty have made it difficult to provide basic needs. As we adjust to isolation, many are struggling with home schooling, working from home, and caring for seniors. Crisis counseling aims to teach coping strategies, help those impacted to understand their options and strengths, and focus on natural supports.

Thanks to a grant from the Federal Emergency Management Agency, FCA has added a new crisis counselor to help community members as part of the **COVID-19 Assistance for Community Health** program. This service will help those who are struggling due to pandemic-related stress, trauma, job loss, and isolation.

Although the service is operated out of our Home Care department, it is available free of charge for all community members regardless of age.



COMMUNITY LEADERS

FCA staff members are experts in their fields, and in an effort to bring best practices to the Agency for our clients as well as support the greater community, many serve in leadership positions on the city, county, and state level.

CT COUNCIL OF FAMILY SERVICE AGENCIES (CCFSA)

ROBERT F. CASHEL, *President & CEO | Board of Directors Secretary*

TIFFANY MCCARTHY, *Director of Family Support | Parent Education Program (PEP) Oversight Committee Chair*

CCFSA is a statewide network of independent human service organizations.

CONNECTICUT COUNCIL ON ADOPTION (CCA)

MEG WOGLOM, *Assistant Director of Adoption and Early Childhood | Communications & Publicity Co-Chair*

DEVON MILES, *Manager of Adoption | Communications & Publicity Co-Chair*

CCA is a statewide member organization of adoptive parents, children, and professionals aiming to improve adoption services.

DEPARTMENT OF CHILDREN AND FAMILIES (DCF)

MARY ELLEN HASS, *Chief Operating Officer | Department of Children and Families Regional Advisory Counsel for Region 1 Member; Family First Community Partnership Committee Member*

JEANMARIE HOUSE, *Director of Foster Care | Statewide Foster Care Steering Committee Member; Family First Kinship & Foster Care Committee Member*

SUPRENA SHULER, *Specialized Foster Care Program Manager | DCF Statewide Advisory Council Tri-Chair/ Representative from Region 1; Family First Kinship & Foster Care Committee Member*

TIFFANY MCCARTHY, *Director of Family Support | Family First Program & Service Array Committee Member*

These DCF 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.

HUMAN SERVICES COUNCIL

ELIZABETH MURDOCH, *Director of Behavioral Health | Multi-Disciplinary Team Member*

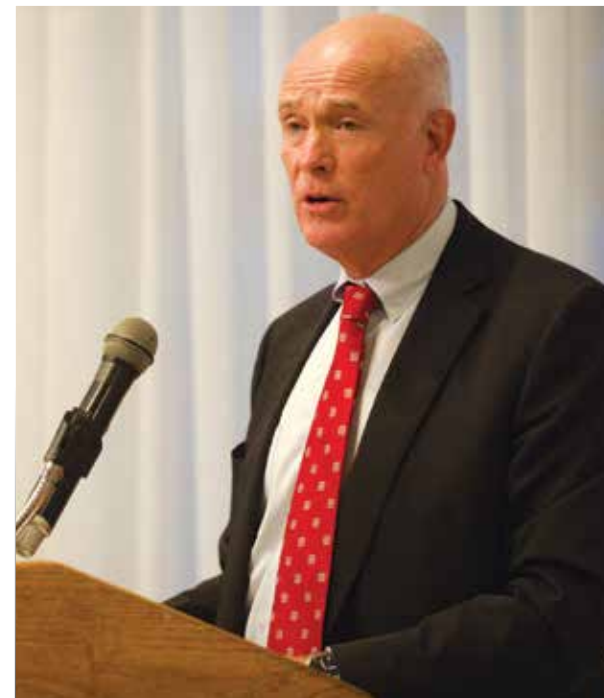
XANIC WOOD, *Outpatient Behavioral Health Clinician | Multi-Disciplinary Team Member*

This special team 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.



Leadership during COVID-19

During the COVID-19 crisis, FCA community leaders have been more involved than ever. Our staff have participated in weekly meetings with community partners and government officials to coordinate services for the homeless, seniors, youth in foster care, and others. FCA has also been involved in bi-weekly calls organized by the City of Norwalk with community service providers.



NORWALK ACTS

ROBERT F. CASHEL, *President & CEO | Board of Directors and Executive Committee Member; Governance Committee Chair*

AMY JEFFEREIS, *Director of ASPIRE | Member*

MARY KATE LOCKE, *Director of Child & Family Development | Social Emotional Initiative Co-Chair; Home Visiting Workgroup Co-Chair; Early Childhood Health and Development Initiative Member; Implementation Team Member*

MEG WOGLOM, *Assistant Director of Adoption and Early Childhood | Member*

MARISSA MORGAN, *IICAPS Coordinator/Outpatient Behavioral Health Clinician | Member*

Norwalk ACTS is a partnership of civic leaders, educators, and organizations working collectively to close the opportunity gap and improve the lives of children in Norwalk.

NORWALK HOUSING FIRST COLLABORATIVE

CHRIS JACHINO, *Director of Homeless Services | Member*

This collaboration works in partnership to align with statewide initiatives of ending chronic, youth, and family homelessness.

NORWALK SPECIAL EDUCATION PARENT ADVISORY COUNCIL

AMY JEFFEREIS, *Director of ASPIRE | Community Representative*

One of just three towns chosen to participate in this statewide pilot program, this group of parents and educators advise the Norwalk Public School District on matters impacting special education.

NORWALK YOUTH SERVICES

JESSICA VIVENZIO, *Manager of Project REWARD | Juvenile Review Board Member*

With the goal of keeping young people out of the justice system, the Juvenile Review Board provides services, case management, and community coordination.

OPENING DOORS FAIRFIELD COUNTY

CHRIS JACHINO, *Director of Homeless Services | Treasurer/Executive Committee and Leadership Council Member*

LINDSAY PERRY, *Director of Marketing and Communications | Communications Committee Member*

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 | Member*

MATTHEW GUIDA, *ASPIRE Middle School Supervisor | Member*

KAREN LOURD, *ASPIRE Middle School Academic Associate | Member*

School Governance Councils are groups 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.

SOUTHWESTERN CONNECTICUT AGENCY ON AGING & INDEPENDENT LIVING (SWCAA)

LIGIA MASILAMANI, *Director of Home Care | SWCAA Advisory Board Member Representing the City of Norwalk*

SWCAA addresses new initiatives impacting seniors, assesses programs receiving funding, and advocates to lawmakers regarding bills affecting older area residents.



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, 2019 and June 30, 2020.

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

FOUNDER'S CIRCLE

\$100,000+

The Bauer Foundation Inc.
The Grossman Family Foundation *
Ms. Sharon Sullivan and Mr. Jeffrey B. Kindler *
Lone Pine Foundation, Inc. *
Minks to Sinks *
Viking Global Foundation Inc.

CHAIRMAN'S CIRCLE

\$50,000-\$99,000

Fairfield County's Community Foundation *
Ritter Family Foundation
The Serenbetz Family Foundation Inc. *
The Robie & Scott Spector Charitable Fund
Tudor Foundation, Inc. *
United Way of Connecticut
Maria and Tom Wilcox *
Yale Child Study Center

PRESIDENT'S CIRCLE

\$25,000-\$49,999

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Susan and Jon Beyman *
The Community Fund of Darien *
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Mr. George Wagstaff *
Ms. Roxann Walker
Ms. Elaine Walsh
Mr. Darnell Watkins
Ms. Erica Welchman
Mr. John Werner
Mr. and Mrs. Fred E. Wernig
Ms. Jodian Wesley
Westport Auction
Mr. and Mrs. Walter W. Wetmore *
Ms. Jasmin White

Ms. Thandeka White
Ms. Autumn Wickett
Mr. Nathan Wieler
Mr. David Wilcox
Ms. Jen Wilkin
Ms. Lisa Williams *
Ms. Lisa Pierce-Wirth and Mr. Nikolaus Wirth
Ms. Martha Witte
Mr. and Mrs. Joe Woglom *
Mr. Roger Wolfe
Mr. Jeffery Wollman
Ms. Xanic Wood
Ms. Lu Xu
Ms. Elizabeth A. Yanes
Mr. Victor Yanez
Ms. Mary Zwecker

MATCHING GIFT COMPANIES

Air Products and Chemicals, Inc.
AllianceBernstein
Bank of America Foundation
Goldman Sachs & Co. Matching Gifts Program
Synchrony Financial
Tauk
UBS

Your gift can go even further in helping children, families, adults, and seniors build better lives through services at Family & Children's Agency. Many employers will match gifts for employees, employees' spouses, or retired employees, and companies may also match volunteer hours. Please reach out to your Human Resources department to learn more.

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 honor of Joyce Andersen and Family

Kathleen and Peter Murphy

In honor of David Barnard and Family

Mr. and Mrs. Daniel J. Brennan

In honor of Henry Benedum

EIM

In honor of Latina Brame

Mr. and Mrs. Elwood Davis

In honor of Compass Asset Management Clients

Compass Asset Management

In honor of Ashley Caroline

Ms. Arnel Jacobs

In honor of Michelle Doggett

Mr. and Mrs. Desmond Hussey

In honor of Jodie Emery

Bob and Ginny Martin

In honor of Rachel Forbes

Joanne Foodim and Robert Forbes

In honor of Dianne and Will Green

Mr. and Mrs. Edgar Barksdale

In honor of Heather James

Dianne and Will Green

In honor of Amy Jeffereis

Ms. Linda Abou-sabh

Jane and Moses Alexander

Mr. and Dr. Rick Bauerfeld

Ms. Deb Fink

Mr. and Mrs. Kevin G. Roberts

Mr. and Mrs. Ross Tartell

In honor of Ali Kandiew

Mr. Brendan Meyers

In honor of Meghan Barbara Sul Kyung Lavoie

Mr. and Mrs. Richard Lavoie

In honor of Lisa and Jim Lillie

Ms. Dianne deWitt

In honor of Angela Martello

Mr. and Mrs. Elwood Davis

In honor of Joan McClure

Mr. Douglas McClure

In honor of Kelly Erwin and Mike Moritz

Barb and Ernie Moritz

In honor of Elizabeth Murdoch

Ms. Sumter Hazzard-Adolph

In honor of Charlie Pieterse

Mr. and Mrs. Richard Zaroff

In honor of Katie Pieterse

Mr. and Mrs. Richard Zaroff

In honor of Lauren Ritchey

Mrs. Sarah Ritchey

In honor of Zach Rynar

Anonymous

In honor of Michael Stein

Mr. John Milone

In honor of Sharon Sullivan

Mr. and Mrs. Paul A. Leff

In honor of Donna and Robert Walker

Dianne and Will Green

In honor of Maria Wilcox

Ms. Carol Wilcox

In honor of FCA's work during COVID-19

The Weber Family

In memory of Allison Barton Haupt

Allison Barton Haupt Memorial Fund

Ms. Elaine H. Vanderheyden

In memory of Charlotte K. Taverna

Charlotte K. Taverna Fund

Mr. and Mrs. Gijsbertus Koudijs

In memory of Brandon Davis

Mr. and Mrs. Stephen A. Steglitz

In memory of Michael Fehr

Mary Ellen and Bill Hass

In memory of George Floyd

Ms. Marcy Cohen Smith and Mr. Hunter C. Smith

In memory of J. Michael Fried

Martha Yepes Small, MD and Peter A. Small, MD

In memory of William Guli

Mr. and Mrs. Stephen A. Steglitz

In memory of Patricia Harris

Mr. and Mrs. Stephen A. Steglitz

In memory of Andrew Mann

Mrs. Claire Mann

In memory of Helen "Wardy" Mannix

Chilton Trust

John and Susan Christian

Mr. and Mrs. Thomas Donahue

Mr. and Mrs. Jim Jones

Mr. and Mrs. Daniel A. Lasman

Mr. and Mrs. Jim Matthews

Mr. Philip Rizzuto

Ms. Irene Rosenberg

Mr. John Russell

Mr. and Mrs. Neil Simonelli

St. Andrew's Episcopal Church - The Senior Choir

The Truesdale Family

Whitman Breed Abbott & Morgan LLC

In memory of Patricia McLaughlin

Mr. and Mrs. Stephen A. Steglitz

In memory of Dr. Timothy Nolan

Susan and Jon Beyman

Ms. Lisa Habasinski

In memory of Vidi Piersall

Michelle and Jeb Doggett

In memory of Deb Quinsee

Michelle and Jeb Doggett

Ms. Lisa Sheffield and Mr. James Lillie

In memory of Grandma Roz

Mr. and Mrs. Stephen A. Steglitz

In memory of John Swartley

Mrs. Johanna Swartley

In memory of Theresa Voltaggio

Mr. Michael Voltaggio

IN RECOGNITION OF ALL THE EXTRAORDINARY WOMEN AND MEN HONORED AND MEMORIALIZED THROUGH OUR MOTHER'S DAY AND FATHER'S DAY CARDS:

IN HONOR

Julianne Alberty · Joyce Andersen · Christine Andrew · Matt Andrew · Michael Arlen · Andrea Arnold · Bernadette Baldino
 Gail Ballard · Melanie Barnard · Jennifer Barton · Trisha Barton · Pammie Bassock · Carol Bauer · Mary Ellen Beaton
 Kathleen Irish Benson · Jon Beyman · Michelle Beyman · Rip Beyman · Susan Beyman · Tom Blake · Anne Bleckman
 Barbara Bleckman · Bob Bleckman · George Bleckman · Judy Bolduc · Janet Brandt · Laurie Brehm · Cheryl Brzezinski
 Joe Cacace · Mike Cacace · Barbara Cafero · Jill Campbell · Mary Campbell · Sally Campbell · Marcie Cappell · Nancy Carnavalla
 Rob Cashel · Sheila Cashel · Dennis Castiglia · Paula Castiglia · Robin Charron · Deb Checketts · Jen Cholnoky · Joel Clark
 John Clark · Kevin Clark · Victoria Clow · Stacey Cohen · Cindy Collins · Lisa Collins · Stirling Collins · Erin Conway
 Susan Cugliari · Amy Daugerdas · Danielle DeGrazia · Justin DeGrazia · Liz DeGrazia · Steve DeGrazia · Carole Anne Del Vecchio
 Dr. Philip J. Del Vecchio, Jr. · Ursula Del Vecchio · Caroline Divan · Cynthia Doggett · Julie Dolan · Doris Doucette · Averi Dudek
 Mardi Durkin · Elizabeth R. Eifler · Stacey Eliades · Melissa Elmasry · Jodie Emery · Kate Filaski · Joseph Fox · Wendy Galante
 Michele Gartland · MaryAnn Genuario · Shannon Gerry · Claire Gifun · Tom Giordano · Lisa Giorgio · Ana Goizueta
 Laura Greenbaum · Julene Greenshields · Lisa Habasinski · Andrea Hager · Becky Hager · Steve Hager · Bill Hass
 Mary Ellen Hass · Nancy Herling · Berta Holmes · Maureen Hughes · Kim Hunold · Debra Hyman · John Imperato · Eliot Jacobs
 Mary Jeffery · Shirley Kenowitz · Elaine Kerr · Cindy Killian · Kimberly Klein · Deb Knapp · Melissa Knapp
 Catherine Konstantin · Debbie Kuntzman · Margo Lacey · Shelley Leibowitz · Margaret Lillis · Pinky Loomis · Anne Lorono
 Sally Lynch · Chris Mahanna · Becky Marko · Robert Martin · Lisa Mastrota · Cheryl Mayer · Marna McDermott
 Cindy McGinnis · Hillary McGonigle · Sue McIntosh · Nancy Meehan · Cecilia Mesh · Grace Miller · Corky Montepara
 Diane Morey · Nicolena Murgo · Donna Murphy · Peter Murphy · Eric Nietsch · Natalie Marko Nietsch · Rick Nietsch
 Barbara Nolan · Eve Norris · Amy Nussbaum · Rita O'Brien · Elizabeth O'Connell · Rita Olson · Luciana Orzano · Candy Perusi
 Nancy Peters · Irene Plantamura · Sue Plowman · Jodi Przybisiki · Jessica Putetti · Lauren Ritchey · Barbara Rittner
 Diane Rosenthal · Rocky Rossetti · Suze Rubin · Jane Salley · Suresh Samuel · Hector Sanchez · Janina Serrao · Joyce Serrao
 Tad Serrao · Sarah Severence · Sheryl Shaker · Marisa Signorella · Michael Signorella · Gina Signorella-Arlen · Shira Sklar
 Stefanie Spadaccini · Nalini Stewart · Emma Sullivan · Johanna Swartley · Caitlin Breen Thomas · Ashley Tomlinson
 Ellen Tomlinson · Jackie Trombetta · Cheryl Spritz Unger · Mike Vakos · Stephanie Vakos · Cathy Van Tornhout · Cindy Ward
 Susy Warren · April Wenk · Carter White · Marian Wilbur · Ken Wilcox · Kristin Wilcox · Maria Wilcox · Tom Wilcox
 Betsy Wilson · Angela Yelich · Lauren Yocum · Laurie Young

IN MEMORY

Florence Conti · Marianne K. Dolan · Sara Fleming · James K. Furlong · Lea Mintz · Rosalie M. Polak · Ann Potocki
 Charlotte Taverna · Tommy Trotter

A TASTE OF FAIRFIELD COUNTY

We were thrilled to welcome guests once again to A Taste of Fairfield County. The 2019 event was our largest ever attended and raised a record amount for programs supporting adults experiencing homelessness.



WILLIAM O. MURPHY FAMILY STRENGTHENING AWARD

FCA awarded Norwalk ACTS, a collective impact organization working to close the opportunity gap in Norwalk, with this annual recognition. FCA staff have been very involved with the community-wide organization, including serving on several committees and the Board of Directors.



ANNE C. CAREY VOLUNTEERISM AWARD

This recognition was presented to Lisa Sheffield Lillie at the 2019 Annual Meeting. Lisa's steadfast support of FCA over the years has included her involvement on many committees, her leadership as Chairman of the Board, and her generosity of time and expertise.



MINKS TO SINKS

Although COVID-19 forced our dedicated Minks to Sinks volunteers to cancel the spring 2020 sale, they were able to hold a successful weekend under the tents in fall 2019. Hundreds of thousands of items were donated or consigned, which were sorted and priced by more than 190 Wilton-area volunteers who run the sale. In addition to helping people recycle their gently used items and benefiting FCA, area nonprofits are invited to shop for free after the sale is over to benefit their causes and clients.



FCA staff pick up boxes of fresh food to deliver to clients during the COVID-19 pandemic

IN-KIND

We are grateful for our partnerships with local businesses, community organizations, and individual donors which play a major role in supporting FCA clients.

Aircastle
Aitoro Appliance
Mr. and Mrs. Joseph Alberty
Albourne America LLC
Ms. Margee Aldrich
AR Workshop
Ms. Susanne Hall-Armstrong and Mr. Peter F. Armstrong
Ms. Rachel Attivissimo
Bangkok Republic
The Barrow Group Theater Company & School
Mr. Jason Bear
Ann and Jonathan Bell
BJ Ryan's B-AN-C House
The Blind Rhino
Bobby Q's
Bombas
Booking Holdings Inc.
Ms. Jodi Crews and Mr. Kevin Brainard
Brooklawn Country Club
Mr. and Mrs. William Campbell
Carousel Childcare
Mr. and Mrs. Robert F. Cashel
Cask Republic
Mr. George Paniagua, Jr. and Mr. James Catland
Coastal Bridge Advisors
Coleytown Elementary School
Mr. and Mrs. Joel Colon
Connecticut Distributors, Inc.
Mr. and Mrs. Bryan Cross
Mr. and Mrs. John Crowe
Mr. Tim Daly
Mr. and Mrs. John Darash
Mr. and Mrs. Robert Depelteau
Mr. and Mrs. Greg Detroy
Diageo North America
Ms. Lori Diaz
Mr. and Mrs. David R. DiNanno
Michelle and Jeb Doggett
Elm Street Books
Mrs. Rebecca Esposito

FactSet
Fairfield Comedy Club
Fairfield Theater Company
Mr. and Mrs. Christopher Fernald
Fiesta Express
Ms. Theresa Figueiras
Filling in the Blanks
First Congregational Church on the Green
Flipside Burgers & Bar
Ms. Emily Floros
Four Seasons Racquet Club, LLC
Mr. and Mrs. Sal Fratino
Gault
Gen Re
Goldfish Swim School
Goodwives Quilters
Grace Farms Foundation
Ms. Ana Mercedes Guzman
Ms. Maria Guzman
Ms. Sandra Guzman
Ms. Lisa Habasinski
Half Full Brewery
Halloran Sage
Ms. Maureen Hart
Haruki
Mary Ellen and Bill Hass
Mr. Colin M. Haupt
High Water Women Foundation
HomeServe
Houlihan Lawrence
Mr. and Mrs. Eric Howarth
Noelle and James Hughes
Ms. Kristi Ng and Mr. Olubanji Iyun
Izzy B's
JCC Stamford
Jersey Mikes
JS Endurance, LLC
Ms. Evie Kaczmarek
Tamara and Steve Kalin
Mrs. Sharon Sullivan and Mr. Jeffrey B. Kindler

King Industries, Inc.
Kingway Knitters
Ms. Maureen Mahle and Mr. Steven Klocke
Knights of Columbus, St. Matthew Council 14360
Ms. Madalene Laudani and Mr. Mark Koehler
Mr. and Mrs. William Krivoshik
Ms. Lynda Kupson
Ms. Nora Kurimai
The Lake Club
Mr. and Mrs. Jeff Lapnow
Mr. Sean P. Lenahan
Mr. and Mrs. Zorba Lieberman
Mr. and Mrs. Marc Lindenman
Local Kitchen & Beer Bar
Long Lots Elementary School
Ms. Connie Luppino
Mr. Richard Madigan
Mr. Chris Mahanna
Make A Difference Day
Ms. Lorraine Mancini
Martel Restaurant
Mr. and Mrs. Robert D. Martin
Mr. Scott McCarthy
Mecha Noodle
Merican Mule
Mr. and Mrs. Steve Minichini
Minks to Sinks
Ms. Corky Montepara
Ms. Irene Moser
Mystic Market
Nauti Dolphin
News America Marketing
Mr. and Mrs. Eric Niegelberg
Northeast Community Church
Norwalk Senior Center
Nuvance Health - Norwalk Hospital
Osborn Hill Elementary School
Outdoor Design & Living
Mrs. Delphine Overby
Ox Ridge Elementary School, Kids Care Club

Pepperidge Farm, Inc.
Ms. Nicandra Perusi
Mr. and Mrs. Reed Raggio
Mr. and Mrs. Robert K. Riccio
Mr. and Mrs. Faury Rodriguez
Ms. Sarah Weiss and Mr. Zachary Rynar
Saltwater Restaurant & Bar
Mr. and Mrs. David A. Semple
Service League of Boys (SLOBs) - New Canaan
Ms. Pam Simon
Mr. and Mrs. Robert G. Skorvanek
Martha Yepes Small, MD and Peter A. Small, MD
SoNo Cares
Source Coffeehouse
Stepping Stones Museum for Children
Sweet Ashleys
Mr. and Mrs. Edwin Tan
Tauck
Thomson Reuters
Ms. Micki Tiffen
Mr. and Mrs. Rick Tomasetti
Tutor Time - Norwalk
Two Roads Brewing Company
Andrea and Mike Vakos
Brian and Michele Vendig
Viking Global Foundation Inc.
The Village Market
Ms. Samantha Whitford and Mr. Rhy Waddington
Washington Prime
Mr. Alan Weinberger
Weston Women's League
Westport Auction
Westport Country Playhouse
Maria and Tom Wilcox
Yalla Organic Hummus & Grill



Minks to Sinks volunteers work under the tents during the Fall 2019 sale

VOLUNTEERS

*Our dedicated volunteers inspire good action in others.
We thank you for your tireless efforts.*

Charlotte C. Ackerman
Lianne Acosta-Rua
Georgia Adams
Sophia Aguirre
Claudia Alarcon
Isabella Alarcon
Jennifer Albano
The Alberty Family
Albourne America LLC
Joseph Alfson
Kathryn M. Anderson
Audrey Andrew
Victoria Andrew
Brigitte Arcoite
Brian D. Arsenault
Pam Askinazi
Anne Atkins
Nyah Audena
Sadiqua Azad
Toby Baker
Jill Bakken
Carol Ball
David Barnard
Karim Basta
Debra Bauer
Laura Bazarian
Jason Bear
Aly Beaumont
Ann and Jonathan Bell
Jennifer Bell
Sam Bell
Jo Bennett
Sarah Bernhard
Susan Beyman
Lee Bishop
Leona Bissonnette
Emma Blenke
Nijah Blue
Stefanie Blum
Caryn Bocchino
Yolanda Bonomo

Booking Holdings Inc.
Lena Booth
Maya Ohl Boreen
Barbara Boyd
Belinda Bralver
Joann Brant
Jean Brown
Mark Brown
Janet Bucciero
Lori Buchanan
Nancy Budd
Kathryn Buis
JoAnn Bullinger
Amy Burke
Tina Butler
Kerry Donovan Byrnes
Anne Marie Cacace
Maureen Cacace
Laura D. Callahan
Meg Campbell
Wenton Camporin
Mina Campos
Juliana Canales
Alison Cantor
Angela Carey
Cheryl Carlesimo
Carousel Childcare
Sally Carta
Casa Villa Restaurant
Angelo Casabianca
Anthony Cascello
Janel Cassara
George Paniagua and Jim Catland
Arianna Centeno-Johnson
Reed Childers
Joel and Bridget Clark
Coastal Bridge Advisors
Stasha Cohen
Coleytown Elementary School
Debbie Colon
Debbie and Joel Colon

Community Kids Project
Jessica Connolly
Maura Connolly
Conservative Synagogue
Elizabeth Cook
Amy Cooper
Jacqueline Cope
Nancy Coppotelli
Mary-Pat Cottrell
John Crandall
Laurie Crimmins
Liam Crowe
Sheila Crowe
Kathy Cureau
Lillian Damast
Emma Danile
Jennifer Davatzes
Wendy David
Brian Davidson
Nicola Davies
Kari Davis
Deb DeFeo
Katie E. Denious
Esther and Bob Depelteau
Jayne Desloge
Lyn and Greg Detroy
Cheryl C. De Vonish
Lori Diaz
Jill C. Dimitrief
Rachael Dineen
Michelle Doggett
Genevieve Domenico
Eliza Doolittle
Suzanne Dorfman
Shirin Dorne
Marilyn Dugan
Haiku Durden
Cindy Ely
Pam Ely
Martha Ercole
Becky Esposito

Suzie Ettie
The Everett Family
FactSet
Pam Fadner
Elizabeth Fahey
Maria Farinas
Samuel Farquhar
Carey Field
Theresa Figueiras
David Finkelstein
First Congregational Church on the Green
Ryan Fitzgerald
Jo Ann Flaum
Beth B. Flavin
Susan Florido
Emily Floros
Amy Foodman
Roseanne Forslund
Kimberly Fortuna
Julie Fowler
Deborah S. Fuller
Kathleen Gallagher
Emily Galligan
Peggy Garbus
Gault
Gen Re
David Gilhooley
Girl Scout Troop # 50102
Ana Goizueta
Goodwives Quilters
Logan Gornbein
Dianne and Will Green
Matthew Greene
Julene M. Greenshields
Natalie Greenshields
Rita Gresl
Maggie Gurney
Joan L. Guzzetti
Margaret Haase
Claudia Halsey
Anne Hamar

Kathleen Hanrahan-Liguori
Amy Harned
Denise Harned
Maureen Hart
Elinor Hauff
Colin Haupt
Nancy Hayes
Emma Healy
Kim Healy
Mandy Heffernan
Marion Herbert
Kristine Reddington Herlyn
Noni Higgins
Sheila Higgins
Anne D. Hoelzl
Stacy Holmén
Jody Holmes
Houlihan Lawrence
Liz Hughes
Noelle K. Hughes
Laura Hussey
Jennifer Iannuzzi
Julie and Thomas Isaacs
Kristi Ng and Banji Iyun
Jen Jaehnig
Kimberly R. Johnson
Evie Kaczmarek
Tamara Kalin
Jane Kandiew
Nick Kantor
Caroline Kaplove
Keller Williams Prestige Properties
Pamela Kelley
Susan Kellogg
Maggie Kelly
Luisa Kelso
Samantha Kindler
Diana King
Donna Kleiber Clarke
Anne Klotz
Knights of Columbus, St. Matthew Council 14360
Linda Koch
Rose Krivoshik
Annie Kruger
Melissa Kyle
Kerry and Rob Labritz
Ronda Lanzi
Eva Larino

Thomas Larkin
Susan M. Larsen
Madalene Laudani
Kailey Lauter
Jane Legaz
Sean P. Lenahan
Allison Leopold
Eva Leslie
Maritza Lian
The Lieberman Family
Rachel Lieberman
Lisa Sheffield Lillie
Gail Lilly
Sandi Lincoln
Phyllis Lindland
LuAnn Lindon
Margaret Lippman
Laurie Lister
Julie Liston
Xenia Llamas
Long Lots Elementary School
Rosa Lopez
Sydney Lovro
Sunshine Lucas
Alison Luciano
Kim Luppino
Dana Lupton
Mark Lux
Sandy Hart and Michael Madigan
Richard Madigan and Family
Cecilia Q. Maher
Ross Maietta
Make A Difference Day
Rosemarie Malcarney
James Mannix
Nancy Marino
Toniann Martello
Cora Martin
Nea Martin
Virginia C. Martin
Laura Martins
Susan Mathews
Ada Mayer
Sarah McCall
Marianne McCarthy
Scott McCarthy
Maria McFall
Nancy McKelvy

Hannah McKiernan
Mecha Noodle
Nancy Meehan
Sienna Meehan
Christian Mendoza
Michelle Messina
Nevine Michaels
Christian Miller
Karen Miller
Karis Miller
Sarah Millien
Doris Minichini
Minks to Sinks
Hilary Mitchell
Dhruv Mittal
Stephanie H. Moore
Morgan Stanley
Lisa Moseley
Raymond Moskow
Gabriela Mullen
Sandy and Peter Mumbach
Karen Murchison
Kathleen and Peter Murphy
Wendy Nadel
Jennifer Napoleon
New Canaan Country Day School
News America Marketing
Ann Newton
Dana Nickel
Gail Nielsen
Northeast Community Church
Norwalk Senior Center
Nuvance Health - Norwalk Hospital
Daniel O'Connor
Rita Olson
Andrea A. O'Meara
Gladys O'Neill
Delphine Overby
Lauren Owens
Ox Ridge Elementary School, Kids Care Club
Wendy Packer
Dawn Padovan
Kaylee Paladino
Sadegi Parisa
Marisa Parrotta
Pepperidge Farm, Inc.
Candy Perusi
Andress Pettibone



Betsy Pettit
 Frida Piazza
 Charlie Pieterse
 Sarah M. Pinkham
 Laurence Pitteway
 Joyce Ploder
 Claire Plowright
 Bianca Pogo
 Helen Poliner
 Suzie Bowen Powers
 Brenda R. Prichard
 Linda Prinner
 Martha Propper
 Terry Ragazzini
 Lisa Raggio
 Emma Ragusa
 Devon Rayment
 Allegra Raynor
 Robyn Reeves
 Bob Riccio
 Hannah Richards
 Sigrid Richards
 Sherlene Rodriguez
 Tara Rooney
 Rotary Club of Norwalk
 Amanda Rowan
 Laura Rowley
 Bridget Rudner
 Meghan Russo
 Zachary Rynar
 Martha Sanchez
 Carrie Sanders
 Karen Scappaticci
 Steve Scatamacchia
 Lynn Schneider
 Jordan Scott
 Dori Seamans
 Maurice K. Segall
 Alison Semple
 Service League of Boys (SLOBs) - New Canaan
 Natalia Sieira Millan
 Chrissy Silva
 Joanne Simeone
 Janet L. Sinnott
 Helen D. Skipper
 Martha Yepes Small, MD
 Hayley Smith
 Marian Smith

Betsy Smyth
 Tara Snow and Family
 Melissa Soccio
 Wendee Sommerville
 SoNo Cares
 Eva Spangler
 Dorothy Sparling
 Kathleen Spellman-DeRossi
 Michael Stein
 Wanda Stockfisch
 Victoria R. Sudano
 Peg Sullivan
 Sharon Sullivan
 Ella Sunshine
 Linda Swayze
 Michele Sweeney
 Syracuse Alumni Club of Westchester & Fairfield
 Andrew Taets
 Fengyi Tang
 Tauck
 Patty Terranova
 Lexie Terzian
 Ray Thiagarajan
 Betsy Thomas
 Thomson Reuters
 Jennifer Toll

Patty Tomasetti
 Pam Toner
 Nancy Toothaker
 Trinity Church
 Kim D. Troy
 Mahika Tulsyan
 Rachael Turcotte
 Kaitlyn Turlis
 Tutor Time - Norwalk
 Jonie Vail
 Nancy Valente
 Madu Vallabhajosula
 Konstantin Vayneris
 Katherine Velez
 Brian Vendig and Family
 Robert Viguls
 Viking Global Foundation Inc.
 Cassidy Villafranca
 Mary C. Voss
 Mary Wagner
 Katarina Wajda
 Donna Walker
 Margan Walsh
 Leena Wangneo
 Nancy Ward
 Trish Weber

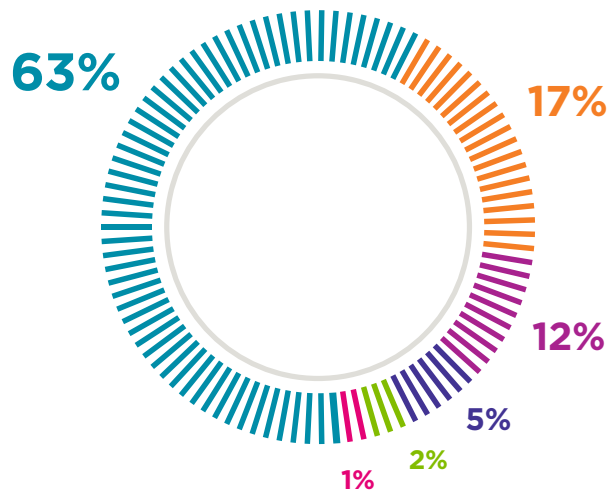
Erin Weller
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 Jennifer Weil
 Alan Weinberger
 Nancy Weiner
 Kelly Weldon
 Patricia A. Wernig
 Weston Women's League
 The Wietfeldt Family
 Maria Wilcox and Family
 Katy Williams
 Sheryl Williams
 Gwenna Williamson
 Wilton High School Lacrosse
 Carolyn Wissinger
 Martha Witte
 Angela Wood
 Jane Wood
 Nicole Woodring
 Lydia Wyclif
 Lirjona Xheka
 Elfriede Yoder
 Rick Zaremski
 Barbara Zichichi
 Ellen Zumbach



Students from Osborn Hill Elementary School with the food they donated to FCA clients for Thanksgiving 2019

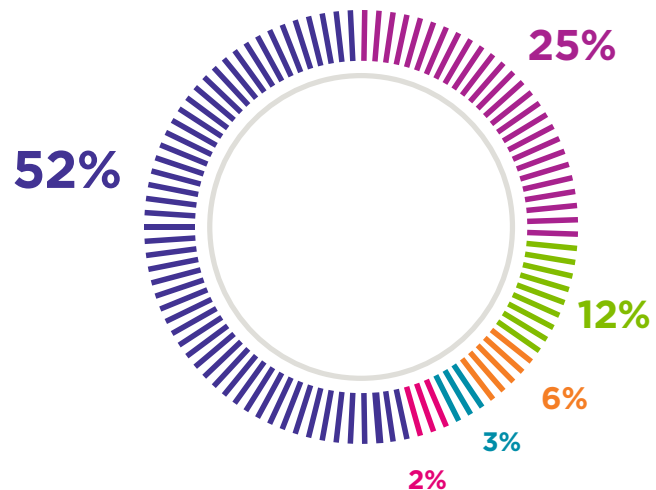
FINANCIAL REPORT 2019-2020

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



OPERATING REVENUES

Government Grants	11,355,019
Program Services	3,125,656
Private Grants	2,131,095
Contributions	842,305
Special Events	271,589
Investment Activities	97,569
	\$17,823,233



OPERATING EXPENSES

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

90¢ of every dollar goes
DIRECTLY TO SERVING OUR CLIENTS



STAFF

TOP
WORK
PLACES
2019

HEARST CONNECTICUT
MEDIA GROUP

AND BEST WORK/LIFE
FLEXIBILITY

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

Muriel Abbey-Mensah · Jessica Acosta · Isabel Alvarado-Valverde · Gina Amante · Samantha Amboise · Yvonne Ankle
Angela Armstrong · Andrea Arnold · Silvia Amoso · Traciann Audena · Labib Ayasi · Kelsey Barnes · Matthew Barrett
Rose Barthelus · Julene Battiste · Ruthmy Bellefleur · Monica Beltran · Kedisha Bennett · Emilie Bensimon · Ruth Bestman
Charmante Boiteux · Maritza Bonilla · Latina Brame · Jane Breen · Angela Christian Brooks · Sharri Butler · Christine Cacace
Andrea Cameron · Alexis Campbell · Marie Cantave · Mary Capers · Vanessa Caphanac · Robert Cashel · Jessica Casseus
Violetta Cedeño · Erlande Celadon · Yvette Celestin · Christopher Cenatiempo · Kannika Chap · Josiane Charlot · John Chernesky
Michael Chung · Monange Cineas · Darlene Cirilli · Karen Clark · Maria Cloke · Nyisha Clough-Vaughn · Carol Concannon
Renee Cortinhas · Suzanne Coyle · Carol Cruz · Luz Cruz · Karen Cuellar-Lopez · Vera Daniel-Scatterbury · Demetria Dash
Monica D'Auria · Betty Davis · Shamia Dawes · Alessia DeGrazia · Kathleen Delia · Natalie Domenech · Katie Donroe
Kaela Draughn · Elcie Cyprien Dubreuz · Averi Dudek · Maryse Dugue · Diane Easton · Audrey Elliott · Paige Esposito
Barbara Evans · Melissa Evans · Todd Faus · Daihara Feliz · Doris Igiebor Ferraiolo · Kashaine Ferryman · Nicole Finch
Angela Fiore · Beverly Florian · Maria Florian · Judith Fludd · Allison Footit · Anne Foster · Roselaine Fouron-JeanFrancois
Emily Fox · Joseph Fox · Iluminada Franco · Rachel Fraulo · Adriana Fuchs · Stephanie Gaete · Isabel Gallego · Angel Garcia
Marie Gaspard · Makenson Genice · Pamela Ginyard · Jennifer Giraldo · Maria Girdhari · Theresa Gleason · Mariana Goñi
John Gorcynski · Ximena Gordon · Shantee Grace · Dorothy Grajales · Mahogany Green · Mitsy-Ann Green · Irma Guerrier
Matthew Guida · Sharon Guilme · Carlos Guzman · Maria Guzman · Lisa Habasinski · Mary Ellen Hass · Tiana Hatton
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