



Annual Report 2023 - 2024

Seniors

Adults

Families

Children



Family &
Children's
AGENCY

Annual Report

2023-2024

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As of September 30, 2024

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, Solution
Focused Services
Support Diversity & Promote
Equity & Inclusion

Letter from President & Chair



Dear Friends,

As we close the chapter on another remarkable year at Family & Children's Agency (FCA), we find ourselves reflecting on the strides we've made and the lives we've touched, thanks to the unwavering support of our community. Your generosity and commitment continue to drive our mission forward, allowing us to create lasting change for those we serve.

This year, we have embraced new challenges to meet the evolving needs of the community. Among our most significant achievements has been the expansion of our Behavioral Health services, where we have deepened our work to address the complex needs of those with substance use and mental health issues.

Our work, however, extends far beyond any one service area. Across FCA, we have witnessed the profound impact our staff make on children, families, adults, and seniors. Whether it's providing critical support to families in crisis, helping seniors maintain their independence, or guiding young people toward brighter futures, each success story is a testament to the dedication of our staff and the trust of our supporters.

We invite you to journey through this annual report, where you will find not just a summary of our accomplishments, but also the heart and soul of FCA – our clients' stories. These narratives of resilience and transformation are at the core of what we do, and we hope they resonate with you as powerfully as they do with us.

As we look ahead, we remain committed to expanding our reach and deepening our impact. The challenges we face are great, but with your continued partnership, we are confident in our ability to rise to meet them. Together, we will continue to build better lives.

Thank you for being an essential part of the FCA family. Your belief in our mission and your support of our work makes all the difference.

With heartfelt gratitude,

Robert F. Cashel
President & CEO

Rita McKenna Olson
Board Chair

Building Better Lives by **EDUCATING CHILDREN**

The ASPIRE after-school and summer program works with local middle and high school youth to motivate and educate students through academic engagement, parent education, social skill building, and career exploration.

STUDENTS EXPLORE COLLEGES AND CAREERS

This year, ASPIRE students took important steps toward their college futures by touring several institutions. They explored Quinnipiac University, Mercy University, and the Porter and Chester Institute, gaining firsthand insights into campus life. Students engaged with more than 50 schools at a local college fair. Additionally, a job shadow day at Gen Re and a tour of Factory Underground, a local recording studio, offered a glimpse into the professional world, further preparing them for the journey ahead.



BUILDING SKILLS FOR A BRIGHTER FUTURE

This year, the ASPIRE program provided students with diverse learning opportunities to prepare them for future success. Through hands-on sessions, students explored career paths, learned life skills, and gained college access and job application insights. They acquired practical skills in car mechanics, job searching, and workplace expectations. Students also learned about wellness, stress management, and navigating relationships. Students once again participated in a program in partnership with NUVANCE Health to educate them about careers in healthcare. ASPIRE has equipped students with essential tools to thrive in school, work, and life, setting them on a path to success.

INTER-AGENCY PARTNERSHIP SUPPORTS MENTAL HEALTH

Last year, ASPIRE teamed up with FCA's Behavioral Health department who provided a six-week wellness program for high school students. Students learned how to manage stressful situations, navigate romantic and family relationships, perform self-care, and deal with anxiety. This partnership is a perfect example of how FCA's broad range of services provides unique opportunities for clients.

A photograph of three young men wearing pink ASPIRE t-shirts and backpacks, posing and making peace signs. They are standing in front of a colorful, abstract background with yellow and purple shapes.

8 ASPIRE high school students were selected for paid **internships** supporting ASPIRE's summer program

JONAS

JONAS' STORY: FROM STRUGGLE TO STRENGTH

When Jonas was diagnosed with dyslexia in elementary school, he gave up on reading. Even short sentences seemed impossible, and the diagnosis made him feel it wasn't even worthwhile to try. Fortunately, he came to FCA.

At ASPIRE, the staff patiently worked with Jonas, helping him not just learn to read but regain his confidence along the way.

"They were patient with me, made me a better reader, and made me more confident," Jonas said.

As his reading improved, his grades followed. But the program became so much more than just academic help. In his early years with ASPIRE, Jonas struggled with behavioral challenges, often acting out and resisting activities. The staff helped him reflect on his actions, manage his emotions, and build better relationships.

As Jonas transitioned into high school, ASPIRE's year-round programs allowed him to take part in a career-exploration partnership with Nuvance Health, discover a love for football, and even become an intern at ASPIRE, where he now

mentors younger students who are going through similar struggles to those he once faced.

Today, Jonas is a thriving high school junior and a role model to his peers. His journey underscores how targeted support and a nurturing community can empower students to overcome obstacles and thrive.

"Without ASPIRE, I wouldn't be the person I am," Jonas said. "I credit it all to ASPIRE."

“ASPIRE STAFF ARE ALWAYS THERE FOR US WHEN WE NEED THEM.”
-ASPIRE STUDENT

ASPIRE welcomed
137 middle
and high school
students last year

Throughout
the life of the
program, **every**
ASPIRE senior has
graduated high
school



KRISTEL

Building Better Lives by **PROTECTING KIDS**

From developing and training caring foster homes to offering in-home mental health services and partnering with families involved with DCF, FCA is dedicated to providing stability and protection for vulnerable youth.

KRISTEL'S STORY: ADOPTED WITH LOVE, INSPIRED TO TEACH

When Kristel entered foster care at six years old, her world was filled with chaos and uncertainty. Everything changed when she was placed with her foster mom, Ann Marie, who would later adopt her. "It was more stability," Kristel recalled.

Kristel initially struggled with her emotions, crying frequently in school. "She was shy, introverted, and emotional," Ann Marie remembered. She had learning delays and was unable to read, so she and Ann Marie sat at the table and practiced a little bit each night until Kristel caught up with her peers. Ann Marie patiently provided a nurturing environment where Kristel could begin to heal and grow.

Despite the hardships, her foster mom always honored Kristel's connection to her biological mother. She ensured that Kristel's past was not erased but integrated into her healing journey. Ann Marie became emotional when recalling a moment that deeply touched her. "Her mom once said, 'I want

to thank you for taking care of Kristel,'" she said, tears welling up. "That was a powerful moment for me."

With her foster mom's unwavering support and the resources FCA provided, Kristel flourished. She participated in after-school programs and tennis lessons, went to summer camps, and experienced Broadway shows and travel. Ann Marie's guidance and FCA's support helped Kristel break generational trauma, turning her story of struggle into one of success. Now, she's determined to give back by working with children who face challenges of their own, just as she once did. She graduated from CT State - Norwalk with a degree in Early Childhood Education and she's now attending the University of Connecticut with the goal of becoming a special education teacher.

Without FCA, Kristel said her path would have been different. "My life would be the opposite of this," she said.

FOSTER CARE'S NEW MODEL FOR SUCCESS

Last year, the Connecticut Department of Children and Families (DCF) implemented a new model for Foster Care called Functional Family Therapy (FFT). This year, FCA was the first provider in Connecticut to fully train all our foster parents in this new model, a significant milestone in providing comprehensive support to families and youth.

The success of this initiative came from leveraging the strong relationships we have with our foster parents, even extending training to those without youth currently in their care. This commitment to excellence in foster care ensures our parents are well-equipped to support youth in their homes.

SUPPORTING CHILDREN THROUGH DIVORCE

When parents go through divorce or separation, it's often children who feel the impact most deeply. That's where FCA's Parent Education Program (PEP) steps in, transforming how parents support their kids during these tough times. Last year, PEP made a huge leap, growing from 276 participants with 106 children to an incredible 465 participants with 762 children—a testament to its critical role in our community.

PEP equips parents with the skills to ease their children's fears and anxieties, turning moments of stress into opportunities for growth and resilience. By teaching parents how to manage conflict, communicate better, and keep their kids' needs front and center, PEP helps create more stable and nurturing environments for children.



“ I CAN TALK TO MY WORKERS ABOUT ANYTHING AND THEY MAKE ME FEEL BETTER. I REALLY TRUST THEM A LOT. ”
-FOSTER CARE CLIENT

110 youth were served in our **Foster Care** program last year

233 out of 243 **Parent Education** Program participants said the class is valuable to separating parents

66 children were served in our Intensive In-Home Child and Adolescent Psychiatric Program (**IICAPS**)

Building Better Lives by **GUIDING PARENTS**

FCA ensures families receive the guidance and resources they need to succeed by providing an inclusive adoption program and offering in-home education for parents learning about child development.

MALISHA'S STORY: HOMELESSNESS TO HOPE

Just a few years ago, Malisha was pregnant and homeless, living in a shelter with her infant daughter. She was battling severe postpartum depression, and every day felt like an insurmountable challenge. Despite these overwhelming circumstances, the love she had for her daughter kept her going. "Every day, taking care of my daughter was the only thing that motivated me to get out of bed," she recalled.

Her situation began to improve when she received a voucher for a two-bedroom apartment and was connected with FCA's home visiting program. "My FCA home visitor made me feel comfortable right away. I was able to talk to her, and she helped me get on my feet by bringing me diapers, wipes, food, and other necessities," Malisha said.

"I don't have any family to support me, and FCA became my family," Malisha said.

With FCA's help, Malisha started attending therapy sessions, and slowly, the pieces of her life began to fall into place. FCA assisted her with transportation so she could participate in Agency events, allowing her to connect with other moms in similar situations and feel less isolated.

Today, Malisha is in a much better place. With her three daughters, all under the age of four, now enrolled in daycare and Malisha earning straight A's in her online college course, she's on track to earn her degree in Business Administration.

MALISHA



FCA screened **180**
children to ensure
early intervention
was provided
for those with
developmental
delays

Last year, CFD served
more clients
than ever thanks to
community outreach

“ MY VISITOR TAUGHT ME THINGS I DIDN'T KNOW ABOUT MY BABY SINCE I AM A FIRST-TIME MOTHER. ”
-CFD CLIENT



WORKSHOPS BUILD COMMUNITY

Families in FCA's Child & Family Development (CFD) program recently participated in a series of enriching events and workshops designed to build community and enhance essential skills.

Among the standout offerings was a comprehensive sewing course, and those who completed all eight sessions received a brand-new sewing machine, enabling them to explore additional income opportunities through alterations and other sewing projects. Other topics included stress management, self-care, and building self-esteem. In addition to skill-building, these gatherings provide a valuable opportunity for parents to connect with one another, creating a supportive community that is especially important during challenging times.

EXPANDING DEVELOPMENTAL SCREENINGS FOR NORWALK'S YOUNGEST

In partnership with Norwalk ACTS and the Norwalk Community Health Center (NCHC), FCA is making a powerful impact on the healthy development of Norwalk's children. Over the past year, this collaboration brought on-site developmental screenings to NCHC's pediatric patients, turning well-child visits into opportunities to catch potential delays early and connect families with crucial resources. The results have been remarkable: 609 screenings were completed last year, reaching 484 children and providing follow-up screenings for 92. Of those with repeat screenings, 80% remained on track or showed improved development, highlighting the effectiveness of early intervention.

By expanding screenings to the largest pediatric healthcare setting in Norwalk, FCA ensures more children enter kindergarten ready to learn.

BREAKING BARRIERS WITH ESL CLASSES

FCA's Child & Family Development program recently launched a pilot English language class, addressing a critical need among our families. This 10-week course, held on-site at FCA's Ben Franklin location, provided parents with the opportunity to improve their English skills, opening doors to better employment opportunities and stronger social connections.

For many, learning English not only boosts job opportunities but also reduces feelings of isolation. Because of the overwhelmingly positive feedback from clients, we are looking to repeat this popular program.



Building Better Lives by **SUPPORTING FAMILIES**

FCA provides guidance, resources, and compassionate care to strengthen families, promote reunification, and create safe, nurturing homes for children.

ANDREW'S STORY: A FATHER'S DETERMINATION

When Andrew's son, AJ, was removed from his mother's care due to her substance use, Andrew faced a difficult challenge. Homeless and with a criminal history making it difficult to find a place to live, Andrew knew that in order to gain custody of his son he needed to turn his life around.

Despite the overwhelming challenges, Andrew was determined to be the father his son deserved. "He's my heart – he's everything to me," Andrew said, tears streaming down his face.

With support from Family & Children's Agency, Andrew began the journey toward stability. FCA case workers helped him secure housing and he enrolled in parenting and drug rehabilitation programs. Andrew's unwavering love for his son remained his guiding light. He continued to work toward reuniting his family, even as the process felt overwhelmingly long. "I couldn't give up," Andrew

said. "I couldn't let my son down. I had to get him back," he said.

In July of this past year, after more than a year of separation, Andrew was finally able to welcome his son home. "When I got the call that we had our own place, it was like my heart felt good again," Andrew recalled.

With support from FCA to fill out the confusing paperwork, gift cards for groceries and furniture, and the emotional support of his case worker, Andrew moved into his new home, set up a room for his son, and began the process of rebuilding their life together.

Today, Andrew and his son enjoy a strong relationship. Andrew is proud to be a hands-on father, supporting AJ through school and watching him flourish. "He's a great kid," Andrew said with a smile, "I'm very proud of him."

0 families in our
Family Support
program had a
repeat report of
abuse or neglect
while in the
program

Last year, **38%** more
clients were provided
counseling and
referrals through our
Adoption Assistance
Program

“THEY ARE KIND,
CARING, HAVE OPEN
EARS. THEY MAKE
TALKING TO THEM
FEEL COMFORTABLE,
RESPECTABLE, THEY
ARE NOT JUDGMENTAL.”

-FAMILY SUPPORT CLIENT

LIVED EXPERIENCE CONNECTS STAFF WITH CLIENTS

When a child is removed from their home, often the best option for placement is a relative or family friend. These kinship caregivers provide comfort, familiarity, and stability when a child needs it most. It's a vital role, but it can be challenging.

Last year, FCA added the Kinship Navigation (CKIN) program to help ensure caregivers can access the many resources and services they need to succeed. One of the unique aspects of the CKIN program is that the model requires 50% of staff have lived experience. "When I meet with my clients it's a connection we have right away," said one staff member who is the caregiver for her niece.

This shared experience creates an immediate bond between staff and clients, fostering trust and understanding from the very start.



TRANSRACIAL ADOPTION 101

FCA's Adoption program has long included transracial education in our Adoption 101 course for all prospective adoptive parents. Recognizing the importance of this topic, our team introduced a specialized training this year specifically for families considering or pursuing transracial adoption. This new training is designed to provide deeper, more focused education, equipping families with the knowledge and understanding they need to navigate the unique challenges and experiences of transracial adoption.

By offering this dedicated training, FCA reaffirms its commitment to supporting adoptive parents and children every step of the way.

SUPPORT THROUGH TRAGEDY

This past year, Norwalk formed a Crisis Response Team (CRT) to convene and support families after a suicide or untimely death. FCA is proud to be a member of this group of professionals who wrap their arms around families during what may be the worst time of their lives.

The CRT meets with families after tragedy to assess their needs and provides referrals to resources like support groups, formal treatment, and faith-based or peer supports. The CRT can help families inform employers, close or monitor social media accounts, make arrangements for funeral services, and more.

As part of this team, FCA helps ensure families facing unimaginable loss are not alone, but surrounded by the support they need to navigate the difficult days ahead.

Building Better Lives by **EMPOWERING ADULTS**

FCA programs support adults in overcoming challenges, achieving stability, and building brighter futures. Through mental health services, substance use recovery, and securing housing, these programs empower individuals so they can thrive.

EXPANDING BEHAVIORAL HEALTH SERVICES

With two new programs in FCA's Behavioral Health department, we are expanding our reach and reaching even more of our neighbors in need.

One new program, Multi-Systemic Therapy (MST), is an in-home service designed to support teenagers and their families in achieving long-term improvements in mental health. By providing comprehensive support in the comfort of their homes, MST aims to empower families and create lasting positive change.

The second addition to our roster is the Pre-Trial Intervention Program (PTIP), a recovery-oriented system of care. PTIP serves criminal court defendants dealing with issues related to substance use and driving under the influence.

The addition of these programs doubled the number of staff members in our Behavioral Health department, and we anticipate they will serve more than 400 clients each year with the highest level of care.

BUILDING STABILITY WITH CONSISTENT HOUSING SUCCESS

Since FCA began tracking the metric, more than 92% of our clients have remained in supportive housing or transitioned into permanent housing each year. This remarkable consistency underscores the effectiveness of our dedicated case managers who help formerly homeless clients overcome barriers to stable housing. As an active member of Opening Doors Fairfield County, we are advocating for increased State and Federal funding, which would enable us to expand our reach and provide even more clients with the opportunity to find and maintain a safe place to call home.

REACHING UNDER-SERVED COMMUNITIES

In its first full year, Family & Children's Agency's Latino Outreach Program has made a significant impact in the Hispanic community by providing culturally and linguistically competent services to those struggling with substance use disorders. The program has conducted 126 community presentations, meeting 1,067 individuals through outreach, and is currently managing a caseload of more than 40 individuals.

A vital bridge between the community and essential services, staff have been attending community events, religious groups, and businesses to reduce stigma and raise awareness about substance use and treatment options. The effort has connected those in need to life-changing services, offering hope to community members who are often overlooked.



“IT’S REWARDING TO HAVE PEOPLE IN YOUR CORNER WHO YOU CAN DEPEND ON.”

-FORMERLY HOMELESS CLIENT

MIMI’S STORY: RECLAIMING LIFE, ONE STEP AT A TIME

Mimi was in pain inside and out. A 9/11 survivor from the first World Trade Center building, she lived with the weight of that day. Her body ached daily with what she later learned was fibromyalgia and arthritis, but at the time, she didn’t have answers – only constant pain. Desperate for relief, she turned to alcohol and Percocet. “I didn’t realize that I was suffering from really bad PTSD and survivor’s guilt,” she said, reflecting on those dark days.

Mimi’s childhood had been full of neglect, and despite overcoming those early hardships to build a successful career as an insurance executive, her world crumbled again with the financial crash of 2007-2008. She lost nearly everything she had worked for. “I was pretty much destitute,” she said.

It wasn’t until she found Family & Children’s Agency’s Project REWARD program for women with substance use disorder that Mimi began to see a way out of the darkness. “I remember the weight of the world got

taken off my shoulders when my clinician said to me, ‘I think this is the right place for you. I think I can help.’” With FCA’s unwavering support, she began the hard work of healing. Through intensive outpatient therapy, individual sessions, group therapy, and her own dedication to her sobriety, Mimi slowly started to regain control of her life.

Today, Mimi is three years sober. She’s not just surviving – she’s thriving. Healing her relationship with her daughters, volunteering in her community, and living by the beach, she finds joy in simple moments she once thought were lost forever. “My life is so amazing today,” she shared. “I’m living my best life. I couldn’t have done it without FCA.”

FCA helped her find her way out of the darkness and now there’s nothing but light ahead.

FCA is the **largest**
supportive housing
provider in Fairfield
County

Staff in Outpatient
Behavioral Health
provided more than
2,430 individual
therapy sessions
last year

FCA helped **92**
victims of crime
with holistic support
services from our
VOCA program this
year, an increase from
24 last year

Building Better Lives By✖ **CARING FOR SENIORS**

FCA is Norwalk's Municipal Agent for the Elderly and offers a spectrum of care to allow seniors the ability to remain safe and independent in their own homes

SCAM PREVENTION TRAININGS EMPOWER SENIORS

In response to the alarming rise in internet, phone, and other scams targeting seniors, FCA launched a crucial initiative to protect this vulnerable demographic. With the expert guidance and support of our dedicated IT staff, FCA conducted a series of scam prevention presentations at our office and across Norwalk Housing Authority sites.

These sessions are designed to educate and empower seniors, providing them with the knowledge and tools necessary to recognize and avoid fraudulent schemes. The comprehensive curriculum covers a wide range of common scams, offering practical advice on safeguarding personal and financial information. By equipping seniors with this essential information, we are helping seniors remain financially secure and avoid becoming a victim.

COLLABORATIVE CARE: SUPPORTING SENIORS THROUGH PARTNERSHIPS

Two key FCA partnerships have made a significant impact on the lives of elderly individuals this year.

Working with the Norwalk Police Department's Behavioral Health Unit, elderly individuals in need of support are referred to FCA. In one instance, a senior with dementia was referred to FCA after he wandered from his home and was found by police. FCA connected the family to in-home care services and ensured they would get ongoing assistance by referring them to community resources and helping them navigate the Medicare system so the senior would be properly covered.

Another impactful collaboration is with the Norwalk Community Health Center (NCHC), where our team provides vital case management services. Through two monthly visits to NCHC and weekly outreach at the community farmers market, we inform elderly individuals and their families about assistance options available. This partnership has greatly reduced stress for elderly patients and their families, and we are excited to continue fostering these positive outcomes.





OLIVE

OLIVE'S STORY: A JOURNEY OF LOVE AND SUPPORT

Olive and her husband met in Manhattan, where their chance encounter blossomed into a lifelong partnership. He was a brilliant computer programmer, and together they built a fulfilling life filled with love and shared dreams. Their bond strengthened over more than 40 years of marriage, raising two children and creating countless memories.

In 2012, their lives took a heartbreaking turn when Olive's husband was diagnosed with a brain tumor. He fought valiantly, enduring surgery, chemotherapy, and radiation, which allowed him to live five more years with dignity. During this time, Olive became his primary caregiver, a role she embraced with love and determination. However, the physical and emotional toll of caring for him on her own became overwhelming.

Their home, once a place of comfort, became challenging as Olive struggled to help her husband navigate daily life, including managing the stairs. Realizing she needed help, Olive reached out to Family & Children's Agency (FCA). We provided transportation to his many medical appointments and arranged for an in-home aide, allowing Olive to focus on being a wife rather than just a caregiver.

FCA's support was a lifeline for Olive during her husband's final years, helping her manage the day-to-day challenges while preserving their dignity and love. After her husband's passing in 2017, FCA continued to support Olive, who still relies on our transportation services today.

The relationships she has built with FCA staff have become a source of comfort and connection.

Now, at 74, Olive reflects with gratitude on the love she shared with her husband and the support she received from FCA. Our services allowed her to maintain her independence and dignity during the most challenging years of her life, offering her not just help, but also hope and compassion.

98% of
seniors receiving
in-home services
remained in their
homes

FCA processed
798 Rent Rebate
applications, saving
seniors more than
\$350,000

“MY HOME AID IS WONDERFUL, KIND,
LOVING, AND MAKES ME FEEL LIKE
FAMILY. SHE IS A BEAUTIFUL PERSON.”

-SENIOR SERVICES CLIENT



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, 2023 and June 30, 2024.

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

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(\$100,000+)

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WILLIAM O. MURPHY FAMILY STRENGTHENING AWARD

The William O. Murphy Family Strengthening Award recognizes individuals and/or organizations in the community whose contributions have dramatically impacted FCA's ability to strengthen and stabilize families. Last year's award was presented to Lone Pine Foundation, Inc.

Lone Pine Foundation's journey alongside FCA began in 2005, and over the course of 18 years, their philanthropic commitment has been nothing short of transformative. With total contributions exceeding \$3.6 million, Lone Pine Foundation has steadfastly supported a diverse range of FCA programs, general operating expenses, the ASPIRE after-school program, Child & Family Development, and the critically important COVID-19 Relief Fund.

Yet, Lone Pine Foundation's impact extends far beyond the programs themselves. Their generous contributions have also bolstered essential behind-the-scenes needs crucial to the Agency's operation. From funding general operating expenses to addressing IT requirements and capital investments, Lone Pine Foundation has facilitated leadership training, staff retreats, conference participation, and the provision of essential computer equipment. Their support has not only nurtured the growth of our dedicated staff but also fortified our operational infrastructure.

Lone Pine Foundation has become an indelible part of FCA's tapestry, leaving an enduring mark on our work. Their unwavering commitment to our mission, comprehensive support across multiple areas, and spirit of collaboration has strengthened and stabilized thousands in our community. Thank you, Lone Pine Foundation, and congratulations on receiving the 2023 William O. Murphy Family Strengthening Award.

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

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imagine

IMAGINE Benefit

Family & Children's Agency celebrated a memorable evening at our annual IMAGINE benefit in May at the Hyatt Regency Greenwich. The event brought together community members and supporters to enjoy a lively auction, led by Lydia Fenet, where hand-painted Adirondack chairs created by FCA's ASPIRE students stole the show. Guests were touched by the heartfelt story of a foster mother, Sunny, who has cared for more than 75 children during her 17 years with FCA.

The night ended with guests dancing to the sounds of Tangled Vine, all while raising vital funds to support FCA's impactful programs. Thanks to the generous contributions of attendees, sponsors, and volunteers, this year's IMAGINE was a true success, helping FCA continue its mission of making a positive difference in Fairfield County.



Watch Sunny's story from IMAGINE



Golf Classic

FCA's 2023 Golf Classic, held in October at Brooklawn Country Club in Fairfield, offered participants the chance to play on a renowned championship course. The day started with lunch on the patio, followed by an exciting round of golf, and concluded with cocktails, dinner, and a raffle. Special guest Jeff Benedict, author of *Lebron*, spoke with journalist, author, and FCA supporter Armen Keteyian as they captivated the audience with a discussion about their work, adding a unique and insightful element to the event.

The tournament raised vital funds to support FCA's wide-ranging services for individuals and families in need throughout Fairfield County.



Bingo at the Beer Garden

Our second-ever Bingo at the Beer Garden in June was a family-friendly afternoon filled with laughter, raffles, and, of course, bingo. Attendees of all ages enjoyed an exciting atmosphere while supporting FCA's mission of serving the community. With bingo cards in hand and prizes on the line, participants had a great time, and the event proved to be a fun and successful way to raise funds for FCA's diverse programs.



Mother's Day Tea

FCA's annual Mother's Day Tea was held in April at the newly renovated DCA Meadowlands in Darien. The event brought together friends and supporters to celebrate the extraordinary women in our lives. Attendees enjoyed light bites, refreshments, and a heartfelt program, featuring a moving speech by Malisha. See page 8 for her inspiring story.

For the first time, guests also had the chance to shop at a boutique featuring local vendors, with proceeds benefiting FCA's programs. The event raised vital funds in memory of two remarkable volunteers, Charlotte Taverna and Allison Haupt, whose legacy continues to inspire FCA's work.



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.

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Ms. Katelyn Cassidy

In Honor of Bill Cooling

Ms. Anne C. Cooling

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CONTRIBUTED TO THE
CHARLOTTE K. TAVERNA AND
ALLISON BARTON HAUPT
MEMORIAL FUNDS



IN RECOGNITION OF ALL THE EXTRAORDINARY MEN AND WOMEN HONORED
AND MEMORIALIZED THROUGH OUR MAY AND JUNE CARD CAMPAIGNS:



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Susan Allan
Nancy Amorello
Iliana Apazidis
Melanie Barnard
Pammie Bassock
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In-kind donations from local businesses, community organizations, and individual donors significantly bolster FCA's ability to provide essential support to our clients.

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Albourn Partners
All Saints Catholic School
alterDomus
AMG Funds
Ms. Chris Andersen
Ms. Rachel Attivissimo
Ms. Bernadette Baldino
Bazille
Ann and Jonathan Bell
Mr. and Mrs. Dave Belport
The Benjamin
Mr. and Mrs. Tim Breen
Broad River Church
Brooklawn Country Club
Mr. and Mrs. Mark Buschmann
Campbell Snacks - Norwalk
Carousel Preschool
Carry Me Comfort
Chase Bank
Ms. Linda Clarkson

Mr. and Mrs. John Crowe
Mr. and Mrs. Donald Cullman
Deadly Grounds Coffee
Lilwyn and Paul Dyer
Lizzie Eifler
Element Medical Aesthetics
The Esposito Family
Essity North America Inc.
FactSet
Fairfield Country Day School
Gen Re
Ms. Inna Gitelman
Mr. and Mrs. Michael S. Goldberg
Goodwives Quilters
The Griswold Inn
Mary Ellen and Bill Hass
Henkel
Kris and Jeff Herlyn
High Water Women Foundation
Kristi Ng and Banji Iyun
Jacob's Pickles

Knights of Columbus,
St. Matthew Council 14360
Lambda Zeta Sigma Chapter -
Sigma Gamma Rho Sorority
LBB Specialties
Long Lots Elementary
School - PTA
Ms. Natalia Martinez
Sean and Scott McMurtry
medicinalSkin
Ms. Mary Ann Meils
Melissa & Doug, LLC
New York Mets
Nielsen's Garden Shop
Norwalk Senior Center
OperationsInc.
Ox Ridge Elementary School,
Kids Care Club
Mr. and Mrs. Tony Paquette
The Patterson Club
PDC Brands
Prestige Consumer Healthcare
Procyon Partners
Right Click
Service League of Boys
(SLOBs) - New Canaan
Service League of Boys
(SLOBs) - Wilton
Shipman & Goodwin
Slalom
Dr. Debi Berger Smilow and
Mr. Rick Smilow

SOLUDE Air Roasted Coffee
St. Matthew's Church
Stepping Stones Museum
for Children
Stew Leonard's
Tauck
Ms. Debra Temoche
Ten Twenty Post
Mrs. Jennifer Toll
Total Wine & More
Rachael and Todd Turcotte
Tutor Time - Norwalk
Two Roads Brewing Company
Ms. Marilyn Van Raalfe
Brian and Michele Vendig
The West Lane Inn
Weston Women's League
Westport Auction
Mrs. Jocelyn Wietfeldt
Maria and Tom Wilcox
Ms. Lauren Rath and
Mr. Adam Zachary
The Zimmer Family Foundation



Volunteers

Through their selfless contributions, volunteers not only amplify FCA's impact but also create a sense of community and empowerment for those they serve.

Reverend Elizabeth C. Abel
Charlotte C. Ackerman
Lianne Acosta-Rua
Leslie Aguirre
The Alberty Family
Albourne Partners
Anita Alcoser
Melissa Algarin
All Saints Catholic School
Siri Anagani
Kathryn M. Anderson
Sara Anson
Anne Atkins
Sadiqua Azad
Toby Baker
Jill Bakken
Carol Ball
Jason Bear
Aly Beaumont
David Beckoff
Jonathan Bell
Donna K. Below
Julienne Belpport
Susan Beyman
Lee Bishop
Stefanie Blum
Caryn Bocchino
Yolanda Bonomo
Lena Booth
Lila Boroujerdi
Barbara Boyd
Joann Brant
Thomas Brennan
Nick Brillo

Broad River Church
Jean Brown
Janet Bucciero
Lori Buchanan
Aviva Budd
JoAnn Bullinger
Amy Burke
Jamie Buschmann
Katherine Buse
Tina Butler
Maureen Cacace
Laura D. Callahan
Meg Campbell
Wenton Camporin
Carousel Preschool
Janel Cassara
George Paniagua
Davie Cedela
Kelly Chapple
Brianna Cintron
Joel Clark
Linda Clarkson
Janine Cleary
Agatha Cobert
Jessica Connolly
Maura Connolly
Elizabeth Cook
Amy Cooper
Nancy Coppotelli
Tricia Costanzo
Mary-Pat Cottrell
Laurie Crimmins
Kathy Cureau
Grace Curley

Lillian Damast
Carly Danziger
Jennifer Davatzes
Brian Davidson
Nicola Davies
Valerie Davila
Kari Davis
Cheryl C. De Vonish
Deb DeFeo
Peggy DeSantis
Elyse Dickenson
Jill C. Dimitrief
Rachael Dineen
Michelle Doggett
Eliza Doolittle
Madison Dopwell
Shirin Dorne
Brittany Dube
Marilyn Dugan
Haiku Durden
Lilwyn Dyer
Patricia Egan
Lizzie Eifler
Mary Ellen Elias
Cindy Ely
Pam Ely
Morgan Emmet
Joe Enright
Becky Esposito
Suzie Ettie
FactSet
Pam Fadner
Maria Farinas
Samuel Farquhar
Jim Fatsi
Michelle Fechter
Kathleen Federico
Lonny Fennessey
Maureen Ferguson
Carey Field
Theresa Figueiras
Debbie Finkel
Beth B. Flavin
Julia Fliegelman
Susan Florido
Amy Foodman
Roseanne Forslund

Julie Fowler
Dana Freeman
Michael Friedman
Deborah S. Fuller
Evelyn Galarza-Villegas
Emily Galligan
Peggy Garbus
Gen Re
Mary Ann Genuario
Christopher Giordano
Ana Goizueta
Heather W. Goldberg
Susan Gomes
Leticia Gonzalez
Goodwives Quilters
Josh Gordon
Dianne and Will Green
Carly Greenberger
Matthew Greene
Julene M. Greenshields
Rita Gresl
Rebecca Grippando
Margaret Haase
George Hahn
Claudia Halsey
Anne Hamar
Robert Hansen
Denise Harned
Bill Harris
Maureen Hart
Sandy Hart
Elinor Hauff
Nancy Hayes
Kim Healy
Shelley Heiss
Henkel
Kristine Reddington Herlyn
Diego Hernandez
Noni Higgins
Sheila Higgins
Andreas Hill
Anne D. Hoelzl
Caroline Hoffman
Jody Holmes
Samantha Horowitz
Liz Hughes
Noelle K. Hughes

Laura Hussey
 Caroline Hutton
 Justin Hylwa
 Julie Isaacs
 Banji Iyun
 Jen Jaehnig
 Chris John
 Kimberly R. Johnson
 Junior League of
 Stamford-Norwalk
 Evie Kaczmarek
 Tamara Kalin
 Jane Kandiew
 Barb Kapustynski
 Colleen Cary Katz
 Pamela Kelley
 Susan Kellogg
 Maggie Kelly
 Karen Kelso
 Luisa Kelso
 Armen Keteyian
 Diana King
 Donna Kleiber
 Anne Klotz
 Knights of Columbus,
 St. Matthew Council 14360
 Linda Koch
 Karsten Koeppel
 Eve Krauss
 Karen Kupinse
 Melissa Kyle
 Rob Labritz
 Ronda Lanzi
 Susan M. Larsen
 Kelly Lash
 Madalene Laudani
 LBB Specialties
 Jane Legaz
 Brittany Leitten
 Sean P. Lenahan
 Jacie Levethan
 Rachel Lieberman
 Lisa Sheffield Lillie
 Gail Lilly

Sandi Lincoln
 Phyllis Lindland
 LuAnn Lindon
 Margaret Lippman
 Julie Liston
 Nancy Lombardo
 Long Lots Elementary
 School - PTA
 Ashley Lubel
 Alison Luciano
 Kim Luppino
 Dana Lupton
 Justin Lux
 Mark Lux
 Caitlin Lynch
 Haley MacDonald
 Lindsey Mackay
 Cecilia Q. Maher
 Rosemarie Malcarney
 Jeanette Maliniak
 Connor Mannix
 Brigitte Mansourian
 Meg Marchese
 Maritza Marino
 Nancy Marino
 Meredith Marks
 Leslie Markus
 Kendall S. Marrone
 Cora Martin
 Nea Martin
 Virginia C. Martin
 Natalia Martinez
 Susan Mathews
 Ada Mayer
 Katie McCabe
 Sarah McCall
 Marianne McCarthy
 Scott McCarthy
 Darlene McGhee
 Nancy McKelvy
 Michelle McLean
 Sean McMurtry
 Rob Meerman, Jr.
 Michelle Messina

Angela Middleton
 Declan Miles
 Natalia Sieira Millan
 Karen Miller
 Minks to Sinks
 Hilary Mitchell
 Martin Mitev
 Laureen Mody
 Jennifer Moore
 Erin Moran
 Anna Morello
 Raymond Moskow
 Lorena Mreca
 Sandy Mumbach
 Catherine Munera
 Karen Murchison
 Kathleen and Peter Murphy
 Peter Murphy, Jr.
 Wendy Nadel
 Jennifer Napoleon
 New Canaan Country School
 Ann Newton
 Dana Nickel
 Hillary Niegelberg
 Gail Nielsen
 Audra Noble
 Mary Norman
 Northeast Community Church
 Norwalk Senior Center
 Daniel O'Connor
 Rita McKenna Olson
 Andrea A. O'Meara
 Gladys O'Neill
 OperationsInc.
 Delphine Overby
 Ox Ridge Elementary School,
 Kids Care Club

Dawn Padovan
 Amber Paquette
 Sadegi Parisa
 Marisa Parrotta
 Dolly Patterson
 PDC Brands
 Candy Perusi
 Andress Pettibone
 Kellogg Pettibone
 Betsy Pettit
 Frida Piazza
 Charlie Pieterse
 Katherine Pieterse
 Sarah M. Pinkham
 Joyce Ploder
 Samantha Plosker
 Claire Plowright
 Helen Poliner
 Kelly Porter
 Suzie Bowen Powers
 Prestige Consumer Healthcare
 Brenda R. Prichard
 Dana Quick
 Terry Ragazzini
 Lisa Raggio
 Susan Rance
 Emilia Ratte
 Mary Rauscher
 Devon Rayment
 Allegra Raynor
 Emilia Reciuga
 Sigrid Richards
 Erin Richter



Minks to Sinks

Each year donors and consignors bring treasures and show at this twice-annual tag sale. Thanks to the more than 200 Wilton-area volunteers who set-up, organize, run, and clean up after the sale, Minks to Sinks continues to be a substantial fundraiser for FCA.

“ FCA IS AN INVALUABLE
 RESOURCE IN THE COMMUNITY.
 I’M HONORED TO BE PART OF
 THAT, EVEN AS A VOLUNTEER. ”

-FCA VOLUNTEER

Melanie Riker
 Kellie Robinson
 Maya Ohi Rodriguez
 Sherlene K. Rodriguez
 Tara Rooney
 Linda Ross
 Samuel Rossoni
 Laura Rowley
 Meghan Russo
 Martha Sanchez
 Carrie Sanders
 Santino Crudele Sands
 Bharat Sarpeshkar
 Christina Savas
 Megan Saverine
 Karen Scappaticci
 Lynn Schneider
 Julianna Scionti
 Jordan Scott
 Dori Seamans
 Maurice K. Segall
 Taylor Serotta
 Service League of Boys
 (SLOBs) - New Canaan
 Service League of Boys
 (SLOBs) - Wilton
 Aiden Sharp
 Caleb Sharp
 Shipman & Goodwin
 Kevin Shippy
 Kathy Shouvin
 Chrissy Silva
 Josie Silva
 Joanne Simeone
 Neha Singh
 Helen D. Skipper
 Slalom
 Martha Yepes Small, MD
 Karoline Smokler
 Betsy Smyth
 Tara Snow
 Melissa Soccio
 Wendee Sommerville
 Jung Soo Kim
 Dorothy Sparling
 Bonnie Spetsaris
 Pat Stannard
 Michael Stein
 Wanda Stockfisch
 Victoria R. Sudano
 Peg Sullivan

Sharon Sullivan
 Linda Swayze
 Brodie Sweeney
 Tauck
 Deborah Taylor
 Betsy Thomas
 Angelika Tobery
 Jennifer Toll
 Patty Tomasetti
 Nancy Toothaker
 Trinity Church
 Kim D. Troy
 Athena Tsakanikas-Phillippides
 Tutor Time - Norwalk
 Jonie Vail
 Nancy Valente
 Madu Vallabhajosula
 Mathew Varughese
 Luisa Vasquez
 Brian and Michele Vendig
 Mary C. Voss
 Mary Wagner
 Donna Walker
 Margan Walsh
 Leena Wangneo
 Nancy Ward
 Julia Wayland
 Trish Weber
 William O. Webster
 Jennifer Weil
 Nancy Weiner
 Kelly Weldon
 Patricia A. Wernig
 Weston Women's League
 Westport Auction
 Natalia White
 Maria Wilcox
 Katy Williams
 Gwenna Williamson
 Andrew Wind
 Carolyn Wissinger
 Martha Witte
 Angela Wood
 Jane Wood
 Nicole Woodring
 Rick Zaremski
 Dani Zeitlin
 Susan Zelman
 Keira Zheng
 Ellen Zumbach



ANNE C. CARY VOLUNTEERISM AWARD

The Anne C. Cary Volunteerism Award is presented to an individual who has demonstrated the highest level of volunteerism on behalf of Family & Children's Agency. The award is named in honor of Anne C. Cary, who was involved in nearly every aspect of volunteerism at the Agency for over 25 years.

Last year's Anne C. Cary Volunteerism Award was presented to Daniel F. O'Connor.

Dan has been an integral part of FCA's Board of Directors since 2006, dedicating his time and expertise to further our mission. Over the years, he has been actively involved in several committees including the Adult and Senior Program Committee from 2014 to 2016 and the Risk Management Committee from 2014 to the present. With a wealth of experience in the insurance industry, Dan's insights have been invaluable in the Risk Management Committee's diligent assessment of potential risks and liabilities associated with service delivery.

One of Dan's remarkable contributions is his unwavering commitment to our annual review of Agency insurance policies, playing a pivotal role in the meticulous evaluation of all Agency insurance coverages providing essential guidance to our management team.

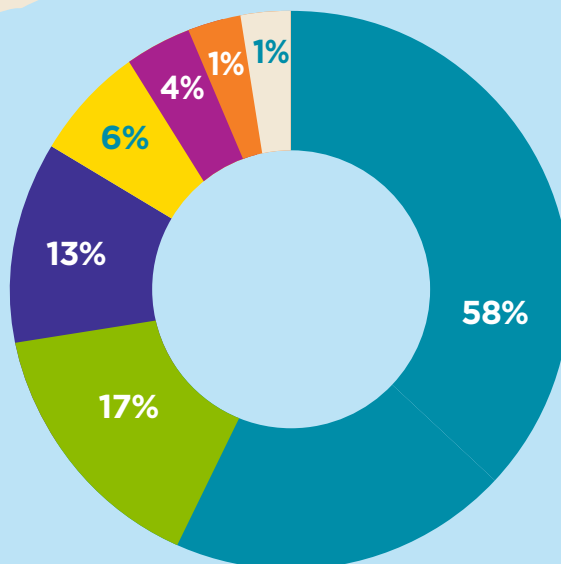
In recognition of his remarkable years of service on our Board, which have undeniably enhanced the Agency's operation and effectiveness, we are thrilled to have honored Dan O'Connor with the 2023 Anne C. Cary Volunteerism Award.

Financial Report 2023-2024

Results are unaudited as of publication date.
Complete financial statements audited by
CliftonLarsonAllen are available upon request.

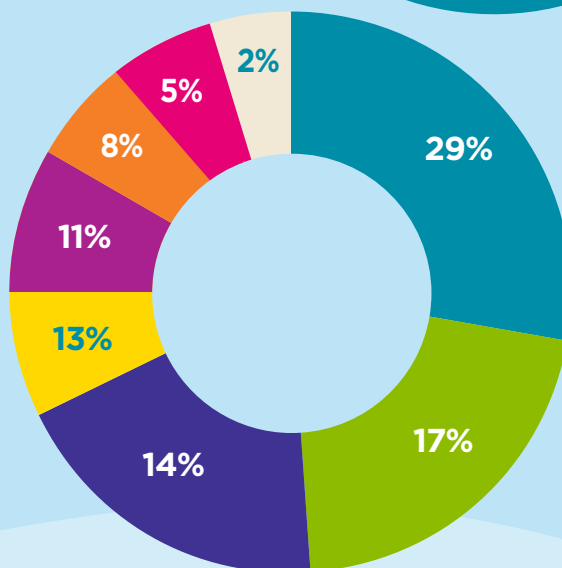
Operating Revenues

Government Grants	\$ 8,923,929
Program Services	\$ 2,598,268
Private Grants	\$ 2,078,791
Contributions	\$ 897,701
Special Events	\$ 694,017
Investment Activities	\$ 209,681
Other Revenue	\$ 109,538
Total	\$15,511,925



Operating Expenses

Family Support & Foster Care	
Adoption & Early Childhood Home Visiting	
Behavioral Health	
Housing Retention	
Senior Services	
Development	
ASPIRE	
Management & General	



Platinum
Transparency
2024

Candid.

90¢
of every dollar goes
DIRECTLY TO SERVING OUR CLIENTS





Staff

Sharise Abraham, Karina Alonso-Ferrari, Liliana Altera, Kara Altieri, Julia Anderson, Yvonne Grant Ankle, Silvia Arnoso, Michele Ayles, Ruchmy Bellefleur-Large, Shani Ben-Dov, Mallory Benjamin, Charmante Boiteux, Juanita Bond, Eskarlith Bonilla, Jane Breen, Eliza Brown, Jordon Brown, Odete Brown, MaryGrace Burke, Sharri Butler, Marian Caldera, Andrea Cameron, Mary Capers, Camila Cardona, Arlindy Castillo, Violetta Cedeño, Erlande Celadon, Xiomara Celis-Galvez, Kannika Chap, Josiane Charlot, Monange Cineas, Darlene Cirilli, Karen Clark, Setsue Clarke, Katrell Clay, Maria Cloke, Caitlin Collette, Renee Cortinhas, Brenda Costa, Demetria Dash, Monica D'Auria, Diana DeJesus, Michael DiAcri, Maryse Dugue, Beatrice Easton, Audrey Elliott, Paul Escandon, Jacqueline Evans, Daihara Feliz, Calondra Ferguson, Heysi Fernandez, Kashaine Ferryman, Nicole Finch, Claudia Fleuriot, Allison Footit, Roselaine Fouron-JeanFrancois, Emily Fox, Amy Galarza, Isabel Gallego, Maria Gallego Velez, Angel Garcia, Marie Gaspard, James Gilliard, Pamela Ginyard, Theresa Gleason, Kaytlin Gomez, Mariana Goni, Ximena Gordon, Dorothy Grajales, Matthew Guida, Sharon Guilme, Angie Guzman, Ana Guzman-Castro, Lisa Habasinski, Michelle Hanson, Tiana Hatton, Alyssa Havens, Linette Hector Walker, Jeanmarie E House, Willis Howell, Isabel Huyhua, Hilda Ibarra Munoz, Julio Izquierdo, Christopher Jachino, Farah Jackens, Emma Jensen, Suzette Johnson, Marcela La Torre Laos, Jeremy Leone, Jacie Levethan, Karen Lewis, Marissa Liberante, Vanessa Lochard, Karen Lourd, Elizabeth Lupinacci, Claudia Maldonado Pierrette, Judith Martinez, Jennifer McBride, Tiffany McCarthy, Michelle McRae, Janet McRae Knight, Lindsey Melendez, Yulan Menzie-Hackney, Jane Michaud, Devon Miles, Lucy Regalado, Sara Molina, Bernadette Mooney-Burke, Gloria Morales, Yadira Morales, Susan Myers, Samuel Nerette, Patricia Nietsch, Jessica Nieves, Niana Nieves, Kimberly Norman, Nancy Ochoa, Daniella Ortiz, Lizzette Ortiz, Melissa Pagan, Lorena Page, Amanda Paurice, Altagracia Pena, Ashely Perez, Consuelo Perez, David Perez, Jennifer Perrottelli, Lindsay Perry, Lynn Pettway-Harris, Madge Philippe, Ans Plonquet, Andrea Prevost, Christina Prevot, Soraya Principe, Jennifer Procopis, Lindsay Quesada, Anita Reid, Lorraine Reid-James, Sandra Reyes, Marta Rivera, Helen Robinson, Khaiesha Robinson, Melisa Robles, Peggy Rodgers, Abigail Rodriguez, Kheiry Rodriguez, Valeria Rojas, Codana Romalho Benjamin, Marggie Sanchez, Janina Serrao, Marie Simon, Dolly Singleton, Alexandra Sollazzo, Rachel Spotts, Sidnee Streater, Yohanna Sufran, Andrea Tafur, Aniana Tarez, Marie Telo, Beatrice Thomas, Rena Thorne, Hana Thurkauf, Pamela Ulrich, Mercia Ulysse, Johanna Vasquez, Andrea Vasquez Franco, Claribel Velez, Mayra Velez, Daisy Velez Ferreira, Laurette Monica Vereen, Emilia Andrea Vila, Jessica Vivenzio, Roxann Ward, Thandeka White, Margaret Woglom, and Lu Xu

As of September 9, 2024

President & Chief Executive Officer

Robert F. Cashel

Vice President, Human Resources

Averi Dudek

Chief Financial Officer

Omar Garro

Vice President, Youth and Family Empowerment

Mary Kate Locke

Vice President, Community and Behavioral Health

Ligia Masilamani

Vice President, Chief Development Officer

Andrea Vakos





Family &
Children's
A G E N C Y

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