



Family &
Children First



Where Families Come Together.

Letter from the Executive Director



Driven by community needs...

The past year was an exciting one. Our services grew increasingly regional. All families in Kentuckiana have always been welcome to use our services. This accelerated 10-12 years ago as we decentralized services and placed them in neighborhoods in Louisville Metro and New Albany. In 2001, our addition of Child Advocacy Center services resulted in Family & Children First serving seven Kentucky counties by contract. In 2007, new contracts allowed us to serve clients in five Indiana counties, expanding our existing services on that side of the Ohio River. We now reach a region consisting of one million people.

Our services continued to touch more and different families. In 2007, a higher proportion, 9% of all families who came for help, were Hispanic. We created new materials, a multilingual web site, access to bilingual counselors and case managers, better telephone access and personal outreach to further reach into the Latino community and appropriately serve those families. We will build on this by addressing other high density populations' languages beginning in 2008.

Even services themselves changed somewhat. We launched Stewards of Children to prevent child abuse and Child Welfare Services to intervene in and treat child abuse and neglect. We helped an additional population of children in unstable housing situations to succeed in school through the Family Stability Initiative services at Hazelwood Elementary. Services that were added with new funding sources for children and their parents remained consistent with our Mission and Vision.

Partnership funding arrangements are more important. Planning during 2007 resulted in a U.S. Justice Cabinet Department of Juvenile Justice and Delinquency Prevention grant for a two-year program called The Partnership to Prevent Child Abuse. This project brings Family & Children First, Exploited Child Help Organization and University of Louisville Kent School of Social Work together to implement and measure results of an effective system of child abuse prevention in this community. One of only 15 such projects funded in the country, it promises better quality of care and cooperation of many organizations, including faith based institutions, to prevent child abuse.

Volunteers are playing a more vital role. During 2007, Board volunteers were joined by others in the community who wished to share their time and talents to help families improve their lives. One person designed, acquired, organized and contributed to our first family emergency needs closet.

Client recognition became more prominent. We honored clients in graduation ceremonies. We shared their successes in Family Matters newsletters. We created opportunities for three survivors of abuse to tell their personal stories on video and inspire others to seek help and help others. They consistently amazed and inspired staff with their courage and resilience in the face of difficulties.

Yet, some things remained the same. No services would exist without sustained financial support. Organizations such as Metro United Way, WHAS Crusade for Children, government contracts at all levels, small and large foundation grants, generous individual donors and corporate sponsors of our events and benefits alike, are all crucial to our success. Their gifts, grants and contracts are listed at the end of this Report. Without them, our services will not continue to be available and there would be a serious gap in local help.

No agency can go it alone. We collaborated with Louisville Metro Police and Public Health and Wellness, the Coalition for the Homeless, among others in partnerships that met the needs of our community. We collaborated with a significant number of public and private agencies that form Jefferson Community Network for Child Safety, and Floyd and Clark County Child Abuse Prevention Councils in order to make Child Abuse Prevention Month a resounding success. In fact, the CEO of Prevent Child Abuse America attended and gave an inspirational talk at the concluding session.

Family & Children First remains committed to excellence. Accredited by the national Council on Accreditation, the independent association that reviews policies and practices

of child and family service agencies in North America, concluded our tri-annual reaccreditation review in 2007. We monitor our own performance through service-specific "report cards" on a regular basis. These inform our staff about the problems families are experiencing, the number of people we reach and their composition, as well as the extent to which they achieve major goals as a result of our help.

This Annual Report highlights and accounts for the past year's activities of our organization. If it raises any questions or you are interested in helping families during the coming year, please contact me.



Daniel Fox
Executive Director



2007 in Review

Thanks to so many of you...

Prevention, trauma, counseling and education services reached more families last year. Most were poor, facing crises, and in need of a range of resources. Along with generous gifts, grants and contracts to underwrite services, thoughtful in-kind products and volunteer time made these services possible.

Family Counseling Service

- Family Counseling is designed to resolve serious relationship and emotional problems.
- 1,298 families utilized this service, including 1,062 in our offices, host schools and agencies.
- Child Welfare Services reached another 236 families whose children had been removed from home. Our assessments, recommendations and supervised visits helped ensure their safety.
- Families had annual incomes averaging \$12,500 and 99% had goals they wished to achieve.
- Family functioning improved 87% of the time; this is considered an excellent overall outcome, given the extent and chronic nature of family difficulties that existed in most instances.



“My son was born with cerebral palsy, epilepsy, hydrocephalus and a visual impairment. We almost lived at the hospital. We were blessed to have support groups to help face his disabilities. I also learned to take time for me.”

New Parent Support Service

- One of Kentucky’s Health Access Nurturing Development Services (HANDS) program, funded by Commonwealth of Kentucky Cabinet for Health Services through Louisville Metro Health and Wellness Department, this home visitation program helps families during first-time pregnancies or upon babies’ birth. In 2007, 439 families used this resource. Trained visitors from the Department and F&CF provide information so that parents can provide the best care and start for their child.
- In 99% of all client-families, health care and immunizations were secured in a timely manner by parents, children attained developmental milestones appropriate to their age, and no abuse was substantiated. These rates were equal to or better than those of the average family in our area.
- Although parents lived on incomes averaging \$4,100 per year, the hopes and dreams for children that we all have motivated their caregiving. Graduation ceremonies celebrated their success.

Homeless Prevention/Travelers Aid Service

- Our clients - 550 households in all - ranged from families striving to maintain housing to stranded families and individuals in transit, from teenagers aging out of foster care to adults reestablishing life in this community.
- Individualized service plans and collaboration with numerous agencies succeeded in eliminating the crisis 81% of the time. This resulted in families being able to maintain independent housing 83% of the time, a remarkable achievement for households whose average income was \$2,400 per year.
- This service, in conjunction with Family and School and Family Counseling Services, helped to deliver a Family Stability Initiative program for struggling students who had moved from school to school. It resulted in improved attendance, school performance, behavior and relationships with others. In view of its success at Hazelwood Elementary, the project will be expanded to other JCPS sites.
- The Service received the 2007 National Association of Case Management’s 2007 XCEL Award.

Child Advocacy Center

- We led Jefferson and six surrounding Kentucky counties’ responses to child sexual abuse by providing forensic, mental health and physical examinations of victims, testimony and after care.
- In 2007, we reduced trauma for 1,100+ children by providing prompt intervention in a child-friendly setting, eliminating the need to visit multiple locations such as a hospital emergency room or police station. New equipment was installed under a grant through Anne Northup’s office.
- The average age of a child using the CAC was 9 years old. Because of the continuing incidence of child sexual abuse, preventive services were offered to

parents through the first Stewards of Children program in Kentucky. We began to see a rise in children abused by internet predators.

- The Program's Director served as the 2007 President of the Kentucky Association of Children's Advocacy Centers. This is fitting, since we served 30% of victims using the Commonwealth's CACs. The KACAC addresses funding, regulatory, training and operational issues that affect services.
- The National Children's Alliance, Kentucky Governor's Grant, Victims of Crime Act, Child Victim's Trust Fund, Attorney General Victim Defense Fund, Medicaid, and Crime Victims Compensation Board, WHAS Crusade for Children and Louisville Metro provide underwriting. Ongoing private foundations and individual contributions are necessary funding components.

Family and School Service

- A school-based curriculum brings children struggling in elementary or middle school together with parents and school personnel. It reverses that trend by a united problem-solving effort.
- It operated in 9 schools in 2007, helping 135 children, 36% more than 2006. We added Middle School Express and Middle School Transition curricula to the original elementary program.
- 96% of kids graduated from Family and School programs, 88% of them were able to improve in behavioral and mental health indicators; most improved a grade level in one or more core subjects.
- We continued the Family Stability Initiative at Hazelwood Elementary, assisting children from families that were displaced by homelessness. New funding is expanding it to additional schools.

We are thinking about tomorrow...

Family Advocacy Issues

In 2006, the Board of Directors "Community Agenda" was focused on legislative and advocacy interests. Community leaders discussed issues at board meetings. The multi-year issues and 2007 actions were:

Safe, stable and affordable housing

Advocacy efforts focused on establishing an Affordable Housing Trust Fund that would receive \$10 million annually from on-going, dedicated sources of public revenue. In addition we advocated for:

- Increasing availability of Shelter Plus Care and Section 8 vouchers
- Increasing case management services for those at risk of homelessness

A nurturing and loving environment free from fear and violence

New contracts in Kentucky and Indiana substantially increased the level of child welfare services which we were able to provide in Jefferson County and Floyd County to prevent/mitigate child abuse.

"At two years old, Sammie was so neglected she'd never seen a doctor and so abused she wouldn't let anyone hold her. Then came foster care, surgery for an STD, nightmares for a year. Who could help? With counseling since we adopted her, she's my little Mommy's Girl now. We do all the "girl things."



- We prioritized children’s legislative issues with Kentucky Youth Advocates.
- We coordinated the Jefferson Community Network for Child Safety.
- We guided the bi-state’s 2007 Child Abuse Prevention Month activities.

A community that values diversity

Family & Children First adjusted its data collection structure to capture ethnicity and English as second language information about clients to help us better understand their needs. It engaged in community initiatives to address services in immigrant and refugee communities.

- We participated in the Louisville Metro Immigrant/Refugee Task Force.
- We contributed to the Mental Health Subcommittee of the Task Force.
- We are designing agency training on immigrant populations in the area.
- We added two bilingual personnel to those delivering direct services.

These issues have and will continue to be reflected in our public communications.

Volunteer opportunities abound...

We believe that our services can be enhanced with substantial volunteer assistance. Many people, especially our Board of Directors, help raise funds. We sought hands-on help for the first time in 2007 and 10 organizations provided goods or services, with 47 individuals offering skills, time or resources. In-kind donations of printing, video productions, and other professional services defrayed overhead costs, allowing greater investment of our funds into services. Church, business and private citizen donations of school supplies, clothing, children’s books, stuffed animals, holiday food baskets and household essentials or tickets to sports and cultural venues contributed to families having a better quality of life. We invite community volunteers to contact us to make a critical difference in these ways and in others.

“Mama’s boyfriend drank and got mean to HER. But, we didn’t know why AMY was always sleepy. We didn’t know that she was afraid to go to sleep because he’d sneak in and do bad things – they called it “molesting.” The counselor and doctor and mom figured it out. It’s over now.”



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 Mr. & Mrs. Guy E. Montgomery
 Sean & Susan Muldoon
 Mr. & Mrs. Robert W. Nichols
 Mr. & Mrs. Bruce Ogle
 Mrs. Goldye L. Opper
 Karla & Mark Overdyk
 Mr. & Mrs. Henry H. Porter, Jr.
 Mr. & Mrs. Raymond J. Pritchard
 Mrs. S. Russell Smith, Sr.
 Mrs. Charlotte Stites
 Mary & James Stites
 Patricia & Bert Stocker
 Mr. & Mrs. John A. Stough, Jr.
 Mr. & Mrs. Terry Strange
 Mrs. Anita Streeter
 Dr. Richard Tewksbury
 Beverly Wagner
 Debra R. Walton
 Gary & Toni Weitkamp
 George B. & Edith N. Wombwell
 Susannah Woodcock & David Tachau
 Bill & Kathy Yancey
 Ms. Mimi Zinniel

\$100 - \$249

Mr. & Mrs. Robert Adelberg
 Ms. Lana Aebersold
 Ms. Margaret Anderson
 Dr. & Mrs. Tom Andres
 LouAnn Atlas & Ryan Coady
 Mr. & Mrs. Michael Ayers
 Mr. Dave Baker
 Ms. Kathy F. Baker
 Jim & Christina Bareuther
 Mr. & Mrs. Barry O. Barlow
 Mr. Ned Bass
 Mrs. R. Bruce Bass
 Ms. Stephanie Bateman
 Ms. Barbara Baylis
 Mr. C. Norman Beasley
 Mr. & Mrs. Robert J. Beggs
 Mr. & Mrs. Paul J. Bickel, III
 Mr. Winfrey P. Blackburn, Jr.
 Mr. & Mrs. James D. Bohanon
 Mr. Kenneth Boyd
 Mr. Chad Brines
 Mr. & Mrs. H. Hewett Brown
 J. McCauley & Eileen Brown
 Mr. & Mrs. Owsley Brown, II
 Dr. & Mrs. Jeffrey Callen
 Dr. Dana Christensen
 Mr. Bryan Clemons
 Mr. & Mrs. Larry F. Cobb
 Mr. James D. Cockrum
 Terry Coe
 Mrs. Lois S. Cooke
 Mr. Thomas Crockett
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 Mr. & Mrs. Mark B. Davis, Jr.
 David & Marcia Dorman
 Mr. & Mrs. Thomas E. Dunbar
 Ms. Janet Dwyer
 Mr. & Mrs. Glenn Edelen
 Tanja Eikenboom
 Mr. & Mrs. Douglass C. Farnsley
 Marvin Fisher
 Ms. Ann Fleming
 Dr. & Mrs. Jeremiah Flowers
 Mr. Ted R. Frith
 Anna Mae Gahlinger
 Mr. & Mrs. James A. Giesel
 Mr. Douglas M. Giffen
 Mr. & Mrs. Blair Gordon
 Ms. Claudia Gordon
 Sandra Green
 Jim & Cheryl Hamilton
 Judge & Mrs. Hugh Smith Haynie
 Mrs. Dominique Hendren
 Harry & Cynthia Herren
 Frances Heyburn
 Mrs. Ilma Hirsch
 Dr. & Mrs. John D. Howard
 George & Carin Isaacs
 Dr. & Mrs. Lawrence M. Jones
 Ms. Sue Kalchbrenner
 Mr. Debbie Kelsey
 Mrs. Pat Kinnaird
 Mr. Robert Kleehamer
 Nana Lampton
 Mrs. Philip M. Lanier
 Amy & Sterling Lapinski
 Mr. & Mrs. Bob Lauder
 Richard & Janice Lechleiter
 Susan Ledford
 Ms. Erica A. Lee
 Geoffrey & June Lee
 Dr. & Mrs. Leonard Leight
 Margaret Levy
 Carol & William Lomicka
 Ms. Pam Lovell
 Mr. William G. Lussky
 Dr. & Mrs. Willard Mahan
 Mr. John McCafferty
 Dr. & Mrs. Michael W. McCall
 Ms. Judith McCandless
 Mr. Glenn McCaslin
 Mr. Daniel R. Meyer
 Lillian Milanof
 Isabel H. Morton
 Susan & Jack Moss
 Drs. John & Mary Mulder
 Mr. Orie Mullen
 Anne & Duane Murner
 Bogdan Nedelkoff, M.D.
 Jan & John Nehil
 Ms. Julita Nord
 Mrs. Frank O'Callaghan
 Ms. JoAnn Olson
 Mr. Doug Owen



Balance Sheet

Fiscal Year Ended June 30, 2007

Assets

Cash and cash equivalents	\$16,932
Investments	\$1,724,865
Accounts receivable	\$1,932,010
Prepaid expenses	\$245,659
Property and equipment	\$434,691
Other assets	\$96,529

Total Assets **\$4,450,686**

Liabilities and Net Assets

Liabilities:

Accounts payable	\$36,020
Accrued and other liabilities	\$391,946

Net Assets:

Unrestricted	\$1,242,115
Temporarily restricted	\$1,637,509
Permanently restricted	\$1,143,096

Total Assets **\$4,450,686**

Donors to Family & Children First

Private Organizations

\$25,000 - \$49,999

Anonymous
Fifth Third Foundation
WHAS Crusade for Children
YUM! Brands, Inc.

\$15,000 - \$24,999

The Norton Foundation, Inc.
National Children's Alliance
R.J. Reynolds Foundation

\$10,000 - \$14,999

William E. Barth Foundation
Kindred Healthcare, Inc.
Publishers Printing Company
Thorntons Inc.

\$5,000 - \$9,999

AEGON
Bandy Carroll Hellige
Brown-Forman Corporation
The Community Foundation of Louisville
E.ON U.S.
The Wood & Marie C. Hannah
Foundation

Humana Military Healthcare Services
Ronald McDonald House Charities
of Kentuckiana
Rodes
The UPS Foundation
Fred B. & Opal S. Woosley Foundation

\$1,000 - \$4,999

Adoption Bridges of Kentucky
ADP
AIDS Services Center Coalition, Inc.
Alliance for Children & Families
BellSouth
Caesars Foundation of Floyd County
Community Foundation of
Southern Indiana
Continental Office Environments
V.V. Cooke Foundation
Delta Dental Plan of Kentucky
Fenley Real Estate
Frost Brown Todd LLC
GE Consumer & Industrial
Green Castle Baptist Church
Harding, Shymanski & Company
Honey Locust Foundation

Hurstbourne Country Club Inc.
Jones Family Charitable Foundation
Jacob C. Koch Charitable Trust
McCafferty & Company Advertising
National City Bank
Neace Lukens
River City Flooring, Inc.
Seng Jewelers
So. IN Radiation Oncology
Spring River LLC
Stock Yards Bank & Trust Co.
The Sumner Foundation, Inc.
Unipak

\$500 - \$999

Ackerson & Yann
Sidney W. Anderson Foundation, Inc.
CDM Services
Deming, Malone, Livesay & Ostroff
Employees of Fifth Third Bank
Freedom Metals, Inc.
Munson Business Interiors, Inc.
National Council of Jewish Women
J. Van Dyke Norman, Jr. Fund
Sutherland Foundation, Inc.

\$100 - \$499

Atticus Ventures, LLC
Chrysalis Ventures
Commonwealth Bank & Trust
Commonwealth Wine & Spirits, LLC
Congregation Adath Jeshurun
IPC XPark Properties, LLC
United Way of Central Indiana, Inc.

\$1 - \$99

Capitol Solutions, LLC
Hilliard Lyons Asset Management
United Way of Allegheny Co.
United Way of Tri-State
Wellpoint Foundation

Individuals

\$100,000 & Above

Mary Chenault "Rip" Van Winkle
McClure

\$25,000 - \$49,999

Mr. & Mrs. Robert Bender, Jr.
Mr. & Mrs. E. Halsey Sandford

Statement of Revenues and Expenses

Fiscal Year Ended June 30, 2007

Public Support and Revenue % of Total

Metro United Way funding	\$1,456,267	30.38%
Program service fees	\$287,909	6.01%
Government grants & contracts	\$2,097,495	43.76%
Private contributions	\$709,007	14.79%
Investment/other income	\$242,763	5.06%

Total Public Support and Revenue **\$4,793,441** **100.00%**

Expenses By Program % of Total

Family Counseling Service	\$1,791,152	37.37%
Child Advocacy Center	\$732,948	15.29%
New Parent Support Service	\$805,401	16.80%
Family & School Service	\$146,887	3.06%
Homeless Prevention Service	\$513,352	10.71%

Support Services

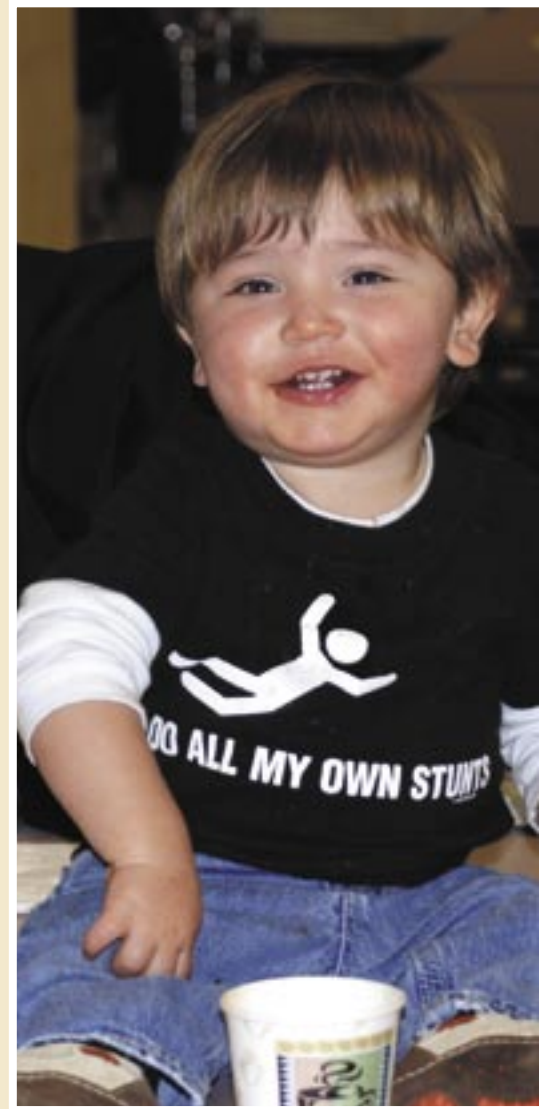
Management and general	\$485,011	10.12%
Fundraising	\$318,690	6.65%

Total Expenses **\$4,793,441** **100.00%**

Expenses by Category % of Total

Salaries & benefits	\$3,465,411	72.29%
Occupancy expenses	\$393,972	8.22%
Professional fees	\$265,794	5.54%
Travel expenses	\$88,870	1.85%
Office supplies, copier, computer expenses	\$78,182	1.63%
Special event costs	\$65,633	1.37%
Telecommunications	\$50,454	1.05%
Printing expenses	\$19,706	0.41%
Staff training expenses	\$27,442	0.57%
Interest expense	\$29,863	0.62%
Other operating expenses	\$177,611	3.71%
Depreciation expense	\$130,503	2.72%

Total Expenses **\$4,793,441** **100.00%**



“My job paid just enough to have a place to stay, food and clothes. Until my mama got sick, she watched Laisha. Then I missed work to watch my baby and lost my job. Just before they evicted us, my case manager found a daycare center for us. I thank her every day that we’re still a family.”

Family & Children First

P.O. Box 3784

Louisville, Kentucky 40201-3784

Board of Directors

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Joni Jenkins
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Ellen Prizant
J. Taylor Rankin
Charles Robello
Donna Rucker
Richard Tewksbury
Jason Williams

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Liz Ferguson, Director of Planning and Government Funding
Ira Goldberg, Director of Development
Linda Greer, Director of Human Resources
Jack McQuade, Director of Finance
Jennifer Adams, Program Manager, Family and School Service
Wade Jordahl, Program Manager, Homeless Prevention Service
Yvette Frank, Program Manager, New Parent Support Service
Donna Russow, Program Manager, Family Counseling Service
Rebecca Young, Program Director, Child Advocacy Center

Contact Information

Family & Children First
2303 River Road, Ste. 200
Louisville, KY 40206
Phone: (502)893-3900
Fax: (502)893-9646
www.familyandchildrenfirst.org

Office Locations

East

209 Executive Park
(502)895-4671

Indiana

2818 Grant Line Road
(812)944-6120

Southwest

10936 Dixie Highway
(502)935-0310

West

703 S. 31st Street
(502)776-4200

Downtown

560B S. Fourth Street
(502)584-8505
(502)562-9297
410 W. Chestnut Street
(502)589-2181



Mission

To strengthen our community by helping families with children maximize their emotional, social and physical well-being through behavioral health and social services, advocacy, and prevention efforts.



ACCREDITED
Council on Accreditation
for Children and Family Services

A Community where family
and children thrive.



Family &
Children First

Where Families Come Together.

