



# 2021

## IMPACT REPORT



Family & Children's Place





*RESILIENCE. PIVOT.*



*SAFETY. NEW NORMAL.*

**F**ive words that we have all heard time and time again over the past year and words that Family & Children's Place has embodied as we continue providing the best atmosphere possible for our staff, volunteers and of course, the families and children we serve.

The COVID-19 pandemic has impacted every aspect of daily life, but for children living in unsafe environments, the effects of the pandemic have been devastating. As children were forced to stay behind closed doors, they were shielded from the eyes of teachers, coaches and other adults who could have picked up on the signs of abuse.

Despite the staffing challenges as employees dealt with personal obstacles, Child Advocacy Center services continued, family sessions with therapists or home visitors continued, school activities and healthy family nights continued, and most importantly, the work and mission of Family & Children's Place continued.

**F**amily & Children's Place continues the hard work to ensure we have the necessary resources to empower families and help them to thrive. Overcoming funding, staffing and COVID related challenges has shown the true strength, dedication and adaptability of our staff and volunteers.

While the year was full of trials, it was also full of joy! Thanks to a new Drug Free Communities grant and the 21st Century Community Learning Center grant, Family & Children's Place will be able to help more youth at Engelhard Elementary and Meyzeek Middle Schools. In collaboration with Jefferson County Public Schools, the grants provide \$625,000 over a five-year period and we expect to help almost 900 students or 180 annually from the two schools.

We have been honored to partner with organizations like STEAM Exchange, River City Drum Corps and the Boys and Girls Clubs of Kentuckiana to assist with counseling services and provide enriching and enjoyable opportunities to children in our community.

Since 1883, Family & Children's Place has been the community leader working tirelessly to prevent child abuse and neglect, stop it when it occurs and walk side by side with families through recovery. We are so grateful to be part of this community and want you to recognize your critical role in assuring thousands of children in our community are safe, happy, and healthy.

Thank you for your investment and your trust in Family & Children's Place and we look forward to another year together, protecting children.

**Pam Darnall**  
President/CEO



# FAMILY & CHILDREN'S PLACE

## BOARD OF DIRECTORS

# 2021

### Elected Officers

<b>Chair</b> .....	<b>Harriet L. Lair</b> Vice President - Public Funds Fifth Third Bank
<b>Vice Chair</b> .....	<b>Rich Garner</b> Retired
<b>Secretary/Treasurer</b> .....	<b>Kimberly Friend</b> Tax Partner MCM

### Ambassadors

.....  
**Liz Alpgier-Morris**

**Dianna Coker**

**Adrienne Gallus**

**Chelsey Garza**

**Laura Habein**

## VISION

Happy, healthy children, and  
families, freed from abuse.

## MISSION

We protect and heal children  
and families.



### Board Members

**Ty Anderson**  
Key Account Manager  
Courier Journal

**Shellie Benovitz**  
Community Volunteer

**Fred Cowan**  
Retired

**Mary Eaves**  
Retired

**Bill Ehrig**  
Retired

**Douglas S. Haynes**  
Attorney at Law  
FHK LAW

**Trina Helm-White**  
Senior Manager IT, Risk & Compliance  
GE Appliances, a Haier Company

**Jill L. Jacobi-Vessels, Ph. D.**  
Director  
Early Learning Campus  
University of Louisville

**Earl Jones**  
iHeartMedia

**Tiffany Koller**  
Maintenance Supervisor  
LG&E

**Kevin Meriwether**  
Conviva President  
Humana, Inc.

**Adrienne Morse**  
Community Volunteer

**Audra Rankin**  
University of Louisville

**Shana Riggs**  
Asst. Controller of External  
Manufacturing Operations  
Brown Forman

**Tony Schwallie**  
Regional Sales Director  
Republic Bank

**Dallas Selvy**  
Attorney at Law

**Terrence Spence**  
Senior Director of Human Resources  
Louisville Water Company

**Nadacia Washington**  
Jefferson County Public Schools







Raising  
hope.

# DIVERSITY & EQUITY & INCLUSION

**F**amily & Children’s Place proudly values and embraces diversity and inclusion: in the manner we operate our business while serving the community, in our board of directors and staff, in our clients, and in how we go about preventing, stopping, and healing child abuse and neglect. It’s precisely this value of diversity and inclusion that compels us to speak up and actively engage in conversations about racial equity and justice.

It’s important to us that our leadership and employees reflect the demographics of the community we serve and that we embed equity, diversity and inclusion into all that we do. To remain transparent and accountable, we are sharing ways that we have committed to DEI efforts within our organization and an update on our staff and board racial demographics.

Updates in 2020 & 2021:

- FCP allows staff the flexibility to choose how to use all paid holidays, and in 2020, adding Juneteenth as a newly recognized holiday. In staff recruitment, we have made changes where possible to allow years of experience to suffice for certain credentials.
- We have established a portion of our annual budget to support our DEI efforts, contracting with a local DEI consultant this year to guide us in our DEI work, including training for staff, leadership, and Board of Directors.
- We have established a DEI core team that includes staff who provide direct services as well as staff in leadership positions, including the CEO. This team meets monthly to discuss, strategize, and execute steps to achieve our DEI goals laid out in our strategic plan.

## Staff & Board Demographics

All Staff	% by race
White .....	61%
Black/AA .....	30%
Hispanic .....	9%

Senior Management	% by race
White .....	75%
Black/AA .....	25%

Board of Directors	% by race
White .....	67%
Black/AA .....	28%
Hispanic .....	5%



**L**et us be clear: Family & Children’s Place is an ally on the side of racial equity and justice, which are at the core of who we are and what we do. We affirm and promote nonviolent action that seeks justice for the oppressed and disadvantaged. We know that our communities can and must do better. And we remain committed – as always – to letting that change begin with us. Our mantra is “turning hurt into hope”!



# PROGRAM HIGHLIGHTS



## HANDS

- Despite the COVID-19 pandemic, the program grew from approximately 170 families to 192 families! This growth allowed for creation of an additional Family Support Worker position to continue serving families in the community.
- 57 families stayed with us until their child turned 2, maintained consistent visits and graduated from the HANDS program!

## Greater Louisville Head Start

- While participating in the Home-Based Early Head Start program, one mother joined the Greater Louisville Head Start staff!
- The GLHS team successfully produced a summer recruitment event which had dozens of parents complete applications and interest forms and enroll in Head Start programs.
- Greater Louisville Head Start added a few new partnerships and began working with Freedom House to modify services to accommodate needs of residents in the program.

## Child Advocacy Center

- The Child Advocacy Centers saw kids in person throughout the pandemic, providing critical services necessary for investigations of allegations of abuse.
- Emmie, the facility dog, turned 4 years old and continued her work of supporting children while they receive services.

## School-Based Services

- School-Based Services secured a grant guaranteeing 5 years of funding for the program at Meyzeek Middle School.
- Programming for students shifted to increase focus on the importance of Social Emotional Learning at all 3 sites including mental health (anxiety, depression, suicidal awareness) in adolescents.
- The COVID-19 pivot to virtual programming allowed for increased parent interaction during 3 family cooking classes.
- Over 75 families and students attended the 5th annual Holiday World family outing and were provided with t-shirts, a buffet, and transportation.

## Counseling Services

- Two FCP therapists, assisted by two student clinicians, planned, and initiated a Group at Pleasure Ridge Park High School for students dealing with depression, anxiety, loss connected to covid, violence in communities and other issues. This group allows therapists to see up to 50 students throughout the school year and assist them in processing and moving past these obstacles.
- The counseling team saw a total of 775 new clients and provided 7,943 hours of service through virtual platforms!

## Central Louisville Coalition

- Four new members joined the Central Louisville Coalition, a joint initiative through the White House Office of National Drug Control Policy's Drug-Free Communities Grant
- Coalition members successfully planned a new program to begin in January 2022 at Central High School in Louisville, KY.
- Throughout the year, the coalition hosted parent cafes virtually to educate parents on the harms of early tobacco and marijuana use by youth.





# DANA'S STORY

Supervised Visitation, Counseling Services

**W**hen Dana was 19, she gave birth to her baby. Unfortunately, her son was removed from her care at birth due to her substance use, but Dana worked with a social worker immediately and was referred to Family & Children's Place's supervised visitation program to enable her to have critical time with her baby.

With help from her Family & Children's Place Child, Dana learned how to form healthy, nurturing attachments with her son along with parenting, addiction, and time management skills. Dana and her team had regular Family Team Meetings to set goals so she could enjoy unsupervised time with her baby to bond, learn, and build their relationship. Each week, Family & Children's Place provided Dana with positive feedback and support to ensure she continued down the path of regaining custody of her son. Dana received assistance with housing, transportation, aftercare and scheduling to set her up for success as an adult and as a mother.



Over the course of nine months, Dana had over 40 visits with her son and worked through struggles, sorrow and ultimately success. Thanks to Dana's hard work and a strong support system, she was able to not only reach her goal of unsupervised time with her child, but her son was able to return home. Though she was initially fearful, the pride and joy Dana felt having her son with her everyday was more than she could have imagined. With continued support, she has fully embraced motherhood and finds fulfillment in his daily care. Her son can now enjoy the stability and connection needed to thrive in early childhood.

**D**ana has been sober for over a year and through the critical services provided by Family & Children's Place, she is the mother she always dreamed she could be. Family & Children's Place was an essential partner for Dana as she changed her life and the life of her son. The supervised visitation program is an indispensable tool to ensure thriving, happy, healthy children and families free from abuse!



# JAYLEN'S STORY

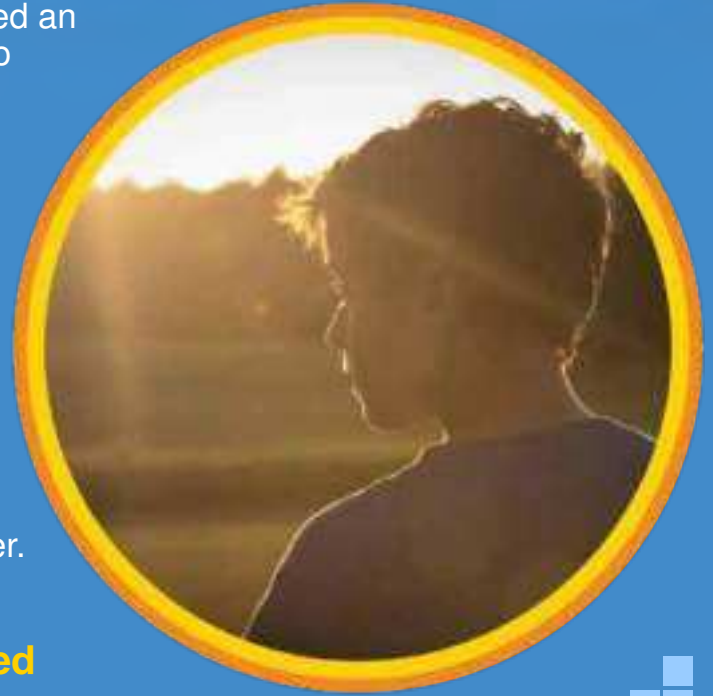
Counseling Services



Jaylen was just seven years old when he witnessed an argument between his parents that escalated into physical violence. They came to Family & Children's Place in search of healing.

Jaylen began meeting with one of our highly trained trauma therapists. While he was always very engaged in counseling sessions, Jaylen struggled to express any negative emotions – especially the sadness, anger, and fear he felt about his parents' violent argument.

But when his family began sessions by video during the COVID-19 pandemic, Jaylen opened up like never before. Jaylen's mom was able to participate now, too, since transportation was no longer a barrier.



**Jaylen's family found relief and a renewed sense of connection through counseling.**

**Jaylen is working to overcome the feeling that his parents' violent argument was his fault, and his parents are learning how to help him express negative emotions and calm down when he feels triggered. Jaylen's dad is even beginning his own counseling at Family & Children's Place.**





# REBECCA'S STORY

Child Advocacy Center, Counseling Services



**R**ebecca's nightmare started when she was just 14 years old. While playing outside and looking for her friend, she found herself on the front steps of a neighbor's home. He was in his 50s and known throughout the neighborhood as the one to go to if kids wanted to sneak beer behind their parents' backs. He welcomed Rebecca in, saying her friend was inside.

Once inside, he padlocked the door, and Rebecca knew something wasn't right. He pulled her close and touched her in ways that made her uncomfortable. She knew what was happening wasn't ok and told him that her brother was just outside the door and would be looking for her in order to get away.

Though Rebecca told herself everything was fine, that nothing happened and that it wasn't that bad, she immediately began down a dark path only trauma could pave. Eventually, she went to a payphone and called the police. They drove her past the neighbor's home which she identified and immediately notified her parents, despite her protests. Her parents brought her to Family & Children's Place, known then as Family Place and for the next ten years she received counseling and support services to help her recover.

Therapists at Family & Children's Place helped her to recognize her worth and understand that she didn't do anything wrong. At age 24, Rebecca stopped therapy and started the next phase of her life. But at 27, her mother fell ill which led to her return to Family & Children's Place. She started therapy again for a few years to help her cope with the changes in her life.

Rebecca's trauma followed her and in her mid-30s, she found herself addicted to drugs and in a domestic violence situation. At one point, she said she had lost everything except for her son. She found the strength to leave the situation she was in and while in the shelter, reached out again to Family & Children's Place. Worried for her son, who had witnessed domestic violence, she returned to a place she trusted and asked for help. Family & Children's Place therapists saw her son but to her surprise, saw her as well and further aided in her recovery.

**Today, Rebecca says she's doing better than ever and works hard to be an advocate and support system for other women in dangerous situations. She says it took a long time for her to realize her trauma was significant but is grateful to Family & Children's Place for always being there for her.**



# STATISTICS



2,660  
total families served



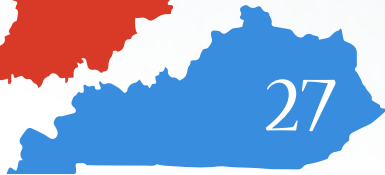
3,962  
total individuals served



23,441  
total direct service hours



Indiana  
counties  
served



Kentucky  
counties  
served

8 1/2  
yrs

Child's  
Average  
Age

36%  
Black /  
African-  
American

50%  
White



## CLIENTS BY RACE

1%  
Asian / Pacific Islander  
American Indian

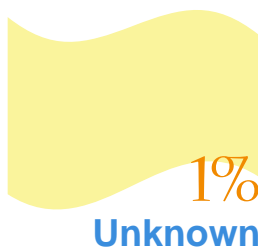
10%  
Unknown

3%  
Other

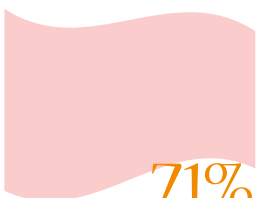
## CLIENTS BY GENDER



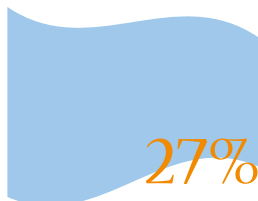
1%  
Transgender



1%  
Unknown

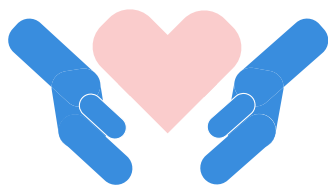


71%  
Female



27%  
Male





# 2021

## STATEMENT OF REVENUE AND EXPENSES

### Public Support & Revenue

		% of Total
Metro United Way Funding	\$432,029	3.8%
Government Grants & Contracts	\$7,307,658	63.5%
Private Contributions	\$1,212,275	10.5%
Program Service Fees	\$1,374,931	11.9%
Investment Returns	\$403,986	3.5%
Other Income	\$782	6.8%

### Total Public Support and Revenue

**\$11,512,960 100%**

### Expenses by Program

#### % of Total

Counseling Services	\$1,146,357	10.8%
Kosair Charities Child Advocacy Center	\$923,154	8.7%
HANDS	\$1,180,698	11.1%
School Based Services	\$515,804	4.8%
Greater Louisville Head Start	\$5,897,017	55.4%
Management and General	\$518,690	4.9%
Fundraising	\$466,752	4.4%

### Total Expenses

**\$10,648,472 100%**

### Expenses by Category

#### % of Total

Salaries & Benefits	\$3,886,735	36.5%
Occupancy Expenses	\$202,999	1.9%
Professional Fees	\$5,511,023	51.8%
Travel Expenses	\$15,623	0.1%
Office Supplies	\$145,945	1.4%
Public Relations	\$113,406	1.1%
Telecommunications	\$83,733	0.8%
Printing Expenses	\$7,646	0.1%
Postage	\$7,177	0.1%
Membership & Dues	\$26,126	0.2%
Staff Training Expenses	\$61,705	0.6%
Interest Expenses	\$69,548	0.7%
Other Operating Expenses	\$290,255	2.7%
Depreciation & Amortization	\$226,551	2.1%

### Total Expenses

**\$10,648,472 100%**



Turning  
hurt  
into hope.



# THANK YOU TO OUR GIVING CIRCLE DONORS!



## HERITAGE SOCIETY MEMBERS

Cecil N. Brewer  
Sarah & Chris Brice  
Paul & Michelle Costel  
Fred & Linda Cowan  
William & Colleen Ehrig  
Dan & Elizabeth Fox  
Gwynne & Ira Goldberg  
Timothy & Leslie Hazlett  
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Sarah Lanier  
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Jeffrey & Ashley Rosen  
Barbara Sandford  
John & Lee Stough  
Beverly Tway Wagner  
Lynn O. Wilkinson

## MONTHLY DONORS

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Patrick Wilson

## COMMUNITY PARTNERS

Advanced Business Solutions  
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Caeser's Foundation of Floyd County  
Delta Dental Plan of Kentucky  
Deming, Malone, Livesay & Ostroff  
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Honey Baked Ham Co.  
Humana Inc.  
iHeartMedia Louisville  
James Graham Brown Foundation  
Kentucky Bar Foundation  
Kosair Charities  
LG&E and KU Energy, LLC  
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State Farm: Tracy Blair Haus  
Sterling G Thompson Co.  
Stock Yards Bank & Trust Co.  
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## Senior Team

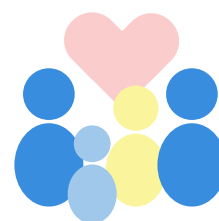
**Pam Darnall**  
President/CEO

**Charmaine Smith**  
Senior Vice President  
Programs

**Leah Walker**  
Senior Vice President  
External Affairs

**Adam Faris**  
Vice President  
Finance

**Vaughn Nebbitt**  
Vice President  
Early Childhood Services



Make a gift  
that costs  
nothing  
during your  
lifetime.



\*This list only includes our legacy and monthly giving programs, and community partners - it does not include all donors.





"I am not nervous anymore." Age 10

"She helped get my scares out." Age 7

"She makes me happy." Age 15

"I just want to see Emmie again!" Age 12



## MEET EMMIE!

When a child is experiencing extreme anxiety or fear in anticipation of the forensic interview, they can choose to have Emmie accompany them.

Emmie calms and encourages children to talk by either "pawing" them, sitting by their feet or side, resting on them or simply being in the room.

Emmie greets families and is present during check-ins to reassure and comfort them. She puts a smile on everyone's face by doing tricks and encourages hugs from the children and their caregivers.

## OFFICE LOCATIONS

### FAMILY SERVICE CENTER

525 Zane Street | Louisville, KY 40203

### KOSAIR CHARITIES CHILD ADVOCACY CENTER

1000 S. Fifth Street | Louisville, KY 40203

### REPUBLIC BANK FOUNDATION YMCA

1720 W. Broadway | Louisville, KY 40203

### INDIANA CHILD ADVOCACY CENTER

136 E Cotton Ave. | New Albany, IN 47150

### SOUTHERN INDIANA OFFICE

1 Quartermaster Ct. | Jeffersonville, IN 47130

Louisville Offices: (502) 893-3900 | Indiana Offices: (812) 206-0488



## Watch :

### "Can I Have Your Attention?"

An original spoken word piece written and performed by an FCP Family Therapist

