



hope

2016 annual report

FIRC
Family & Intercultural
Resource Center

empowerment



Mission

FIRC promotes stable families.

Values

- We believe that with the proper tools, people can succeed as individuals, parents, and community members
- We believe that strong families are the framework for strong communities
- We believe diversity makes for a richer community
- We believe parents are the first and most important teachers to their children

Impact

- Provide the most effective tools for families and individuals to succeed
- Self-sustainability for families living and working in Summit County
- Strengthen the bond between parents and children
- Culturally integrated community that is welcoming to all backgrounds

Strong Families. Strong Community.



Empowering families with education and support continues to be a key focus across all of FIRC's programs. Our staff is helping people recognize their strengths so they can overcome the challenges of raising a family in Summit County.

The housing crisis affecting Summit County is making it harder than ever to live in this community. When families are spending 50 percent or more of their paycheck on housing costs, 20 percent on healthcare and 20 percent on childcare, it makes it very difficult to afford the other basic needs of food, utilities and other necessities. Many families are finding it too difficult to make ends meet and are abandoning their dreams of living in the mountains. This is why FIRC believes it's more important than ever before to ensure we are addressing the changing needs of the community and providing working families with the resources and education needed so they can remain living here.

We know that every strong community consists of strong families who are thriving. In order to thrive, families need to feel empowered and sustainable.

When families are strong and sustainable, they can contribute to the success of our community. Thank you for making our work possible.

Sincerely,
Tamara Drangstveit
FIRC Executive Director

impact



Sustainability

When parents are able to overcome hard times, they can focus on caring for their children. When children feel supported, they are more successful. When families are strong and sustainable, they can contribute to the success of our community.

Across FIRC's programs we are working to help families :



afford the basic needs and obtain financial independence



gain access to healthcare and mental health services



build social networks



develop parenting skills and have the ability to spend quality time with family



feel safe and part of the community



empower people to set and achieve goals

Our Programs

Through education and support, FIRC helps families make healthy choices and provide an environment for children to thrive. By strengthening families, we are strengthening the community.

Families United

- supports parents of young children through home visits, resource connections and facilitating friendships
- prepares children to enter kindergarten
- empowers parents to become the first and best teachers for their children

Healthy Families

- promote healthy behaviors through parent engagement during the school-years and provides connections between the School District and parents
- cooking and nutrition classes help families develop healthy lifestyles and improve overall health and wellness

Family Support

- helps families build on their strengths to achieve and maintain stability, through financial aid and counseling, long-term planning and connection to resources, like healthcare access and budgeting classes.
- provides concrete support to ensure families' basic needs of housing, health and food are met, while also addressing the larger issues that prevent long-term stability.

Summit Thrift & Treasure

- FIRC owns and operates two thrift stores to supplement 32% of program and operations funding
- stores offer affordable shopping options and emergency clothing vouchers for the community.

impact



Strengthening Families

FIRC uses the Strengthening Families approach to optimize child development and help families gain stability.

By recognizing and appreciating families' strengths, we are able to give the support they need to thrive.

**FIRC programs
support skills around:**

parental resilience

social connections

**knowledge of parenting and
child development**

**concrete support
in times of need**

**social and emotional
competence of children**

Program Stats

October 1, 2015-September 31, 2016

Families United

Total number of children receiving home visits: 201

Number of children currently enrolled: 174

Total number of Early Head Start home visits completed: 742

Total number of Families United home visits completed: 2,638

Number of fathers that attended a fatherhood event: 78

Number of children on the waiting list that were invited to start home visits: 104

Number of children that enrolled in home visits from waiting list: 56

Family Support

Rent/Mortgage Assistance: 126

Utilities Assistance: 43

Medical Assistance: 17

Clothing Vouchers: 161

Colorado Community Response Clients: 31

Housing Works Families: 9

Health Insurance Enrollment

Connect for Health Colorado: 542

Medicaid: 468

CHP+: 138

Healthy Families

Cooking Matters Class Participants: 115

Exploring Food Together: 135

Food Pantry: 1,391

parenting



Nicerata's Story

Nicerata has been part of the FIRC Families United home visitation program for the last 4 years. She has two little boys and a baby girl on her way. She wants to give her children the best start to life possible. Her family lives in another country, so she relies on her Parent Educator for most of her parenting advice. During the home visitations she is able to learn techniques for helping her children achieve new developmental milestones. She knows how hard it is for children if they start kindergarten feeling behind, so she has been grateful for the different activities and information that is covered in the home visits to make sure her boys are learning what they need to succeed when they start school.

Not only has FIRC helped Nicerata with her parenting skills, but when her landlord increased their rent, her Parent Educator was able to connect her to FIRC's housing resources so she was able to find a new home for her family. She loves Summit County and wants to make sure her children can grow up in a peaceful place. Thanks to the resources of FIRC she is living her dream.

support

parenting struggles in Summit County

- 80% of families have both parents in the workforce
- Many parents work multiple jobs or commute long hours on the bus leaving less quality time with children
- The cost of childcare is 20% of most families' income
- Summit County can be isolating for parents and many do not have extended family nearby
- Immigrant families struggle to understand the culture of the American school system

HOW FIRIC IS ADDRESSING THE ISSUE

Home Visits for children birth-kindergarten FIRIC provides free monthly home visits to over 170 children ages 0-5 in Summit County. The program works one-on-one with parents to help them:

- improve the parent-child bond
- teach the skills needed to enter kindergarten ready to learn
- understand developmental milestones
- identify delays
- improve children's motor and language skills
- connect with other families in the community
- use positive discipline techniques

Classes for Parents with School-Aged Children

FIRIC provides parents with the education and skills to tackle tough topics such as teaching responsibility, talking about drugs and alcohol and self-harm.

The Conexiones program connects parents of English-Language Learners with school administration through home visits and monthly parenting classes, the program:

- helps parents be more engaged in their child's education
- improves student performance and behavior
- builds a sense of partnership between families and teachers
- educates parents on the systems and culture of Summit School District



healthy

Leti's Story

Leti participated in the Family Leadership Training Institute with the goal of learning how to inspire change in the community. This 20-week class helped her feel empowered to achieve her dreams and gave her the confidence to obtain her Zumba instructor certification.

Leti knew there was a large need, especially in the Latino community for activities for people who don't enjoy or cannot afford to participate in winter sports. Once she obtained her certification she started hosting free classes for the community. Within weeks she was seeing 30-60 people attending her classes and the response from her students has been more than she ever dreamed.

Her students are so thankful for the community she has built and many have told her how Zumba is helping them deal with depression and mitigate stress.

families

struggling to give minorities a stronger voice

Minority families are under-represented in many community discussions and leadership positions in Summit County.

HOW FIRC IS ADDRESSING THE ISSUE

The Family Leadership Training Institute class is developing future family leaders by teaching them leadership skills and ways to become involved through civic means.

families struggle with food security and nutrition

The high cost of living makes it difficult for people to keep food on the table or afford fresh options.

HOW FIRC IS ADDRESSING THE ISSUE

Many families and individuals rely on FIRC's Food Pantry to supplement their income. On average, the Food Pantry saves people \$50 a month which can be used towards paying rent or other necessities. In efforts to give people healthier options, FIRC is offering more produce in our food pantry. We are also providing cooking demonstrations during food pantry hours and healthy recipes with bags of the supplies needed. Our partnership with Food Bank of the Rockies helps us offer additional food support through the mobile food pantry.

FIRC provides Cooking Matters classes throughout the year to help parents and children understand the importance of nutrition. The classes teach families cooking skills, how to shop for healthy options on a budget and how to make healthy choices together.

family



Lydia's Story

A mother of two visited FIRC with the fear of becoming homeless. The family was not being evicted for issues related to her tenancy or inability to pay rent; instead her landlord had decided sell the house. Lydia had been renting from this landlord for over 5 years, and she was surprised to hear that she had 30 days to vacate the property because it was being sold. Lydia didn't think would find any other options she could afford and was worried she might have to leave Summit County. Her kids were thriving in school and she was a manager at the restaurant where she was working. Having nowhere else to turn, she met with a Family Support Counselor, and collaboratively worked on addressing her primary goal of finding housing. She qualified for the new Housing Works Initiative and was able to once again provide a stable home for her family.

support

Family Struggles in Summit County

The high cost of living causes many Summit County families to live paycheck to paycheck. Making matters worse is the housing crisis, which is lowering available inventory for working families and significantly raising rent.

HOW FIRK IS ADDRESSING THE ISSUE

Family Development Work

The Family Support Program focuses on helping families overcome barriers by using a comprehensive assessment that helps people identify their strengths, areas of need, and readiness to change.

- All efforts have the objective of helping families take the steps to achieve self-independence.
- Goal Setting – Using Motivational Interviewing techniques, the family recognizes potential factors contributing to their crises, and collaboratively set goals with a Family Support Counselor. During follow-ups, goals are reviewed, adjusted as needed, and upon completion new goals are established.
- Urgent Family Support - When an emergency arises, the ability for many families to afford the basic needs becomes impossible. In efforts to help families get through their crisis, FIRK offers support to alleviate the costs of a medical procedure, past due utilities, or housing expenses such as rent or deposits. In order to get financial support, families must agree to work with a Family Support Counselor over several months to ensure they successfully get back on their feet.

who we



Number of Family Members

Family Members	# of Participants
1	576
2	375
3-4	1875
5+	78

Race/Ethnicity

Race/Ethnicity	# of Participants
Asian	27
African American	35
Hispanic or Latino	1101
Multi-Racial	224
White	1527

Monthly Income

Income	# of Participants
Less than \$5,000	2015
\$5,000-\$10,000	200
\$10,000-\$15,000	14
\$15,000-\$20,000	20
\$20,000-\$25,000	7
\$30,000 and over	27

Number of participants vary based on survey response.

serve

Education

Highest level of education	# of Participants
Elementary school	97
Middle school	107
Some high school	45
High school graduate	170
Trade school	44
Some college	157
2 yr college	55
4 yr college	190
Masters	44
Doctorate	5

Housing Status

Status	# of Participants
Homeless	39
Own a Home	296
Rent	900
Share with friends or relatives	49
Subsidized housing	5
Temporary housing	50

Town

Town of Residence	# of Participants
Breckenridge	584
Dillon/Keystone	685
Frisco	160
Silverthorne	663

finances



Program Expenses

Family Support

Family Support Case Management: \$319, 123

Emergency Assistance: \$161,886

Operations: \$17,817

Food Pantry: \$6,036

Insurance Enrollment: \$322,972

Total: \$827,834

Families United

Home Visits: \$554,858

Operations: \$3,909

Family Activities: \$11,750

Childcare & Therapeutic Assistance: \$15,986

Fatherhood Programs: \$15,000

Total: \$601,503

Healthy Families

Program Delivery: \$161,240

CATCH Program: \$139,484

Parenting Classes: \$7,795

Operations: \$3,084

Conexiones: \$13,368

Dialogue Over Dinner: \$7,370

Cooking Matters: \$15,592

Exploring Food Together: \$3,626

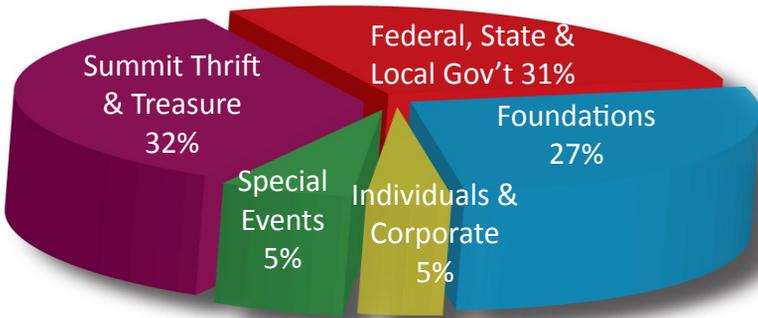
Life Skills Classes: \$3,103

Family Leadership Training: \$45,389

Parent Engagement: \$24,536

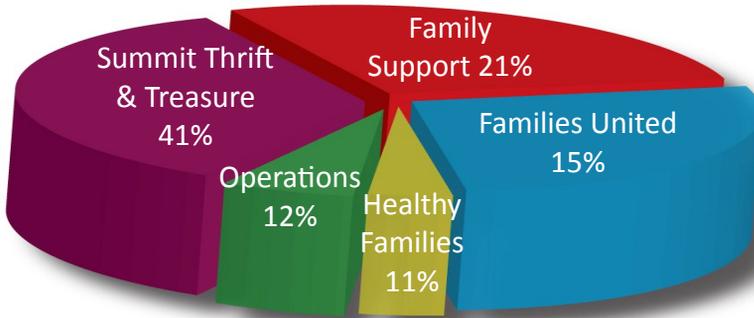
Total: \$424, 585

Organization's Income: \$3,115,026



*Reported 990 expenses of \$4,154,546 includes in-kind donations.

Organization's Expenses: \$3,107,631



*Reported 990 expenses of \$4,147,151 includes in-kind donations.

Total end of year Net Assets: \$845,882

Expense Ratio:

$$\frac{\text{Total Program Service Expenses: } \$3,668,017}{\text{Total Expenses: } \$4,147,151} = 88\%$$

According to the Better Business Bureau, an organization should spend at least 65% of its total expenses on program activities.

Fundraising Ratio:

$$\frac{\text{Total Fundraising Expenses (Events only) } \$29,208}{\text{Total Related Income } \$138,997} = 21\%$$

According to the Better Business Bureau, an organization should spend no more than 35% of related contributions on fund raising.

vision



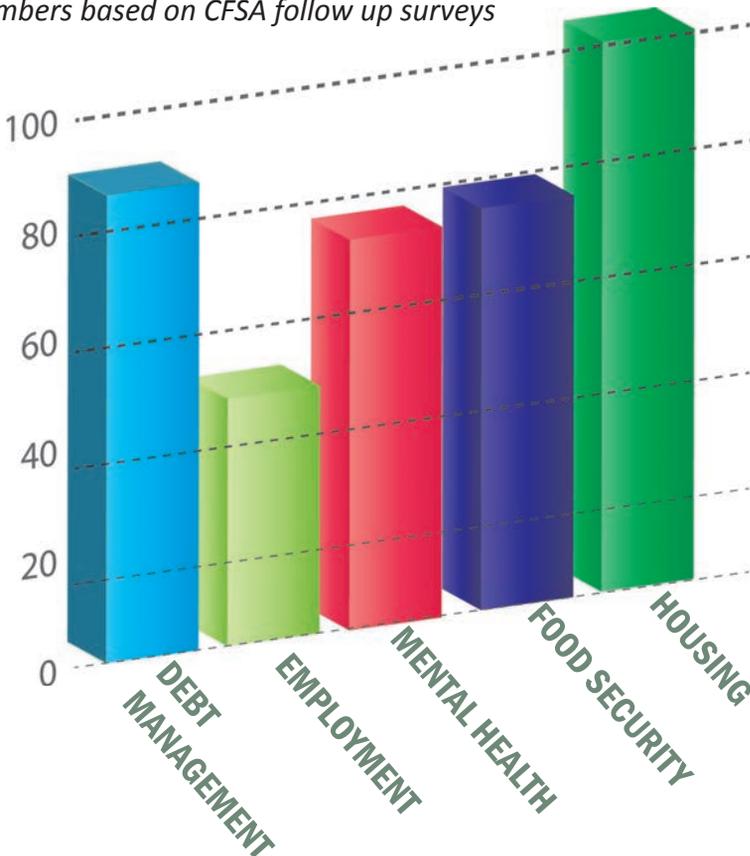
Program Goals for 2017

- Offer more Family Leadership Training Institute courses including an adult and youth program.
- Provide a Nurturing Parenting Class which allows children and parents to learn together to find ways to improve communication and thrive.
- Continue the Housing Works Initiative program by connecting people in need of housing with new inventory from homeowners who have switched from short-term rentals to long-term rentals.
- Find new ways to connect families to mental health services in the community so issues can be addressed.
- Develop more long-term relationships with families to prevent them from falling into a crisis situation.
- Find additional ways to address food insecurities and reducing the negative stigma around receiving food assistance

MOVING FROM CRISIS TO STABILITY

All of our programs have the objective of helping families take the steps to achieve self-independence. The following chart represents the categories and number of clients who reported moving from crisis to stability after receiving FIRC's help.

Numbers based on CFSA follow up surveys



We will continue to focus on helping families move from crisis to stability in these areas and the areas of: Cash Savings, Adult Education, Physical Health, Substance Abuse, Health Coverage, Child Education, Access to Childcare and Income. When families are able to report they are stable in all of these areas, they are in a better position to be stronger parents and members of our community.

thank you

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October 2015-September 2016

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Friends of FIRC

HEROES \$10,000 and above

The Summit Foundation
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F Cubed Foundation
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Breckenridge Grand Vacations
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Rossetter Foundation
Summit County Government
Vail Resorts Epic Promise
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Daniel's Foundation
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Family Resource Center Association
Small Favors
The Colorado Health Foundation
Temple Hoyne Buell
Colorado Division of Behavioral Health
Protecting Safe and Stable Families
Colorado Department of Human Services
Colorado Department of Public Health
Connect for Health Colorado
Department of Social Services
Tony Grampas Youth Services
Early Head Start
Housing & Urban Development
Right Start

CHAMPIONS \$5,000-\$9,999

Andrew Burns
M.A. Deen
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Nick & Barbara Payne
Jack & Pat Thomas

Kaiser Permanente
Moniker Foundation
St. Mary's Our Lady of Peace
Summit County Senior Citizens
Energy Outreach Colorado
Town of Breckenridge

LEADERS \$1,500-\$4,999

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Gilbert & Karen Cook
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Jeff Campeau
James & Mary Lintzenich
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Copper Mountain
J. Kent & Mary Nan McHose
Slifer Smith & Frampton
Annie Harris
Credit Union of the Rockies
Freeport McMoRan
Firstbank
Alpine Bank
Comcast Spotlight
Gary & Genia Gallagher
Frisco Workforce Center
Town of Dillon
Town of Frisco
Town of Silverthorne

