

ANNUAL REPORT

FY2021 | Realignment

October 1, 2020 - September 30, 2021



FIRC Family & Intercultural
Resource Center
Strong Families. Strong Community.

STRONG FAMILIES. STRONG COMMUNITY.

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 GOALS:

- 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

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Oct. 2020-Sept. 2021

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REALIGNMENT

In FY2021, FIRC began gradually shifting out of pandemic emergency response and realigning to our mission of promoting stable families. As an agency, we looked inward to promote greater equity, diversity, and inclusion among staff and to re-center the client experience. Through social determinant of health assessments, enhanced knowledge of resources, and promoting empathy, compassion, and collaboration, FIRC started to help families rebuild their stability. Economic and social injustices - and the hunger, housing instability, isolation, stress, and poor mental health that accompany it - have become more pervasive. In response, FIRC expanded and enhanced the community food system (hours of operation, shopper choice, nutritional quality), developed new family support and economic assistance models, and re-envisioned our Health & Wellness and Parenting programs. When basic needs are met, people can focus on being a parent, employee, and neighbor, thereby strengthening their family and the community.



Brianne Snow, Executive Director

The strength and support of our community makes our work possible.

Our programs

Strong Families. Strong Community.

In most communities, FIRC would be 4+ different nonprofits due to the wide scope of services that we offer. Fortunately for families, FIRC was designed to offer a holistic approach to serving families all under one roof. We know that a client might come in because of one issue, but they are typically being affected by many other situations. Our programs are designed to work together to ensure families get the support and education they need to thrive.

Supportive Services



Food & Thrift



Health & Wellness



Parenting Programs

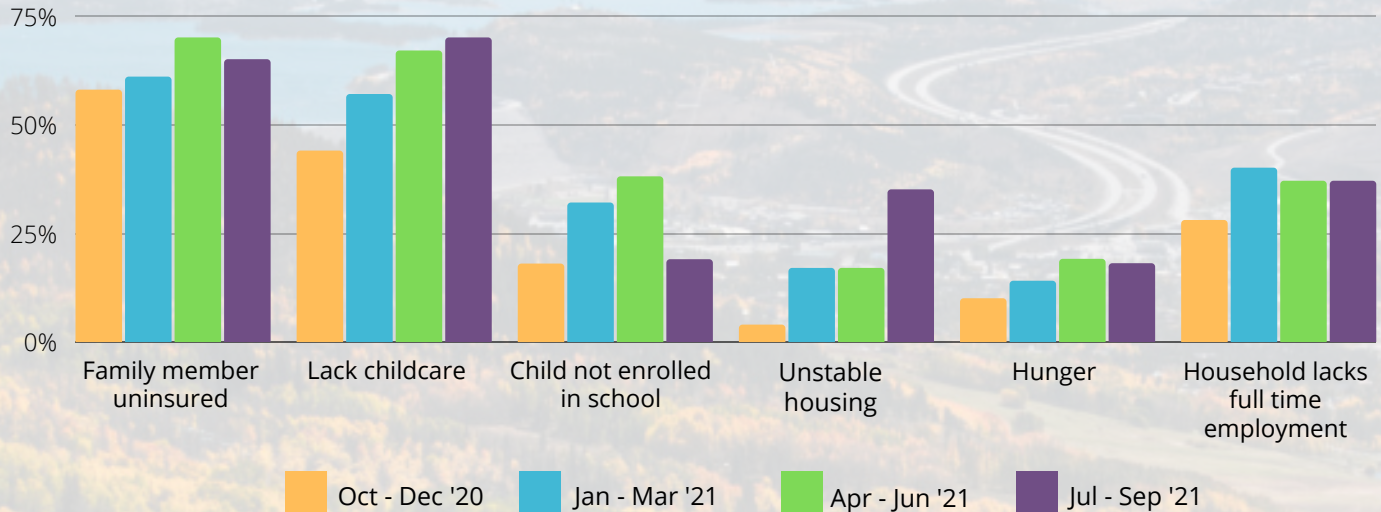


MEETING FAMILIES WHERE THEY ARE

3 in 5 households enrolled in FIRC programs have dependent children. Of those with children, 49% are single parent families who on average earn 43% less income than 2 parent households.

BASIC NEEDS

Upon program intake, FIRC gathers social determinants of health data. This information guides referrals to resources.



SUPPORTIVE SERVICES

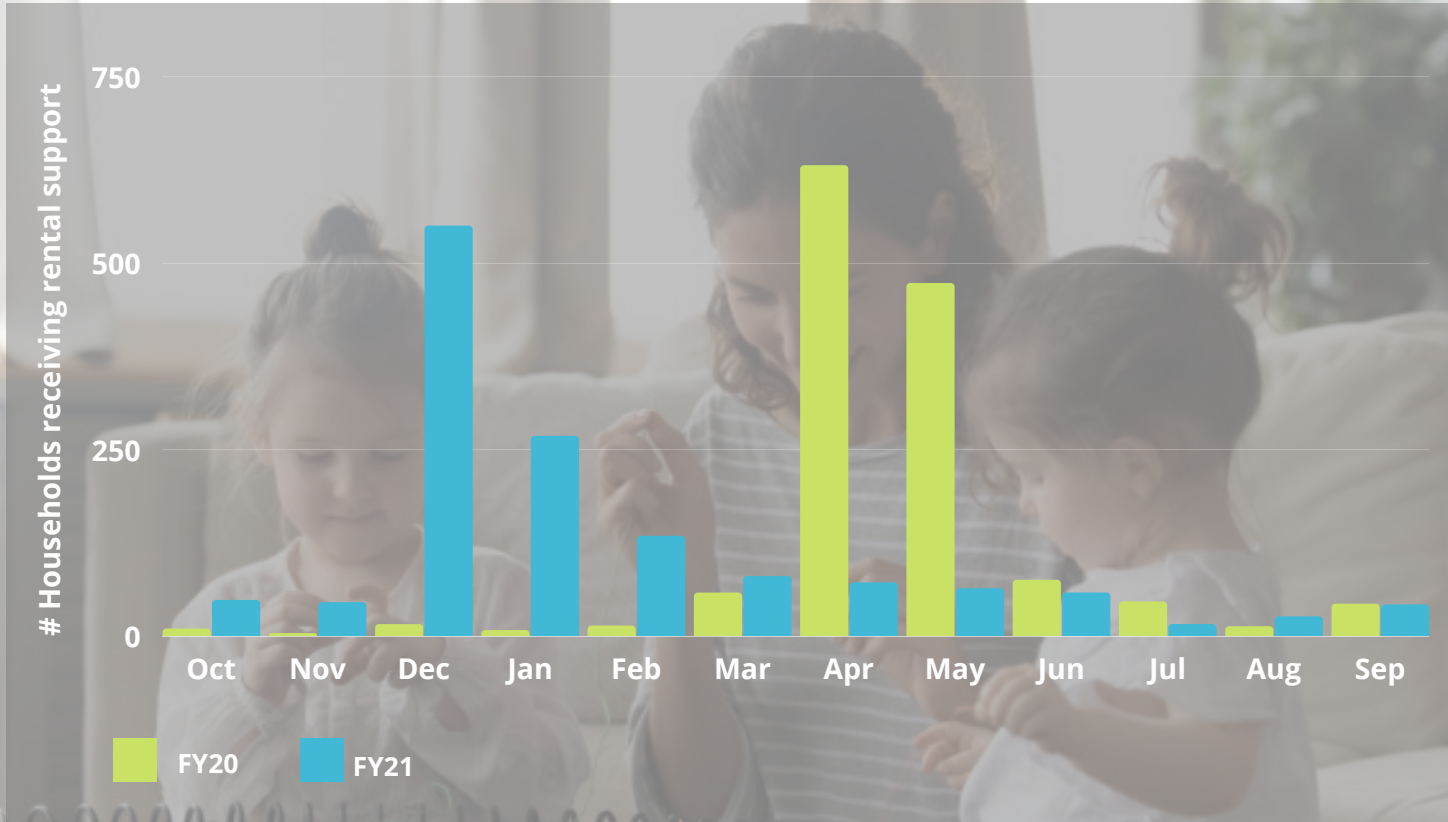
- ✔ **Support for basic needs**
Food, housing, medical, utility
and clothing assistance
- ✔ **Family Goal-Setting**
Strength-based to help families
address budgets and achieve goals

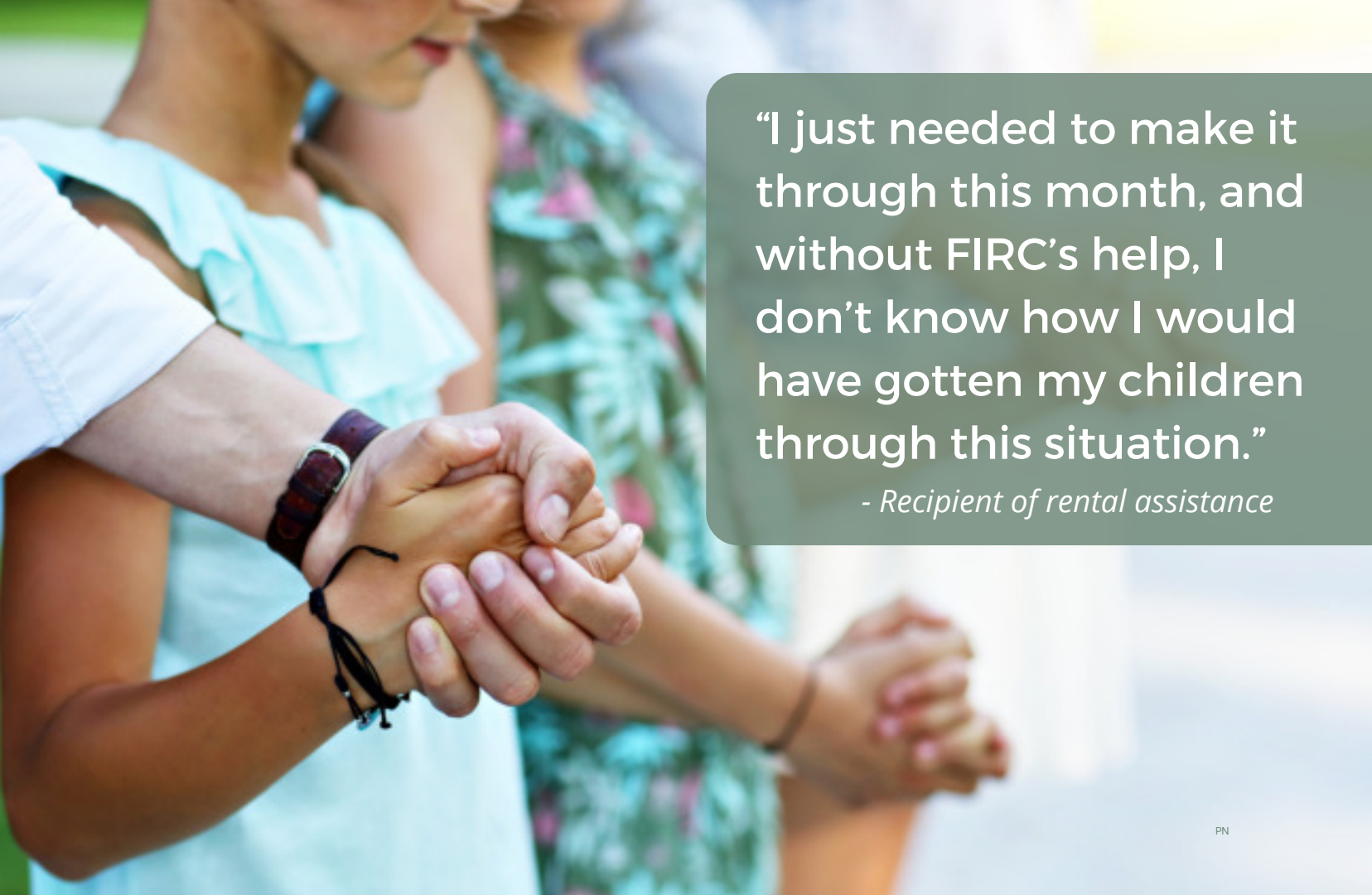
When basic needs are met, people can focus on being a parent, employee, and community member.



91% of families seeking Family Support services earn below the self-sufficiency standard. They cannot afford their basic needs and save for emergencies without assistance.

RENTAL SUPPORT YEAR IN REVIEW





“I just needed to make it through this month, and without FIRC’s help, I don’t know how I would have gotten my children through this situation.”

- Recipient of rental assistance

HEALTH & WELLNESS



Community Health

Enrollment into marketplace health insurance plans, CHP+ and Medicaid plans, SNAP, WIC



Mental Health

Mental Health Navigation to connect individuals to multiple resources and providers including Building Hope and vouchers for service



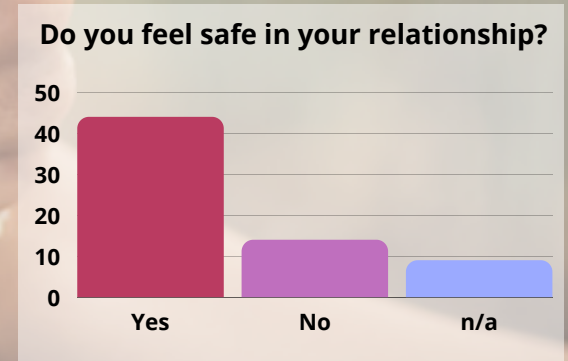
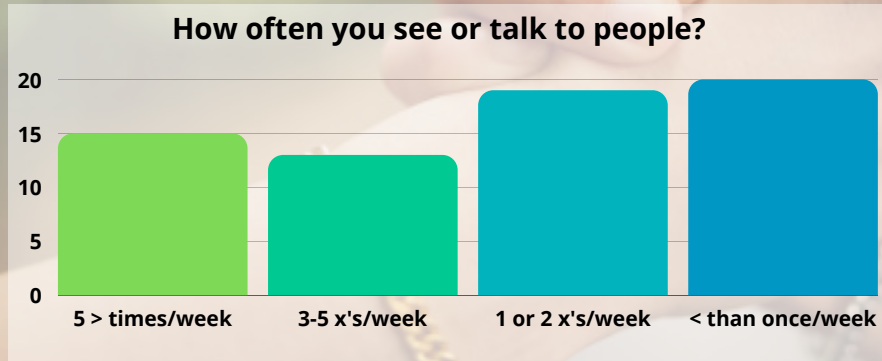
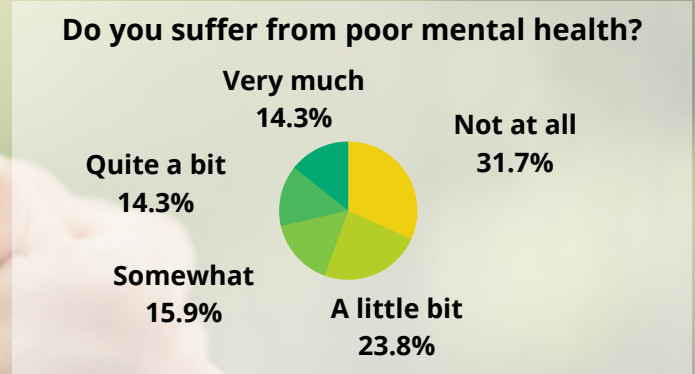
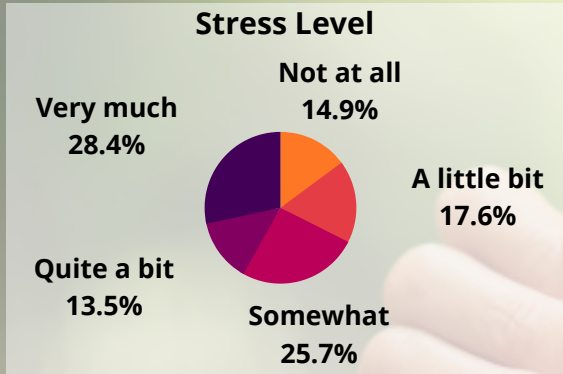
ALMA - Amigas Latinas Motivando el Alma

Peer support program for Latina and Hispanic women who are going through challenging times

428
families & individuals
gained access to
mental health care
through the support
of Mental Health
Navigators

Behavioral Health

Upon program intake, FIRC assesses participant well-being to better address needs.



Data are from Salesforce database for participants enrolled in Mental Health programs during the period of July 1, 2021 - Sept 30, 2021.

PEER SUPPORT GROUPS

✓ Twice monthly support groups increase opportunity for social connection



85% of women enrolled in Peer Support have dependent children.
2 in 5 are single parents.

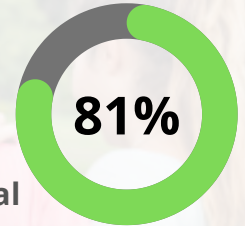
Increased Coping Skills & Access to Care



More than 9 in 10 participants report they are confident in their ability to cope with and manage stress and know how to access therapeutic supports upon program exit.


Decreased Anxiety & Depression

81% of women who report moderate to severe depression or anxiety upon intake move to mild or minimal levels by the time they exit the program.



Increased Protective Factors for Families

- Social Networks
- Healthy Relationships
- Improved Mental Health

A photograph of two young women with curly hair standing outdoors in a park-like setting. They are smiling and embracing each other. The woman on the left is wearing a white long-sleeved top with black polka dots and dark jeans. The woman on the right is wearing a white and blue striped off-the-shoulder dress. The background shows green trees and a building in the distance.

"Me ayudo ALMA a sentirme escuchada, a sentirme valorada, y a sentirme aceptada por mi misma y también saber que los demás pueden disfrutar de eso que soy yo." *Amiga de ALMA*

"ALMA helped me to feel heard, to feel valued, and to feel accepted by myself and also to know that others can enjoy who I am." - ALMA participant

PARENTING

A photograph of a man and a young boy sitting together, reading a book. The man is on the right, looking down at the book. The boy is on the left, also looking at the book. The book is green and has some text on it, including the word 'DAY'. The background is a light-colored wall.

✔ **Home Visits**
Virtual bi-weekly visits for children ages 0-5.

✔ **Start kindergarten ready to learn**
Visits address any delays and offer ways to advocate for child's education. When children start kindergarten at grade level they are likely to stay at grade level.

✔ **Parenting Support**
The Parents as Teachers curriculum offers ways for parents to support their child's social, emotional, and cognitive growth.

✔ **Connection to Resources**
When basic needs (food, healthcare, mental health, housing, employment) are met, parents can focus on creating a nurturing home environment and promoting their child's development.

84 children
and their
families enrolled
in "Parents as
Teachers"

FOOD & THRIFT

- ✓ **Community Food Markets**
Options for free, fresh, healthy, and nutritious food to help families stretch their budgets in Dillon & Breckenridge.
- ✓ **Food Equity Coalition**
Diverse Summit County residents guide improvements for our food systems to reduce stigma around accessing services, and to promote equitable access.
- ✓ **Summit Thrift & Treasure**
The Dillon Thrift Store was converted into a food market to meet ongoing community food needs. Due to staffing issues, our thrift store was not open for the majority of FY2021.

FIRC provided \$118,600 to Early Morning Orchard as seed money for the farmers to start their crops. FIRC then received fresh produce and products from the harvest.

70% of the food clients receive is fresh produce, meat, & dairy products

1 out of 7 FIRC program participants experience hunger

Food Equity



1 in 13 Summit County residents experience food insecurity and of those 2,460 residents, 1 in 3 earn over the income threshold for government food assistance programs (Feeding America).

Families using the food market weekly save an average of \$700 per month

FIRC Participants Across All Programs

All Households



14.6% of people who use FIRC programs face food insecurity

Single Parents



24.8% of single parents who use FIRC programs face food insecurity

Young Adults



46% of young adults (16-25) who use FIRC programs face food insecurity

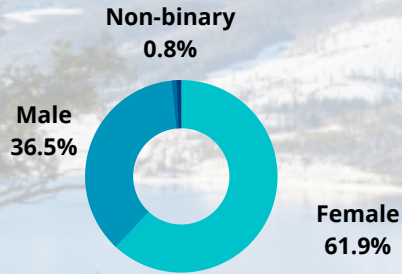
Households of Color are nearly twice as likely to report food insecurity than White households.

FIRC Community Food Markets provided approximately \$800,000 worth of food to the community

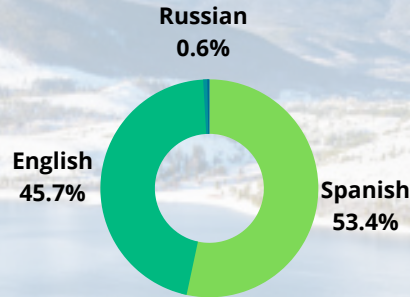
CLIENT DEMOGRAPHICS

6,000 people - or 2,244 households - utilized FIRC's services in FY21.

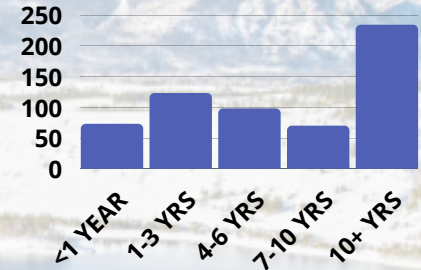
GENDER



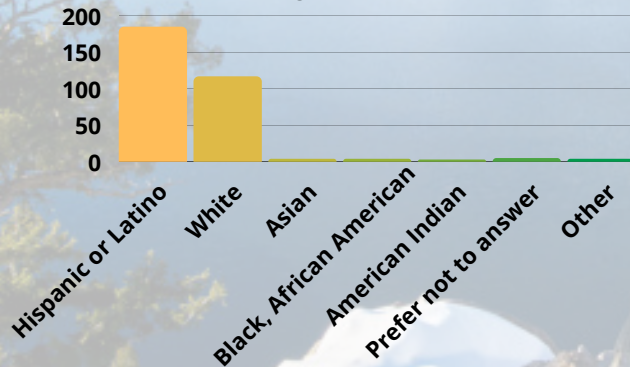
LANGUAGE



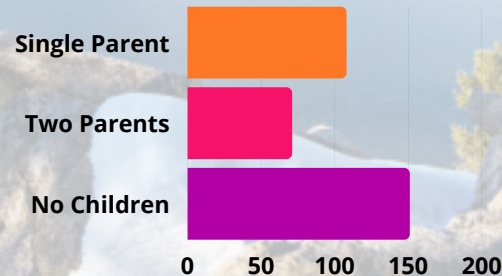
TIME IN THE COUNTY



RACE



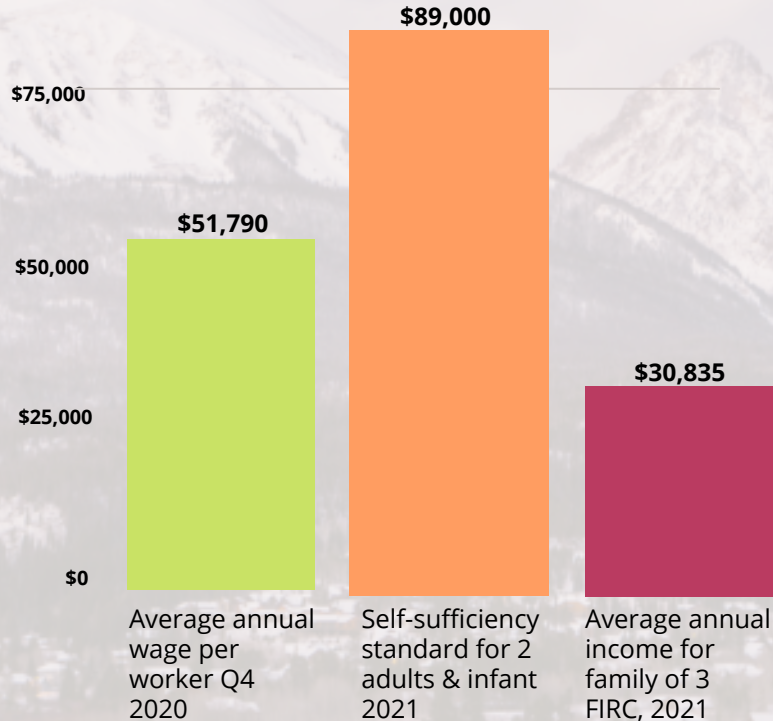
HOUSEHOLD STATUS



Demographic data prior to July 2021 was unavailable, therefore numbers do not align with total numbers served.

CLIENT DEMOGRAPHICS

Summit County annual wages



Summit County families must earn 300-400% Federal Poverty Level (FPL) to achieve self sufficiency, or afford all their basic needs and save for emergencies, without assistance.



1 in 4 households in Summit County live below the standard

FIRC is a safety-net for people facing a gap between wages and the high cost of living. Through access to food, economic support, and health care - alongside budgeting and goal setting - FIRC helps people to gain the resources and skills they need to achieve and maintain stability.

Sources: Bureau of Labor Statistics

Colorado Center on Law & Policy, 2018 Standard + 20% cost of living increase

Salesforce, FIRC

FINANCIALS

FY2021: October 1, 2020 - September 30, 2021

Organization's Income: \$6,916,949

Reported 990 income of \$7,362,025 (includes in-kind donations)

Foundations: \$1,304,840

Federal, State & Local Government: \$3,399,100

Summit Thrift & Treasure: \$218,878

Individuals and Corporations: \$1,305,911

Special Events: \$176,717

PPP Loan (Debt Forgiveness Income): \$511,503

Pass-through
contributions from
FIRC to community
partner organizations
totaled \$184,000

Organization's Expenses: \$6,450,530

Reported 990 expenses of \$7,112,077 (includes in-kind donations)

Supportive Services: \$2,904,748

Summit Thrift & Treasure: \$230,939

Parenting: \$789,827

Operations & Development: \$752,944

Health Insurance & Mental Health Navigation: \$1,087,785

Food Systems: \$684,287

**Total End of Year Net
Assets:** \$3,113,277

PROGRAM EXPENSES

Supportive Services

Family Support Case Management: \$383,454

Emergency Assistance: \$2,375,074

Operations: \$146,220

Food Pantry: \$228,329

Total: \$2,904,748

Parenting

Home/Virtual Visits: \$551,941

Operations: \$99,182

Family Activities: \$53,704

Fatherhood Programs: \$15,000

Scholarships: \$70,000

Total: \$789,827

Health & Wellness

Health Insurance Enrollment: \$225,000

Mental Health Navigation: \$679,772

Operations: \$183,013

Total: \$1,087,785

Food Systems

Family Support Case Management: \$214,646

Food: \$195,724

Scholarships: \$44,000

Operations: \$229,917

Total: \$684,287

Expense Ratio = **88%**

Total Program Service Expenses: \$5,697,586

Total Expenses: \$6,450,530



*Thank you for giving us
hope and strength.
We will continue to pass
it along to our neighbors
who need it the most.*



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