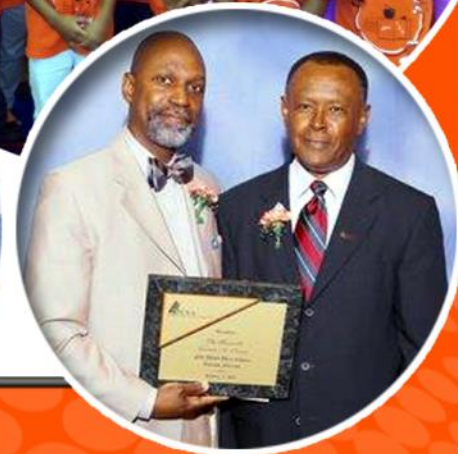




FCAA®



THE FAMILY CHRISTIAN ASSOCIATION OF AMERICA, INC.

2016

ANNUAL REPORT



THE ORGANIZATION

MISSION

The Family Christian Association of America, Inc. serves communities and seeks to help its members achieve independence through emphasis on Christian Values, Strong Families and Self-Determination.

VISION

“We will create an enduring visionary organization that will be recognized as a leader in the areas of Youth Development, Family Services and Health & Wellness.”

VALUES

FCAA is committed to:

- Respecting the dignity, value and self-worth of each individual;
- Promoting harmony and opportunity for the growth of communities and individuals;
- Self-determination; and
- Conscientious stewardship of the resources entrusted to its care.

OPERATIONAL GOALS

- To implement **financial development** strategies designed to diversify income, maintain fiscal integrity, build operational reserves, and control assets.
- To continue **program planning** strategies that strengthen youth and families.
- To utilize aggressive **resource development** strategies that will provide the necessary human and capital resources to sustain organizational growth.

“FCAA...A Place Where Lives Are Changed”



MESSAGE FROM THE BOARD CHAIR



For Thirty-Two years, with your assistance and that of our members, The Family Christian Association of America, Inc. (FCAA) has played a critical role in changing lives in this community. In today's challenging climate, our work is more important than ever. We strive to be innovative and proactive in generating and investing our resources in ways that will produce long-term results.

While FCAA remains grounded in its mission of serving communities and helping our members achieve independence, we have been responsive to the needs of the people we serve. We continue to connect our students with African American leaders through our Black Achievers of Excellence Program. We continue to strengthen youth and families through our Youth Development, Family Services and Health & Wellness programs.

As we reflect on this past year, we celebrate the work that has been accomplished and look forward to our continued commitment to changing lives. We're proud to say that in 2016, we made great progress. Last year, FCAA's programs and services directly touched the lives of more than 15,000 people in Miami-Dade County.

As you see throughout the pages of this annual report, so many great things were accomplished in 2016, but there's still a long journey ahead of us.

You are an essential part of FCAA's mission. Thank you for your support, for your belief in our work and your commitment to our shared vision. In addressing community needs, we believe in the strength and synergy that results from collaboration. We understand that no organization can do it alone. We are committed to working with others to realize our common vision.

The Board and staff extend gratitude to each of its donors, partners and volunteers for their contributions over the past year. Your support has strengthened our ability to address the most pressing needs in our community. Looking toward a successful year and beyond, individuals, families and children need our ongoing help to address their emergent needs while building a future that advances the common good.

Desmond E. Tice
Board Chairman



MESSAGE FROM THE OUTGOING PRESIDENT/CEO



From the beginning my purpose for becoming a member of the FCAA team was extremely clear to me. Twenty-five years ago, I saw a positive movement unfolding at FCAA that I wanted to be a part of. However, even with the clearest of purpose my final destination was never considered.

The years have produced many accomplishments, more than I could have ever imagined. Through our programs, thousands of our young children have been given opportunities that they would not have received otherwise. I've witnessed some develop from toddlers to college graduates, from aspiring young dancers to State Representatives, from being discouraged to highly optimistic and full of hope. Our community is now benefitting from these highly productive model citizens that were nurtured by FCAA.

A single person cannot be credited with these achievements. The staff, the volunteers, the community at large and of course our partners who provided the capital to make it all possible deserve the praise. I am truly grateful for all of your effort and support over the years.

Now that I have reached my final destination, I can say that the journey was rewarding in many ways. Being able to help someone in need is one of the greatest rewards there is. Helping an organization develop into a successful community resource is equally rewarding. But fulfilling my purpose and meeting so many wonderful and dedicated people along the way made the journey gratifying and worthwhile.

Service to the community is what FCAA was founded on and what it does best. Terry Joseph is poised to continue this journey towards the next destination. Just as the baton was passed on to me, I now pass it on to him with confidence that FCAA will continue successfully to be A Place Where Lives Are Changed.

Richard Chisholm
Outgoing President/CEO



MESSAGE FROM THE INCOMING PRESIDENT/CEO



As the incoming President, I must first say that I am honored and humbled by this great opportunity. Born and raised in Miami-Dade County, I am a product of Social and Human Service agencies such as FCAA. I don't take lightly the awesome responsibility of being the Leader of this great institution. FCAA is indeed the premier Human and Social Service agency in Miami-Dade-County.

Looking back over my 23 years of "Kingdom Building" service to this community (the past 10 years with FCAA), I am excited to be a part of an organization born in the community to serve the needs of the community. ***I am truly blessed!***

In celebrating FCAA's 32nd year of existence, I am reminded of the Organization's remarkable "**Metamorphosis or Transformation.**" The first decade (1984-1994), the "**Organizational Development Stage**" were years of "excitement, innovation and creativity." It was the foundation. The second decade (1995-2004), the "**Resources Development Stage**" were the years of strategically creating and implementing projects designed to ensure the future of the agency; i.e., *The Annual Sustaining Campaign with a \$100,000 goal, increasing grant funding, establishing and spearheading collaborations with like-minded Community & Faith-Based Organizations.* The third decade (2005-2014), the "**Capital Development and Expansion Stage**" were years highlighted by the purchase of the FCAA Youth and Family Complex located in Opa-Locka and the "mortgage burning" of the Herman K. Williams Youth and Family Complex located in Unincorporated Miami-Dade.

The current decade (2015-2024), the "**Reformation and Transformation Stage**" is yet another period of transition for FCAA. It is a stage ripe with opportunity and it is my vision as the incoming President and CEO of FCAA to:

- **Transform and Reform FCAA** in the biblical sense back to its Premier Agency status in the communities we serve by **Renewing the Spirit of God** in all of our works and programs, by improving and removing any and all defects from all of our programs, services, and agency operations;
- **Create** a diverse stream of "**unrestricted**" funding sources in an effort to create a revenue balance with government funds;
- **Enhance, Develop and Implement** a continuum of High Quality programs and services;
- **Ensure the Continued Legacy, Growth and Sustainability of FCAA by:** Continuing strict financial stewardship and oversight of Agency funds and assets; Protecting the FCAA brand; Hiring and retaining the brightest and competent staff; Providing high quality customer service; and Keeping current with industry trends and adjusting if necessary. **KEEPING GOD FIRST!**

It is my Vision as the Next President and CEO of FCAA to make FCAA a "One-Stop Shop" of High Quality Programs & Services designed to empower the residents of the communities we serve!

Terry Joseph, Jr.
President/CEO



RESOURCE DEVELOPMENT

Resource Development is a very important part of FCAA. Board, volunteers and staff work diligently to raise money and recruit competent individuals to accomplish the work of this organization. FCAA uses several special events to raise additional dollars. The annual events include the Annual Meeting, Black Achievers of Excellence Awards Program, Sustaining Membership Campaign, Golf Tournament and The Miss FCAA Pageant.

Thanks to the support of this community and the funds raised during the Black Achievers of Excellence Luncheon and the Golf Tournament, FCAA was able to provide scholarships to three (3) deserving students to help them pursue their college dreams.



Corporate Board of Directors



*Mr. Calvin Sykes, FCAA Scholarship recipient and
Mr. Michael Horne, FCAA Youth Services Director*



2016 FCAA Black Achievers



*Annual Golf Tournament Foursome -
JetStream Federal Credit Union*



FAMILY SERVICES

Head Start

FCAA's Head Start/Early Head Start program, funded by Miami-Dade County Community Action and Human Services Department, provides children ages birth to 5 with the early training needed to be successful when entering kindergarten, and helps pregnant women learn skills to raise healthy children.

In 2016, FCAA served 500 Head Start and 24 Early Head Start children, pregnant women, and their families and transitioned 200 children into Kindergarten on track for continued growth and development.



Parent Orientation



Field Trip to the local supermarket



Shared Reading



Black History Program



FAMILY SERVICES

Elementary Schools

The Elementary Schools Department supports the academic success of elementary age children by providing tutoring and recreational activities in a secure environment. After School Care programs are provided during non-school hours, holidays, teachers workdays and the summer. FCAA provides After School Care in 11 Miami-Dade County Public Schools and serves over 700 children annually.

The STARS After School Care program, funded by The Children's Trust, expands FCAA's After School Care Program by providing participants with enhanced tutoring for reading, age-appropriate arts and sports activities. These programs are designed to reinforce learning and improve academic performance, encourage health and increase social skills. In 2016, STARS participants improved their oral reading skills by 97%. The Children's Trust also awarded FCAA 180 additional slots in 2016 for its STARS program and funding to provide free summer camp to 45 students residing in Opa-Locka.



Field Trip to Zoo Miami



STARS Oral Reading Activity



Arts & Crafts



YOUTH DEVELOPMENT

The Youth Development Department promotes excellence in education, family values and community involvement. It also offers positive direction, training, support and encouragement to middle and senior high youths to develop and reach their full potential. Additionally, the Teen Leadership Clubs, funded by United Way of Miami-Dade, Miami-Dade County Office of Grants Coordination and The Florida Department of Juvenile Justice (DJJ), promotes Christian values, helps teens increase their awareness of educational/career choices and defers youth from the juvenile justice system. In 2016, 97% Middle and High School students increased their knowledge of life skills, 100% of DJJ participants remained crime free and 100% of graduating seniors are now attending college.

Participants in the Youth Development Department had a very exciting year traveling and giving back to the community. Over 100 teens attended the Annual Statewide Teen Conference and 50 Teen Leadership Club participants traveled to Orlando, FL for the overnight portion of the conference. During Spring Break, 40 teens participated in the Annual College Tour and 40 teens attended the Annual Zora Neale Hurston Festival. The Summer Youth Employment Program provided 24 students with pre-employment skills training while working at various companies during the summer.



College Tour—University of Central Florida



Summer Youth Employment Participants



Marlon Conner, US Customs Agent talking to students during the Teen Conference



Students at Zora Neale Hurston Festival in Eatonville, FL



HEALTH & WELLNESS

The Health & Wellness Department focuses on engaging youth in individual and team sports designed to promote good sportsmanship and aid in the development of long term healthy living habits. Families are also encouraged to attend various workshops and seminars which focus on lifelong healthy living strategies. The program also provides activities that help youth develop and maximize their athletic potential. Participants learn lifetime sports, experience healthy competition, and develop positive socialization skills. Many participants take the skills learned through this program with them as they go on to excel in high school.

In 2016, over 25 teams and 400 players participated in the Annual Ray Thornton Basketball Tournament and over 550 After School Care students participated in the President's Challenge. Thanks to United Way of Miami-Dade County, Farm Share, Expanded Food & Nutrition Education Program (EFNEP), Adams Catering and Short Chef of Opa-Locka, FCAA held a Community Health Fair in Opa-Locka which provided over 300 youth and families with a day of fun, healthy snacks and a food giveaway.



*2nd Annual Eddie B. Loyd Florida City/
Homestead Youth Basketball Championship*



*Sackpack donations from The Office Depot Founda-
tion's Backpack Program and The Nat Moore
Foundation*



*Annual Ray Thornton Basketball Tournament
Participants*



Community Health Fair & Food Giveaway

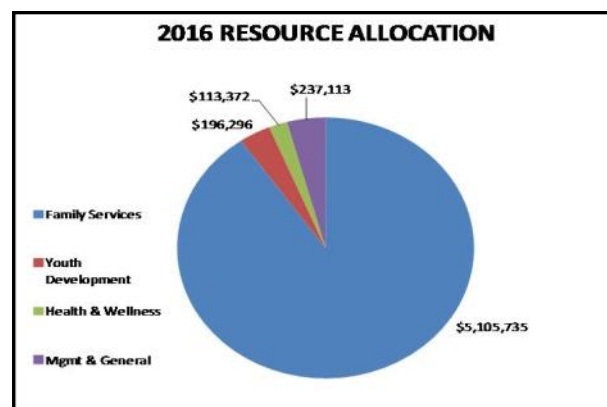
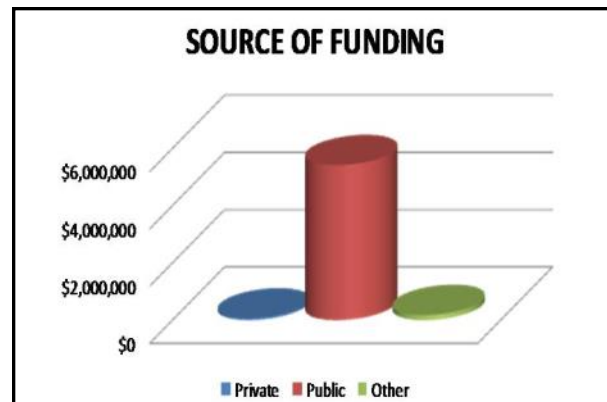
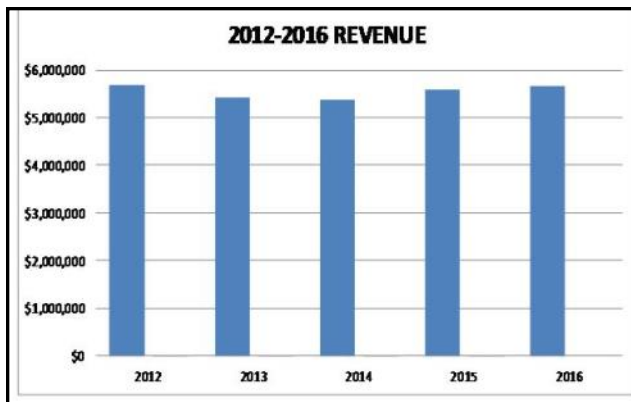


FINANCIAL DEVELOPMENT

During fiscal year 2016, the focus of the Family Christian Association of America was accountability and continuing strong performance with existing programs. We continued to serve our communities and help members achieve independence. With that at the forefront of our objectives, FCAA's financial performance for 2016 had consistently shown positive signs for the future; and subsequently, our financial position at yearend was impressive and appeared poised to support its programs for years to come.

FCAA continues to deliver strong fiscal outcomes, building on the quality consistent with that of the past year; and with the strong and continued commitment of staff, the Agency's footprint and service continues to demonstrate its intrinsic strengths.

FCAA expects 2017 to produce even stronger financial results, leveraging every dollar, ensuring that we are accessible to all, and managing our organization in a fiscally-responsible manner.





CORPORATE BOARD OF DIRECTORS

Desmond E. Tice ~ Chairman
Phyllis V. Myers ~ 1st Vice Chairman
Clinton J. Pitts, Esq. ~ 2nd Vice Chairman
Dr. Barbara J. Edwards ~ Secretary
T. C. Adderly, Jr. ~ Assistant Secretary
Essie C. Duffie ~ Treasurer
L. Tim Harris ~ Assistant Treasurer
Jane W. McQueen ~ Chaplain

Bertha M. Alexander
LarMarc G. Anderson
Dr. Paula Anderson-Worts
Maureen S. Bethel
Charlene K. Butler
Clerveau Duveillaume
Evelyn Frazier
Uwezo Frazier
Lakitsia Gaines
Heribert Jean-Louis

Thomas Jefferson
Rev. Joe C. Johnson
Dr. Katie M. Jones
Rebecca Jones
Gladys Keith
Michael McBride
Dr. Anita L. Petteway-Tyler
DeWayne K. Terry, Esq.
Dr. Stephanie Small-Diaz

ADVISORY COUNCIL

Dr. Wilbert "Tee" Holloway
Dr. Dazelle D. Simpson
The Honorable Cynthia A. Stafford, Esq.
Herman K. Williams, FCAA Founder & President Emeritus

EXECUTIVE STAFF

Terry Joseph, Jr., President/CEO
Rosalyn C. Alls, Vice President/CDO
Kimberly Bankhead, CFO
Michael Horne, CPO
Loretta D. Bailey-Berryhill, Family Services Director
Al Hannah, Facilities Director
Genevieve Carvil-Harris, Youth Development Director
Eddie Loyd, Health & Wellness Director
Ruby Sheftall, Head Start/Early Head Start Director



2016 IN REVIEW





THANK YOU TO FUNDERS



Child Care Food Program



Office of Grants Coordination



Community Action Agency
Head Start Program



Child Development Services



Miami-Dade County Public Schools



THANK YOU TO OUR SUPPORTERS

Thank you to all of our supporters, including our members, sponsors, volunteers, staff and general public for your continued support of our programs and services.



The Family Christian Association of America, Inc.

14701 NW 7th Avenue
Miami, FL 33168-3103

Tel: 305.685.4881

Fax: 305.685.4886

www.fcaafamily.org