



FCAA®

The Family Christian Association
of America, Inc.



THE ORGANIZATION

MISSION

The Family Christian Association of America serves communities and helps 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/Sports.”

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 strengthens 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



I am so blessed to witness FCAA celebrate its 35th Anniversary in 2019. What's even more remarkable is that many of our board members and I have witnessed all 35 years.

Over the years I have seen FCAA grow into the great organization it is today. I've seen so many participants who have been blessed by this wonderful organization. What a great feeling it is to see FCAA's list of alumni which consists of Former House and State Representatives, Attorneys, Business Owners, Former and Current Professional Sports Players, Doctors of Pharmacy and more.

We are pleased to say that throughout its 35 years, FCAA has been addressing the issues that most challenge our communities, constantly adapting the way we deliver our mission of serving communities and helping our members achieve independence.

FCAA's programs continue to strengthen our commitment to Family Services, Youth Development and Health & Wellness/Sports in ways that connect us to more families. Well chosen corporate partnerships have opened new avenues for the delivery of programs and help to further FCAA's message to new audiences. We have always believed that our work makes a difference in the lives of those we serve and we are able to focus more intensely on those outcomes.

We understand that the people we serve need FCAA more than ever, and our dedicated staff, volunteers and donors are doing all they can to make each program a success. In 2019, we served more than 5,000 individuals through numerous programs that respond to the needs of the community, including after school care, teen programs, youth sports, Head Start, mentoring and more. FCAA's strength is the people that we help become independent.

Grounded in the present needs of the community, FCAA has also looked ahead to the future, completing a strategic plan that gives us new goals and objectives through 2022. These goals and objectives are reviewed annually by the Corporate Board of Directors and Management Staff.

As you read through our Annual Report, you will get a snapshot of the accomplishments we have achieved in 2019. You will also catch a glimpse of the children and teens we're nurturing in our many programs.

We are very appreciative of your continued generosity and support, which enables FCAA to change the lives of all we serve. Each year, your annual giving and "Give Miami Day" contributions continue to grow and we are so grateful. Our accomplishments would not be possible without the many volunteers, donors, staff and members who make FCAA what it is. Thank you for giving of yourselves and caring for FCAA.

It is a great pleasure serving you and our community.

Phyllis V. Myers

MESSAGE FROM THE PRESIDENT/ CEO



As we embark upon a new decade, we must continue to embrace and instill in those we serve the concepts of **Hope, Trust and Confidence**.

To many, FCAA is a beacon of **Hope** that shines brightly in a world full with darkness and despair.

To many, FCAA is a **Trusted** provider of high quality programs and services to over 1,500 children and families daily. FCAA is a **Trusted**, fair, and competent employer to over 150 employees. FCAA is a **Trusted** community partner, and respected vendor to funding sources. FCAA is a **Trusted** stakeholder. FCAA is a **Trusted** friend and many are **Confident** in FCAA as a premiere social and human service agency.

In today's world, community gentrification, hostile politics, the rapid increase of non-traditional competitors, and depleting funding sources are just some of the many issues negatively affecting the non-profit industry, FCAA included. However, FCAA must continue to strategically plan for the future, maintain its integrity, strengthen its mission and "hold on to God's unchanging hand."

Management must continue to develop and cultivate positive and productive relationships with staff, funders, stakeholders, and partners. Moreover, the Board and management must continue "visionary" strategic programmatic planning and mandate accountable stewardship of the agency's human and financial resources in an effort to ensure the Agency's longevity and future success.

The Family Services Department, which consists of the Head Start/Early Head Start and After School Care Programs, continues to show positive signs of sustained future growth. More specifically, our federally funded Head Start/Early Head Start program, administered by the Community Action and Human Services Department, serves 460 Head Start children ages 3-5. In August 2019, the Early Head Start program increased its capacity from 24 babies ages 0-2 to 56. The 4 year old children in our Head Start program are also supported by the Voluntary Pre-Kindergarten (VPK) program.

The Children's Trust funded STARS "Out-Of-School Time" Program serves over 550 children ages 5-12 in 8 school sites daily and is designed to provide structured "out-of-school time" activities focused on supplementing what students learn during the regular school day. To this end, students continue to show increases in academics and individual physical fitness levels.

The United Way and the Miami-Dade County Office of Management and Budget refunded our Youth Development and Health and Wellness/Sports Departments. This funding will allow us to continue to serve over 300 teens ages 13-18 in our Youth Development Department and over 600 children and teens in our Health & Wellness/Sports Department annually.

In conclusion, as we prepare to embark upon a new decade of "**kingdom building work**," let us remain focused on this awesome responsibility entrusted to us as the Premiere Non-Profit in these United States!

FCAA must:

- Remain Steadfast, Immovable with Unshakable Faith!
- Continue to Love God, Love People and Do Great Works!
- Continue to be a leader and visionary Social and Human Services Organization!
- Hold To God's Unchanging Hand!

"High performance is the ability to deliver over a prolonged period of time-meaningful, measurable and financially sustainable results for the people or causes your organization is in existence to serve."
(Quote taken from the Leap Ambassador Community)

Terry Joseph, Jr.

RESOURCE DEVELOPMENT

Annual Meeting and Sustaining Campaign Kickoff

FCAA began the year with its 35th Annual Meeting and Sustaining Campaign Kickoff. The theme was “Wakanda on the Move at FCAA” and over 100 guests, dressed in African attire, were in attendance. The Honorable Judge Orlando A. Prescott, Eleventh Circuit Court - Juvenile Division, installed the 2019 Corporate Board of Directors and Dr. Steve Gallon III, Miami-Dade County School Board - District I, was the keynote speaker.

The event provided an excellent opportunity for FCAA to recognize contributions of its supporters and publicly acknowledge the remarkable volunteers who give their time, talent and energy to making a difference in our community. 2018 Board Member of the Year Awards were presented to the families of the late Rev. Joe C. Johnson and Attorney Clinton J. Pitts.



Annual Black Achievers of Excellence Awards Program

The Black Achievers of Excellence Program, led by Honorary Chairman The Honorable Cynthia A. Stafford, Former State Representative - District 109, recognized the leadership of 20 men and women who achieved excellence in business, industry, government and the community. This annual event not only recognizes minority role models and achievers, it also encourages private and public involvement with FCAA while generating financial resources for FCAA Youth Development programs.

Over 40 Teen Leadership Club members attended and witnessed firsthand what professional excellence is all about, and how they too can succeed. A Meet N’ Greet session was held prior to the luncheon, which gave the teens an opportunity to learn more about the honorees and to discuss their future plans.



RESOURCE DEVELOPMENT

35th Anniversary Gala

FCAA ended the year with its 35th Anniversary Gala. The theme of this yearlong culminating event was “FCAA: 35 Years of Serving the South Florida Community...The Lives We’ve Changed.”

Over 80 old and new friends of FCAA enjoyed an evening full of fellowship and fun. Testimonies from past and present participants reminded everyone of the lives FCAA has changed over the past 35 years. An FCAA Alumni Spotlight video, along with pictures from past decades, were shown during dinner.

Commissioner Barbara J. Jordan was presented with FCAA’s “Spirit of Excellence” Award for her continued support of FCAA and the community.



Annual Golf Tournament

The Annual Golf Tournament was a huge success, with golfers enjoying a day of golf at the beautiful Grand Palms Hotel Spa and Golf Resort. This fundraising event benefits FCAA’s Youth Development and Health & Wellness/Sports programs.

Major event sponsors were: Brown & Brown Insurance, Commissioner Barbara J. Jordan, Island of the Bahamas, JetStream Federal Credit Union, Rubenstein Law, as well as many other sponsors for Tee Signs, Souvenirs and prizes.



PROGRAM PLANNING

Family Services

FCAA's Head Start/Early Head Start program, funded by Miami-Dade County Community Action and Human Services Department (CAHSD), provides a range of services in the areas of education and early development; medical, dental, and mental health; nutrition and parent involvement.

In 2019, FCAA received an Early Head Start Expansion grant from CAHSD, which allowed FCAA to convert 40 of its Head Start slots into 32 Early Head Start Expansion slots. The grant provided FCAA with the resources needed to make renovations to the Dr. Dazelle D. Simpson Portable and New Hope Education Center, to accommodate the additional infants and toddlers. FCAA now serves 460 Head Start, 24 Early Head Start and 32 Early Head Start Expansion children, pregnant women, and their families.



PROGRAM PLANNING

Family Services (cont.)

The Elementary Schools After School Care Program provides a secure environment to children during non-school hours while their parents work or attend school. Recreation activities and academic tutoring stimulate the positive growth and development of school-age children.

FCAA-provided After School Program is held in 8 Miami-Dade County Public Schools and serves over 550 children in After Care. Over 100 children participated in an 8 week summer camp. Participants enjoyed field trips to Zoo Miami & Miami Children's Museum, participated in music, life skills training, science and physical fitness activities.

FCAA's STARS After Care program, funded by The Children's Trust, enhances FCAA's After School Care program by providing the resources needed to hire certified teachers/consultants, who tutor participants with enhanced reading, along with age-appropriate arts and sports activities. These activities are designed to reinforce basic learning and improve academic performance, encourage healthy living, and increase social skills.



PROGRAM PLANNING

Health & Wellness/Sports

The Health & Wellness/Sports Program provides activities that help youth develop and maximize their athletic potential. Participants learn lifetime sports, experience healthy competition, and develop positive socialization skills. The program also promotes good sportsmanship and competitiveness, and promote physical fitness and aid in the development of long term healthy living habits. Many participants take with them the skills learned through this program as they go on to excel in High School.

In 2019, over 17 teams and 250 players participated in the Annual Ray Thornton Basketball League. The annual Jamboree was held at Dr. Michael Krop High School, with 10 teams participating and 200 spectators. The Health & Wellness/Sports and the Head Start/Early Head Start Programs hosted its annual field day, with over 300 children and 75 parents participating. Healthy cooking and salad demonstrations were done by Short Chef Catering and Adams Catering respectively. During the summer, over 100 youths participated in a Basketball Drills camp, which included two-ball dribbling, wall pass and form shooting activities.

FCAA Health & Wellness/Sports activities include: The Annual Ray Thornton Basketball League, The FCAA “Healthy Kids Miami” daily Physical Fitness program, bowling, camping, sports camps and sports outings.



PROGRAM PLANNING

Youth Development

The Youth Development Program continues to provide positive direction, training and encouragement for youth to develop and enhance their life skills. Middle and high school students who participate in the programs strive for excellence in academic and vocational preparation, and in positive social development.

Participants in the Youth Development Program had a very exciting year traveling and giving back to the community. Over 100 Teens attended the Annual Teen Conference in Miami, FL. The theme was “Out of the Box” and participants enjoyed a general session, gender-specific panel discussions, and a delicious lunch. During Spring Break, 49 students visited various Florida Colleges and Universities during the Annual College Tour. FCAA also received a \$31,000 award from Miami-Dade County School Board, to employ 33 students during the summer. Students received pre-employment skills training while working at various companies.

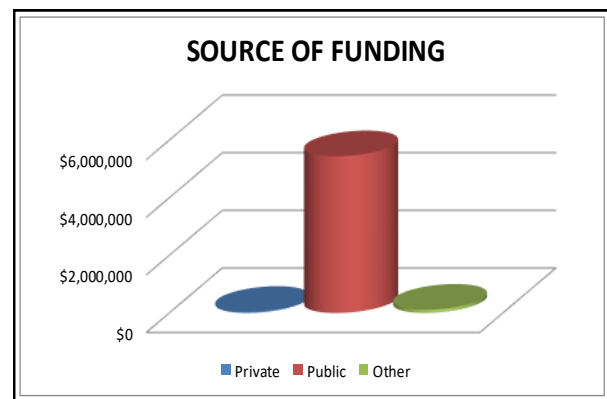
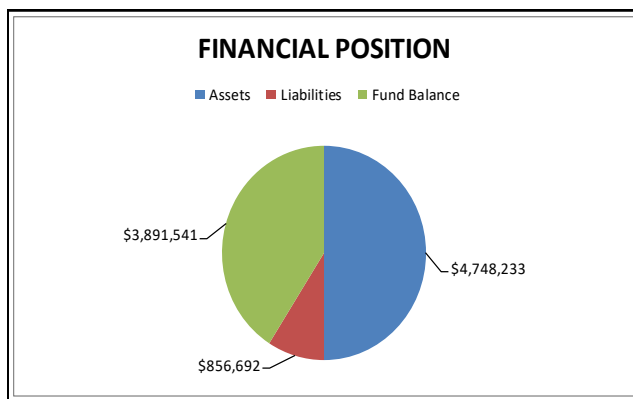
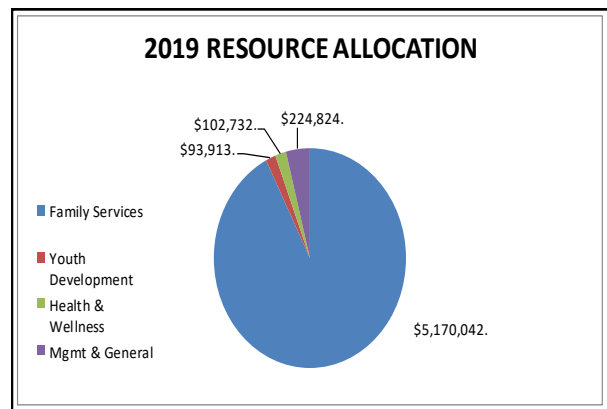
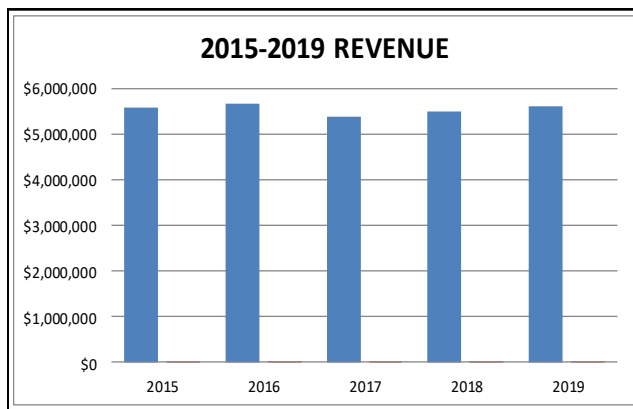
Teen Leadership Club members also participated in several community service projects, which included Thanksgiving Drive, Halloween “Safe Treats”, and SHOP WITH A BOSS Christmas project.



FINANCIAL DEVELOPMENT

Program resources are experiencing a period of adjustment that is requiring a heightened level of stewardship, planning and coordination from every funding source. We have aligned our financial strategies and internal controls with the current needs and requirements in order to ensure continue success.

However, in 2019, we obtained new funding sources that will increase our revenues in future years. Our focus remains on preserving relationships with our various program funders, building a strong community, and committing to operating with the highest integrity.



2019 IN REVIEW



CORPORATE BOARD OF DIRECTORS

Phyllis V. Myers ~ Chairman
Dr. Katie M. Jones ~ 1st Vice Chairman
Jane W. McQueen ~ 2nd Vice Chairman
L. Tim Harris ~ Secretary
T. C. Adderly, Jr. ~ Treasurer
Dr. Stephanie Small-Diaz ~ Assistant Treasurer
LarMarc G. Anderson ~ Chaplain

Bertha M. Alexander
Dr. Paula Anderson-Worts
Maureen S. Bethel
Rakerra Bridges
Charlene K. Butler
Gregory Davis
Essie C. Duffie
Lakitsia Gaines
Dr. Barbara J. Edwards
LeVeloni Flowers
Evelyn Frazier
Talayah Hall
Tishawa Howard
Heribert Jean-Louis

Thomas Jefferson
Rev. Joe C. Johnson*
Rebecca Jones
Ludvy Joseph
Djoudly Joseph
Gladys Keith
Andre Lewis
Michael McBride
Dr. Anita Petteway-Tyler
Clinton J. Pitts, Esq.*
DeWayne K. Terry, Esq.
Desmond E. Tice
Kathy Witherspoon

*Deceased

ADVISORY

Richard Chisholm
Dr. Wilbert "Tee" Holloway
Dr. Dazelle D. Simpson
The Honorable Cynthia A. Stafford
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
Genevieve Carvil-Harris, Youth Development Director
Eddie Loyd, Health & Wellness/Sports Director
Catherine Hall-Brown, Head Start/Early Head Start Director

THANK YOU TO FUNDERS



United Way of Miami-Dade



Child Care Food Program



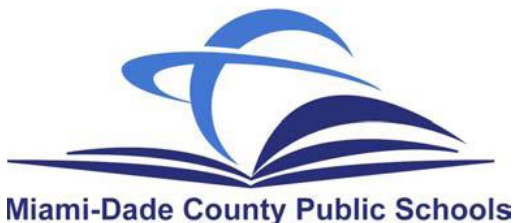
Office of Management & Budget
Grants Coordination



Community Action and Human Services
Head Start Program



Child Development Services



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.



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14701 NW 7th Avenue
Miami, FL 33168-3103
Tel: 305.685.4881
Fax: 305.685.4886
www.fcaafamily.org



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