



Empowered fathers . . . nurtured children

Building a noble legacy of fatherhood

A LETTER FROM WALLACE MCLAUGHLIN AND KIP TEW



Wallace O. McLaughlin, Ph.D.
President / CEO



Kipper V. Tew, Esq.
Board Chair

With 2008, Fathers and Families Center experienced more growth and expansion. With the help of significant grants from the Estridge Family Trust Foundation and the Indiana Department of Child Services, the agency was able to make headway into participant housing and child welfare involvement. Drug-Free Marion County's grant to the Center helped to forge a partnership with Fairbanks Hospital to provide drug education and treatment. As the agency's leaders, we are proud to witness the trust that many funders are placing in this organization.

The Center's Board developed an ambitious, yet needed, azimuth for not only sustaining the agency, but to continue our growth and development over the next three years. The 2009-2011 Strategic Plan and its supporting 2009 Action Plan lays outlines the direction needed for the Center to serve the City's most fragile population through programming that will provide self-sufficiency for young parents and improved well-being for their children. Through an austere SWOT Analysis gathering input from our various stakeholder segments including our participants themselves, our Strategic Planning Committee has done an outstanding job with this "living" document.

The most exciting development in 2008 has been the news - received late in the year - that the City of Indianapolis will fund the establishment and initial operation of a second Center location on the far-eastside of town. The City's Crime Prevention grant will help abate the capacity limitations of our Illinois Street location and will help parents who up-to-now have had to find reliable and inexpensive transportation from the far-eastside for services at the central location. (Roughly 1/3 of the Center's 2008 participants live on the far-eastside.)

We look forward to another year of growth as we launch new programming in 2009, while continuing to improve our well-established Fatherhood Development Workshop and GED Preparation programming for young fathers, and "It Takes Two!" healthy marriage education programming for couples.

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2008 Heart of a Father Award Winners and Nominating Agencies

(In order from left to right)
John Baldwin – Family Services of Central Indiana
Clifford Robinson – Noble of Indiana
Kevin Griffen – Fathers and Families Center
Roy Higgins – The Villages of Indianapolis



Faces of Fatherhood Luncheon

Fathers and Families Center's Faces of Fatherhood Luncheon was first held in 2005 to create awareness of the importance of fatherhood. Local not-for-profit and United Way agencies are asked to nominate outstanding fathers who demonstrate the four dimensions of fatherhood: Awareness, Nurture, Involvement and Consistency. Since that first luncheon, the Center has presented several local fathers with the Heart of a Father Award. The annual event is held the Friday before Fathers Day to focus public attention on what makes a great father.

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2008 ACHIEVEMENTS

CHAMPIONS OF COMPASSION

The U.S. Department of Labor's Center for Faith-Based and Community Initiatives (CFBCI) awarded the Center its prestigious "Champions of Compassion" Award for accomplishments over a 30-month period that ended in December 2008. This was only the sixth such award presented by the Department's CFBCI in its six-year history.

WELCOME NEW BOARD MEMBERS

Two community volunteers will join the Center's Board of Directors for 2009. Christopher Walker is the Operational Excellence Manager for Cummins, Inc. With more than 12 years of service to Cummins, Inc., Mr. Walker has held seven positions in two Indiana locations. Mr. Walker serves as Co-chair of the Center's Strategic Planning Committee. He received his Bachelor of Science degree in Electrical Engineering, with an Applied Math Minor from Kettering University (formally GMI) in Flint, Michigan. Marshall Shackelford has been a guest speaker for Fathers and Families Center for 13 years. He holds the position of Warehouse Manager for Mays Chemical Company. During his 20 years of employment, he has been responsible for managing operations of all Mays Chemical Facilities. Mr. Shackelford holds an Associate Degree in Computer Programming from Locklear College in Indianapolis. He also holds Hazardous Waste Management and SARA Title III Certificates.

CELEBRATING 5 YEARS AS A UNITED WAY AGENCY

Fathers and Families Center is celebrating five years as a United Way Agency. Presenting an award to the Center during the agency's annual meeting held in November was Christy Gillespie, United Way Director of Agency Services. The United Way has been a great help to the Center and its mission to build a noble legacy of fatherhood. Through this partnership, the Center raised additional awareness and funding allowing the Center to provide services to a greater number of young Indianapolis parents.

CONTINUED SUCCESS FOR "IT TAKES TWO!" PROGRAM

The "It Takes Two!" program continues to help young couples discover effective ways of communication and conflict resolution. The program, designed to assist young, unwed parents through relationship obstacles, has worked with more than 150 couples since its inception in 2007. The "It Takes Two!" curriculum includes the 3 C's; Communication, Compromise and Commitment; parenting, relationship and other life skills and games designed to augment the curriculum. To be eligible for this program, couples must be unwed and be expecting a child or have a child that is 3 months or younger. Classes will be available in Spanish in 2009.



Scott Shortenhaus (right) presents Wallace McLaughlin (left) with the Champion of Compassion Award.



New board members Christopher Walker (left) and Marshall Shackelford (right)



Christy Gillespie, United Way of Central Indiana (right) presents Wallace McLaughlin (middle) and Robert Ripperger (left) with an award for five years as a United Way Agency



"It Takes Two!" couple takes the Prepare Enrich Survey to assess their relationship strengths and growth areas.



Staff member Jukobie Russell reinforces parenting skills with program participant.



LaNita Nixon brushes up employment skills with a small group of participants.

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NEW VENTURES - 2008

FATHERS' DRUG EDUCATION AND TREATMENT PROGRAM

A 1-year grant from Drug-Free Marion County strengthened a partnership among Fairbanks Hospital, Imani Community Church, Wishard, and Fathers and Families Center. The initiative, called "Helping Fathers Recover through Faith," served more than 200 fathers with histories of alcohol, drug, and tobacco use/abuse.

HOUSING HELP

With help from the Estridge Family Trust Foundation, a fund of Legacy Fund Community Foundation, the agency has provided rent assistance to 22 fathers during 2008, including emergency, transitional, and more permanent living quarters. Fathers become eligible for this help when they are working and demonstrate the means to sustain their residences.

NON-RESIDENT FATHERS INVOLVED WITH CHILD WELFARE

The Indiana Department of Child Services (DCS) collaborated with Fathers and Families to launch a 20-week curriculum for fathers whose children have been removed from their mothers. Indiana is one of four states to be awarded this grant by the American Humane Association. By contracting with the Center, the State will train more than 120 fathers served by the Marion County DCS over the course of the next three years. In this first year, Indiana and Fathers and Families Center led the way with the first cohort group up and running.

FATHERHOOD 101

Through a partnering contract with the Circle City Fatherhood Coalition, the Center conducted Fatherhood 101 classes at Christamore House every other month. The facilitators explore participants' relationships with their own fathers, parenting concepts and practical tips, family planning, and other topics of interest. Fatherhood 101 classes will continue in 2009 and beyond.

ACCESS TO RECOVERY

Fathers and Families Center became an Access to Recovery (ATR) service provider. Access to Recovery is a program designed to assist those battling chemical dependency to recover from their addiction. Center services include transportation assistance, parenting education, employment services, drug and alcohol screening, education assistance, and other support.

A MILESTONE - the 500th GED AWARDED!

Fathers and Families Center is proud to announce that we have reached a significant milestone in our efforts to assist young parents. In 2008, the Center assisted its 500th participant in obtaining the GED. The Center continues to stress the importance of education while assisting young parents in their efforts to become better providers for their children. By eliminating the educational barriers to success, many more parents will be able to find meaningful employment and provide a more stable environment for their children.



GED graduates pose at recognition ceremony



2008 Faces of Fatherhood Luncheon



Mays Chemical Employees honored at Employer Appreciation Ceremony

"It Takes Two!"
now offering classes
in Spanish



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STATEMENT OF ACTIVITIES

Year Ended December 31, 2008

| | Unrestricted | 2008 Temporarily Restricted | Total |
|---|--------------------|--------------------------------|--------------------|
| SUPPORT AND REVENUE | | | |
| Direct Public Support | | | |
| Lilly Endowment grant | | \$275,000 | \$275,000 |
| Estridge Family Trust Foundation | | 195,000 | 195,000 |
| United Way grants | \$181,313 | | \$181,313 |
| IPIC | 362,522 | | 362,552 |
| Other foundation grants | 9,507 | 82,000 | 91,507 |
| Governmental grants | 810,157 | 21,760 | 831,917 |
| Contributions and Donations | 63,737 | 250 | 63,987 |
| In-kind contributions | 106,792 | | 106,792 |
| Total direct public support | 1,534,028 | 574,010 | 2,108,038 |
| Rent income | 22,362 | | 22,362 |
| Intrest income | 22,640 | | 22,640 |
| Other income (loss) | (557) | | (557) |
| Loss on disposal of property and equipment | | | |
| | 1,578,473 | 574,010 | 2,152,483 |
| Net assets released from restriction | 475,070 | (475,070) | |
| Total Supprt and Revenue | 2,053,543 | 98,940 | 2,152,483 |
| EXPENSES | | | |
| Program services | 1,521,894 | | 1,521,894 |
| Management and general | 156,382 | | 156,382 |
| Fundraising | 49,022 | | 49,022 |
| Total expenses | 1,727,298 | | 1,727,298 |
| INCREASE (DECREASE) NET ASSETS | 326,245 | 98,940 | 425,185 |
| NET ASSETS | | | |
| Beginning of year | 1,159,049 | 355,605 | 1,514,654 |
| End of year | \$1,485,294 | \$454,545 | \$1,939,839 |

STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2007 and 2008

| | 2008 | 2007 |
|---|------------------|------------------|
| ASSESTS | | |
| Current Assest | \$1,273,150 | \$1,023,324 |
| PROPERTY AND EQUIPMENT | | |
| Net Property and Equipment | 947,439 | 978,711 |
| TOTAL ASSETS | 2,285,589 | 2,002,035 |
| LIABILITIES | | |
| Current Liabilities | 137,387 | 195,761 |
| Long-term Debt | 208,363 | 291,620 |
| TOTAL LIABILITIES | 345,750 | 487,381 |
| TOTAL NET ASSETS | 1,939,839 | 1,514,654 |
| TOTAL LIABILITIES AND NET ASSETS | 2,285,589 | 2,002,035 |

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MISSION

To build a noble legacy of fatherhood-improving the life chances of children by assisting young fathers in achieving self-sufficiency and in strengthening parental involvement.

PROGRAM SERVICES:

- Employment Preparation
- Job Placement and Retention Assistance
- Parenting Education
- GED Preparation
- Vocational School and College Guidance
- Relationship Building
- Healthy Marriage Education
- Supportive Services and Referrals

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