

OUR VISION

Every family thriving in a safe, stable home.

OUR MISSION

Families Moving Forward helps families in the crisis of homelessness find their way home. We provide temporary housing, case management, skills education, and connection to community resources to help parents and children thrive in stable homes.

OUR COLLABORATION

FMF works in collaboration with partner agencies toward shared goals in our community. In 2013, we helped form the Durham Collaborative to End Family Homelessness with Durham's Partnership for Children, Housing for New Hope and Urban Ministries of Durham to streamline our approach, stretch our community assets further, and improve the experience of families in the crisis of homelessness.

CONTACT US

Families Moving Forward
300 N. Queen Street
Durham, NC 27701

919-683-5878

www.fmfnc.org



FMF is a 501(c)(3) nonprofit organization
990 available upon request

2020 FAMILY SPOTLIGHT

Holly loves sharing her story. She is often amazed at where her life has led her but also grateful for opportunities to share with the younger generation how she overcame adversity and homelessness. Growing up in Durham, Holly loved school. Even though she was pregnant with her first child when she walked across the stage for her high school graduation, she had big plans for college and a career. The enormity of caring for an infant while in school caused her to delay her plans and she had a second child. Holly decided to give her children's father parental custody and started suffering from depression when she became involved with an abusive partner and to cope, became dependant on drugs and alcohol. After completing a 30-day rehabilitation program, she enrolled in an outpatient program where she worked with a sponsor to continue her work towards sobriety and other personal goals for over a year. Her previous boyfriend joined a treatment program and they got back together. They learned Holly was expecting her third child and Holly gave birth to a daughter. Unfortunately, she continued to endure abuse from her boyfriend and soon relapsed.

Fleeing domestic violence, Holly returned to Durham and in September 2019, she entered Families Moving Forward's emergency shelter with her daughter. She shared, "All my life I just needed a little bit of help. FMF gave me that cushion that I needed. I didn't have to stress about bills and all I had to do was follow the rules. I was fine with that!" With the encouragement of her Family Services Coordinator, Sarina Melvin, Holly worked on achieving employment and housing-related goals. She consistently attended all of the evening workshops and programs offered at the shelter while maintaining her sobriety. "I just did everything they offered because, why not? All of these things were there to help me, so I took advantage of all of it." She says her time at FMF was a blessing because it allowed her the opportunity to focus on herself, begin to heal from past trauma, and reestablish a positive co-parenting relationship with her sons' father. Holly now has full custody of her daughter and shared custody of her sons.



Since moving into permanent housing, Holly is using her voice to make her life better and to inspire others walking a similar path. She serves as a co-leader with Champions4Change and became certified as a Peer Support Specialist and Community Health worker. She is also actively involved in Durham's Comprehensive Transit Planning committee and Durham's Participatory Budgeting Committee. "I used to be afraid of responsibility because I was afraid of making the wrong decision, but now I know myself because I have focused on my self-care and know I'm capable. I have a plan and feel very confident about where I'm going right now."

2020 ANNUAL REPORT



FINDING THE WAY HOME

THE PANDEMIC YEAR

Dear Friends,

Unprecedented. Historic. Transformative. However you choose to describe 2020, the adjective pales in comparison to the reality. This past year was a blur of contingency planning, pandemic protocols, and anxiety. We are happy to report that the guests and staff at Families Moving Forward largely managed to stay healthy over the last year, and we are all looking forward to better days in 2021.

This annual report summarizes our programmatic impact, our financial health, and highlights the families and children that we served this year. Last March and April, our goal was simply to survive the pandemic and to keep both our staff and our guests safe. As the months wore on, our focus evolved from survival to actively promoting resilience through both our words and our actions. Despite the obvious challenges, we are excited to report that a high percentage of our guests continue to exit the shelter for permanent housing destinations, that we are above goal for parents increasing their income from shelter entry to exit, and that our families are not returning to shelter during the twelve month aftercare period. These outcomes are a credit to our dedicated staff who continued to work on-site with our guests throughout the pandemic.

This January marked the fifth anniversary of the creation of Families Moving Forward from the merger of Genesis Home and Durham Interfaith Hospitality Network. Apparently time flies when you're busy helping others. We never would have made it this far without you, our caring community. Whether you are a volunteer, a donor, or simply a friend of the agency, we thank you for your support of the families and children that we serve. If you'd like to learn more about our work, we invite you to read this annual report and to follow up by visiting us at www.fmfc.org. There are a variety of ways for you to support our work, and we invite you to get involved today. Thank you for your interest in Families Moving Forward. Together, we can end family homelessness in Durham.

Sincerely,



John Bowman
Board President



Ryan J. Fehrman
Executive Director



BOARD OF DIRECTORS

John Bowman *President*
Elizabeth Erwin *Vice President*
Rico Blackmon *Treasurer*
Mark Paulson *Secretary*

Jennings Brody
Autrice Campbell Long
Xavier Cason
Alison Edie
Monica Evans
Graham Fitzsimons
John Hardin
Jim Kinney
Tom Meyer
Jeanne Murray

Kim O'Neil
Catherine Pleil
Dorothy Powell
Marcy Tucker
Tony Williams

Fuqua on Board:
Bobby Koons
Eric Reynolds

STAFF & AMERICORPS VISTAS*

Ryan Fehrman *Executive Director*
Shana Carignan *Development Director*
Tasha Melvin *Director of Partnerships & Programs*
Ann Tropiano *Director of Residential and Support Services*

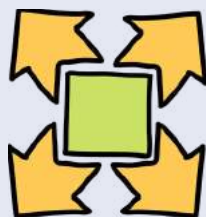
Brooke Anderson
Caroline Averitt*
Anthony Cole
Tierra Daniel
Tanya Davis
John Green, Jr
Asia Elzein-Platt
Naomi Etsehiyot*
Olivia Gilmore*
Candice Helton
Katy Lambert
Nick Lansing*
Brittney Lassiter

Caylin Luebeck*
Ykeisha Lunsford
Constance McClary
Courtney McLaughlin*
Sarina Melvin
Carrie Moses*
Annie Paylor
Desiree Simpson
Diana Smith
Rachel Taylor
Alexandria Thompson
Imani Vincent*
Colly Walcott

FMF'S MERGER: DREAM TO REALITY



Reduced the average length of shelter stay by more than 50% from 226 days to 110 (pre-Covid)



175 Children 0-5 received early intervention assessments



EXPANDED our two-generational approach with additional services and interventions specifically for CHILDREN



82% of households moved into permanent housing

181 households participated in our Branching Out Aftercare Program



100% success rate of NO RETURNS TO SHELTER for families in Branching Out after 1 year for every year since the merger



I was honored to be asked to share my reflections on the five-year anniversary of the formation of Families Moving Forward.

As a bit of background, prior to the merger I had been the Executive Director of Durham Interfaith Hospitality Network (DIHN) and Ryan was the Executive Director of Genesis Home (GH), both serving families experiencing homelessness. Ryan and I, together with our fantastic boards, worked tirelessly to put together an organization combining the best features of DIHN and GH. We wanted the new organization to have the vast volunteer resources of IHN and the stability of GH housing to foster a sense of safety and comfort while in "The NEST." We wanted parents and children to feel loved and respected, and to have a voice. We wanted our families to thrive.

FMF has worked to continually improve what was offered to the families. When we've seen a gap, we've found a way to address it. In the first year, we focused on Adult Programming (workshops on a variety of topics, intended to help build life skills and self-confidence) offered 4 nights a week. We utilized individual volunteers and a few critical community partners to lead the workshops, and our congregations provided meals and child care while the parents were attending sessions.

As we sought to truly utilize a two-generational approach, we put additional focus on our children and hired staff with expertise in early childhood. Over time, we have expanded to offer children's programming and social-emotional support across all age groups. We also added on-site mental health support. Again, we saw a gap, and we figured out how to address it. And, one of the things I take the most pride in is our "Champions4Change" group, where current and former guests come together once a month to learn how to advocate on issues that impact them. It is so empowering to be able to tell your own story.

I could not be prouder of where FMF is as an agency. I think it's fair to say that we have exceeded what everyone believed to be the very ambitious goals we had for the new agency at the time of the merger. Has everything gone perfectly? Of course not. We've had our challenges. And COVID has been extremely tough on everyone. But with our unmatched staff, our dedicated volunteers and board, and our awesome community partnerships – we have truly been able to take a strengths-based, whole-person, whole-family approach. And, over the past year especially, we have put tremendous focus on developing our capacity to address trauma, build resilience, and work to become an anti-racist agency. I'm gratified to be participating in that work.

I retired from Families Moving Forward about 18 months ago. I planned to be part of the FMF Program Committee, and to continue doing some advocacy work in the state and locally. Ryan had asked me to join the board, but I was reluctant because I needed a break, and I wasn't sure I was ready to make such big a commitment. And then six months later, at the last Chefs for Change dinner before COVID – I was so totally impressed, once again, with all that FMF was doing - the talented staff, the board, all of our supporters – that I couldn't help myself. I just had to join the board and continue to be part of something so great. It is truly a pleasure and a privilege.



(Catherine Pleil with Champions4Change advocates Angela Holmes, Ruebe Holmes and Angel Vick-Lewis)

— Catherine Pleil

The NEST is our core program that provides temporary shelter to families with children in the crisis of homelessness. Our goal is for families to secure, affordable permanent housing within 90 days or less. We serve up to 21 families at a time in our emergency shelter program. With compassion and support, we help our guests identify and overcome the root causes of their homelessness while providing essential life skills through our onsite programming, including:

- Person and family-centered targeted case management and crisis intervention
- Housing referrals and advocacy during the application process
- Financial literacy, employment assistance, trainings, career assessments, interview preparation, and advancement strategies
- Family health and wellness, onsite family counseling, and parent-child bonding activities
- Early intervention assessments, behavioral assessments, and referrals for treatment

In 2020, the NEST program provided 59 families with emergency shelter and programming (compared to 81 in 2019).

- With consistent and person-centered support, 74% of families exited into permanent housing.
- The average length of stay increased from 110 days in 2019 to 154.
- 55% of families increased their total income at exit (an increase from 47% last year).

Although 2020 was not what any of us expected, Families Moving Forward pivoted quickly to ensure the safety of our families, staff and volunteers. We are proud of our Covid-19 Response that resulted in no confirmed cases of the virus in the shelter throughout 2020.

In March

- Temporarily reduced capacity by closing 4 of our rooms on our 1st floor that share a bathroom.
- Worked with DPS to ensure all school-age students had access to technology/wifi.

- Closed all community areas, including our kitchens - partnered with Love & Nourish and DPS Foundation.
- Suspended onsite volunteering. Transitioned all enrichment programming from in-person to virtual.
- Staff staggered in-office work schedules to limit exposure.

In September

- Reopened rooms by adding safety measures to bathrooms (HEPA filters, toilet bleach tablets, etc.).
- Partnered with A Lotta Love to provide school workstations for our school-aged children in remote learning.
- Majority of staff returned to working onsite fulltime with flexibility given to those with school-age children learning virtually at home.
- Self Care wellness stipend for staff and flexibility with working from home.



TRANSITION-AGE YOUTH PILOT (TAY)

The Durham Collaborative to End Family Homelessness is honored to receive a two-year Healthy Blue grant pilot from Blue Cross Blue Shield of North Carolina for pregnant and/or parenting transition-age youth experiencing homelessness.

FMF has acted as the lead agency for the Collaborative for this unique pilot program. Objectives of this grant include prenatal and perinatal doctors visits, regularly scheduled well-child visits, entries to permanent housing, housing retention for at least 12 months, and administration of the Ages and Stages Questionnaire (ASQ) to determine the developmental and service needs of young children. These extra supports for young parents are coupled with FMF's ongoing supportive services through the NEST and Branching Out to reduce recidivism and increase self-sufficiency. Our TAY pilot is showing that combining case management, permanent housing, and healthcare sets our young families up to thrive.

Branching Out encompasses the second phase of support we provide after guests move into their own homes. We deliver services for up to 12 months after families exit our NEST emergency shelter program, allowing us to continue to foster our guests' self-sufficiency and prevent returns to homelessness.

FMF offers a professional support network including highly trained staff and strong community partners. Family Services Coordinators develop customized action plans with each family and maintain ongoing support in-person and by phone. Branching Out helps families eliminate barriers to maintaining stable housing and build the skills and community connections that they need to stay stably housed. Self-sufficiency is the ultimate goal for our families. Our aftercare program helps make that goal a reality.

FMF served 42 families through Branching Out in 2020, which is half of the number of families served in 2019. This is due to shortages of affordable housing stock and losses of employment during the pandemic, decreasing the number of timely exits from shelter.

Additional Covid-related expenses for Branching Out families included emergency client assistance funds and gift cards. For the last four years, there have been no returns to shelter within the 12 months of aftercare support. Thanks to a generous donor, we completed a capital project turning a screened-in porch into two offices onsite for our Branching Out staff.

Services for Branching Out families include:

Case management

- One year of support with goal setting, encouragement, and help accessing community resources
- Close collaboration with community partners including parenting and mental health agencies
- Employment skills training referrals and job retention support
- Access to weekly programming with skilled volunteers and partners
- Emergency funding client assistance to prevent returns to homelessness

Landlord relations

- Workshops on "Renting Smart" includes tenant rights and responsibilities, cash flow management, and RISE Up (being a good neighbor, housekeeper, and tenant)
- Assist in mediation with any issues between the landlord and the renter
- Risk Mitigation Fund partner which allows landlords to access additional financial resources to prevent evictions



EARLY CHILDHOOD INTERVENTIONS

Through a partnership with the READY Project, FMF was able to expand our ability to offer ABC (Attachment and Biobehavioral Catch-Up). ABC is a 10 session intervention for parents and caregivers of a child aged 6 months – 47 months. It helps families to notice and understand the long-term impacts of the great things that they are already doing – nurturing, following, and delighting in young children – so caregivers can do them more often and more confidently. Even though the time investment is only 10 hours on parents' part when their child is young, research has shown that participation in ABC can have a measurable impact on children's stress levels and impulse control up to 10 years in the future. At FMF, READY funds helped our Children's Services Coordinator receive training in ABC-Toddler and in Parent-Child Interaction Therapy (PCIT), models that have been proven to assist parents who are supporting their toddlers and young children through challenging behavior. We are excited about rolling PCIT out in 2021 and equipping FMF parents to help their kids gain skills to succeed in the classroom and other settings.

PARTNERSHIPS AND PROGRAMS

The path to self-sufficiency is not without social support. We are grateful to have a strong base of volunteers and partners who are committed to working with us to support our families during and after their stay - to share life skills with parents, provide enrichment for children, and hospitality and relational support for the entire family. We have collaborated with our community partners to develop an end-to-end system that works together seamlessly and effectively so we can focus on our role in the system which was designed to cater to each agency's strengths. Thanks to our partners for the essential services that they provide. A list of our community partners can be viewed at fmfnc.org/partners.

PARENT'S PROGRAMMING:

In the spirit of kindness and hospitality, the FMF network empowers families to manage practical needs and grow their abilities to take on important life tasks such as budgeting, parenting and helping their children thrive. Our enrichment programming for parents includes:

- Financial literacy
- Health (physical and mental)
- Employment and career readiness
- Housing stability
- Parenting/child development
- Education
- Stress management and self-care

CHILDREN'S PROGRAMMING:

We are proud to offer pioneering strengths-based, trauma-responsive programming to children at FMF from birth through high school - including kids in both our shelter and aftercare programs. In the evenings, our kids conduct science experiments, garden, dance, create art, and learn about healthy relationships. Our teenagers do all of the above, as well as volunteer in the community. Children's enrichment programming includes:

- Developmental assessments to identify child-specific needs and connect families to appropriate community resources
- Virtual Learning support during the pandemic
- Study buddies (tutoring and homework help)
- Age-specific youth enrichment through science, art and play
- Alternative Spring Break Teen Challenge

2020 PARTNERSHIPS SPOTLIGHT



A LOTTA LOVE

Charlotta Sjoelin and A Lotta Love have continued to support FMF during the pandemic with Room Kits (a COVID-friendly alternative to Room Makeovers) and Desk Kits for our school-age children (desks, lamps, chairs). These thoughtful touches allowed families to adapt to virtual learning and spending more time in their rooms.



LOVE & NOURISH

When FMF made the difficult decision to close the communal kitchens, Board Member Tom Meyer and his staff at Southern Harvest Catering quickly jumped at the opportunity to provide individually packaged meals to our families. Meals were provided below cost thanks to Love & Nourish's fundraising efforts.



DUSON

The instructors and students at the Duke School of Nursing transitioned their programming to a virtual model with ease! Their Healthy Homes Series help both parents and children at FMF adapt to the challenges brought on by the pandemic in healthy and productive ways while gaining new coping and self-care strategies.



MUSEUM OF LIFE + SCIENCE

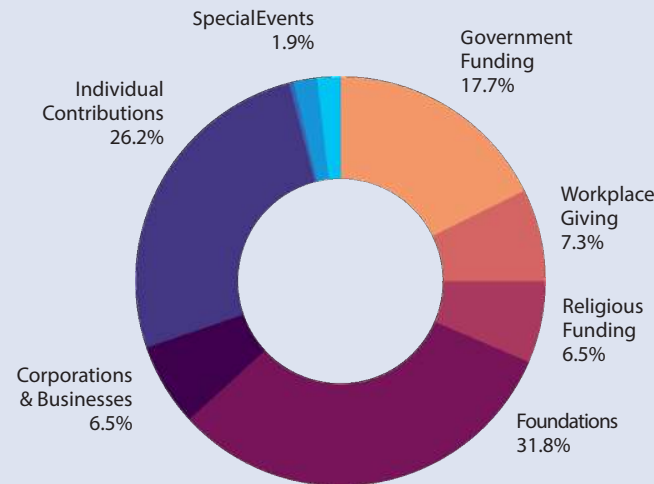
Our programming partners at the Museum of Life + Science adapted to provide virtual programming for school-age children during the pandemic. These lessons provided a much needed break in from school-related virtual learning and the opportunity to learn about the world around them.

FINANCIALS & SUPPORTERS

Our 2020 annual budget was \$1.46M. Last year, our fundraising and administrative percentage was 14%, meaning that 86 cents of every dollar raised goes directly to our programs. Transparency and accountability are important to us. You can be confident that your investment in Families Moving Forward goes towards changing the lives of families here in Durham. We are especially grateful for the community support in response to the pandemic, including the “Pay It Forward Stimulus Campaign,” Covid-19 Emergency Response Grants, and in-kind donations through our Covid-19 Amazon WishList. Any fund balance at year end is added to an operational reserve fund.

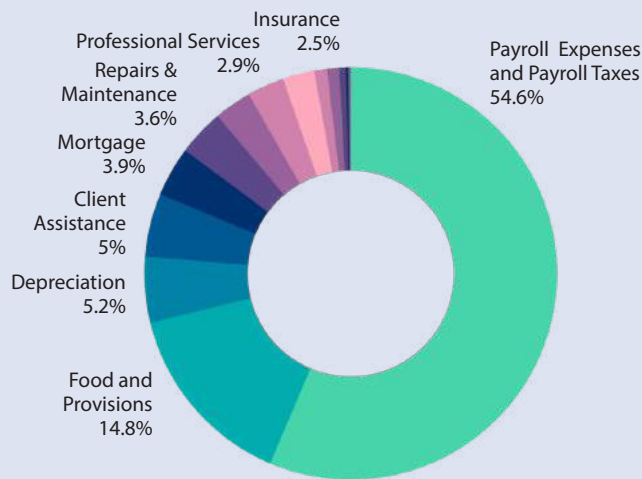
INCOME

Government Funding	\$300,370
Workplace Giving	123,956
Religious Funding	109,901
Foundations	539,525
Corporations & Businesses	110,825
Individuals Contributions	444,853
Civic Groups	6,000
Special Events	31,667
Earned Income	950
Other Income	30,321
TOTAL INCOME	\$1,698,368



EXPENSES

Payroll Expenses and Payroll Taxes	\$825,211
Food and Provisions	216,081
Depreciation	75,764
Client Assistance	72,500
Mortgage, Utilities and Leasing	57,000
Repairs and Maintenance	53,348
Office Expenses	43,216
Professional Services	42,299
Insurance	36,350
Promotions	14,805
Furnishings	13,788
Miscellaneous Expense	7,333
Other	2,211
Dues and Subscriptions	2,097
Staff Development and Travel	1,431
TOTAL EXPENSES	\$1,463,434



We are grateful for all donations, large and small. Although we cannot list all cash donations in 2020, please know that every monetary and in-kind gift was gratefully received.

Donors \$100,000+

Blue Cross Blue Shield of NC
City of Durham
United Way of the Greater Triangle

Donors \$25,000-\$99,999

Carolina Hurricanes Foundation
Coastal Federal Credit Union
Duke University
Durham County
Fox Family Foundation
GlaxoSmithKline Foundation
Oak Foundation
State of North Carolina
Stewards Fund

Donors \$15,000-\$24,999

BIN Foundation
Blacknall Memorial Presbyterian Church
Duke Health
Durham Merchants Association
John and Jane Hardin
Jacob and Annie Klapper
Jenny Semans Koortbojian
Gene Oddone and Grace Couchman
Pacific Western Bank
Triangle Community Foundation
Westminster Presbyterian Church

Donors \$10,000-\$14,999

C.M. Herndon Foundation
Chaya Albert Genesis Charitable Fund
Congregation at Duke Chapel
Kevin and Paris Laliberté
William Leahy
NC Museum of Life and Science
Snider Family Foundation
Cecile and Marc Noel
Andy and Ginny Widmark

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

Alben Bates & Clara Bates Foundation
Christ Central Church
Evelyn D. Schmidt Charitable Trust
Fund 4 Democratic Communities
Don and Pat Hardin
Richard and Lonna Harkrader
Donald Hoover
Immaculate Conception Catholic Church
Dr. Lail Children's Fund
Laurie and Philip Muzzy
Anne and Mark Paulson
Catherine and Joachim Pleil
Sam Poole
Rick Sanchez and Alex Tolstykh
The Art of Giving Fund
Watts Street Baptist Church
Yousuf and Fatima Zafar

CHEFS FOR CHANGE

2020 threw our signature fundraising series Chefs for Change for a loop! We are grateful to Chef Andrea Reusing for hosting our first and only dinner in 2020 on March 9, and to our generous sponsors (listed below). We hope to resume Chefs for Change later in 2021 and all previously purchased tickets will be honored at the rescheduled dinners. Stay tuned for more info at fmnc.org/chefsforchange.

