



Families First

ANNUAL IMPACT REPORT

2023-2024

Message from the CEO

Throughout the last year, Families First has been laser-focused on celebrating our 134-year-old **legacy**, successfully implementing our **current initiatives**, and investing in our **future**. As the third oldest non-profit organization in Atlanta, Families First remains steadfast in its commitment to building resilient families so all children can thrive.

Our dedication to Georgia's families drove exceptional results in FY 2023-2024:

- Over 19,000 individuals received life-changing support through our programs.
- 1,852 clients completed our programs, with a remarkable 94% success rate in achieving their goals.
- We administered 738 Families First Resiliency Needs Screenings (FFRNS), and overall resiliency increased by 67% for participants who completed at least two FFRNS.

Our success stems from our holistic, wrap-around approach to family wellbeing:

Through our innovative **Navigator Care Model**, we recognize that every family's journey is unique. Our dedicated Navigators work alongside pregnant and parenting teens, female-led households, and Spanish-speaking families, helping them overcome complex challenges and forge paths to stability and success.

Our **Parenting and Adoption Support Services** strengthen the foundations of diverse family structures. Whether supporting adoptive parents, fostering healthy co-parenting

relationships, or providing essential parenting resources, we ensure families have the tools they need to thrive.

And our **Lucy C. Vance Center for Behavioral Health** continues to break down barriers to mental healthcare access, offering an array of services, including counseling and psychiatric treatment, for people in need of quality and affordable behavioral healthcare.

Looking ahead, we're poised for even greater impact:

- Expanding the Vance Center's reach to more underserved communities,
- Forging robust partnerships to enhance our referral network and extend our services, and
- Developing an ambitious 5-year strategic plan to guide our next chapter.

None of this would be possible without our extraordinary team—our dedicated staff, visionary Board of Directors, generous donors, committed sponsors, and passionate volunteers. Our work goes beyond service—we're building a stronger, more resilient Atlanta, one family at a time.

It's a privilege to serve as CEO of Families First! We won't forget our past, are grateful for all our supporters who helped us reach this point, and are filled with hope for the future!



Paula Moody

Paula M. Moody, LCSW, MS
CHIEF EXECUTIVE OFFICER

FY 2023-2024 Board of Directors

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2ND VICE-CHAIR Kirk Rich

TREASURER Tripp O'Connor

SECRETARY Shaina Horrell

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Founding Attorney, Candotti Law Firm

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Marcia Nuffer
Founder, BlueShor & Former Chief Learning Officer, McKinsey & Co

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Kirk Rich
Principal, Avison Young, Atlanta's Agency Leasing Group

Andi L. Shane, MD, MPH, MSc
Professor of Pediatric Infectious Diseases, Emory University School of Medicine and Children's Healthcare of Atlanta

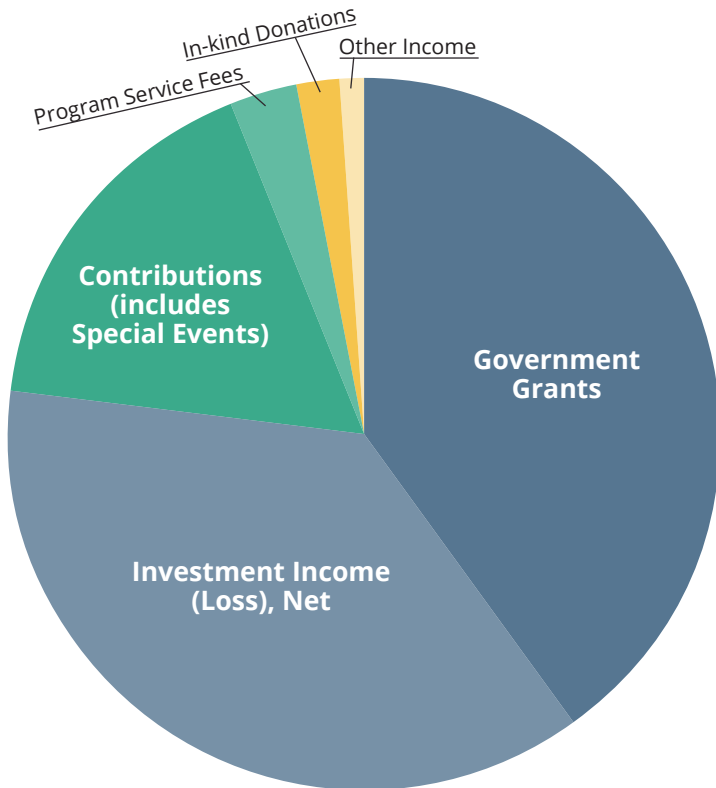
Courtney S. Showell, Sr.
Principal, PricewaterhouseCoopers

Michelle Stewart
Partner, King & Spalding LLP

Damien Wilson
Founder & President, WD Advisors and Senior Director, HBCU Brilliance Fund, Reinvestment Fund

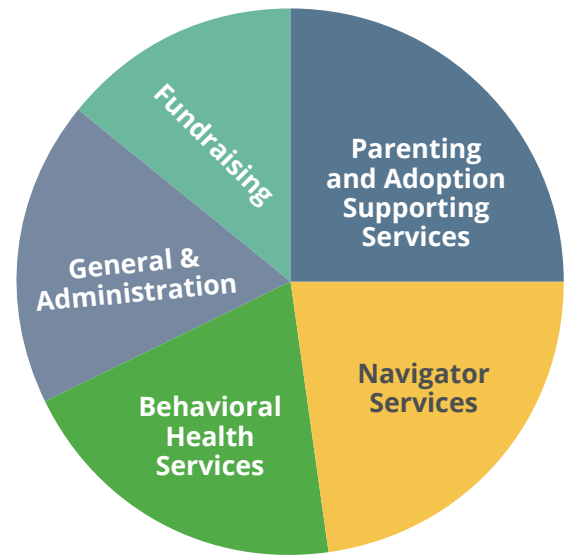
Financials

This year, Families First achieved the Platinum Seal of Transparency from Candid (formerly Guidestar), the world’s largest source of information on nonprofit organizations. The Platinum Seal places Families First in the top 0.1% of charities for transparency.



REVENUE		
Government Grants	\$2,989,394	40%
Investment Income (Loss), Net	\$2,775,081	37%
Contributions (Includes Special Events)	\$1,278,924	17%
Program Service Fees	\$239,212	3%
In-Kind Donations	\$147,995	2%
Other Income	\$75,413	1%
Gain/(Loss) on Sale of Property	\$16,288	0%
TOTAL	\$7,522,307	

EXPENSES		
Parenting and Adoption Support Services	\$1,607,849	25%
Navigator Services	\$1,486,326	23%
Behavioral Health Services	\$1,246,030	20%
General and Administrative	\$1,139,185	18%
Fundraising	\$863,171	14%
TOTAL	\$6,342,561	



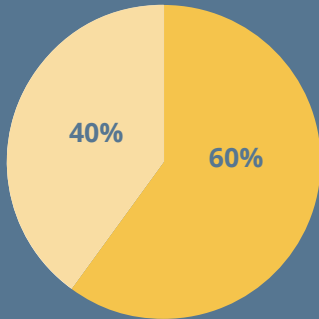
*The financial data presented for FY23-24 is unaudited. Fully audited information will be made available on our website after the board’s review and approval.

Demographics

In FY23-24, Families First served a total of 19,272 people across all programs. Of the approximately 2,000 clients for whom we have demographic data: 60% were female, the majority were people of color (55%), 82% were ages 25-64, and 60% were low income.

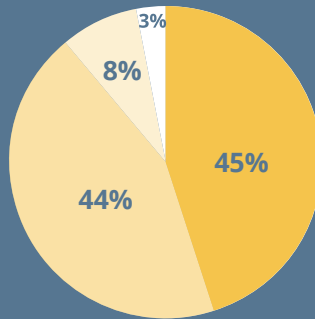
GENDER

- Male
- Female



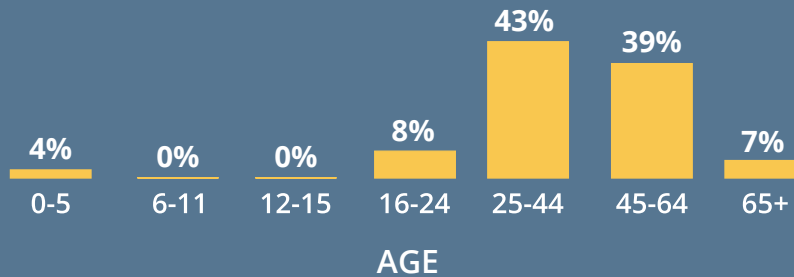
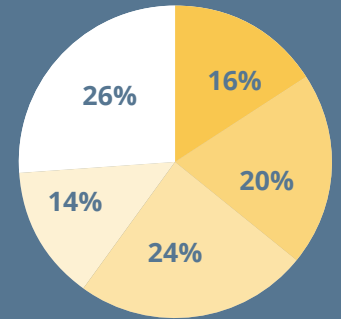
RACE

- White (Non-Hispanic/Latino)
- Black, African American
- Hispanic, Latino
- Multiracial

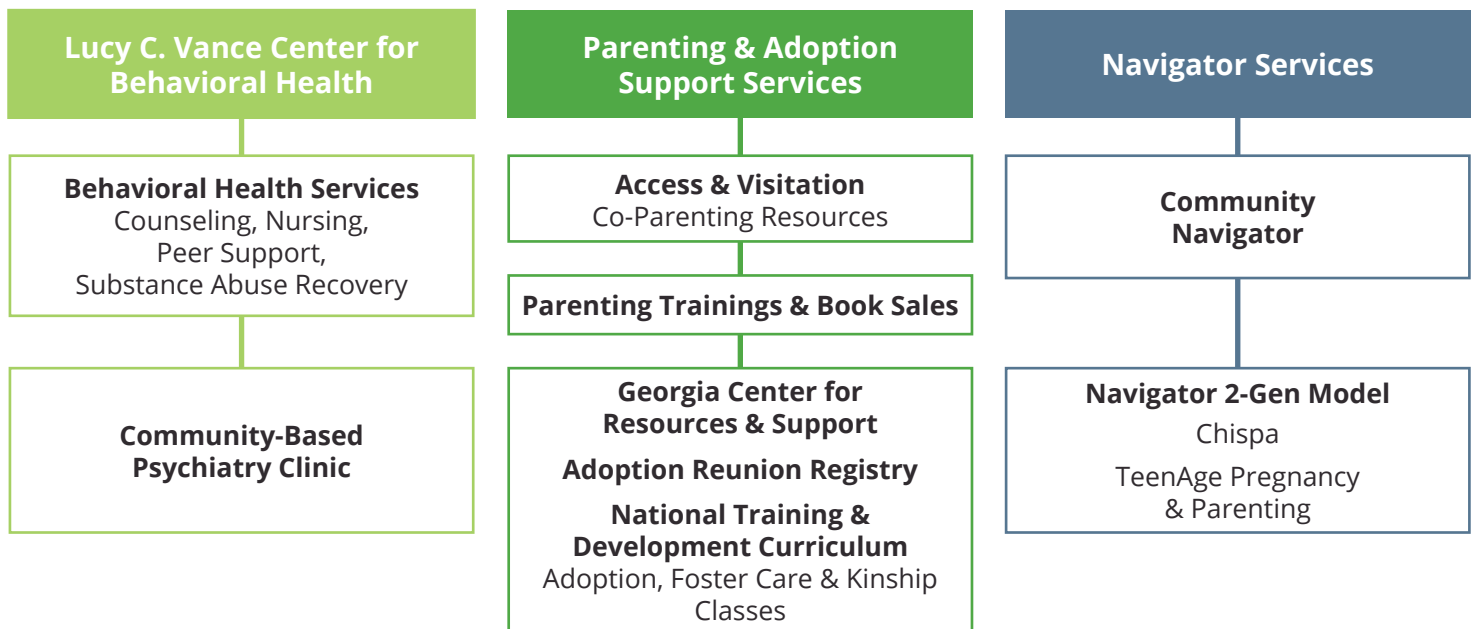


INCOME

- Extremely Low
- Very Low
- Low
- Median
- Above Median



Impact Areas



Lucy C. Vance Center for Behavioral Health

The Families First Lucy C. Vance Center for Behavioral Health (The Vance Center) assists individuals, families, children, and young adults to strengthen their resiliency and to express, process, understand, and cope with challenging behaviors and life events that decrease their quality of life. The Vance Center is committed to providing comprehensive, quality, and accessible behavioral health services, regardless of our clients' incomes or zip codes.

BEHAVIORAL HEALTH SERVICES

- Counseling
- Psychiatry
- Peer Support
- Substance Abuse Recovery
- Nursing

MEDICAID CORE PROVIDER

In 2023, Families First was certified as a Tier II Community Medicaid "Core" provider. This year, we have expanded our services and rolled out a new Electronic Health Record (EHR) system to improve documentation and billing efficiencies.

COMMITTED TO BUILDING FUTURE CLINICIANS

Throughout the year, the Vance Center continued to build the professional pipeline for behavioral health clinicians, hosting 8 master's level interns, 2 pediatric psychiatry residents, and 1 pediatric psychiatry fellow. We also employed 4 associate licensed clinical social workers and professional counselors.

POWERFUL PARTNERSHIPS

To provide our clients wraparound services, we partner with a number of institutions and agencies to provide these vital services:

- Pediatric Psychological Assessments (Emory University)
- Psychiatry Clinic for Ages 0-21 (Morehouse School of Medicine)
- Phillis Wheatley Center (YWCA)
- Youth Development (Raising Expectations)
- Internship Program (Clark Atlanta University, GA State, UGA)

See page 12 to learn about the dedication of the Families First Behavioral Health Services as the Lucy C. Vance Center for Behavioral Health.



We conducted **1,476** behavioral health sessions for **413** individuals.



The Commission on Accreditation of Rehabilitation has awarded the Families First Vance Center the highest level of accreditation. This public seal of trust indicates that Families First has met defined international standards of quality in health and human services.

Parenting & Adoption Support Services

Continuing our 134-yearlong legacy of caring for vulnerable children and their families, Families First provides a variety of parenting and adoption support services, including:



REUNION REGISTRY

Facilitates search and reunion for families impacted by adoption and access to historical information for adult adoptees.

Helped 128 adult adoptees gain non-identifying information about their history of adoption.



IMPACT/NTDC HUB

Offers IMPACT/NTDC training for prospective foster and adoptive parents.

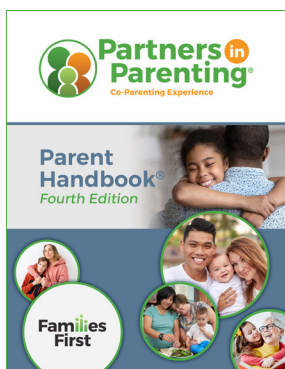
1,367 individuals successfully completed IMPACT/NTDC training.



GEORGIA CENTER FOR RESOURCES & SUPPORT

Provides a comprehensive support network of post-placement services to strengthen Georgia's adoptive/guardianship/kinship/foster families.

17,531 adoptive, guardianship, kinship and foster families accessed services via GACRS.



PARENTING PLUS

Access and Visitation: Provides education and resources on Georgia Access and Visitation Laws and increases parenting time with both parents, including monitoring supervised visits.

121 parents increased their parenting time, and 283 individuals benefited from education and resources.

We held 259 group parenting sessions and provided individual counseling for 1,116 individuals.

Partners in Parenting: a co-parenting curriculum for divorced and separated parents, focusing on teaching parents to effectively parent in the best interests of their child(ren).

This year, Partners in Parenting fully updated its Parent Handbook and Presenter's Guide and re-branded the curriculum.

**For more on Partners in Parenting see p. 14.*

Community Navigator

Community Navigator connects families with internal and external community resources and helps strengthen their resiliency with intensive case management support services.

In FY23-24, its 4th year of operation, Navigators:

- **Served 442 households.**
- **Provided clients with a total of 1,759 community referrals, with 526 referrals for housing.**

Resiliency is the ability to bounce back from adversity. The Families First Resiliency Needs Screening (FFRNS) measures resiliency in the categories of access to basic needs, social connectedness, and future goal orientation.

- **Of the 122 clients who completed two or more FFRNS, 63% of individuals increased their resiliency while receiving Navigator services.**
- **Clients increased perceived social support and connectedness by 20%.**
- **Clients reporting they are often or very often food insecure decreased by 10%.**



Navigator 2-Gen Programs

Navigators work with diverse families, including families enrolled in Families First 2-Gen Programs, which work with two generations — the parent(s) and the child(ren).

TeenAge Pregnant & Parenting Program (TAPP)

TAPP supports pregnant and parenting teens in maintaining a healthy pregnancy, delivering a healthy birth weight baby, returning to school and graduating on time, preventing subsequent pregnancies, and attaining the skills to be effective, nurturing parents.

100% of eligible high school participants graduated on time! 50 teens enrolled in the TAPP program, and 92% of them delayed a subsequent pregnancy.

Chispa (Spanish for “Spark”)

Chispa ensures the success of school-age children by supporting and engaging Spanish-speaking parents and caregivers in early learning programs, using the evidence-based model Parents As Teachers.

Of the 57 parents participating in Chispa, 95% made good progress or achieved their parent interaction goal, and 93% achieved their child development goal.



LOVING *the* LEGACY

Where are they now?

2024 Recap

On March 21, 2024, Families First hosted its second *Loving the Legacy* fundraising gala at the Atlanta History Center. With the theme “Where are they now?,” the evening celebrated past clients’ journeys as they shared their stories of resilience and success.

Cosmetic brush design and manufacturing company, Anisa International, served as the event’s presenting sponsor. Families First honored the company’s founder and CEO, Anisa Telwar Kaicker, who has brought her leadership and passion to the Families First board while supporting the organization for over 20 years. In her acceptance speech, Mrs. Kaicker shared how meaningful it has been to have her staff regularly volunteer to help Families First clients.



A star-studded lineup of special guests inspired attendees, including:

- Rev. Nontombi Naomi Tutu, Human Rights Advocate, Educator Priest Associate, All Saints Episcopal Church, Invocation
- Keisha Lance Bottoms, Former Mayor of Atlanta, Senior Advisor to the President of the United States, Judge, Emcee (pictured right)
- Dr. William Alexander, Plan Performance Medical Consultant, Amerigroup Georgia, Honorary Chair
- Keith Marshall, CEO, The Players’ Lounge, Former UGA and Washington Commanders running back, Families First Champion.

In addition to hearing from clients and special guests, attendees enjoyed a cocktail reception and dinner and participated in an action-packed live auction. This year’s sold-out *Loving the Legacy* raised over \$400,000 to help build resilient families so all children can thrive!



2024 Loving the Legacy recap continued:



**Anisa's
Acceptance Video**
SCAN TO VIEW



**2024 Loving the
Legacy Sizzle Reel**
SCAN TO VIEW

EVENT SPONSORS

PRESENTING SPONSOR



CENTURY SPONSORS



John Wieland

HISTORIC SPONSORS

**Kirk Rich
Lucy C. Vance**

EMPOWERMENT SPONSORS



**Carolyn and Ralph Carl
Susana Chavez and Jim O'Callahan
Elizabeth and Kirk Somers**

*Save
the Date*

LOVING *the* LEGACY

Healthy Homes, Resilient Families

MARCH 27, 2025

Major Events



BACK-TO-SCHOOL BASH JULY 2023

The Back-to-School Bash is a vibrant, community-centered event that supports families as they gear up for the new school year. Designed to ease the transition back to the classroom, this celebration provides students and families with essential resources, community connections, and lots of fun!

Thanks to the support of our incredible community partners, here's what we accomplished together this year:

700
backpacks
distributed

824
lunches
served

500
bags of Kroger
groceries
shared

230
families
attended
(559 children)

21
community partners
shared information
& resources



GIFT-A-FAMILY HOLIDAY SEASON 2023

Gift-A-Family is an opportunity for community members and corporate partners to fulfill the needs and holiday wishes of the families we serve.

During the 2023 holiday season, 164 Families were sponsored (619 individuals)!

Thank you to everyone who participated in Gift-A-Family in 2023! A big shout out to Home Depot, who volunteered to wrap gifts, Publix Super Markets Charities for providing us with bicycles, and Macy's for sponsoring the event.



Vance Center Dedication

2024 RECAP



At the September 17, 2024, Legacy Board Reunion, Families First proudly dedicated the Lucy C. Vance Center for Behavioral Health in honor of Lucy Vance's 40+ years of tireless volunteer work and advocacy for children and families in need. Since joining the Families First Board in 1980, Lucy has served in key leadership roles, including board chair and co-chair of our most recent capital campaign. Her dedication to advancing vital social services and her steadfast commitment to the well-being of the families who work with Families First made her the ideal namesake for the Center for Behavioral Health.

Lucy continues a family tradition of service, following in the footsteps of her grandfather, James Comer Malone, a member of one of Families First's predecessor boards. Appropriately, the new Vance Center is housed in the James Comer Malone wing of Families First.

Over sixty guests enjoyed the dedication ceremony, including Legacy Board members, current Board members, Lucy's family and friends, past presidents of the Atlanta Junior League, and representatives from foundations.



**Lucy C. Vance
Center for
Behavioral Health**

Scholarships 2024

ALTHEA

Althea began a transformative journey when she moved to Georgia with her three children to escape domestic violence. With the support of the Families First Navigator Program, Althea tackled challenges like securing housing, finding employment, and connecting with a counselor.

After expressing an interest in furthering her education, Althea's Navigator encouraged her to apply for a Families First Scholarship, and she was awarded the Carol Dunlap Reiser Scholarship to pursue a degree in cyber security from Gwinnett Technical College!

Althea reflected on the significance of this support, sharing, "This is exhilarating! I have never won anything in my life...this scholarship means so much to me because I do not have to work a second job to supplement my income...and [I will have] more time with my kids."

RUBY

Ruby connected with Families First when a fellow teen mom invited her to attend our TeenAge Pregnant & Parenting Program (TAPP). Ruby soon shared with her TAPP Specialist that she wanted to complete high school like the other moms in the program.

Ruby's TAPP specialist helped her make a plan, and she graduated a full semester early! In addition to education and encouragement, Families First supplied Ruby's family with diapers, wipes, and donated baby supplies.

Ruby dreamed of continuing her education, so her TAPP Specialist encouraged her to apply for a Families First Scholarship. Ruby was awarded the Carol Dunlap Reiser Scholarship to attend dental assistant school, which Ruby said, *"open[ed] up big opportunities for my family and me."*

We're so proud of Ruby, and she has now become a TAPP ambassador because, as Ruby says, "I want all teen mothers to know not to give up and to keep striving for more."

SHADAY

Growing up, Shaday bounced in and out of foster homes as her mother struggled with addiction. Shaday shared, *"it made me realize how important your upbringing and family environment are as a child and how it can affect your outlook on life."*

Shaday found herself drawn to the field of criminal justice because she has a passion for helping people and knows that institutions like family court are *"making sure kids are placed with good families and getting the services they need to become successful when they are grown."*

Shaday's Navigator encouraged her to apply for a Families First Scholarship to support her studies, and Shaday received the Cox-Marybeth Leamer Scholarship. Today, Shaday is attending Georgia Gwinnett College and is planning to major in criminal justice forensics.



Partners in Parenting

In the early 90s, Families First recognized the widespread need to help divorcing couples parent in the best interest of their child(ren). In response, Families First developed a groundbreaking curriculum called *Children Cope with Divorce* and trained facilitators in 30 states.

Since the 90s, much has changed about families and about how we learn, and Families First continues to respond to parents' evolving needs. This year, our Parenting & Adoption Support Services fully updated and rebranded its co-parenting resources as *Partners In Parenting*. The project included updating the Parent Handbook, Presenter's Guide, online course, official PowerPoint, and supporting videos.

Through all its iterations, the aim of *Partners in Parenting* has remained the same: to teach effective parenting during the transitions of divorce and parental separation. The course addresses the developmental and emotional needs of children and emphasizes each parent's responsibility to provide a nurturing and non-threatening environment for the child. We are proud to help families reduce conflict and maintain healthy family systems in which children can strengthen their resiliency, grow, and thrive!



HONORING THE MEMORY OF

Jean Childs Young

ESTABLISHMENT OF THE JEAN CHILDS YOUNG FUND

On April 25th, 2024, the Families First Board of Directors unanimously voted to establish the Jean Childs Young Fund. The Fund is the passion project of former board chair Lucy Vance to honor her friendship with former board member Jean Childs Young. The Fund will support Families First Navigators working with 2-gen families led by women who struggle with complex challenges.

Jean Childs Young (JCY) served as an advocate for children and youth throughout her life while working alongside her husband, Ambassador Andrew Young. During Atlanta Mayor Young's administration, JCY and Lucy Vance co-founded the Atlanta/Fulton County Commission on Children and Youth. Vance and JCY served together on the Board of Directors at Families First. This new fund honors the memory of Jean Childs Young and carries on the work she and Lucy Vance began.

Families First will formally launch the Jean Childs Young Fund in Spring 2025. Stay tuned for upcoming announcements and events!

“I'd like to be remembered as an advocate for my children, my family, my friends as well as for all just causes we must stand up for, speak out on and work to achieve.”



CRISIS TO CAREER

In 2021, **Families First** collaborated with **Impact 46** and **Georgia Center for Opportunity** to launch **Crisis to Career (C2C)**, a three-year collective impact partnership in Gwinnett County that stabilized families in crisis and supported their journeys to gainful employment.

With an initial goal to serve 6,000 families, we are proud to share that we provided **6,706 households and individuals** with holistic wraparound services. In FY 2023-24, C2C and Families First Navigator Services engaged 179 families, and the Vance Center for Behavioral Health supported 266 individuals with mental health care. Notably, more than 75% of participants were maintaining employment when surveyed at six months.

Over the past year, we have also been discerning the next steps for a new three-year cycle of C2C (2024-2027). In addition to a continued partnership with **Georgia Center for Opportunity**, we are excited to welcome **Neighborhood Cooperative Ministries (NCM)** to provide families with basic needs and to help them develop long-term skills for financial stability.

With these expanded services and a continued commitment to holistic care, C2C is poised to reach even more families, helping them build resilience and achieve lasting economic independence.



MOREHOUSE SCHOOL OF MEDICINE PARTNERSHIP

This spring, Families First and Morehouse School of Medicine forged a partnership to open a new weekly clinic for child and adolescent psychiatry (CAP) services (ages 0 - 21).

The Families First Vance Center for Behavioral Health is hosting the clinic at its main office, and Morehouse School of Medicine staffs the clinic with an attending physician, a CAP fellow, and psychiatry residents. Their services include psychiatric assessments, medication management, mental health counseling, and referrals.



Families First CEO Paula Moody shared, *"Families First is looking forward to collaborating with Morehouse School of Medicine to address the psychiatric needs of the Westside Community. Responding to the needs of people struggling with mental health challenges can't be addressed by one agency; it takes a team of organizations to break the stigma, treat trauma, and provide mental health services to everyone regardless of their circumstances."*

Families First

80 Joseph E. Lowery Boulevard, NW
Atlanta, GA 30314

GEORGIA CENTER FOR RESOURCES AND SUPPORT 9th Annual Adoption Event

In November, the Georgia Center for Resources and Support hosted its 9th Annual Adoption Event, bringing together families, prospective parents, and community members for a day of celebration and support.

The event, held at the Riverside EpiCenter, was a heartwarming testament to the power of love and the spirit of togetherness. Attendees were greeted with an atmosphere of warmth and acceptance, reflecting Families First's commitment to creating a supportive environment for all those involved in the adoption process. Some families traveled over six hours to attend the event!

Throughout the day, families had the opportunity to connect with adoption professionals, share their stories, and explore the various resources available to them. Workshops and seminars provided valuable insights into the adoption journey, offering guidance on emotional well-being and building strong, loving families.

