



Family Life and Community Resource Center

2020-2024 STRATEGIC PLAN



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AN OVERVIEW OF FLCRC

The Family Life and Community Resource Center (FLCRC) has played an important role in helping families whose lives are impacted by crimes and empowering youth from vulnerable populations.

We are 501(c)3 non-profit organized for the following purposes: education, resources, collaboration, training, partnerships, and mental health support services for youth, families, schools, and the community. Crime victim services, youth leadership programs and parent engagement are our key focus areas. Our work began in the rural areas of Richmond-Rosenberg in 2004 with our signature event, the Annual Back to School Parent Chat. The Community Outreach event targeted hundreds over the years. We have provided program services to over 7,000 individuals in the last eight years.

FLCRC youth leaders provided over 1,700 hours of volunteer service and our staff provided counseling and advocacy support services to 115 crime victims in 2019. This important work is supported largely by generous donors who contribute to FLCRC annually. In this unprecedented time, the mental health needs of our youth and crime victims are elevated and the pandemic has made gatherings nearly impossible for organizations. Our aim is to reduce family violence and violence against youth through outreach, advocacy, and empowerment.

FLCRC OBJECTIVE, MISSION AND VISION

Objective

FLCRC will foster transformational change in the community by addressing individual needs through social and educational services.

Vision Statement

“Building Better Communities by Building Stronger Families”

Mission Statement

FLCRC’s mission is to equip individuals with the support services and resources needed to build a thriving community.

FLCRC CORE TEAM

The core team members of FLCRC are as follows:

FLCRC Board of Directors

Sharon Delesbore, PhD – *President*

Sharon Delesbore is a 20+ year educator and currently serves as an assistant principal. Having held the positions of teacher/coach, science instructional specialist, assistant principal and principal, Dr. Delesbore has also lent her educational expertise to consulting with the International Center for Leadership Education. She holds active membership and leadership roles in Phi Delta Kappa, Omicron Delta Kappa, National Science Teaching Association, NSTA Alliance of Affiliates and the Association for Multicultural Science Education as President. Sharon holds a Doctorate in Curriculum, Instructional Technology from Kingsbridge University, two Master of Education degrees in Educational Leadership from Stephen F. Austin University and Curriculum & Instruction in Science Education and two Bachelor of Science degrees in Biology and Psychology from the University of Houston.

Cleo Wadley – *Vice President*

Cleo Wadley is currently serving as the principal of ExCEL High School of Choice in Longview, Texas. He holds over 25 years of experience in Houston area schools, including an instructorship for Houston Community College. When not on campus, Cleo sits on the Longview Teen Court, Board of Directors and serves as a youth mentor for Partners in Prevention. As a passionate advocate for voting rights, he currently serves as the chair for Precinct 5 in Gregg County and is president of the Gregg County Coalition for Change. He believes that students today are our scholars of tomorrow and enjoys guiding them to their full potential as productive members of the community. Cleo is soon to receive his doctorate from Stephen F. Austin University.

Millie Chatham – *Treasurer*

Millie Chatham was employed with Texas Health & Human Service as an Eligibility Specialist and Department of Age & Disability Services as a Case Manager for 24 years. After retiring, she started working for Lamar Consolidated ISD as an English as a Second Language Aide. Mrs. Chatham was selected as her school's Paraprofessional of the Year in 2018 where she also serves as the Site Coordinator for "Be a Champion" meal tutorial program. Ms. Chatham has been affiliated with FLCRC from its inception. She served as the organization's Secretary and currently serves as its Treasurer.

FLCRC CORE TEAM *(continued)*

Mary Sias – *Secretary*

Mary Sias is a native of Alexandria, Louisiana and is an ordained deaconess of Crossing Point Christian Church. Mrs. Sias attended Peabody Magnet High and Jeff Davis College with a degree in Surgical Technology. She served as the Operational Food Service Manager for more than 20 years at the Army Air Force Exchange Services (AAFES). Mrs. Sias has a broad base of experience serving in various capacities both in the United States and abroad. Additionally, Mary worked for 10 years at the Ramsey 1 Unit for the Texas Department of Criminal Justice until she retired in 2005. Mrs. Sias is an active member of the Missouri City chapter of AARP, focusing on lobbying for the rights of all seniors. Mary serves as FLCRC's Secretary of the Board of Directors and is a founding member of Crime Survivors for Safety & Justice.

Paul Delesbore Jr. – *Parliamentarian*

Paul Delesbore Jr. attends Prairie View A&M University studying architecture. Paul remains politically and environmentally conscious as a member of the NAACP, American Institute of Architecture Students, National Organization of Minority Architecture Students, and Prairie View University A&M Green Team. Upon graduating from high school in 2019, Paul served in several leadership and volunteer roles including President of the Alief Elsie Chapter of the Science National Honor Society, 2018 Fall Cohort Ambassador of the National Society of High School Scholars and an AVID mentor. As a youth ambassador on the Board of Directors for FLCRC, Paul holds the officer position of Parliamentarian.

LaCarria Green – *Board Member*

LaCarria Green is the proud mother of three children. She upholds an enthusiastic volunteer spirit. Ms. Green and her children have been volunteers within their church and in the community since the initial development of the Back 2 School Parent Chat that began at Mt. Carmel Baptist Church initiated through their Young Women's Ministry. Because of her commitment to serve, Ms. Green was recognized as the 2019 Clayton Home Owners Association, Volunteer of the Year. Her passion to serve comes from personal experience, "My family can relate because we were once there and our lives were touched; and now, we are grateful and excited to give back. It is so meaningful and it brings great joy when you walk away knowing you've made a difference in someone's life."

FLCRC CORE TEAM *(continued)*

Sharon Tanner – *Board Member*

Sharon Tanner graduated from The Ohio State University with a Bachelor of Science degree in Computer Science. Mrs. Tanner worked in Fort Bend ISD for 11 years in the instructional technology department before transferring her skill set to Oceaneering International, Inc. Sharon Tanner has been a part of the Children Services Volunteer Program for more than 20 years. She loves working with people to solve problems. Mrs. Tanner has three children who are members of the Youth Ambassador Leadership Education program (Y.A.L.E.), with two of them currently attending her alma mater, The Ohio State University.

FLCRC Leadership Team

Ilene Harper, Ph.D. – *Executive Director*

Dr. Ilene Harper is the founder and Executive Director of the Family Life and Community Resource Center. Dr. Harper has secured over one million dollars in funding to support FLCRC programs and services. She has spent 28 years in the field of education inspiring and motivating students, parents and educators. She received her Ph.D. in Educational Administration from Texas A&M University, two Masters' Degrees and undergraduate degree from Louisiana Tech University.

Dr. Harper led successful K-12 school district initiatives that resulted in national and state awards. The Character Education Partnership's National School District of Character award, the State School District of Character award and the 2014 Proclamation from the Mayor of the City of Sugar Land are among some of her K-12 career accomplishments. Dr. Harper's career includes 10 years of teaching and counseling, five years of serving as an assistant principal, eight years of central office administration and 17 years of community-based experience.

Dr. Harper is a Silver Star and Life member of Mu Kappa Omega Chapter of Alpha Kappa Alpha Sorority, Inc., a member of the Independent Educational Consultants Association, American Educational Research Association, and Pi Lambda Theta National Honor Society. She also serves as a Board member with the T.W. Davis YMCA and is on the Child Advocates of Fort Bend Advisory. Dr. Harper has been a resident of Fort Bend County for over 20 years. She believes that it is important for each of us to know our purpose in life and work together for the greater good of the community. Dr. Harper wants to leave a legacy of hard work and good character so that those who come after her will be committed to continuing the work.

FLCRC CORE TEAM *(continued)*

Louis Gilbert – *Accountant*

Louis earned the Bachelor of Arts in Economics–Accounting from Tougaloo College in May of 1985, a United Negro College Funded Institution, located in Jackson Mississippi. He has since continued his graduate studies at Texas Southern University and the Houston Baptist University in Houston, Texas. In 1997, Louis completed the Certified Public Accountant Exam.

Louis has been employed with Nathelyne A. Kennedy & Associates for over 20 years, a Civil & Structural Consulting Engineering firm. He is the Controller of Financial Affairs. He is also a practicing accountant providing financial and tax accounting services to local companies as a Business Development consultant. He served on the executive committee of The Family Café as the administrator. The Family Café, a restaurant located in the 3rd Ward area of Houston, was nominated as a top 10 finalist of the Annual Pinnacle Awards recognizing African-American businesses in Houston. He is very active in the business community.

Some of his recognitions, memberships and volunteer services are:

- Past Executive Board member of the Tougaloo College National Alumni Association (Business Manager)
- Member of the National Association of Black Accountant (NABA)
- Member of Kappa Alpha Psi Fraternity, Inc. (Gamma Rho Chapter)
- Past Board member of the Commissioner El Franco Lee Harris County Precinct One Street Olympics Golf Tournament & Auction Committee
- Past Board member of Riverpark Homeowners Association
- Texas Southern University Athletic Booster Club

Abby Santiago – *Graphic and Technology Designer*

A native of Chadds Ford, Pennsylvania Abby Santiago is a graphic designer with 14+ years of experience in her field. She graduated in 2006 from Kutztown University of Pennsylvania with a B.F.A. in Communication Design. From 2006-2019, she worked as an in-house graphic designer and art director for the University of Pennsylvania Health System in Philadelphia. In 2020, she launched a new career as a freelance graphic designer and art director. Mrs. Santiago currently supports FLCRC with various graphic design and technology needs. She is thrilled to be a part of the important work FLCRC is doing in the lives of families and individuals. Mrs. Santiago has worked with FLCRC since 2016.

FLCRC CORE TEAM *(continued)*

Denise Bean – *Program and Volunteer Manager*

Denise Bean is a Louisiana native and has resided in Texas for the past 28 years. She is a graduate of McNeese State University. Mrs. Bean was employed by the State of Texas for 27 years as a Social Worker advocating and protecting children involved with abuse and neglect. Mrs. Bean retired from the State in December 2019. Her hobbies include Interior Design and Event Planning. Denise brings to FLCRC her expertise of planning projects, leading the organization volunteers, and passion for making a difference in the lives of the youth.

Dr. Janice Little, DM – *Licensed Master Social Worker*

Dr. Janice Little is an optimistic visionary educator (social worker) who is passionate about serving children and families. She has extensive experience in the school setting where she received several awards for creating and developing innovative programs. Dr. Little is a forward thinker who continuously strategizes on finding solutions to everyday problems. She is the author of two books: *The G.O.O.D. (Getting Out of Debt) Diva's Journal* and *The Graduate's Gift (4 Bases for Success)*. Dr. Little is also an entrepreneur who has several business entities, *The Graduate's Gift, LLC*, *Players Properties, LLC*, and *GOOD Diva's Investment*. Dr. Little has worked with FLCRC since 2017.

Linda Coleman – *Licensed Master Social Worker*

Linda Means Coleman is a Licensed Master Social Worker. She has 25 years of experience working with children and families in her current position as a school social worker. Ms. Coleman has served on several boards and participated in many community organization projects. Her academic history includes an undergraduate degree from Alabama A&M University and Masters from Prairie View A&M University. Additionally, Ms. Coleman is the founder and current President of the NAACP-Missouri City Branch. She has dedicated her life to leadership, community service and civil rights. Ms. Coleman has worked with FLCRC since 2017.

Sharon Wright – *Social Worker*

Sharon Wright is a graduate of the University of Houston's Social Work program. Her graduate studies focused on advancing evidence-based interventions for at risk students. Ms. Wright has worked in the Fort Bend School District for over five years as a Check and Connect Monitor where she works with newly arrived students to support their transitions and provide services to promote academic excellence. Ms. Wright is Bilingual and has been working with FLCRC students and families in various capacities for two years.

CORE FOCUSES OF OUR STRATEGIC PLAN

FLCRC board members and staff engaged in a series of planning sessions to assess current programs, services and community data. Additionally, discussions were held to identify the present and future needs of our organization.

This process resulted in the launch of a **capital campaign** for a new facility. Over the last 12 months we devised a **five-year strategic plan (2020-2024)** that re-affirms our commitment to the community, highlights our expansion to a new facility, and outlines the financial investment needs to achieve our mission. **This strategic plan was developed with an emphasis on The Five C's:**



COMMUNITY OUTREACH



CONNECTING FAMILIES WITH RESOURCES



COLLABORATIVE PARTNERSHIPS



COMMUNITY SAFETY AND WELLNESS



CULTURAL AWARENESS

2020-2024

GOALS AND TARGET PROJECTS

GOAL	TARGET PROJECT(S)	CORE FOCUSES
1. Recruit highly qualified and experienced personnel and volunteers	FLCRC Team Expansion	● ● ● ● ●
2. Expand to a larger facility for programs and support services	<i>Family First: New Triumphs</i> Capital Campaign	● ● ● ● ●
3. Engage the community through multiple social media outreach platforms	Social Media Engagement	● ●
4. Promote safety and justice practices for crime victims	Crime Victim Services and National Bullying Awareness Campaign	● ● ● ● ●
5. Provide youth and family-centered support services	Youth Ambassador Leadership Education Program, Parenting Seminars, Annual Back to School Parent Chat, End of the Year Awards and Scholarships Banquet	● ● ● ●
6. Empower health and wellness	Summer Enrichment Camp	● ● ●
7. Collaborate and partner with other entities to advance similar goals	Community Outreach Engagement	● ● ●
8. Transcend cultural tendencies	Diversity and Cultural Education	●

- Community Outreach ● Connecting Families with Resources ● Collaborative Partnerships
- Community Safety and Wellness ● Cultural Awareness

2020-2024 COMMITTEES

FLCRC has established eight committees to manage and ensure the success of our strategic goals and projects over the next five years:

- Membership Committee
- Finance Committee
- Social Media Committee
- Outreach Committee
- Youth Engagement Committee
- Summer Enrichment Committee
- Community Partnerships Committee
- Diversity Education Committee

GOAL 1: Recruit highly qualified and experienced personnel and volunteers

Rationale

The increased tasks and workloads due to COVID-19 created a staff shortage. Shifting to the virtual platforms also presented technology challenges and put an additional strain on the staff and our budget. The Y.A.L.E. leaders earned 717 service-learning community volunteer hours in 2020 which is down from the 1,700 hours earned in 2019. While we have some ideas on additional ways to engage our students, we have staff shortnesses and a physical location need. The online virtual platform has been a very important resource for engagement; however, it has created a need for more personnel to effectively manage FLCRC programs. We will launch a plan to re-engage volunteers and recruit new volunteers with experience utilizing virtual platforms. Our volunteer numbers decreased from 25 active volunteers to 10 due to COVID-19. Hiring additional staff in 2021 and 2022 will position FLCRC to address the elevated mental health needs of our youth and crime victims.

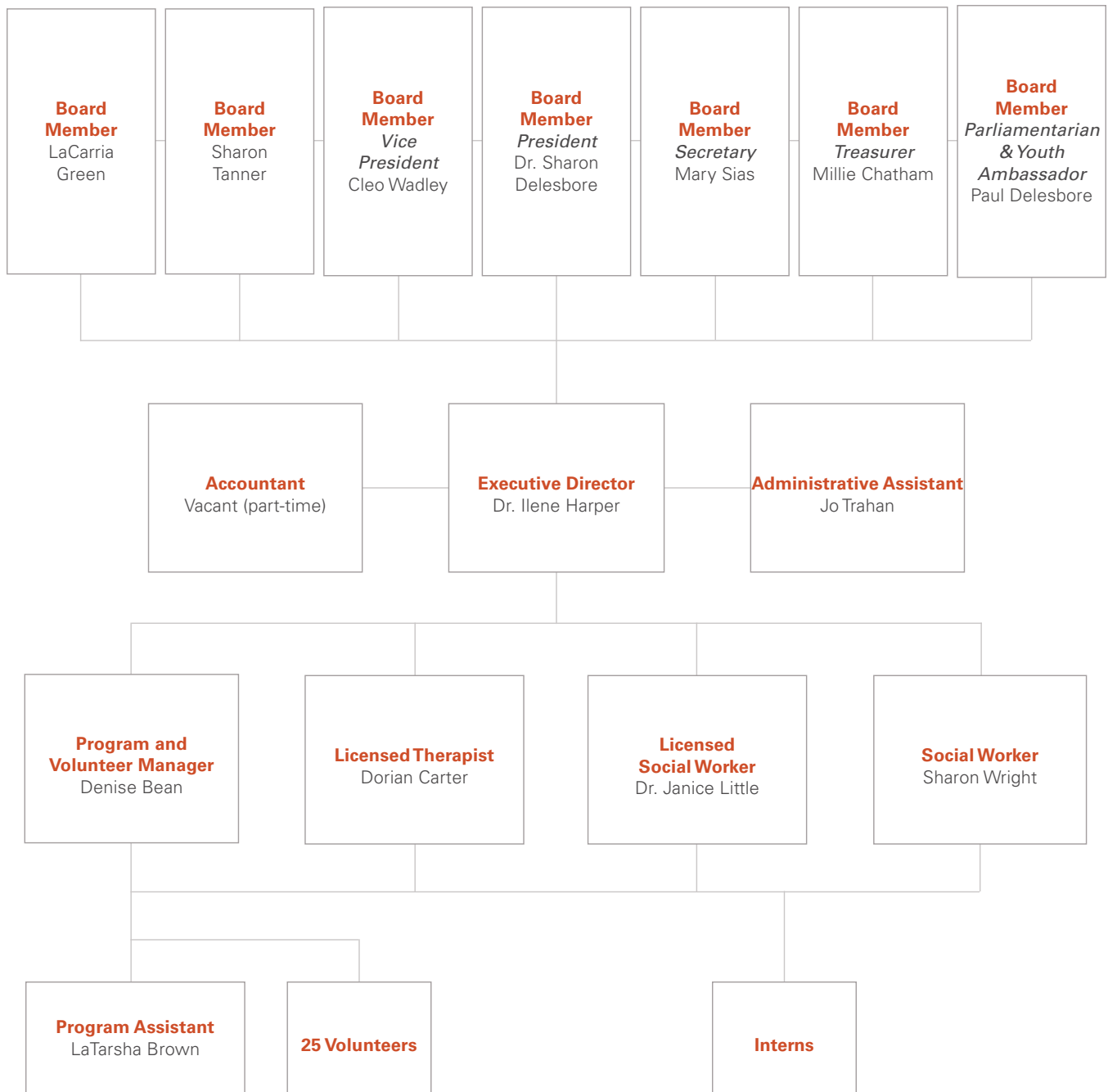
Key Strategies

- Hire a Social Media Specialist to develop proposals and timelines for social media activities, track engagement and evaluate the outcomes for continuous improvements.
- Hire two part-time Administrative Assistants and train them for the full-time roles needed in 2022.
- Hire a Licensed Practicing Therapist to support the client caseload and provide therapy services.
- Hire two Student Interns to assist with mentoring and the Summer Enrichment Camps.
- Launch a re-engagement plan for our volunteers and recruit new volunteers with experience utilizing virtual platforms.
- Acquire the technology resources, PPE materials and provide trainings on FLCRC online virtual platforms.

Financial Projection: \$258,000

GOAL 1: Recruit highly qualified and experienced personnel and volunteers (continued)

FLCRC Organizational Chart



GOAL 2: Expand to a larger facility for programs and support services

Rationale

FLCRC has played an important role in helping families whose lives are impacted by crimes and empowering youth from vulnerable populations. **The unprecedented time due to COVID-19 has expedited our need for a larger facility.** We were excited to launch the Family First New Triumphs Capital Campaign for the larger facility in March as part of our strategic plan and COVID-19 hit. Now, we are relaunching our Capital Campaign efforts to respond to the community needs and to be proactive with future plans for serving the community.

FLCRC's new facility will provide the opportunity for positive engagement while practicing safe social distancing. This new facility will provide the larger space needed to operate. We will have several **counseling offices, a computer room and a conference room** to safely provide client services. The goal is to acquire a 5,000 to 10,000 square footage location by Fall 2021 for program expansion.

Key Strategies

- Recruit 10 sponsorship level donors in 2021
- FLCRC anticipate utilizes a minimum of 5,000 square footage
- FLCRC plans to sub-lease 2,000 to 4,000 square footage if we acquire a 7,000 to 10,000 square footage building
- Provide crime victims counseling and support services in a private space
- Host the Y.A.L.E. program Summer Activities and FLCRC Summer Enrichment Camp at the new facility

Financial Projection: \$900,000

GOAL 2: Expand to a larger facility for programs and support services (continued)



Family First NEW TRIUMPHS CAPITAL CAMPAIGN



GOAL 2: Expand to a larger facility for programs and support services (continued)



Family First NEW TRIUMPHS CAPITAL CAMPAIGN



GOAL 3: Engage the community through multiple social media outreach platforms.

Rationale

FLCRC utilizes several tools for program implementation. In the unprecedented time of the COVID 19 pandemic, the mental health needs of our youth and crime victims were elevated. In an effort to maximize our communication and respond to the needs, the FLCRC Mobile App was developed for individuals to access online classes, virtual counseling and community resources via their mobile devices. Also, the launch of the Quarterly Newsletters was quickly distributed as another means of getting information to our clients. These two resources are added expenses and tasks that require ongoing staff navigation and technology support.

Modifying and making updates to the FLCRC App to increase participants use and to market programs and services to the community is a key priority. Our goal is to get 500 downloads of the FLCRC App in 2021 to spread the word about community events. YA.L.E. leaders are empowered to maintain a record of the service projects and volunteer hours via the FLCRC App, which can also be utilized with college and career preparation. The Social Media Specialist is a liaison for the FLCRC App and the Technology Company.

Key Strategies

- The Social Media Specialist will post program information and resources, implement community polls and gather feedback via Facebook, Instagram, Twitter and YouTube.
- FLCRC will utilize the Y.A.L.E. members only component of the FLCRC App to connect with students, post encouraging messages, evaluate students program input and remind students about the upcoming events.
- The Social Media Specialist will advertise community engagement events on all social media platforms.
- The FLCRC Quarterly Newsletter will be shared on all social media platforms including a push notification on the FLCRC App.
- Launch several TV commercials that include instructions for downloading the FLCRC App, which is available in the Apple and Google Play stores, for the community to easily connect to FLCRC's resources.

(continued)

GOAL 3: Engage the community through multiple social media outreach platforms (*continued*)

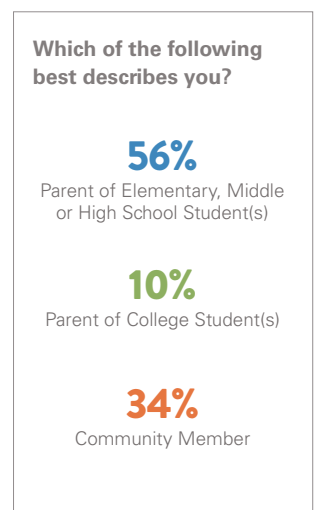
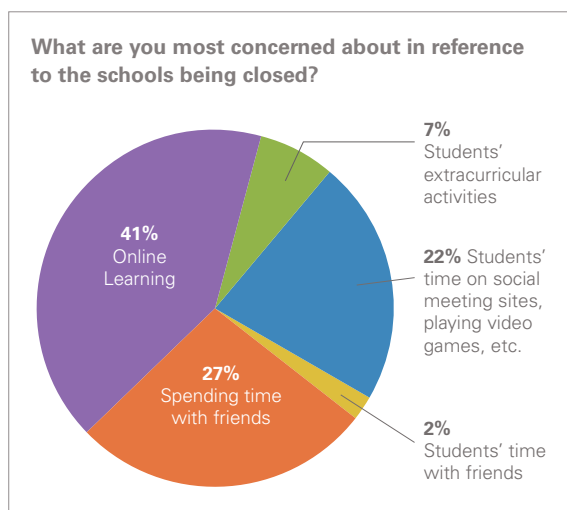
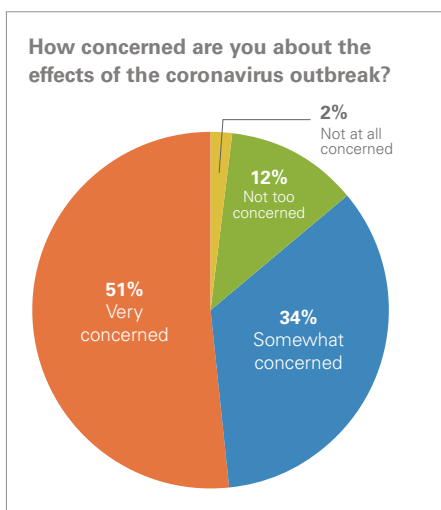
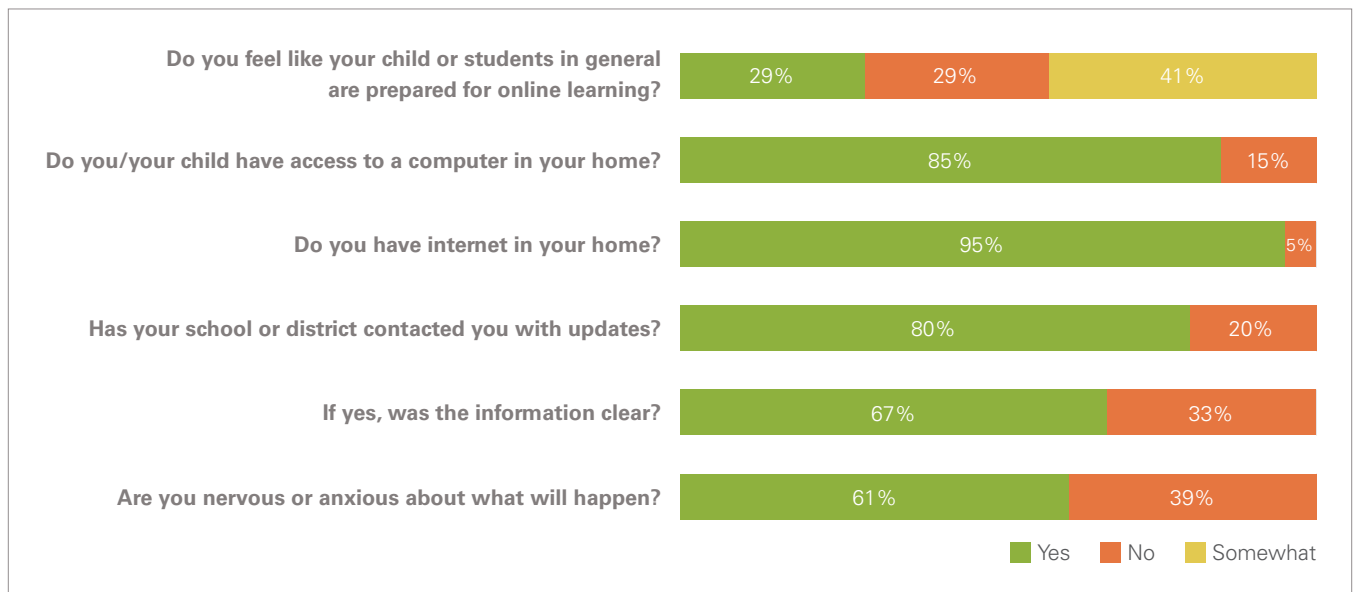
- The Social Media Specialist will launch several social media campaigns that will include community polls, surveys and questionnaires. We collect data from the following five surveys during the fiscal year:
 - The Y.A.L.E. Program survey is launched in December and results are shared in the Winter Newsletter
 - The FLCRC Annual Program survey is launched in June and results are shared in the Summer Newsletter
 - The Victim Services survey is launched in September and results are shared in the Fall Newsletter
 - The Bullying Survey is launched in October and results are shared in the Winter Newsletter
 - The FLCRC Quarterly Newsletter will be shared on all social media platforms including a push notification on the FLCRC App

Financial Projection: \$48,000

GOAL 3: Engage the community through multiple social media outreach platforms (continued)

Parent/Community Member Online Poll: Are You Ready For Virtual Learning?

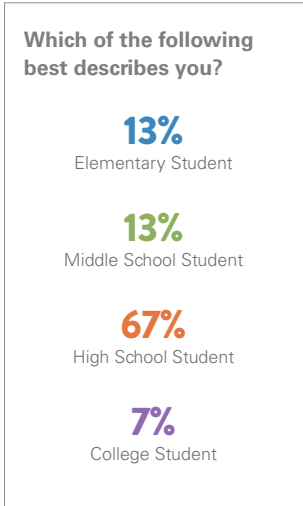
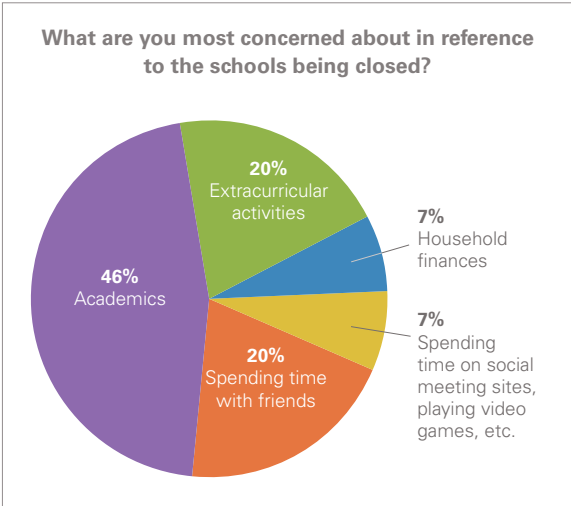
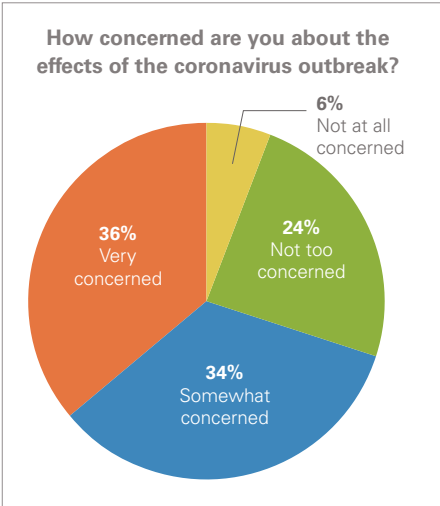
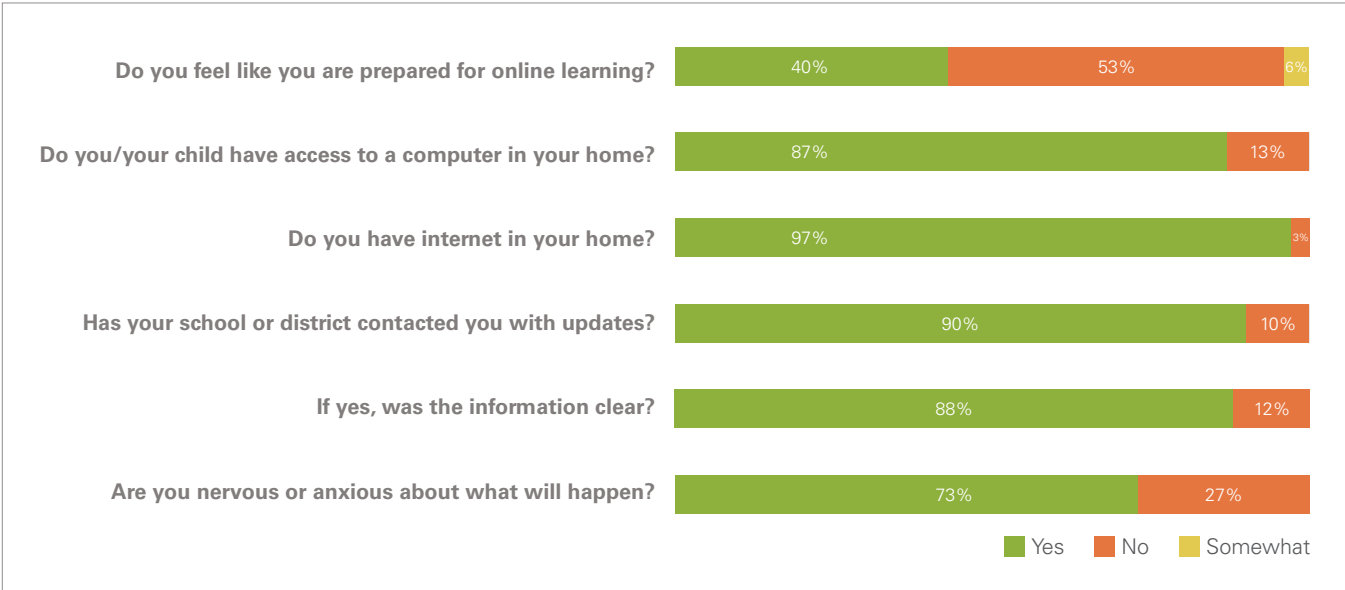
In an effort to better understand the educational and personal needs of our community during the pandemic, FLCRC conducted this poll in Spring 2020. Parents and community members shared their thoughts about virtual learning and the impact of COVID-19 on education and their personal lives.



GOAL 3: Engage the community through multiple social media outreach platforms (continued)

Student Online Poll: Are You Ready For Virtual Learning?

In an effort to better understand the educational and personal needs of our community during the pandemic, FLCRC conducted this poll in Spring 2020. Students shared their thoughts about virtual learning and the impact of COVID-19 on education and their personal lives.



GOAL 4: Promote safety and justice practices for crime victims

Rationale

In Fort Bend County, family violence and violence against children continue to be a concern. Over 6,000 people were crime victims in 2019; up from the numbers in 2018¹. Out of the 18 different violent crime categories identified by the Fort Bend County Sheriff's Office, family violence and violent crimes against children have remained disproportionately higher than other crimes. When children and family members are victims of crime, there is a sense of urgency to get them the necessary support to be successful in school and life.

According to the National Center of Educational Statistics (2019), one out of every five students report being bullied. Approximately 20% of students nationally are targeted, bullied and suffer the adverse impact of being victimized. Students who are bullied are more likely to have problems in school, mental health issues and are at an increased risk of experiencing violence (Center for Disease Control, 2019).

Sixty-five percent of the crime victims FLCRC provided services to in 2019 and 2020 were students. The Anti-Defamation League proposes that victimization is a real problem in schools across the country and hate crimes are up at an alarming rate among young people. According to the U.S. Department of Justice, younger people are responsible for the majority of hate crimes and juveniles are more likely to be the target of bias motivated acts. The Texas Education Agency (2019) suggests that adult-student relationships, parent involvement and community investment in students are critical components for addressing conditions and serious disciplinary problems among students that contribute to bullying and other victimization behaviors in schools.

FLCRC staff and volunteers provide free, confidential, and comprehensive services to crime victims. The victim services team consists of certified and licensed mental health professionals with a wide range of expertise. Utilizing the Ecological Model and trauma-informed care case management approach, FLCRC enhance accessibility to services by coordinating and connecting victims with resources. FLCRC provide evidence-based practices that integrate with the multiple systems in the life of youths and implement advocacy assistance to victims and their families. FLCRC strive to connect victims with a positive environment and effective program experiences by providing short-term or yearlong support.

GOAL 4: Promote safety and justice practices for crime victims (continued)

Key Strategies

- **FLCRC connects crime victims** with support services, advocacy, trainings and community events that focus on healing.
- **FLCRC's *Finding Your Grit* program is a positive and proactive approach to addressing the trauma in our vulnerable population.** We support and assist crime victims with healing through action. FLCRC provides a holistic approach by working through barriers to assist young crime victims after school hours, on weekends, holidays and the long summer months.
- **FLCRC's National Bullying Awareness campaign is held annually to promote awareness and combat the effects of bullying.** Hosting the event virtually in 2020 was a new experience and an opportunity to connect with individuals throughout the country. FLCRC will continue the virtual outreach with the annual campaign.
- **FLCRC Parent Chats and Teen Talks** are aimed at reducing family violence, child abuse, juvenile delinquent behaviors and other crimes against youth.

CRIME VICTIMS SERVED 2017-2020

Years	Crime Victims
2017-18	89
2018-19	115
2019-20	110

Financial Projection: \$1,250,000

GOAL 5: Provide youth and family-centered support services

Rationale

FLCRC has impacted over 1,400 families with programs and services over the last three years—and we anticipate that number to double within the next four years. FLCRC’s community-based approach has a proven track record of providing high quality creative programs and community engagement. We have an effective approach with our interventions to interrupt the disparate impact of vulnerable populations by intentional promoting positive outcomes.

FLCRC has successfully held public awareness events, youth service programs, crime victims services and educational presentations in schools, community centers, and partnering organizations for many years. FLCRC staff has over 150 years of combined experience in the areas of education, crime victim services, social services, and program development.

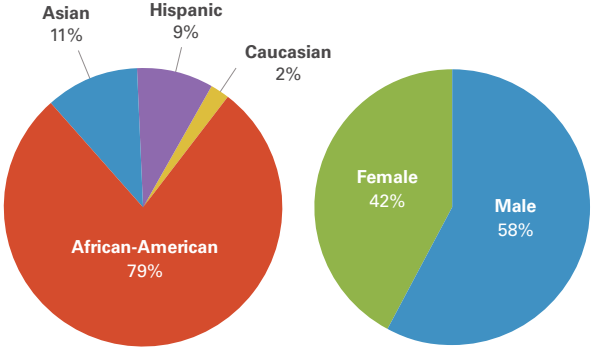
Key Strategies

- **Our Youth Ambassador Leadership Education (Y.A.L.E.) program is a student-led program designed to promote countywide leadership opportunities for students to be actively involved with planning and implementing community initiatives.** Initially, the program targeted 9th through 12th grade students; however, due to the popularity and the feedback from students and parents the program was expanded in 2018 to include 5th through 8th grade students. The Y.A.L.E./Pre-Y.A.L.E. program has been in operation since 2017 and served a total **126 students and 55 families** over the past five years.
- **Our Parent Seminars on various topics are provided several times throughout the year.** FLCRC utilizes the feedback from these seminars for continuous improvement with our program and services. For example, it was the feedback from the College and Career parent seminars held in 2017 that led to the Y.A.L.E. program.
- **Utilizing the demographic data, community polls, and surveys from the students and parents, FLCRC will make continuous improvement with this program.** A key priority is to reconnect with Y.A.L.E. high school graduates and college students to track their careers. Also, we will connect them with mentoring and internships with the current Y.A.L.E. students.

GOAL 5: Provide youth and family-centered support services (continued)

Y.A.L.E. PROGRAM 2017-2021 MEMBER DEMOGRAPHICS

Year	Number of Members	High School Graduates	Enrolled in College
2017	18	2	2
2018	29	5	5
2019	37	6	6
2020	23	2	8
2021	19	1	9
TOTAL	126	19	30



- The **FLCRC Annual Back to School Parent Chat** is the signature community outreach event that jumpstarts the school year with high energy and enthusiasm. With community partnerships and generous donations of backpacks and school supplies, FLCRC hosted an interactive, live superheroes and classic themes community events for students and parents. During the pandemic in 2020, FLCRC was challenged to provide the Parent Seminars virtually and held a curbside pickup of backpacks and school supplies.

Annual Back to School Parent Chat 2017-2021			
Year	Number of Students	Number of Parents	Number of Volunteers
2017	350	100	28
2018	193	70	25
2019	317	58	23
2020	152	51	9
2021	330	200	8

- **In an effort to better understand the educational and personal needs during COVID-19, FLCRC conducted several community polls and held its first Parents’ Town Hall event to hear the voice of parents and their concerns about the reopening of schools.** FLCRC was instrumental in getting the local school Superintendent, School Administrators, Parents, Students and community members together for a two-hour virtual discussion.

Financial Projection: \$345,525

GOAL 6: Empower health and wellness

Rationale

Recognizing that systemic health and wellness disparities are evident, FLCRC seek to provide all individuals a fair and substantial life experience. National trends indicate that people of color and lower income communities have suffered at a disproportionate rate during the COVID 19 crisis. The social and economic inequities facing vulnerable populations require creative solutions to yield more positive outcomes. According to Milner (2014), school-level policies and practices as well as conditions in the community and lack of proactive health and wellness engagement contribute to the disparate impact of African-American and Hispanic students.

FLCRC's five-year plan includes the implementation of a Community Health and Wellness Campaign as a prevention and intervention strategy to promote empowerment with health and wellness. The launch of the Connection, Self-Regulation and Competency (CSC) Health and Wellness framework is tentatively scheduled for the fall 2022. FLCRC will connect individuals with the appropriate resources and support services, assist them with self-regulation of their health and wellness plan, and observe their assessment of their accomplishments.

Key Strategies

- FLCRC's plan is to incorporate a Health and Wellness Task Force to lead our plans for a community-wide Health and Wellness Campaign that focus on physical exercise and nutritional wellness information.
- FLCRC's Registered Nurse Volunteer and Medical Advocates will lead the Task Force with the development, guidelines and curriculum for the campaign.
- Certified and licensed mental health professionals will provide direct services and connect individuals with resources.

Financial Projection: \$75,000

GOAL 7: Collaborate and partner with other entities to advance similar goals

Rationale

Because community involvement is key to active engagement, FLCRC is committed to working collaboratively with community partners to achieve our vision “Building Better Communities by Building Stronger Families”. FLCRC established several partnerships over the years that assisted us with making an impact in this community, and have plans to initiate conversations with other nonprofits with mission statements aligned with our goals. What differentiates FLCRC from other programs is that we are a community-based organization that provide services to vulnerable populations as well as engage the general population through Outreach Events that target the entire family with no set restrictions on qualifications. Our Y.A.L.E. program is unique in that it focuses on four key components for building future leaders that targets elementary, middle, high school and college level students. This empowerment model serves both youth leaders and crime victims by connecting them with opportunities in the community to discover their GRIT (Growth Rewarding Insight Tool for discovering your passion). FLCRC is grassroot organization with 80% of our growth coming from program participants and volunteer referrals.

Key Strategies

- The Executive Director serve on the Child Advocates of Fort Bend (CASA) advisory council
- The Executive Director serve on the T.W. Davis YMCA Board of Directors
- FLCRC has a collaborative partnership with Knowledge First Empowerment Academy and Friends of North Richmond.
- FLCRC partnered with the Fort Bend Juvenile Probation Center and provided the Restorative Practices & Youth Leadership (RPYL) framework to students with court ordered truancy violations.
- FLCRC partnered with To The Top International and a total of nine students from China have participated with the Y.A.L.E. program to date. In February 2019, students participated with an online Mandarin class which included cultural background information. In November 2019, a group of eighteen Y.A.L.E. leaders, parents and FLCRC staff chaperones spent 10 days on a Diversity Travel trip to Beijing, China.

GOAL 7: Collaborate and partner with other entities to advance similar goals *(continued)*

- FLCRC partnered with the Ever Ready Lodge #506 with several community events. The lodge members volunteer every year at our Annual Back to School Parent Chat event and they support our Scholarship Awards program. FLCRC was the recipient of the Ever Ready Lodge #506 Trailblazer Scholarship Award in 2019 and two of our Y.A.L.E. leaders received 1st and 2nd place awards winning \$750 in the Lodge Essay Contest on the Pandemic in 2020.
- FLCRC worked closely with CASA in 2020 and had plans to provide three Summer Enrichment Camps for CASA students but had to cancel due to COVID-19. We were fortunate to provide the three weeks of Summer Enrichment Camps in 2021 to 22 students. We are gearing up plans for the 2022 Summer Enrichment Camps.
- FLCRC's partnership with Crime Survivors for Safety and Justice (CSSJ) Richmond Chapter offers support group meetings for crime victims that focuses on healing and empowerment opportunities.

Financial Projection: Included in Goals 1 through 6.

GOAL 8: Transcend cultural tendencies

Rationale

Although there have been efforts to address the inequities that exist within many systems from education to health and wellness, the need for reform is still critical. Bestowing cultural responsiveness as a conceptual lens could foreground the role of building relationships and getting to know individuals. Furthermore, a culturally responsive approach to engagement is grounded in the belief that all students can excel in academic endeavors when their culture, language, heritage, and experiences are valued and used to facilitate their learning and development.

Partnering with the community to promote cultural responsive practices will increase community involvement and potentially reduce disparate impact of people of color. The journey toward cultural competence requires a willingness to experience, learn from the experiences, and act on the experiences (Hanley, 1999). In the words of Dr. Martin Luther King, Jr., *“Injustice anywhere is a threat to justice everywhere. Whatever affects one directly, affects all indirectly.”*

FLCRC was saddened and deeply impacted by the death of George Floyd and the social justice protests that occurred in 2020. During Y.A.L.E. meeting, students used the following words to express how they were feeling:

“Depressed. Overwhelmed. Anxious. Frustrated. Confused. Motivated.”

Key Strategies

- FLCRC launched the Social Justice Virtual Teen Talks in 2020
- The student led discussions evolved into the #StopTheSilenceAgainstRacism series which launched during the Summer Enrichment Camp in June. Three additional Teen Talks were held each month. The range of life experience and perspective throughout the talks highly engaged the students and broadened their view of issues surrounding social justice.
- FLCRC youth leaders and crime survivors participated with CSSJ HealTheVote Campaign. Y.A.L.E. leaders distributed 200 door hanger packets with information about the ballot, voter registration, and candidates information. This experience prompted the request for the fifth Social Justice Teen Talk, Party Affiliations. Students engaged in a discussion with special guest panelists from the Democrat and Republican parties.
- By popular demand from the Y.A.L.E. leaders, the Social Justice Teen Talks are included in the 2021 calendar.

Financial Projection: Included in Goals 1 through 6.

FINANCIAL TRENDS AND FORECAST

Annual Revenue by Fiscal Year

Fiscal Year	Annual Revenue
2017-18	\$264,260.00
2018-19	\$184,729.00
2019-20	\$399,693.00
2020-21	\$328,849.29
2021-22	<i>Prediction: \$635,000.00</i>
2022-23	<i>Prediction: \$483,628.23</i>