



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

Physical address: 300 N. Queen St.,
Durham, NC 27702

Mailing address: PO Box 25426,
Durham, NC 27702

919-683-5878

www.fmfnc.org

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

CHEFS FOR CHANGE

Durham has an incredible food scene. It also has an incredible lack of safe, affordable housing for many families in our community. Chefs for Change is our way of celebrating Durham’s culinary talents while raising vital funds and awareness for families and children experiencing homelessness. We call it “fine dining with a purpose” and after five years, it’s better than ever.

Want to know more about what makes Chefs for Change so special? Check out our teaser video on our Chefs for Change website at fmfnc.org/chefsforchange! Please know that we are taking all of the recommended precautions to make our series fun and eventful.

Dinner tickets are \$85.00 and include passed appetizers, 3 courses and beer/wine. Two-thirds of each ticket is considered a tax-deductible donation. All events in the 2022 Chefs for Change Series will be held at the Cookery, 1101 W Chapel Hill St, Durham, NC 27701.

The Chefs for Change Series Dates are as follows:

- Tuesday, March 15th with Chef Matthew Kelly
- Monday, May 16th with Chef Trenton Shank
- Monday, July 11th with Chef Vimala Rajendran
- Monday, September 12th with Chef Todd Whitney
- Friday, December 2nd is the Dessert Gala!

THANK YOU TO OUR 2022 CFC SERIES SPONSORS!



PRESENTING



PLATINUM



SILVER

BRONZE

CHEFS

Interested in becoming a sponsor? Reach out to us at contact@fmfnc.org

2021 ANNUAL REPORT



FINDING THE WAY HOME

MOVING FORWARD, INDEED

Dear Friends,

The pandemic halted many things, but not the forward progress of FMF families and their children. This annual report tells stories of resilience through every twist and turn – how our guests found jobs and housing, their children learned new skills, and our community of supporters rallied. Ending family homelessness in Durham is our goal, and we continued this important work while implementing pandemic safety protocols, adapting our volunteer and meal programs, and providing case management services that help guests exit our temporary shelter, move into permanent housing, and stay in their homes.

Affordable housing is a critical need in our community, especially for renters with lower incomes. FMF families with children need multi-bedroom units in neighborhoods where children feel safe. As a community, we must continue working on creative and lasting solutions for affordable housing so that we can fulfill our vision that every family thrives in a safe, stable home.

FMF is addressing these challenges with our knowledgeable staff, engaged partners, skilled Board of Directors, and FMF families with lived experience. The strong team leading FMF is supported by a Board that welcomed eight new highly qualified members this past year. We are leading our way out of the pandemic with new relationships, resiliency, a burning desire to create the community we all want to see – and that we need.

We could not do this work without you, our community of volunteers, donors and friends. Thank you for your support of the families and children that we serve. Please learn more about our work through this annual report and by visiting fmfnc.org to find out how you can be involved. We have many ways you can 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,



Jeanne Murray
2022 Board President



Tammy Laurence
Executive Director



2021 BOARD OF DIRECTORS

John Bowman *President*
Elizabeth Erwin *Vice President*
Rico Blackmon *Treasurer*
Jeanne Murray *Secretary*

Jennings Brody
Atrice Campbell Long
Xavier Cason
Alison Edie
Monica Evans
Graham Fitzsimons
John Hardin
Jim Kinney
Helen Mangum
Tom Meyer

Kim O'Neil
Mark Paulson
Catherine Pleil
Jeffrey Reichard
Marcy Tucker
Tony Williams

Fuqua on Board:
Lindsey Morgan
Bo Sriparphan

STAFF & AMERICORPS VISTAS*

Ryan Fehrman *Executive Director (thru June)*
Shana Carignan *Development Director,
Interim Executive Director (July-December)*

Tammy Laurence *Executive Director (began December)*
Tasha Melvin *Director of Partnerships & Programs*
Ann Tropiano *Director of Residential and Support Services*

Robert Allen
Anthony Cole
Tierra Daniel
Tanya Davis
David Glenn
John Green, Jr
Naomi Etsehiyot*
Olivia Gilmore*
Megan Holmes
Brady Kaiser
Tiffany King
Katy Lambert
Caylin Luebeck*

Ykeisha Lunsford
Constance McClary
Sarina Melvin
Annie Paylor
Desiree Simpson
Diana Smith
Janika Stevenson
Rachel Taylor
Alexandria Thompson
Adrian Tucker
Imani Vincent*
Colly Walcott
Imanie Williams

FAMILY SPOTLIGHT: WHERE ARE THEY NOW?

Sparkle and two of her three sons spent six months in 2020 at Families Moving Forward. Sparkle's oldest son, Ethan, now 15 years old, 300 lbs. and 6'4", has autism and behavioral challenges. Sparkle was fired from her job after his school repeatedly called her to come pick him up for his behavior. Her Family Services Coordinator, Children's Services Coordinator, and Family Counselor collaborated on a housing plan for her family once they arrived at FMF. A group home specializing in Ethan's disability was found based on his level of care. Sparkle says that after a few months of adjustment, he is thriving in his new environment.

Sparkle now FaceTimes with Ethan every day and keeps in touch with his caregivers about his classes, goals, and life skills. Sparkle and her two younger sons, Zander and Joshua, live with her in an apartment with the assistance of a Housing Choice Voucher, meaning that she lives in a home that she can afford based on her income. Lowes rehired her and she has been working there part-time for nearly two years. Durham Public Schools hired her part-time as a cafeteria worker last year, and she was promoted to full-time with benefits six months ago. She appreciates the fact that her schedule allows her to drop Zander and Joshua off at school and daycare. Sparkle shares that she has always loved to work and is proud that she has a steady income, new benefits, better car, better credit, greater stability, and more joy.

Sparkle's favorite memories of FMF are the people she met, both staff and other residents, and the care of the people who "worked their butts off" for her family. She praised her Branching Out Family Services Coordinator, Tanya Davis, for celebrating every milestone along the way and helping her create a budget for the stimulus payments and child-tax credits she received in 2021. Since we last spoke to Sparkle in the fall of 2020, she has changed her career aspirations from being a certified nurse to getting into real estate, and hopes to be a part of the affordable housing solution. You can find more about Sparkle's journey by visiting our website at fmfnc.org/stories to watch a brief video.



Tamika and Jeremiah are another example of a family moving forward. When Tamika and Jeremiah arrived at FMF, she was a young single mom and had been running a successful in-home daycare at her mom's house, where she and her son were living after fleeing an abusive relationship. After her mom passed, they found themselves experiencing homelessness because she had never thought about the need to save money while she had stable housing. She worked at a local daycare while in our emergency shelter, where Jeremiah was also enrolled in preschool.

Tamika is now working part-time at the daycare while she focuses on continuing her education and being more available to Jeremiah, who is now in the first grade at a local charter school. Her goal is to become a social worker and "impact the community." When she thinks back on her time at FMF, she appreciates the programming on financial literacy and benefits the most. She believes that these concepts should be taught in high school because she had no idea how taxes, savings, rent, or insurance worked. Tamika thought that the programming instructors described the value and aims without passing judgment on her lack of experience.

Tamika expresses her thanks to FMF for providing her with "My Start." She and Jeremiah are doing well in school and have acclimated well to their new surroundings. "As a person, you have to want to do better. You have to do the work. FMF sets you up to want to do better for yourself." Tamika and Jeremiah have worked hard to establish the life they desire for themselves, and we are proud of them. You can find Tamika's full story in the 2019 Annual Report and online at <https://fmfnc.org/funding>.

The NEST is our core program that provides temporary shelter to families with children in the crisis of homelessness.

Through The NEST, FMF provides temporary housing for up to 20 families at a time through our onsite emergency shelter program.

We typically serve 70-80 families a year through the NEST. However, the pandemic caused shelter stays to be longer as the eviction moratorium and rapid gentrification significantly reduced affordable housing stock.

In 2021, FMF served 58 families in the NEST. We have consistently had over 75% of the families who entered the shelter program exit into permanent housing. The goal length of stay was increased during Covid, with an average of 151 days in shelter for families last year.

Case management:

While at FMF, families work with a dedicated Family Services Coordinator to identify and overcome barriers to permanent housing. The services and programming provided to the families in the NEST caters to what they have determined, backed by evidence-based practice, as helpful in building skills that improve self-sufficiency, well-being and resiliency.

- Developing personalized goals that lead to greater self-sufficiency
- 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

Multi-generational:

FMF has the reputation of being forward-thinking and innovative in addressing the needs of our families by putting significant emphasis on children.

Our multi-generational approach includes all family members, from the parent(s) to the children themselves, to work towards breaking the cycle of poverty and homelessness.



MENTAL HEALTH SUPPORT

Families Moving Forward works to provide a variety of mental health support and resources to families to address trauma, anxiety, stress and other challenges as they navigate homelessness and make strides to secure permanent housing. An onsite counseling intern provides one-on-one, couples and family sessions to help guest families establish goals and gain new techniques, allowing them the ability to cope with pressing life challenges. Additionally, FMF offers art therapy to parents in the shelter and our aftercare program as a group opportunity once or twice a month, where the therapist helps families get involved in the creation of art in order to encourage personal development, increase or incorporate new communication strategies, and improve their quality of cognitive function.

Research shows that the trauma of homelessness causes a myriad of challenges for parents and children navigating shelter systems. FMF's Children's Services Coordinator provides two intensive therapeutic interventions, Attachment Bio-behavioral Catch-up (ABC) and Parent Child Interaction Therapy (PCIT) to parent-child dyads, to address these challenges by helping parents learn key skills to support their child with behavioral challenges.

Branching Out encompasses the second phase of support we provide after guests move into their own homes. In mid-2021, we expanded our services from 12 to 18 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.

Last year, FMF served 44 families through Branching Out. Additional Covid-related expenses for Branching Out families included emergency client assistance funds and gift cards for those struggling to make ends meet. For the last five years, there has been only one return to shelter within the 18 months of aftercare support. Services for Branching Out families include:

Case management

- Continuation of support with goal plans established in The NEST
- Eighteen months of support with goal setting, encouragement, and help accessing community resources
- Emergency funding client assistance to prevent returns to homelessness
- Programming (onsite and virtual) for parents and children

Landlord relations

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



RACIAL EQUITY

Families Moving Forward has intentionally worked to promote racial equity, both in our workplace and in our programs. We firmly believe that we cannot alleviate poverty or end homelessness without understanding the historical implications of racism, and its effects on current policies, access to opportunities, resources, and culture.

Prior to the pandemic, all staff had completed at least level one of the Groundwater Diversity, Equity & Inclusion training, with many staff and all members of the management team having completed level two. Thanks to a grant from Truist for the Durham Collaborative to End Family Homelessness, we are able to provide continued training for all staff. A staff-led committee was formed and conducted a Racial Equity Audit with support from our Fuqua on Board member, Lindsay Morgan. Through that audit and assessment, the committee came up with three recommendations and they have been supported by both the Board of Directors and the Management team. These recommendations are:

- Expand Guest Appeal Decision Makers: Include more voices in guest appeal decisions
- Hire HR Manager: Designated HR manager to support leadership development, promote inclusion, mediation and manage HR responsibilities.
- Create Space for Race: Create opportunities to discuss racial concerns, current events, and tough questions with work peers and FMF guest families.

While FMF works to adopt these recommendations, we continue to seek opportunities for training, discussion, growth and collaboration.

PARTNERSHIPS AND PROGRAMS

FMF's dedicated staff, committed volunteers and supportive community partners collaborate to help empower families to become self-sufficient. FMF's collaborative efforts with volunteers and community partners has led to 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:

Through our established and growing community partnerships, parents in the NEST and our Branching OUT programs are able to access a myriad of trauma-informed skills development workshops. 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 strengths-based, trauma-responsive programming to children at FMF from 6 months through high school - for kids in both our shelter and aftercare programs. Volunteers engage children with science experiments, gardening, developing social skills and much more. Children's enrichment programming includes:

- Developmental assessments to identify child-specific needs and connect families to appropriate community resources
- Study buddies (Monday – Thursday academic enrichment and support)
- Age-specific youth enrichment through art and play
- Skills based workshops for each age group (early childhood through teens)
- Alternative Spring Break Teen Fellowship

2021 PARTNERSHIPS SPOTLIGHT



BAYNES FAMILY FARM

FMF has been a partner with the Baynes family since 2016, when Steve Baynes approached us about their idea for a sleepaway camp for the kids experiencing homelessness in our shelter. What began as a few days has grown into a full week-long overnight camp. Camp Phoenix is the highlight of the summer for our families, keeping with their goal of creating a fun experience and making a lifetime of memories.



DURHAM CHAPTER OF THE LINKS

For 20 years, members from Durham Chapter of the Links, Inc. provided support centered on the theme of women's empowerment and agency. Under the leadership Drs. Micheline Malson, Stephanie Irby-Coard and Donna-Marie Winn, the Links have offered monthly life skills workshops for parents. Additionally, they have coordinated annual holiday giving, including catered meals for families, a leadership program, and so much more.

DURHAM PUBLIC SCHOOLS

Over 90% of the school-age kids we serve attend a Durrham Public School. Ebony Thomas Ross, McKinney-Vento District Liaison (who serves DPS students experiencing homelessness) has consistently been a champion for our kids - helping to connect them to buses, school supplies, clothes, afterschool programs, tutors, and summer camps.



MUSEUM OF LIFE + SCIENCE

In 2019, staff from the Museum of Life & Science were awarded a grant in partnership with FMF, creating a roadmap for developing and implementing community forums that encourage public engagement with science. The Museum provides camp vouchers, \$5 Ignite Learning museum memberships for FMF families, and virtual interactive lessons for FMF kids, expanding their minds for wonder, curiosity and discovery.

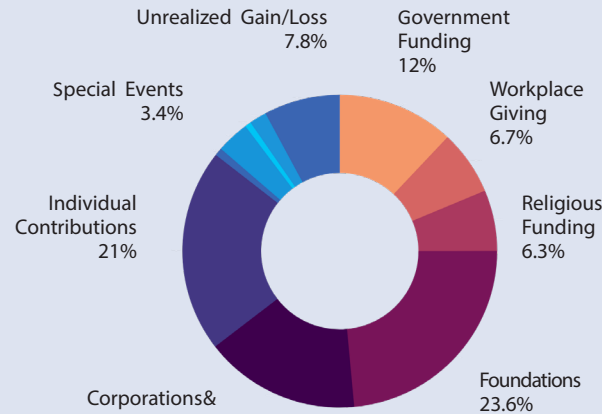


FINANCIALS & SUPPORT

Our 2021 annual budget was \$1.55M and thanks to the generosity of our donors, we were able to raise more than we spent. The fund balance is being used for capital improvements to our shelter facilities. Transparency and accountability are important to us. We are especially grateful for the community support in response to the pandemic, including the Covid-19 Emergency Response Grants, and in-kind donations through our Covid-19 Amazon WishList. We are also incredibly grateful for the ROOTS monthly/quarterly donors who support our fundraising efforts through the year!

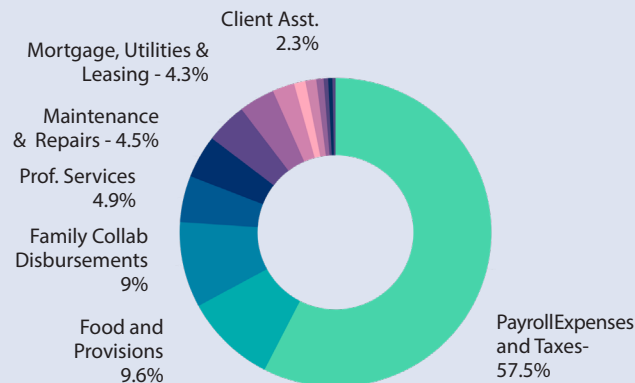
INCOME

Government Funding	\$229,644
Workplace Giving	127,890
Religious Funding	120,668
Foundations	450,804
Corporations & Businesses	306,562
Individuals Contributions	402,033
Civic Groups	15,554
Special Events	64,883
PPP Loan Forgiveness	120,000
Other Income	34,073
Unrealized Gain/Loss	149,975
TOTAL INCOME	\$2,022,122



EXPENSES

Payroll Expenses and Payroll Taxes	\$848,393
Food and Provisions	141,066
Family Collab Disbursements	132,292
Professional Services	71,610
Maintenance and Repairs	66,307
Mortgage, Utilities and Leasing	63,000
Insurance	55,022
Client Assistance	33,628
Office Expenses	17,398
Staff Appreciation and Development	16,749
Fundraising	11,159
Miscellaneous Expenses	6,879
Furnishings and Equipment	6,374
Dues and Subscriptions	4,820
TOTAL EXPENSES	\$1,474,696



We are grateful for all donations, large and small. Although we cannot list all cash donations in 2021 please know that every monetary, in-kind and stock gift was gratefully received!

Donors \$100,000+

Bank of America
Blue Cross Blue Shield of NC
Duke University
Stewards Fund
United Way of the Greater Triangle

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

City of Durham
FEMA
Leon Levine Foundation
State of NC
TRUIST Bank
Westminster Presbyterian Church

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

BIN Foundation
Blacknall Memorial Presbyterian Church
Duke Health
Fox Family Foundation, Inc.
Jacob and Annie Klapper
Moses Kimball Fund
Pacific Western Bank
Rust Charitable Foundation
Sam Poole
Triangle Community Foundation

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

Aaron and Liza Sharp
Andy and Ginny Widmark
Chaya Albert Genesis Fund
C.M. Herdon Foundation
Congregation at Duke Chapel
Durham Regional Assoc. of Realtors
John and Jane Hardin
C.M. Herndon Foundation
Kevin and Paris Laliberte
Lonnie and Carol Poole Family Foundation
SAMSHA
Evelyn D. Schmidt Trust

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

Titus and Thelma Allen
Duke Memorial UMC
Bo Glenn and Connie Winstead
Don and Pat Hardin
Richard and Lonna Harkrader
Don and Traci Hoover
Home Depot
Immaculate Conception Catholic Church
Kil-Mor Pest
Dr. Jennifer Lail Children's Fund
Noel Family Fund

Jane and Harry Phillips
RTI International
Martin K. Smith
State Employees Combined Campaign
Delbert and Ann Tinkler
Trinity Ave Presbyterian Church
Watts Street Baptist Church
Wesley Fellowship at Duke
Yousuf and Fatima Zafar

Donors \$2,000-\$4,999

John and Ginny Bowman
Kyle and Christina Chenet
Child Care Services Association
Gene and Grace Couchman
Peter and Ramonna Cvelich
Mandy Dixon
Durham Congregations in Action
Epworth UMC
Elizabeth Erwin
Fifth Generation/ Tito's
First Presbyterian Church
Nicci and Martin Gafinowitz
Goodwill Industries of Eastern Carolina
Erin and Amanda Gunter
Hallam/ICS
Kylie and Clint Harris
Hope Valley Baptist Church
Gudron Huper
Margaret O. Keller Endowment
Karen Kierney
Jim and Cindy Kinney
Mt. Sylvan UMC
Laurie and Philip Muzzy
Kim ONeil
Pilgrim UCC
Catherine and Joachim Pleil
Presbytery of New Hope
Rebuild Fellowship Church
Jonathan Robie
Timothy and Lori Rowe
S & C Harvest Foundation
Steve Schewel and Lao Rupert
Will and Jennifer Shingleton
Starfish Fund
Patricia and Matthew Stiegel
Nina and Esther Swim-Wright
Temple Baptist Church
Gordon Whitaker and Bob Hellwig
Larry and Lea Wood
Yates Baptist Church