

FROM SPARK TO SPARKLE

BUILDING STRONGER COMMUNITIES TOGETHER

2022 ANNUAL REPORT

sparkle

noun

a group of fireflies.



Dear Friends,

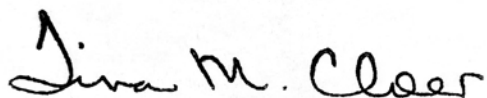
Each of us has a light we can share with those around us who may be experiencing challenges in the form of trauma, housing insecurity, child abuse, domestic violence, the inability to provide for one's children and struggles with mental health. The people we serve at Firefly Children and Family Alliance are often experiencing these types of challenges. Thankfully, each of us is capable of being a small part of the solution for these children and families. Each of us has a spark of hope, help and support we can offer.

I am so grateful for each of you who supported the mission of Firefly in 2022. Because of you, we were able to positively impact the lives of **42,718** families, **58,000** adults and **79,080** children across the state of Indiana. 2022 was a year full of caring individuals coming together to contribute their spark to create something better and brighter to improve individual lives and our community as a whole.

This report shares some of the stories of the people we serve, highlighting the positive difference we can collectively make if each of us chooses to play a role in bringing hope and light to others. We will celebrate our collective success from the year as we move forward in creating a brighter future for children and families across Indiana.

The positive role Firefly plays in the community is only possible because of the support from our volunteers, board members, friends, stakeholders, partners, donors and staff. Each of you contribute a bit of your light to help us lift up those who are experiencing darkness. Together, we make up a sparkle—a community of light bearers helping one another find the way. We look forward to serving beside you in the coming year.

Fondly,



Tina



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PRESIDENT AND CEO



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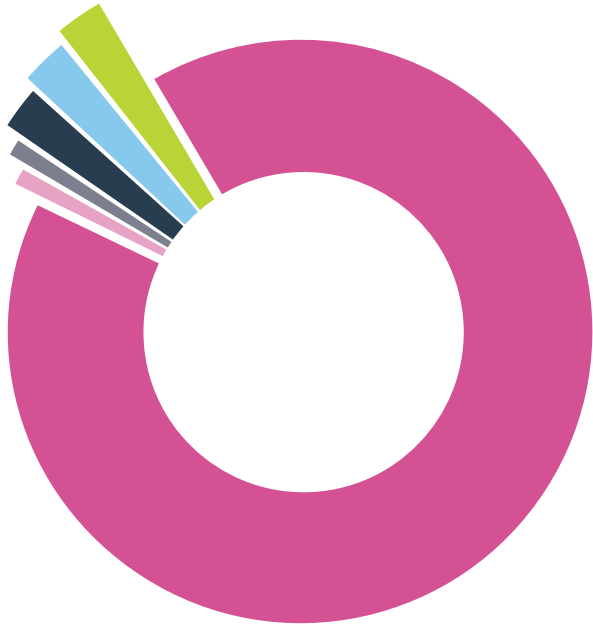
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LEADERSHIP

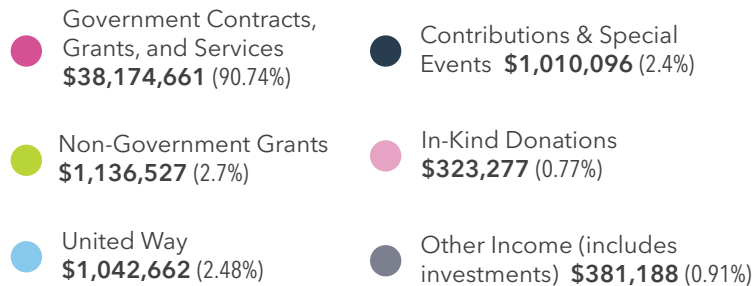


REVENUE

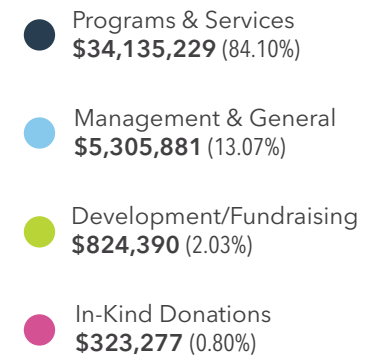
& EXPENSES



REVENUE



EXPENSES



TOTAL REVENUE **\$42,068,412**

TOTAL EXPENSES **\$40,588,777**

LIVING OUT OUR VALUES



As Firefly grows, the dedication we have to our vision, mission and values only becomes greater. Throughout 2022, we began laying the groundwork to live out the vision of *inclusive and healthy communities of thriving people*. Our new mission is to *empower individuals to create stronger families and communities*. The values our organization embrace to achieve our mission are the three Is: *inclusion, innovation and impact*.

INCLUSION

By empowering our diverse and growing workforce, we strive to embrace each individual and family in a manner that recognizes and prioritizes their unique life experiences while using a strength-based lens to support families. It is critical to the work of the agency that our workforce reflects the communities we serve, which we seek to continue uplifting through inclusive hiring practices and an emphasis on employee development. We are currently meeting our goal of having a workforce that is reflective of the people we serve, which makes us a better organization.

Embracing diversity and celebrating the perspectives, skills and talents of staff throughout the agency is critical to our work. Throughout the state, we also commit to partnering with historically marginalized communities to help produce more equitable outcomes in our efforts to build stronger families and communities. We work closely with

organizations serving immigrant families, and contract with many providers of color, LGBTQ+ providers, and the faith-based community to ensure families have the needed education and resources. In 2022, we partnered with more than 55 diverse community organizations to produce better outcomes for children and families

INNOVATION

Firefly and its leadership continue to move the organization forward to ensure the care provided to our clients is effective, efficient and accessible. In 2022, we expanded access to critical domestic violence and substance use services to more rural communities that have previously lacked access to care. We are now able to provide Batterers Intervention Programming in the Connersville area, we do substance use assessments in the Anderson area and are able to do domestic violence assessments and care in areas outside of Indianapolis. We have also led the state in creating

several Family Resource Centers, which provide integrated access to child abuse prevention help, support in parenting, basic needs, employment and housing assistance, as well as referrals to a number of resources to support families in caring for their children well.

IMPACT

At the core of what makes Firefly an amazing organization is the impact our staff have on individuals, families and communities that we serve. We serve thousands of people every year, meeting each of them where they are, to help them through some of the darkest moments in their lives. Our organization and each Firefly staff person has the potential to share needed light to someone experiencing darkness. When we and our partners come together, we have the potential to change lives and often do. Please read along as we share about a few of the lives we were able to impact in 2022.

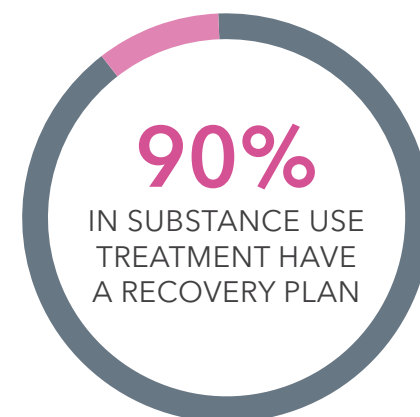
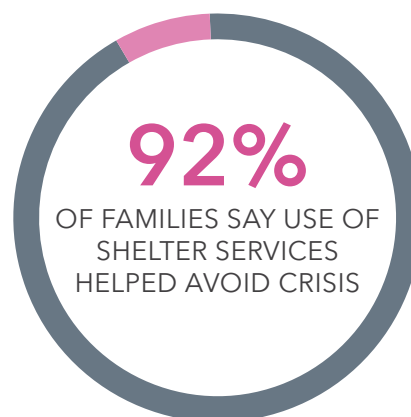
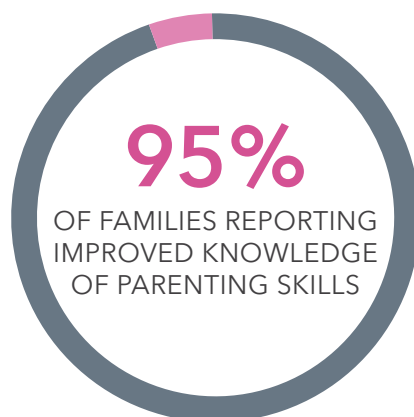
PROGRAM OUTCOMES



In 2022, you helped us serve:

79,080 CHILDREN & **42,718** FAMILIES

Resulting in:



STRENGTHENING FAMILIES



DONALD'S STORY

After living most of his life in addiction, the removal of his children from the home sparked a motivation to change the only way of living he had known since he was 13.

Over the past six months, the ongoing mentorship from his Case Manager, TJ, has guided him down a brighter path where he has gained a new perspective on life and recovery. By consistently attending recovery groups alongside structured guidance and support from TJ, Donald has found a sense of purpose that didn't exist in his former life of addiction.

"It's hard. Sometimes you're taught by your parents or people that should have loved you and taken care of you when you're vulnerable. And they didn't. And so you learned that you needed to put on a tough act and do all these bad things to try to cope," Donald's Case Manager explains.

Donald felt timid early on when he started attending a recovery circle, but had a steadfast determination to do whatever it took to reunite his family. By the third session, he felt comfortable enough to speak up, stating he no

longer wanted to "fight the help," and slowly started coming out of his shell throughout the recovery process. Today, his consistency in recovery has given him the ability to thrive on his own, relying on TJ less and less.

Donald now makes time to volunteer at his local homeless shelter. He says it's the least he can do to give back to the people and places that kept him safe and alive. He's become a leader in his recovery circle and at the shelter, offering support to his peers as they all try their best to stay on track.

TJ recalls stopping by Donald's house recently to find him making hash browns and scrambled eggs for the kids, laughing over not having any ketchup and running to a neighbor's house to get some.

"There was no guilt. There's no shame in that moment. It was connection and love and respect, and Donald directly serving and providing for his kids," TJ says.

One day, Donald aspires to open a home where parents can recover alongside their children so they don't lose family structure. For now, the next six months will be about getting his home in order,

staying healthy and engaged in his community and enjoying the summer months at home with his son and daughter.

"My children get to see the way I am today, and I am helping them along now instead of ignoring them," Donald says. "It's a great thing."

“It's hard. Sometimes you're taught by your parents or people that should have loved you and taken care of you when you're vulnerable. And they didn't. And so you learned that you needed to put on a tough act and do all these bad things to try to cope.”





Many families don't have access to the resources they need. Our prevention and family support services are designed to equip families with tools and professional guidance to build healthy supports and relationships that promote human potential, eliminating issues that could lead to intervention from the child welfare system.

CHILDREN & FAMILIES SERVED IN 2022

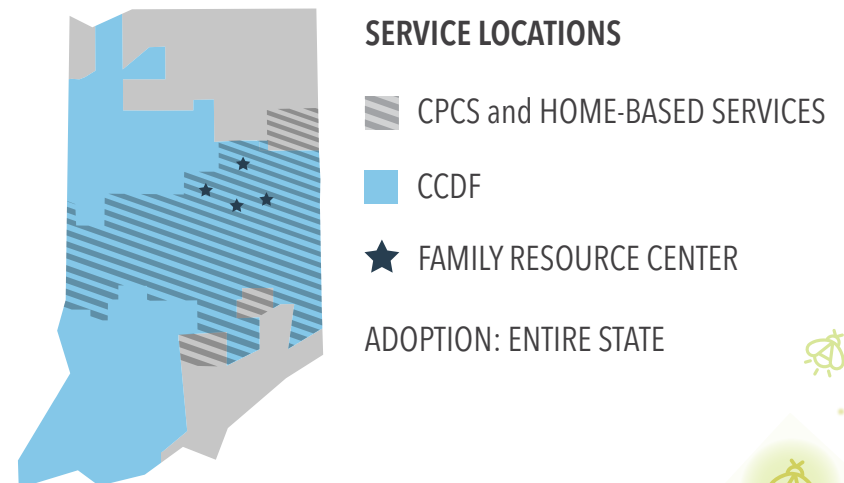
Community Partners for Child Safety (CPCS) |
36,107 children, **17,364** families

Child Care Development Fund (CCDF) |
34,767 children, **19,456** families

Home-based Services | **1,535** children, **857** families

Adoption Services | **1,198** children, **835** families

Family Resource Centers | **674** individuals



PROMOTING WELL-BEING



MARIA'S STORY

Like many of our clients, Maria arrived at Firefly looking for a path forward. A mother of two, she was experiencing domestic violence and harassment. A protective order was filed, but the abuse escalated to a point where she felt like she could no longer endure it alone.

After beginning work with our Survivor Services program, she began to heal emotionally. As she engaged in counseling, her Survivor Advocate, Jessica, was able to help navigate the legal process while she juggled a criminal case alongside her healing.

"Normally, our Spanish-speaking clients are more shy—they're often afraid just because of their status here. So, for me to see her in action, it was fantastic. I'm really proud of her," her Advocate, Jessica, says.

Building a foundation of trust wasn't easy, especially for a first-generation immigrant. Once Maria established a sense of safety with Firefly, she began sharing her voice and story more openly. Maria compares the experience

of going through domestic violence as being trapped in a circle, or a cycle of abuse.

"Women are often in a circle, and sometimes they don't know how to step out from that circle and reach out for help," Maria says. "Sometimes they don't realize they're even in the circle."

A large part of Maria's emotional struggle was stepping out of the situation and being able to care and provide for her children. Through Firefly's Survivor Services programming, Maria found a safe place to discuss her situation and needs; a place to be heard, validated and supported while planning her physical and emotional safety.

"She used to come here and cry and be afraid," Jessica says. "And now she's more able to advocate for herself and advocate for others. She's come a long way and isn't afraid anymore."

Today, Maria has a clearer picture of how to move forward with her children.

“Women are often in a circle, and sometimes they don't know how to step out from that circle and reach out for help. Sometimes they don't realize they're even in the circle.”

She still has new struggles to manage, but says it's been an awakening for her to realize just how self-sufficient she is and continues to be after finding advocacy. She has learned to accept the hard part of her story and aspires to be a domestic violence advocate in the future.

Maria plans to use her voice to let survivors know they can break out of the circle, and that there is help and a path forward waiting for them.

"Even though there was suffering, it made me the person I am today."



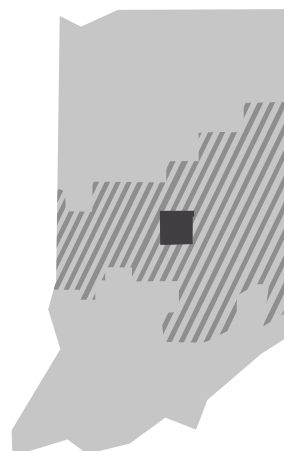
Through our recovery services, we work to help individuals address past trauma and current struggles. We're committed to helping our clients move beyond the challenges of substance abuse and substance use disorders, domestic violence, sexual assault and mental health issues by developing strategies to cope and move forward.

CLIENTS SERVED IN 2022

Survivor Services | **1,082** clients

Substance Use Treatment | **435** clients

Mental Health Counseling | **316** clients



SERVICE LOCATIONS

- All Services Available In-Person
- ▨ Substance Use Treatment and Mental Health Counseling Available Virtually

EMPOWERING CHILDREN & YOUNG ADULTS

PRAISE'S STORY

Praise entered the foster care system nearly seven years ago. The youngest of three children, she spent time living with her grandparents before temporarily residing at Firefly's children's shelter until she graduated high school.

Like many young people in the system, Praise's teenage years were characterized by trauma, instability and an unclear path to transition successfully to adulthood. She often found it difficult to trust the system around her, struggling to find solid ground to stand on.

It wasn't until arriving at Firefly that Praise felt like she began to have the right support system around her.

"I think this was the best facility I've ever been in," she says. "They still let us be kids. They took us to school and had a way for us to get [back from] school... [Firefly] doesn't make us feel stripped of anything. I'm happy I came here."

Around the same time she arrived at our shelter, Praise was connected with her Firefly Case Manager, Shelly, whose hands-on, structured approach remains instrumental in keeping Praise on track to success. In addition to helping guide Praise through the foster system, Shelly helped her get into college, where she studies graphic design, obtain financial support for things like housing and transportation and find the tools to navigate difficult situations in her family.

"She is a good person. Friend-wise, family-wise, she feels like my family," Praise says about Shelly. "When we meet, it doesn't really feel like meetings. It feels like I'm just seeing a friend."

Despite the challenges she faced throughout the pandemic—being forced to leave school after the dorms closed, struggling to find housing amid the uncertainty and seeing her mother and sister move to Texas—Praise remains

undeterred in reaching her goals.

Now a part of Firefly's Older Youth Services program, Praise plans to return to college to complete the credit hours she has left and start her own fashion line. She is a strong advocate for youth in foster care at the Indiana Statehouse, where she meets with local and state legislators and actively works to improve the system of which she has been a part of for so long.

"Every day I wake up and open my eyes and I just lay there like 'ooh, you have your own place' and 'ooh, you have your own car.' I always wake up and say, 'it could be worse. You are in a good place right now... A way better place than you ever thought you could be in,'" Praise reminds herself. "I have way more than what I've ever had, but I can do better. I can reach a lot of people... I love myself way, way more."





We help connect Indiana youth and parents with the resources they need to live successfully. We're committed to doing everything required to ensure the children we serve reach the best possible outcome including short-term shelter and respite care, foster care licensing, private adoption services, and longer-term treatment.

CHILDREN & FAMILIES SERVED IN 2022

Foster Care | **94** children, **95** families

Older Youth Services (OYS) | **681** children

Children's Shelter | **298** children, **92** families

Courage Center | **128** children, **31** families

“ I always wake up and say, 'it could be worse. You are in a good place right now... A way better place than you ever thought you could be in.' ”



SERVICE LOCATIONS

■ OYS

▨ FOSTER CARE

★ COURAGE CENTER & CHILDREN'S SHELTER





YOUR SUPPORT

Volunteers give their time and energy to ensure children and families have what they need.



443 

UNIQUE VOLUNTEERS

9,423 

TOTAL VOLUNTEER HOURS

\$282,208 

VALUE TOWARD CLIENT SERVICES

DONORS

We are grateful for the many donors who supported our mission in 2022. Listed on pages 13-15 are the individuals, corporation and foundations who made financial gifts of \$250 or more between January 1, 2022 and December 31, 2022. Thank you.

INDIVIDUALS

\$10,000+

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Anthem Blue Cross & Blue Shield
BAM Companies
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Centier Bank
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First Merchants Bank
Hancock County, Indiana
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The Huntington Foundation
Ticket to Dream Foundation
Tipton County Foundation
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\$5,000-9,999

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Smarrelli Family Giving Foundation
Techlocity
The Brave Heart Foundation
The Glick Family Foundation
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Force Communications
Horizon Bank
Indiana Society of Association Executives
Indiana Sports Corporation
International Medical Group
KPMG
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Millennium Sounds
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New Beginnings Fellowship
Old National Bank
Penske Automotive
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Roche Diagnostics
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\$500-999

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\$250-499

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DTE Energy Foundation
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ROBERTA WEST NICHOLSON CIRCLE OF HOPE SOCIETY

The Roberta West Nicholson Society recognizes those individuals who have included Firefly Children and Family Alliance in their estate plans. Roberta West Nicholson was the President of the Board in the 1940s and remained active with the agency throughout her lifetime. Mrs. Nicholson was the only woman to serve in the 1935 State Legislature and was a tireless advocate for children.

Drs. Deborah and Douglas Balogh
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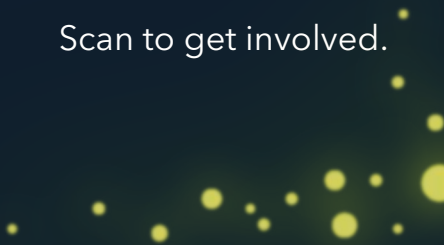
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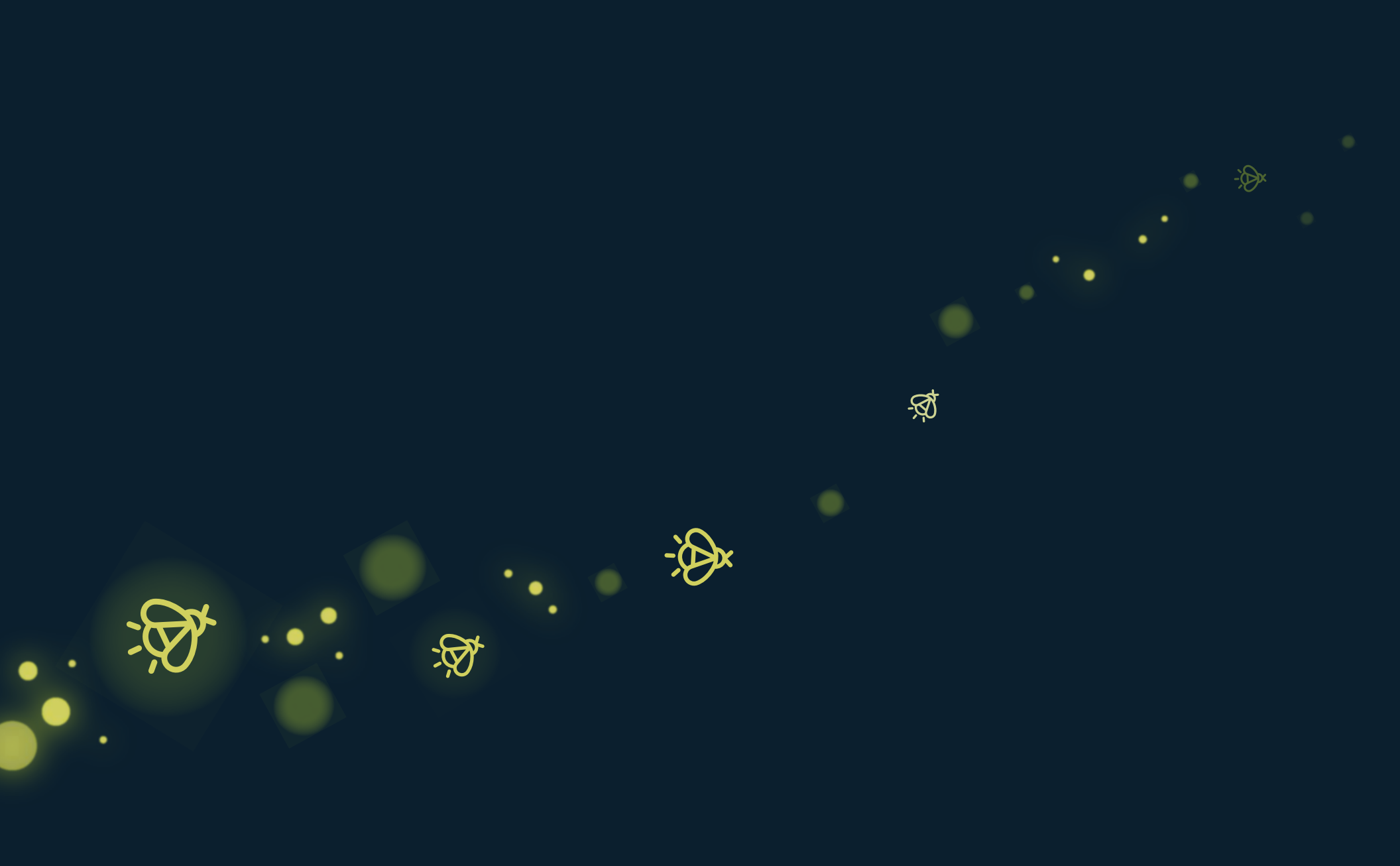
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