FamilyWorks

Annual Report 2019











JAKE WEBER
Executive Director

As I sit and reflect on 2019, we are in the midst of the coronovirus pandemic and things look a little different right now! I remember 2019 as an extremely robust year! Families were taking on leadership roles, young people were actively participating in empowerment groups, participants were connected to resources, information and to each other, the food banks were full of high quality nutrition and choice, the staff and Board team was strong and responsive, and the community support was foundational! What we have learned from our social distancing is that our community will continue to find ways to help each other connect, even more so through the hardest of times.

One thing that remains a constant and which sustains all of our hope, is the love and care that the community has shown us. Our loyal donors and new partners have demonstrated that they will fight for what is right, and give voice and strength to those who don't have a voice. As I retire from FamilyWorks in June, I am comforted with the knowledge that the fabric of community strength has been woven so tightly that no one will fall through and be forgotten or unnourished, and for this, I can't say thank you enough! I plan to continue to be part of the FamilyWorks community, in whatever capacity serves our constituents in the best way, so this isn't goodbye.



ALESSANDRA POLLOCK
President

We want to thank our community, as Jake said, for standing with participants and others in the good times and the challenging. Without your assistance, we could not have responded to growing and changing needs in the community. And, over many years, your support and engagement have built a strong foundation, financially and programmatically, that will allow FamilyWorks to respond to the changes and challenges of 2020 and beyond.

As we all adjust to a new normal, FamilyWorks is committed to our emphasis on racial equity in practice and policy, to participant-driven programming, to innovation and flexibility in how we nourish, connect, and empower each other, and to leverage what we have learned from the last two decades for a new era with new leadership. We don't know what the future will bring for our community. Yet, we know that with the combined strength and fortitude of our many supporters, staff, volunteers, Board, and participants, FamilyWorks will be resilient. 2019 was a productive, thriving year for FamilyWorks and we are grateful for our friends and neighbors who will walk with us into the new decade.



Food Access Programs

Our food access programs offer people in north Seattle connection to nutritious food, other essential resources, and a supportive community, nurturing greater health and resiliency for participants. For many people on an extremely limited income, the food bank resources help people save money and are an important homelessness prevention program.



Food Banks

We pride ourselves in having a choice of the most nutritious and delicious foods for people when they visit the food bank. Our staff and volunteers sort through donations, making sure that we provide a high level of dignity in the experience, so that we can reduce the stress people are experiencing who are affected by poverty and homelessness and uncertainty. We know that our FamilyWorks community is sometimes the only community that a person has when they come to the food bank. Knowing they can come for healthy, beautiful food, other resources and a dose of camaraderie, gives people hope.



Farewell to Mike

After 5.5 years with FamilyWorks (and 25 years in food justice), we wish Mike Cox a beautiful return to his beloved hometown of Kansas City, MO, and thank him for caring so deeply about our participants, staff and volunteers. He has helped to create such a safe, calm, and nourishing environment for all. Thank you, Mike!

Mike's Message

"It's proving to be much harder than I thought it would be to step away from FamilyWorks after nearly 6 years. This has been a refreshing, challenging (at times), and ultimately transformative experience for me. I leave knowing that FamilyWorks Food Banks are in a strong position to continue being a responsive and effective resource in fighting hunger and in connecting our neighbors to viable paths to empowerment. I also know that my well-qualified successor, Tobey Solomon-Auger, will continue to bring both nourishment and joy to all we serve. From the bottom of my heart, thanks for this amazing journey I've had with all of you!"

Food Access Programs Highlights

- The City of Seattle's Human Services Department (HSD) renewed and increased funding for our food banks, deliveries, and backpack programs.
- As well, HSD awarded us a new contract to hire a Community Connector to increase access for our food bank participants to needed financial resources and other community services.
- Food Lifeline started delivering pallets directly to Greenwood Food Bank, increasing our service capacity.
- We expanded our Grocery Delivery Program to seniors at Clements Place.
- As we move toward a grocery shopping model, we purchased a new freezer with funds from the Anna Banana Milk Fund.
- Collaborated with Phinney Neighborhood Association in community events such as Hunger Goblins, Rainbow Hop, Winter Festival and Crafts and Holiday Program.

We've had so many wonderful food drives through generous partnerships over the year,

THANK YOU!



246 tons of food distributed via food access programs

FamilyWorks distributed 246 tons of nutritious food to 2,705 children and adults through FamilyWorks' two food banks and our food distribution programs.

We saw our highest number of duplicated households (3,077) ever in the month of October of 2019.



43,239 visits to our food banks

People visited our food banks or received grocery deliveries a total of 43,239 times during the year, an increase of 8% over the previous year.



2,639 grocery deliveries to home-bound seniors and individuals

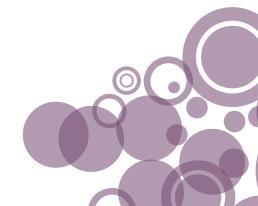


3,340 snack packs delivered to families at Mary's Place North



1,381 "Power Packs" filled with food delivered to students at three local elementary schools





Family Resource Center

Community supporting community, in accessing children's basics, resources, camaraderie, and information to help families connect and to thrive!



Edsel's Message:

"As the new Family Resource Center Manager, I believe I have one of the best jobs in the world. I'm able to enhance family programs, provide resources, connect to participants' stories, and provide opportunities for family empowerment. What really inspired me to apply to be the new Family Resource Center Manager is seeing our participants being really involved in our programs and being able to collaborate with them on how we can meet the community's needs."

- Edsel Blanche, Family Resource Center Manager

Program Updates:

In addition to our ongoing programs of parent education, parent/child playgroups, advocacy and basic needs, we added the following programs in 2019, based on the interests of our families:

- Cooking Matters classes with Solid Ground for teens and for Spanish-speaking families at the Wallingford Presbyterian Church
- Cooking workshops led by participants who shared recipes from their cultures including Mexican, Indian, and African foods

- Empowerment programs for girls through **Girls** on the Run and Powerful Voices. (Check out Yaraly's write-up on page 7!)
- Parenting classes in partnership with the Greenwood Library
- Family field trips to MoPOP, Seattle Children's Museum, Seattle Mariners, and Seattle Children's Theatre; the Parents Getting to Know Their Teens family bonding activity

Advocacy:

Our family programs staff provided advocacy, information and referral, in English and Spanish, five days a week at our Wallingford location, and we began offering information and referral services at our Greenwood food bank at least once a month.

Resource Donations:

Thank you to the generous individuals, schools, and companies for donating diapers, baby supplies, clothing, toys, books, school supplies, holiday gift cards, and more. Our families felt a compassionate touch from others in the community. Thank you!

Special Thanks To:

Kids on 45th – what a terrific partner you have been in helping all families in our community with clothing for their children. We will miss you.

Green Lake Elementary School Social Justice Committee Diaper and Wipes Drive was such a huge success they kept us in diapers and wipes for 5 months!

Everyone who helped with supplies and programs!

Resource Center Highlights



TOTAL PROGRAM IMPACT

641 Families Participated in 216 Programs



PARTICIPANT-LED PROGRAMS

5 Programs developed & led by participants



PLAYGROUPS

177 families participated in 208 playgroups



NIKE SHOE PROGRAM

356 individuals received new Nike sneakers



FAMILY HOLIDAY PROGRAM

86 families received a family holiday experience



DIAPER PROGRAM

225 local families received diapers from our Resource Center



BACK-TO-SCHOOL PROGRAM

155 children received backpacks with school supplies



Words from a Masters of Social Work Intern

Reflecting on Powerful Voices and Her Experience at FamilyWorks



I am Yaraly Preciado-Macedo, an MSW student from the University of Washington and currently an intern at FamilyWorks. I decided to pursue my master's in social work due to my own life experience. I grew up in a marginalized community where I witnessed and experienced injustices firsthand. With my experience, I wanted to help navigate and alleviate barriers for others.

I enjoy my practicum experience at FamilyWorks. Every day is different, so I never know what to expect which provides me with a lot of opportunities for learning. I am not from the area in which our participants live in so being a student intern here helped me learn more about the resources of this area and how to engage with a community that is different from my own. Some of my daily responsibilities as an intern are to help participants with whatever needs arise, provide resources to the community and engaging community members to enroll in our programming.

Through FamilyWorks, I have also gained experience facilitating programming for middle school aged, self-identified girls through using the Powerful Voices curriculum.

Powerful Voices is a program aimed at young girls to discuss what it means to be a girl in this day and age. We provide a safe space for girls to realize their dreams, engage with their community, and promote social justice by addressing issues at the root. I really enjoyed my time leading this program. I was able to connect with the girls and was able to provide a space where they felt comfortable to share their own experiences. The participants of the group were able to engage with the material. They were able to reflect upon their own life experiences, about what it means and felt like to be a gir, I and how they have been treated by others and the media. We held active discussions revolving around identity, positive girl culture, and community. After each discussion we had about the topics, I felt like the girls were able to gain something from the session and apply it to their life.

Advice that I would give to future practicum students at FamilyWorks is to regularly practice self-care. The resource center gets pretty busy during certain hours of the day that it can be overwhelming. There are also time when you are working with a participant and they share their story with you. Sometimes those stories can be hard to take in. For your own well-being, it is important to actively practice self-care so that you don't experience burnout during your internship.

After I complete my MSW degree, I hope to work with the Latinx community in some capacity within the healthcare system.

Volunteers

We are grateful for the volunteer help of high school community service students (Bishop Blanchet HS, Roosevelt, University Prep, Holy Names), as well as UW and Central Colleges Service learning students.

We are most thankful for the social work interns who choose us as an organization to apply their skills and advance their learning. Alicia Nishimura shares her experience with you:



Hello! My name is Alicia and I have been interning with FamilyWorks since July of 2019. I am currently in a social work graduate program through the University of Denver, with an expected graduation date of June 2021. I am also a licensed Substance Use Disorder Professional and I work at Swedish Medical Center in Ballard, WA. I decided to pursue my master's in social work (MSW) because I am passionate about advocacy and I want to continue learning so that I can show up as my best self for those I am working with.

Interning at FamilyWorks has provided me with a wide variety of opportunities to serve my community. Most of my experience has been in direct service whether participating in our weekly playgroups, providing resources and referrals to individuals and families, running an after-school group for middle school age girls and helping with weekly diaper

distribution. I have also had the opportunity to assist in the foodbank at both the Wallingford location and the Greenwood location. During the holidays I was given the opportunity to run a holiday program and be a part of planning other programs. I have also helped in writing two grants.

One of the most fruitful experiences thus far at FamilyWorks has been facilitating an after-school program called Powerful Voices. This program is tailored toward middle school aged girls of color to help them foster positive female relationships and offer a safe place to discuss the challenges they face in their daily lives. It is no surprise that middle school is often a challenging time for most and being able to provide an opportunity for girls to come together and discuss what it means to them to be a girl and to have positive relationships with other girls only better provides them with a chance at creating authentic, strong relationships.

If I were to have the opportunity to sit down with upcoming practicum students, my biggest piece of advice would be to try everything FamilyWorks has to offer at least once. There are plenty of opportunities to work with members in the community and to strengthen your direct services skills. However, there are other opportunities to practice the more social planning aspects of being a social worker in a non-profit organization. By being open and willing to try anything that is available you can figure out what sets your soul on

fire and what makes you wake up in the morning filled with passion.

For me, I do not have a clear, direct path laid out for myself upon completion of my MSW. I hope to one day be able to work with pregnant and parenting women who are dealing with substance use disorders in a preventative way to avoid child welfare involvement. Currently in Washington state the Division of children, youth and family's child welfare program is unable to intervene while a woman is pregnant. This causes them to intervene in the very beginning after a child is born which does not leave much time for support to the mom or dad to secure stability and safety. This then often leads to out of home placements, traumatizing both the parents and the child. I hope to be a part of pioneering a prevention program that helps families get the help they need while they are still pregnant, which provides evidence that they are able to stay sober, ultimately cutting down on removal of care from the parents.

I love being part of an organization that has a direct impact every day and is full of so many committed, passionate people: staff and volunteers."

- Kat Johnson, Volunteer Coordinator



David Tate, on duty as official Grill Master for the 2017 Annual Adobe Software BBQ.

In Memory of David Tate

Working and volunteering at FamilyWorks has shown me that there is more to life than just thinking about myself and my situation: there is love, hope and satisfaction in the simple acts of giving time and effort toward helping others. When I am asked why I am so dedicated and give so much of my time to this organization, I say FamilyWorks saved my life!"

David was a huge part of our family. He found FamilyWorks over 15 years ago, when he was struggling with alcoholism and homelessness. He found food, a caring community and a purpose at FamilyWorks. After gaining his strength and sobriety, David spent most of his days at work in the Food Bank, lifting, sorting, cleaning, but eventually would contribute to almost all functions of the organization. He had a deep connection to many of our participants, staff and volunteers. He was especially known for his computer savvy, his cooking and gardening skills and his powerful public presentations. He won the Kerwin Manuel Impact award in 2017 (and featured in our 20 Year Retrospective video that year). We sure will miss David. He was a great person.

Volunteering



TOTAL VOLUNTEER IMPACT

542 volunteers gave **8,813** hours in 2019



BOARD MEMBERS

12 people volunteered 482 hours as board members



COMMUNITY SERVICE

15 volunteers completed court mandated community service



FOOD BANKS

434 volunteers gave **6,524** hours in 2019

434 people gave 6,524 volunteer hours helping with food sorting & distribution, food rescue, home deliveries, and food drives.



FAMILY RESOURCE CENTER

142 volunteers gave 1,807 hours

They helped with admin work and basic needs distribution, Reading Buddies, special events, programs, and information & referral.



COMMUNITY GROUPS

23 groups volunteered 59 times

59 Group shifts from 23 companies, organizations or schools volunteered with FamilyWorks:

WikiHow Tableau University House evo Molly Moon Liberty Mutual Amica Gates Foundation City of Mercer Island Seattle Sounders Salmon Bay Community Lending Splash 517th Shilshole Scouts Boys & Girls Club Michelle Williams Group Shelly Sundberg's Group Meridian School Seattle Academy Green Lake Elementary School Verity Credit Union UW students Chicas de Hoy Lora Mason Ambassadors Program

*PCC volunteers are not included in these totals, but every other month a group of volunteers help package and label donated PCC bulk items to distribute.



Race and Equity Initiative

At FamilyWorks, we know that true empowerment and resiliency for all individuals and families is only possible by dismantling institutionalized racism and inequities within our own organization. Two years ago, we started our Race & Equity Initiative with committees made up of staff and board members to address these issues throughout all facets of our organization. Through conversation and discussion, we've tried to educate ourselves and each other and move from a place of theoretical change toward concrete action. In 2019, our efforts included:

- An increase in the number of cultural and family programs developed and led by FamilyWorks participants.
- An effort to strengthen access to community services for our participants by applying and receiving funds for a new Community Connector position.
- Outreach to Latinx community members via the Spanish-language radio show "Communidad con M" on M Radio Live.
- Translation of newsletters, self-care packets, welcome forms, media release agreements, and food bank letters into multiple languages.
- The development of an equitable Media Release Agreement and policies regarding participant storytelling and fundraising to increase organizational accountability.
- The creation of an empowerment language sheet to address any microaggressions or instances of bias and create a more welcoming environment for our participants.
- The development of curriculum for volunteers to provide education and context around equity work.
- Further racial equity education for board and staff members through the People's Institute for Undoing Institutionalized Racism (thanks to Seattle's Human Services Department!), and monthly readings and conversations with the board of directors.
- Sharing our anti-racist values by using our position in the community as a platform to engage in educational conversations with our peers and constituents.

We are continuing our learning and growth to serve our community with equity and racial justice!

FamilyWorks Staff 2019

Along with our volunteers, FamilyWorks staff put their heart and soul into this work, creating an environment where our entire community can feel respected, where we have opportunities for growth and where we can all make a positive impact.



Awela Aboudou Family Programs Coordinator



Joey Ashenbrenner Development and Communications Manager



Serena Barr Special Events Coordinator



Edsel BlancheFamily Resource
Center Manager



Mike Cox Food Bank Manager



Kat Johnson Volunteer Coordinator



Cassius Kim
Data and Office
Coordinator



Kirby Lochner Communications Coordinator



Elsie Martinez Family Programs Coordinator



Gladys Martinez
Teen Parent &
Family Programs
Coordinator



Pete Metzelfeld Food Bank Coordinator



James Moody Food Bank Coordinator



Jesse Shandrowski Driver



Tobey
Solomon-Auger
Food Bank
Coordinator/Driver



Jake Weber Executive Director

Former Staff Members

Patrick Law
Food Bank
Coordinator/Driver



Launa LeaFamily Resource
Center Manager

Interns:

Alicia Nishimura, MSW, Denver U.

Yaraly Preciado Maceda, MSW UW

Page Robinson, Cornell

Zane Smith, UW Psychology

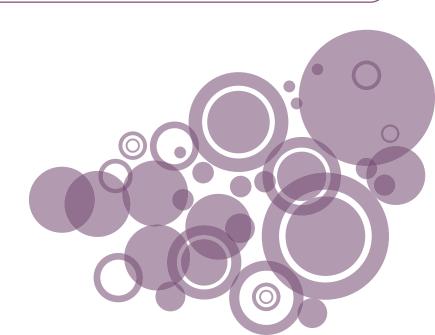
Sam Stones, UCBI Intern, UW

Board Members/Executives in 2019

What would we do without the hard working visionary leadership of our Board? Their insight and behind-the-scenes help with infrastructure, development, and other mission-based activities keeps us growing strong. They are a mighty bunch!

Scott Allard
Clara Behnke
Clare Breidenich, Past President
Gabe Castillo
Anindita Chatterjee
Rev. Tiare Mathison
Caroline Mburu

John Olson Alison Parsons, Treasurer Alessandra Pollock, Vice-President Jon-Michael Pratt, President Megan Scoville, Secretary



Funding Income for 2019 Expenses for 2019 Income vs. Expenses Expenses (\$2,104,480) Income vs. Expenses

Public Funding Partners







We had just moved to Seattle with no family and friends, but with a 6 month-old baby. It is really difficult trying to raise a baby on a single income. Moms watch every penny but wish we can do more for our children. Just the fact that a place like FamilyWorks is here for families makes me feel that the city we live in does care and wants us to be happy and healthy."

- Elizabeth Yoon, FamilyWorks Participant

Thank Your For Making An Impact

To Our Donors – We are so thankful for the generosity of each and every one of you who have compassionately shared resources with us so that our neighbors and families can be nourished, connected and empowered. We thank you for believing in our programs and the power they have to shape a stronger community for everyone! We are most definitely stronger together and we thank you for being such a critical part of this work.

2019 Individual Cash Donors

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Heather Kravas Kara & Paul Kreider

Al Krider and Dee Ann Campbell

Kimberly Krishnaswamy Robert Kristjanson Andrew Krueger Brooke Kruse Carey Kuhn Kai Kunkel Suhas Kurse Jocelyn Lacey Steven Lafrance

Ronda Lagerbaug Miller and

Bradley Miller

Lisa Adriance & Tricia Lambie Renata & Stephen Lampkin

Kurt Lantz

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The Anna Banana Milk Fund, created to honor the memory of Molly Moon's little sister Anna, provides fresh milk to our community every week. Thank you to everyone who donated to the Milk Fund in 2019!

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Thank you to the following people who led Community Campaigns through birthday parties, concerts, raffles, diaper and food drives, and more!

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