



FAMILIES IN ACTION

**2015**

**ANNUAL REPORT**



## **WHO WE ARE**

*Families in Action is a non-governmental organization incorporated in 1988 to promote healthy family life and that of the individuals therein.*

## **OUR VISION**

*To contribute to the sustainable development of society.*

## **OUR MISSION**

*To be a solution based organization that delivers quality service which enhance and transform relationships within the family, organizations and communities.*

## **OUR BOARD OF DIRECTORS**

*Carla Foderingham – Chairman*

*Norma Ottley*

*Linda Besson*

*Leslie Bowrin*

*Patricia Simon*

*Joel Joseph*



# *Message from the Chair*

In the midst of tougher economic times, the social support services provided by Families in Action have become ever more vital and urgent. In looking back over 2015, we can take pride in knowing that when people most needed support, Families in Action was there for them.

For this, we are also deeply indebted to our diligent staff who routinely go beyond the call of duty; the donors who are steadfast in their support of our work; the clients who reward us by their confidence in our services; and a board, management and staff that carry out their responsibilities with commitment, wisdom and grace.

In twenty-seven years of serving those whose lives have been derailed by drug addiction, personal despair and trauma, FIA has acquired the crucial expertise and understanding that can only come from consistent, hands-on engagement. This has been vital in shaping our responses to make them more precise and relevant to the need of those whom we serve. It has also taught us the value of being alert and proactive in response to changing social currents.

In 2015, the social fall-out from economic contraction put added pressure on our services as the society grappled with the impact of increased job losses, falling income and rising crime. With projections for further contraction in 2016, we must be prepared for an increase in the incidence of domestic abuse, hunger, homelessness and anxiety. Under such conditions, FIA will be challenged to respond at a higher level of demand for its support services. Need must not find us wanting.

To a significant degree, FIA has been able to rise to the challenge by expanding our network of trained volunteers, attracting new professional expertise, building the client base for our Employee Assistance Programme and cementing partnerships with key state agencies for our Parenting Programme.

In 2015, our outreach capacity was greatly boosted when our longstanding Confident Parenting Programme was used by three government ministries – the Ministry of the People, Youth and Child Development; the Ministry of Social Development and Family Service and the Ministry of National Security. FIA is encouraged by the widespread recognition of its Parenting Programme as a blueprint for parenting that can be applied throughout Trinidad and Tobago and, indeed, beyond.

The finalization of the Strategic Plan exercise, completed in October 2014 will serve to support the organization in effectively charting its course through the difficult social and economic times while offering a road map that allows for greater responsiveness to the growing demand for FIA's services.

It has been my special joy to be part of the mission to strengthen Families in Action through building our networks of support, winning new resources and opening up new pathways to progress. I have been particularly blessed to work with FIA's Board and in-house family, about whom no praise could be too excessive.

As we look towards the future, FIA can be confident that it stands on a solid platform of performance upon which it can only build further.

- ***Carla Foderingham***

# *From the CEO's Desk*



Families in Action – in our twenty-seventh year of dedicated service to Trinidad and Tobago – fondly remembered our founder, the inimitable Ivis T. Gibson (deceased), who unwaveringly served from 1988-2009 in the capacity of Managing Director.

Over the last year, we have witnessed tremendous growth in our services – with positive impact on our society. Despite this growth, the need for our services continue to escalate, re-affirming our commitment to strengthen family life in our twin island Republic.

Family life can be affected by our environment both positively and negatively, therefore there remains significant work to be done to be able to achieve the healthy society we strive for through our varied services... 24/7 Hotline Support, Addiction Support, Counselling, Employee Assistance, Domestic Violence Support, Youth Education and Parenting.

This year we also accomplished our Annual Christmas Hamper Drive and were able to distribute two hundred and fifty food and clothing hampers to disadvantaged families through the kind assistance of many corporate and private citizens. This action fulfils our belief that "it is in giving that we receive".

For over fourteen years, Families in Action had been advocating for the establishment of a National Parenting Programme in our country as we firmly believed that such a programme can positively impact our escalating crime situation. It therefore gives me great pleasure to report that this year the Ministry of the People, Youth and Child Development contracted our services to implement Parenting Workshops across the length and breadth of Trinidad. Indeed, this was a significant breakthrough which we hope will be sustained in the coming years.

In closing, I wish to affirm that none of our accomplishments would have been possible without the support of our Board and dedicated, faithful staff. I am therefore confident that we can overcome any challenges, knowing that 'together we are family'.

- **Elizabeth A. Spence**

## FIA WINS JB FERNANDES AWARD FOR NGO EXCELLENCE!



Families in Action's CEO - Elizabeth Spence (3rd from right) - proudly displays the award and is pictured here with Joseph Fernandes (2nd from right) and representatives of The Cotton Tree Foundation and Greenlight Network - the 2015 Honorable Mentions.

In May 2015, Families in Action was thrilled to be awarded the JB Fernandes Award for NGO Excellence in Trinidad and Tobago. This award is presented annually by the JB Fernandes Memorial Trust to civil society organizations deemed to embody standards of excellence, utilizing best practices in service delivery and governance and management.

Families in Action is honored to be the 2015 recipients of this award!



*Starting at our root...*

## **ADDICTIONS SUPPORT**

At Families in Action, our Addictions Support Programme is our foundation stone. Here, over 25 years later, we are still committed to provide psycho-education, support and referrals for treatment for clients directly and indirectly affected by addiction. Our greatest strength lies in our group and individual therapy and aftercare, as we acutely understand the need for support in recovery.

During October 2014 to September 2015, we assessed 131 clients in our programme. Though we were without an Addictions Counsellor, the proficiency of our group facilitators guaranteed the progression of the program during this period.



Our Group Facilitators - Vincent Best & Esther Hazzard

### 2015 - 2016 Goals

*Growth of our Drug Free Workplace Support Programme in collaboration with our EAP*

*Implementation of our Adolescent Support Programme*

*Our success over this year continues to be hinged on our Comprehensive Out-Patient Support Programme, programme longevity, staff continuity and the notable support of EAP.*



## *...Core support*

# **COUNSELLING**

We provide our clients with around-the-clock support with our 24-hour helpline and in-house counselling services.

### **24-Hour Helpline**

Our clients rely on the helpline for crisis calls, scheduling of appointments for face-to-face counselling and requesting information.



Callers who access our line during 7.30am – 4.00pm are connected to our in-house counsellors. From 4.00pm to 7.30am callers speak with our trained helpline volunteers.

### **Face-to-face Counselling**

We have an established principle of providing professional consultants who not only give their best to our scheduled and walk-in clients but who also embody the values of our organization.



***From October 2014 to September 2015,  
our counsellors have conducted 1897 sessions.***



*...Continued Growth*

## **EMPLOYEE ASSISTANCE & WORKPLACE SUPPORT**



Our mandate as an EAWS provider has always been to provide the highest quality workplace support services to our client organizations. Our approach as a provider is rooted in FIA's commitment and dedication to the highest quality service.

### **Regional Growth**

We continue to provide full service EAP to companies across Trinidad and Tobago and some of their regional branches.

Supporting our regional clients led us to create a Caribbean network of individual service providers and a full service EAP provider. We recently welcomed a new individual provider, in St. Lucia, to our network.

## International Connections

We continue to be an International EAP Affiliate to COMPSYCH (a US Based International EAP Provider) providing EAP services on request to their EAP clients currently working at four (4) client companies stationed in Trinidad.

### Jamaica Network:

- Clinical Psychologist
- Nutritionist
- Financial Consultant
- Organizational Development Consultant

### St Lucia Network:

- Full Service EAP Provider
- Clinical Social Worker

## EAWS On-going Priorities

- Retention and renewal of existing contracts through relationship building
- Focus efforts on Quality Assurance

## Overview of EAWS Portfolio OCT 2014 – SEPT 2015



...Hitting Home

## PARENTING EDUCATION



**Our Confident Parenting Programme has grown more essential to Trinidad and Tobago over the last fourteen (14) years.**

**We have tailored our programme toward parents, guardians and individuals committed to learning parenting skills.**

Over the years, our Parenting and Youth Education programmes have been merged for better reach. In 2014 and 2015, we partnered with both United Way of Trinidad and Tobago and the Citizen Security Programme (Ministry of National Security) to conduct this joint venture for one year in:

*Mucurapo West Secondary School*

*El Socorro Central Primary School*

*Maracas RC Primary School*

*Preysal Secondary School*

*San Fernando West Secondary School*

*Mt. D'or Government Primary School*

*Mt. Hope Secondary School*



We were pleased to once again be selected as one of the agencies to implement the National Parenting Programme on behalf of the Ministry of Gender, Youth and Child Development. This initiative, was meant to impact all parents and caregivers across Trinidad; leaving them with a comprehensive understanding of the parent's role, requisite skills and challenges. We conducted workshops within the communities of:

Bourg Mulatresse  
Malick  
El Socorro  
Jerningham Junction  
Kelly Village  
Waterloo and  
Chaguana

During this period we also conducted our Confident Parenting Training workshop with the public as well as Parenting Programmes with external organizations by request.



*...Building Potential*  
**YOUTH EDUCATION**



*Our Youth Education Department turned 16 this year and like many of the youths we work with, we were as excited and filled with ideas as we were back in 2000.*

Our aim continues to be the development of young persons.

Through it all, Youth Ed has continued to build and rebuild our programmes to meet the needs of our society.



## Our Programmes this year:

- ✓ **Bright Future Ambassadors** trained to coach peers to set goals
- ✓ **Peer Helpers** trained to listen to peers in crisis
- ✓ **Together we Achieve Growth (TAG)** targeting at-risk students and their parents
- ✓ **Personal Development** aimed at building life skills in targeted students / groups



Bright Future Ambassadors build a house as part of their teambuilding workshop



Most Vibrant Peer Helpers 2015

*This year, just over 775 young people in schools and communities have benefited from our programmes.*

Thank you to this year's programme partners:





*... Expanding our Reach*

## **DOMESTIC VIOLENCE SUPPORT**



In 2014 / 2015, Families in Action continued to provide support to victims and survivors of Domestic Violence through our management of the National Domestic Violence Hotline (800-SAVE) on behalf of the Ministry of Gender, Youth and Child Development.

***The hotline is available to the public for counselling, referrals and information on a 24 hour – 7 days per week basis.***

This year, we were also fortunate to partner with PSI-Caribbean, who supported our establishment of two Domestic Violence Support Groups for women survivors in North and Central Trinidad.

## *Meet the FIA Team*



*FIA is proud to be powered by the dedication, commitment to service  
and professionalism of our team members.*

# Financials

## FAMILIES IN ACTION

### Statement of Financial Position at 30th September, 2015.

	<u>Notes</u>	<u>2015</u>	<u>2014</u>
<b><u>ASSETS</u></b>			
<b><u>Non-Current Assets</u></b>			
Property, Plant and Equipment	2(b), 3	\$ 90,644	\$ 100,443
<b><u>Current Assets</u></b>			
Accounts Receivable and Prepayments		\$ 171,800	\$ 494,170
Cash in Hand and at Bank		228,330	509,290
		\$ 400,130	\$ 1,003,460
<b><u>Total Assets</u></b>		<b>\$ 490,774</b>	<b>\$ 1,103,903</b>
<b><u>EQUITY AND LIABILITIES</u></b>			
<b><u>Equity</u></b>			
Accumulated Fund	4	\$ (326,004)	\$ 253,390
Reserve Fund Projects	5	809,370	809,370
		\$ 483,366	\$ 1,062,760
<b><u>Current Liabilities</u></b>			
Accounts Payables		\$ 7,408	\$ 41,143
<b><u>Total Equity and Liabilities</u></b>		<b>\$ 490,774</b>	<b>\$ 1,103,903</b>

Our auditors have expressed an unqualified opinion on our September 30<sup>th</sup> 2015 financial statements. These financial statements include associated notes that are essential to understanding the information presented herein. The full set of statements and notes is available at Families in Action's Head Office, 82 Maraval Road, Port of Spain.



## FAMILIES IN ACTION

### Statement of Comprehensive Income Year ended 30th September, 2015.

	<u>Notes</u>	<u>2015</u>	<u>2014</u>
<b><u>Receipts</u></b>			
800 SAVE Hotline		\$ 448,500	\$ 360,930
Bank Interest		1,562	1,970
C.S.P. Tag		78,905	358,290
Domestic Violence / Hotline Training		39,200	81,290
Donations Received	6	184,663	1,000
FCB Pink Fund		-	-
Fundraising - Special Events		5,500	47,500
Government Subvention		-	205,000
J B Fernandes Grants		31,120	281,852
Income Employee - Assistance Program		1,202,894	1,412,474
Income - Counselling (net)		500,842	801,643
Income - Miscellaneous	7	-	-
Income SBTT BFA		64,000	55,000
United Way - Relief Fund		79,933	59,469
United Way - Tag		162,500	112,500
		<u>\$ 2,799,619</u>	<u>\$ 3,778,918</u>
<b><u>Expenses</u></b>			
Advertising		\$ 773	\$ 644
Bank Charges and Interest		3,727	3,094
Depreciation		19,299	21,609
Donations		114,185	219,672
Electricity and Telephones		128,523	138,217
Facilitators Fees		238,410	652,562
General Expenses		250,199	294,206
Green Fund Levy		2,801	3,785
Group Health Plan		43,904	30,586
Insurance		5,182	6,627
Legal and Professional Fees		558,760	894,957
Maintenance and Repairs		36,133	52,130
Motor Vehicle Expenses and Travelling		566,821	104,576
Printing, Postage and Stationery		40,052	40,913
Rent - Arima		-	-
Rent - Point Lisas		62,321	56,548
Rent - Arima Office		90,597	105,697
Security		1,850	2,450
Staff Training		7,458	1,980
Stipends		1,248,991	1,131,357
Subscriptions and Licenses		2,548	1,000
		<u>\$ 3,422,534</u>	<u>\$ 3,762,610</u>
Surplus of Receipts over Expenditure		<u>\$ (622,915)</u>	<u>\$ 16,308</u>

**Statement of Cashflows  
at 30th September, 2015.**

	<u>2015</u>	<u>2014</u>
<u>Cash Flow from Operating Activities</u>		
Surplus of Receipts over Expenditure	\$ (622,915)	\$ 19,911
Adjustment to reconcile surplus to net cash (used) / provided by operating activities:		
Item related to previous year	43,521	(14,636)
Grant Utilised	(31,120)	-
Depreciation	19,299	21,609
	<u>\$ (591,215)</u>	<u>\$ 26,884</u>
<u>Changes in Operating Assets and Liabilities</u>		
(Increase) in Accounts Receivables	322,370	(53,499)
(Decrease) / Increase in Sundry Creditors and Accruals	(33,735)	(9)
Cash (used) / provided by Operating Activities	<u>\$ (302,580)</u>	<u>\$ (26,624)</u>
<u>Investing Activities</u>		
Purchase of Property, Plant and Equipment	\$ (9,500)	\$ (11,530)
Cash (used) by Investing Activities	<u>\$ (9,500)</u>	<u>\$ (11,530)</u>
<u>Financing Activities</u>		
Grants Received	\$ 31,120	\$ -
Cash provided by Financing Activities	<u>\$ 31,120</u>	<u>\$ -</u>
(Decrease) / Increase in Cash for Year	\$ (280,960)	\$ (38,154)
Cash and Cash Equivalents		
- at beginning of Year	509,290	547,444
- at end of Year	<u>\$ 228,330</u>	<u>\$ 509,290</u>