



**CITY OF DELRAY BEACH ANNUAL REPORT**  
**Reporting Period: January 1, 2023 to December 30, 2023**  
**Organizational Summary for Achievement Centers for Children & Families**

**History:**

In 1969, the Florida Department of Health identified a disproportionate number of children from single-parent households living in poverty, with limited access to affordable childcare. This concern led a group of local leaders, League of Women Voters members, ministries, and Black business owners to develop and establish the Community Child Care Center of Delray Beach, now known as Achievement Centers for Children & Families (ACCF). Over the past 54 years, ACCF has grown from a donated Sunday school room with two teachers serving 20 children to a sizable organization employing 86 staff and providing educational and social-emotional services to more than 640 children and their families annually.

**Board of Directors Structure:**

The President, Vice President, Treasurer, and Secretary serve as the Executive Committee. ACCF currently has seventeen people serving on its Board of Directors. Committees include the Audit Review Committee, Finance Committee, Nominating Committee, Board Development Committee, and Philanthropy Committee. The Board meets eight times per year to review and approve all financial statements.

**Organization Goals:**

ACCF's 2022-2026 Strategic Plan builds on the foundation established during the organization's long history. ACCF developed the strategic plan to amplify success factors fueling growth and set a course for overcoming barriers and challenges. ACCF accomplishes this with supporting rationale, defined roles and responsibilities, resources, and measurement vehicles for achievement.

The strategic guideposts for the plan are to:

- Advance the capacity to meet children's and families growing and changing needs.
- Maximize the potential of staff and champion their value.
- Increase growth with quality, financial sustainability, and diversified income sources.
- Optimize data to drive strategic decision-making and financial performance.
- Enhance processes and compliance efforts to drive quality and efficiency.

**Organizational Structure:**

The CEO is at the agency's helm, overseeing operations with the Chief Operations Officer and Chief Financial Officer. The breadth of ACCF's programs spans multiple sites, each facilitated by a dedicated Site Coordinator or Director and support staff to uphold program excellence. Furthermore, ACCF's collaboration extends to a licensed psychologist, fostering a comprehensive organizational structure.

This year has witnessed pivotal staffing changes. Jalesa Worthen transitioned from Director of the Early Learning Program to Chief Operating Officer. Andy Caesar joined as the Director of Program Development and Curriculum. Stanford Purnell has expanded his Director of Social and Emotional Wellness role to spearhead community partnerships and increase diversity, equity, and inclusion efforts. Guerdy Israel, previously ACCF's lead Family Support Specialist, is now the Director of Family Support. Kaitlin Salzman has taken on the role of Senior Director of Grants and Research. Currently, Stephanie Siebel holds the dual role of CEO for the agency and the foundation as an active search for a new agency CEO has commenced.

### **Organizational Key Achievements:**

ACCF has earned several accreditations and distinctions because it implements evidence-based programs, conducts internal evaluations, practices continuous program improvement, engages staff in regular professional development and provides high-quality programming supporting the healthy development of children and families.

- **National Association for the Education of Young Children (NAEYC)**  
ACCF received its five-year reaccreditation in November 2022 with a score of 92%. ACCF has held the prestigious NAEYC accreditation since 1995 and is in the top 25% of nationally accredited children's agencies and the top 1% of NAEYC. Of the 6,700 childcare facilities in Florida, only 3% have been successfully accredited by NAEYC.
- **PrimeTime of Palm Beach County Achievement**  
ACCF's afterschool programs have historically achieved top-tier assessments through Prime Time, an intermediary organization dedicated to ensuring high-quality afterschool and summer programs in Palm Beach County. The 2023 Prime Time observations occurred on November 6 and 7, resulting in a 3.99 out of 5 score.
- **Excellence in Nonprofit Management by Nonprofits First of Palm Beach County**  
Nonprofits First has been a leading resource for strengthening nonprofit organizations' operational and administrative capacity since 2005. ACCF also receives annual GROW grant funding through this organization in collaboration with the Children's Services Council of Palm Beach County.
- **Green Apple Accreditation of Children's Services**  
ACCF has received Green Apple Accreditation since 2019. Green Apple is a national independent accrediting agency for out-of-school-time programs. While Green Apple recently conducted site visits, ACCF's scores have not yet been received.
- **Diversity, Equity, and Inclusion**  
In November, Achievement Centers for Children & Families restructured its Family Support Team by introducing the Director of Family Support role through an internal promotion. As a result, Stanford Purnell, LCSW, the Director of Social Emotional Wellness, now exclusively oversees the clinical activities of the Family Support Team, including the management of interns, and spearheads diversity, equity, and inclusion efforts. Beyond his organizational responsibilities, Stanford actively participates in external initiatives, such as leading the DEI team, attending weekly Elders Table

meetings in Delray Beach—a weekly meeting of Delray Beach residents who represent and advocate for the historic Black settlement area of the community—and contributing to organizations like the National Association of Black Social Workers, Birth to 22 Palm Beach County, and Advancing the Mission.

Achievement Centers is dedicated to delivering exceptional programs and services, underscoring its commitment to inclusivity and diversity within the community. Recognizing the profound impact of a culturally competent collective, it celebrates and values the diversity within its community. In the past year, the organization successfully employed three parents of enrolled students, emphasizing their commitment to community engagement and providing local employment opportunities. The primary focus is to serve children and families effectively and respectfully, acknowledging their diverse cultural backgrounds, beliefs, values, nationalities, and lifestyles.

The Family Support Program stands out in its resonance with a community primarily composed of Haitian immigrants. The challenges these families face in assimilating into a new culture, compounded by language barriers, are actively addressed. The dedicated Family Support staff are bilingual and fluent in Creole, engaging with these families on a deeply personal level. While not an official policy, it is a practice and priority to hire staff reflective of the community served in language and ethnicity, fostering a deep connection with families that extends beyond support.

Achievement Centers for Children and Families has a rich history of prioritizing cultural competency, evident in its commitment to race equity and inclusion across all organizational levels. Noteworthy examples include involvement with Healthier Delray Beach and participation in the Race Equity Institute. Ongoing support and training through the National Race Equity Institute, LLC are extended to staff, students, the leadership team, and the Board of Directors. These trainings outline historical concepts and an organizational definition of racism, discuss racial and ethnic disparities, and explain how service delivery can affect human potential. About 14 board members and over 30 staff have participated in this rich learning opportunity. Additionally, and for the second year in a row, the organization hosted a Youth Summit (with 47 in attendance) in collaboration with the EJS Project, incorporating educational activities and fostering discussions on the Civil Rights Movement.

To operationalize their commitment to diversity and inclusion, Achievement Centers has implemented an Outreach and Diversity Plan—a comprehensive framework guiding initiatives across critical areas such as employment, board leadership, volunteers, procurement, and marketing. Continuous training opportunities - among staff, board members, and volunteers ensure a deep understanding of cultural competency, equity, and inclusion—actively cultivating an environment responsive to all individuals' needs and respectful of their diverse backgrounds.

### **Organizational Services & Programs:**

Achievement Centers for Children & Families is a dynamic, community-driven organization empowering children from economically disadvantaged backgrounds. The organization's mission

is to create a collaborative community that safeguards and inspires children to reach their full potential, with families playing a pivotal role in their development. ACCF is unwavering in its commitment to Delray's high-needs population, providing essential programs, resources, and crisis support to ensure the safety, nourishment, and education of children and families. ACCF's steadfast support elevates the potential of children and families, propelling them toward their highest possible outcomes.

ACCF's impactful programs span Early Learning (Toddler and Preschool), Out-of-School, Teen, and Summer Camp initiatives. These programs actively engage children, providing them with the tools for academic and social success while nurturing the discovery of their unique talents. Concurrently, ACCF's Family Support Program stabilizes families in crisis, reinforcing them as the cornerstone of their child's growth. This comprehensive program extends its reach to the community, offering workshops, resources, referrals, achievement planning, and engaging family activities. ACCF's holistic approach ensures that every child and family they serve undergoes transformative growth, unlocking expanded possibilities for their futures. ACCF's affordable programming helps children and families overcome challenges and build on their strengths.

### **1. Early Learning Program**

ACCF's Early Learning Program (ELP) has been a cornerstone of the organization and the community since 1969. During 2023, 147 children aged one through five and their families, with a notable focus on the substantial Black and African American population. Approximately 50% of the families communicate predominantly in Creole, showcasing the program's linguistic and cultural diversity. Additionally, more than half of the program's students come from single-parent households. The families exhibit remarkable resilience, especially in overcoming economic challenges. The average monthly income of ELP families is \$1,773, forty-four percent less than the average monthly income in Florida. Many families experience food and housing insecurity, and affordable child care is necessary. ACCF provides children with two meals and snacks daily on weekdays from 7:30 AM to 5:30 PM to ensure their physical well-being. It makes a measurable difference in parents' ability to find and maintain employment, knowing that the program addresses these critical needs and provides children with a safe, nurturing learning environment where their children receive nutritious meals essential for their well-being and learning. ACCF's ELP is a vital resource, offering high-quality early education and childcare, bridging the opportunity gap for children, and ensuring they are well-prepared for future success.

- **ELP Behavioral Health Initiative:** In response to behavioral challenges observed in the Early Learning Program, Achievement Centers has implemented a deeper behavioral health partnership with the Center for Child Counseling. As part of this initiative, a Center for Child Counseling clinician was assigned hours to the Early Learning Program and has dedicated space to integrate fully into the daily operations. The assigned clinician collaborates closely with the staff, parents, and children at Achievement Centers. The objective is to seamlessly integrate behavioral health and wellness services into the daily routines of the preschoolers.

## **2. Out-Of-School and Teen Programs**

ACCF's Out-of-School Time program is a multifaceted initiative to improve children's and families' social and emotional well-being. It encompasses diverse services and activities, including Parent Connect monthly workshops facilitated by licensed clinicians to foster social and emotional wellness skills and resource access. Family Support intake and assessment procedures are in place to identify strengths and stressors, leading to the allocation of family support resources as needed. Linkages and referrals to partner agencies ensure a broad spectrum of services is available to everyone without requiring intensive assessments. Care plan services provide more intensive and ongoing support for individuals requiring behavioral or mental health services. The program also incorporates Restorative Circles, Crisis Circles, and Community Circles inspired by Restorative Justice principles to create safe spaces for dialogue, conflict resolution, and social-emotional learning. Additionally, the program offers summer activities, educational field trips, and out-of-school time activities that include homework assistance, tutoring, leadership development, and various enrichment opportunities such as gardening, drum line, cooking, art, and step team, to name a few.

ACCF's teen programming provides comprehensive, year-round out-of-school activities for teens, offering a safe and supportive environment after school and on the weekend. The program focuses on three key areas: Peer Mentoring, Civic Engagement, and Career Exploration. The program offers weekly activities, workshops, special events, field trips, and community service opportunities. These activities aim to build positive relationships among teens and adults, foster a sense of connectedness and belonging, and enhance employability, leadership, and life skills. ACCF partners with organizations like Urban Youth Development and My Brother's Keeper Alliance, facilitating additional experiences, career exploration, and leadership development. Through these multifaceted experiences with Achievement Centers, teens stay on track academically, broaden their horizons, and pursue their aspirations. The program is a tangible expression of the organizational mission, fostering an environment where young minds are motivated to uncover and actualize their full potential.

## **3. Summer Camp**

ACCF offers a Summer Camp program with age-appropriate activities that are educationally enriching and designed to stem summer learning loss. Therefore, its Summer Camp program meets the strict criteria for being categorized as an "educational enrichment" program. The Palm Beach County Youth Services Division requirements to be designated an educational enrichment camp are: (1) Fifty percent of activities must be educationally related; (2) a certified teacher must oversee the implementation of the curriculum at each site; and (3) followed by pre-and post-tests that measure specific learning outcomes for each student. ACCF has created on-site activities, such as the Camp Color Challenge and All-Star Olympics, as academic and physical competitions to foster teamwork and positive socio-emotional behaviors. ACCF keeps the Summer Camp affordable by using a sliding scale for program fees and providing scholarships to those in need. In addition, ACCF's Family Support Program team works with families of children enrolled in Summer Camp to ensure they can access needed resources throughout the summer and beyond.

#### **4. Family Support Program**

ACCF's Family Support Program is a beacon of hope for the Delray Beach community. Rooted in connection, resilience, and empowerment, this comprehensive program integrates therapeutic counseling, school-based support, enriching workshops, and skillful social service navigation. ACCF's dedicated team of Family Support Specialists is wholeheartedly committed to guiding families and children on their journeys, fostering an environment of trust, empathy, and growth. With a firm Family Strengthening Protective Factors Framework foundation, ACCF actively nurtures parent resilience, social bonds, parenting and child development knowledge, and access to vital support and resources.

ACCF has increased staffing to include a Family Support Specialist at each site location. The Family Support Team offers a robust and unique set of services, including workshops, case management, and referrals that increase a family's resilience. To ensure that assistance is as practical as possible, the Arizona Self-Sufficiency Matrix is employed to identify the needs of each client across nine crucial domains.

ACCF's Parent Connect group has also successfully engaged the community in mental health services facilitated by a contracted licensed psychologist. The Family Support Program takes a proactive stance, identifying and addressing areas of need before they escalate into crises that could devastate local families. Through these proactive measures, ACCF endeavors to prevent problems from emerging, sparing families from the dire circumstances that necessitate reactive assistance. Additionally, ACCF stands ready to provide emergency funding to families facing the threat of food insufficiency and homelessness, maintaining an unwavering commitment to connecting families with the vital resources they require. ACCF's dedicated staff invests time and effort into understanding each family's unique journey, emerging as trusted allies in their quest to overcome adversity.

### **EXHIBIT "A"**

**Achievement Centers for Children & Families (ACCF) provides programming and services for the benefit of students at Pine Grove Elementary & Village Academy and their Family Resource and Early Learning Centers. ACCF provides:**

Early Learning Programming for a minimum of 100 toddlers and preschoolers ages 1-5 years. During 2023, 147 children were served.

Afterschool Time Programming for a minimum of 400 participants ages 5-18 years. During 2023, 640 were served.

Summer Learning Programming for a minimum of 400 participants, ages 5-18 years. During 2023, 402 participants were served.

Family Support Program services are available to all ACCF families and the greater community. During 2023, 136 received Achievement Plans, and 1,155 linkages and referrals were made for support in childcare, food assistance, housing, health, and mental health support.

**Per its agreement, ACCF continued to offer:**

1. **Afterschool Programming** following school dismissal until 6:30 PM each weekday.

2. **Expanded learning opportunities** were provided through PrimeTime Palm Beach County. Additional, extended learning opportunities included financial programming with PNC Bank, Sun Flower Creative Arts, Delray Beach Library, FLIPPANY, Cox Science and Art Center, Green House Mouse, and Youth Speak Out International, to name a few.

3. **Homework Assistance** was provided by staff, and volunteers provided homework assistance for the Out-of-School time program. "Study Buddies" is a group of Delray Beach Polo Club volunteers that regularly assists students with homework. Other volunteer opportunities included:

- **Early Learning Program:** Volunteers share their talents with toddlers and preschoolers, engaging in activities like music, cooking, crafting, and reading sessions.
- **Out-of-School Program:** Volunteers provide essential homework assistance to students.
- **Summer Camp Program:** Volunteers actively contribute to camp activities, supporting counselors and participating in coaching or refereeing games.
- **Little Free Pantries:** Volunteers are instrumental in stocking these pantries with non-perishable food items and supporting community members.

4. **Educational enhancement** included a curriculum developed by ACCF staff. Under the direction of the ACCF Curriculum Specialist, a themed-based curriculum was created using a project-based learning approach. The curriculum written was theme-based and included lessons in STEM, Multicultural Diversity, Physical Education, and Art. Monthly afterschool themes included Honoring our Heroes, Falling into Gratitude, Starting Something New, Being Rooted in Love, Healthy Habits, the Power of Women, and Celebrating Around the World.

- Peer mentoring program focused on reading and literacy activities. Peer mentoring sessions occurred at ACCF's afterschool sites at Village Academy, Pine Grove Elementary, and the Morton Downey Family Resource Center. Middle and high school students worked with elementary school students to build their academic skills. Additionally, high school students served as peer mentors for middle school students to help them transition more easily into high school.
- The Teen Program strongly emphasizes diverse skill development—encompassing financial literacy, employability skills, community service, mentorship, health, and social-emotional wellness. It ensures academic success by offering dedicated spaces for homework, academic support, and participation in STEAM project-based learning, augmenting the traditional school day with engaging educational experiences. Additionally, the program actively involves participants in various volunteering activities, such as assisting with nursery replanting, supporting local schools, and aiding community events like the Atlantic High School track team, fostering a sense of community involvement and responsibility among the participants.

- ACCF implements Restorative tools, specifically employing Community Building Circles from [restorativejustice.com](http://restorativejustice.com).
- ACCF used the Positive Action Curriculum; Rooted in a comprehensive theory of self-concept and intrinsic motivation, the Positive Action Curriculum aims to cultivate and sustain positive behaviors among youth.

5. **Healthy Snacks and Meals** continue to be a core part of all programs and are offered daily, including a hot breakfast, lunch, snacks, and dinners. ACCF served more than 156,700 free meals during this calendar year.

6. **Clubs and Activities** continue to be offered based on student interests. Various activities provide new educational experiences, leadership opportunities, community, connectedness, and fun engagement and enrichment opportunities. ACCF's Drum Line and Platinum Steppers were again popular group activities, and students performed at community throughout the year. This year, the teens joined in with the Platinum Steppers, and there were times when the group totaled 80 participants during a performance, such as for the Delray Beach Holiday Parade.

7. **Field Trips** of interest, particularly in the summer, include educational experiences and activities to enhance socialization, leadership opportunities, and community connectedness. 2003 Summer Camp field trips had visits to the Museum of Discovery and Science, Urban Air, Rapids Water Park, Galaxy Skateway, Coconut Cove, Holiday Park, Astro Skating, Xtreme Action Park, Dave and Busters, LaLa Land, the Frost Museum, Zoo Miami, Cinemark, and the Palm Beach Zoo.

8. **Summer Camps** at Village Academy (VA) and the Family Resource Center (FRC) took place during nine weeks (May 29 – July 28, 2023) from 7:30 AM to 5:30 PM, Monday through Friday. Since Pine Grove Elementary was renovating during the summer, campers were diverted to VA or FRC, with 402 children participating. This summer, both sites implemented a “Weekly Science Challenge” that engaged students in engineering activities such as the Underwater Submarine Challenge, Tin Foil Boat Challenge, and Bottle Rocket Challenge. Students were involved in many other STREAM activities from specialized curriculum companies, including but not limited to Mizzen by Mott, Generation Genius, and Discovery Kids. The summer specialty activities varied from science experiments to art and design projects. Specialty activities included Super Hero Cape Design, Zap Math, Create Your Own Cruise & Research, Float or Sink, Constellation of Life with 3D Marshmallows, and Song Writing. In particular, the program staff heavily emphasized science by employing project-based lessons and engaging experiments to make learning fun. This approach enhanced students' engagement and deepened their understanding of key scientific concepts, resulting in improved spelling and comprehension skills, which were especially beneficial for the annual Palm Beach County Spelling Bee.

9. ACCF offered **Parent/Adult Workshops** on various topics with community partners, such as financial health with local banks, parenting workshops, health and wellness classes, and parent support groups. The Family Support Team spent a significant amount of time



developing partnerships in the community, leading to new workshop topics such as Drowning Prevention, Tenants' Rights, Xfinity's Affordable Connectivity program, and assistance from the Legal Aid Society.

10. A full range of **assessments, referrals, and linkages to services** are provided to support children and families in times of need. Services are provided through ACCF's Family Support Team to engage, support, and empower families to serve at the foundation of their children's growth. Family Support Specialists made over 1,155 referrals this year.

11. Students had **access to ACCF's Family Resource Center**, including a library, computer lab, music studio, art room, and gymnasium. ACCF busses transported students for activities/programs.

12. Children and families in the program received **holiday assistance** through ACCF's Adopt-a-Family program. Families in need submitted a list of holiday needs and wants, and community sponsors aided them. In addition, ACCF provided toys and gifts for the children that their parents could select during ACCF's annual Holiday Shop. The children also chose gifts for their families during ACCF's Winter Wonderland. Staff and volunteers were on hand to wrap the gifts and spread holiday goodwill at both events.

13. Implementing **Leadership Awards and Opportunities** constitutes a pivotal element within ACCF's programming, and they foster continuous teen participation in leadership activities throughout the year. This year's iteration of the annual Teen Summit proved particularly impactful, presenting many leadership and growth opportunities for the 47 attending teens. Notably, the workshop facilitated by the Race Equity Institute (REI) emerged as a standout feature of the summit.

During the summer, the collaborative efforts of ACCF and the EJS Project resulted in a significant opportunity for teens through a sponsored trip to Washington, D.C., with eleven ACCF teens having the chance to delve into the intricacies of both federal and state government operations. In anticipation of this educational trip, participants met with city commissioners and elected officials and actively participated in local community outreach projects. While in Washington, D.C., participants were granted a unique and enriching experience, visiting prominent landmarks such as the White House, the Lincoln Memorial, the MLK Memorial, the Holocaust Museum, a local university, and other historical sites. This exposure broadened their understanding of national history and culture and contributed to their personal and leadership development.

**Outcome Expectations and Results:**

**EARLY CHILDHOOD EDUCATION**

Activity	Frequency	Outcome	Impact
Early Childhood Education using an evidence-based curriculum includes STEAM activities, story time, creative play, outdoor play, and nutritious meals.	Monday through Friday, 7:30 AM - 5:30 PM	75% of 4/5-year-old regularly attending children will score 'ready for school' measured on a research-based instrument.	It benefits the Delray Beach community when ACCF children are ready for kindergarten, a strong indicator of future academic success.

**2023 Results:**

- 147 unduplicated children attended ACCF’s Early Learning Program this year.
- 91% of regularly attending 4/5-year-olds scored 'ready for school,' based on the Bracken School Readiness. Of those assessed, 56% scored Average, and 35% scored Advanced or Very Advanced.
- ACCF achieved a CLASS (Quality of Teacher-Child Interactions) composite score of 5.61, significantly surpassing the Early Learning Coalition average of 4.0. This substantial difference indicates a notably higher quality of teacher-child interactions within ACCF, reinforcing the program's commitment to quality education and care.
- According to GOLD data, 68% of children met or exceeded the growth rate in significant domains (Social-Emotional, Physical, Language, Cognitive, Literacy, and Math)
- ACCF screened 100% of Early Learning participants using the ASQ Tools, and all families of students identified with developmental concerns received case management services or referrals for Early Intervention Services.

**SUMMER LEARNING PROGRAM**

Activity	Frequency	Outcome	Impact
Summer Learning Program includes field trips, STREAM* Curriculum, Sports, Arts and Recreation, and nutritious meals.  *Science, Technology, Research, Engineering, Art, Math.	7 to 10-week summer programming, Monday through Friday 7:30 AM - 5:30 PM	75% of participants will avoid the typical summer reading loss measured yearly by school district data and internal assessments.	Students will minimize the reading loss that results from a summer without reading enrichment.

**2023 Results:**

- The School District of PBC did not offer Journey Summer Curriculum Training to Camp providers. Thus, the Journeys curriculum was not administered during camp in 2023.
- 402 students participated in this year’s summer camp program.
- nine students participated in the Palm Beach County Youth Services’ Spelling Bee.
- 301 students responded to the Summer 2023 Climate Survey, and 292 (97%) reported having positive summer camp experiences.

**OUT OF SCHOOL SERVICE LEARNING PROGRAM**

Activity	Frequency of Activity	Outcome	Impact
Academic, social, and recreational activities are provided during out-of-school time.	Weekday after-school programming 2:00 PM - 6:30 PM Out-of-school days (such as spring break, holiday breaks, teacher work days, summer break) 7:30 AM - 5:30 PM	100% of participants will receive high-quality services and spend out-of-school time in a safe and supportive environment at ACCF, as measured by the Program Quality Assessment (PQA) Tool administered by Prime Time. PQA is a research-based program quality instrument from the Center for Youth Program Quality. (David P. Weikart).	Children will establish social connections, receive academic enrichment, and build resilience, thereby reducing the risk of delinquency, truancy, school failure, and risky behaviors.

**2023 Results:**

- Prime Time administered the Program Quality Assessment (PQA) in November 2023, and ACCF scored 3.99 out of 5. The PQA Tool is a research-based instrument from David P. Weikart’s Center for Youth Program Quality, widely known for reliability and validity.
- This year's financial literacy programming included workshops hosted by PNC Bank. 81% of participating students increased their financial knowledge based on pre/post-testing results.
- 240 students completed the climate survey and felt socially supported.
- The Teen Employability Skills program allowed teens to engage in mock interviews that successfully prepared them for actual interviews for jobs in the community and internships at Achievement Centers program locations. Every student who applied for a summer internship received one. Due to their hard work and professionalism, four teens had their internships extended: two at hair salons, one at Amazon, and another at the Delray Beach Chamber of Commerce. Teens also attended workshops hosted by PNC Bank, helping participants learn about financial planning, budgeting, and saving engagingly.

**FAMILY SUPPORT PROGRAM**

Activities	Frequency	Outcome	Impact
Family support in times of need, including case management, group support meetings, referrals, and linkages to community resources and learning opportunities (workshops, parent groups, community connections)	Support services are offered as needed and as identified in collaboration with the family. Learning opportunities are provided weekly.	75% of participants will experience a decrease in stressors and an increase in strengths as measured by the Strengths & Stressors Questionnaire, a research-based, validated tool widely used in the Family Welfare System.	Families that receive support in need, accept and follow through on referrals, connect with the Delray Beach community, and participate in learning opportunities will increase their knowledge, build resilience, and grow stronger and more successful.

**2023 Results (January-November):**

- 136 participants received "Achievement Plans," where individualized action steps are designed to address specific and unique needs. Of these, 100% reported that they experienced reduced stressors and increased strengths. The Arizona Self-Sufficiency Matrix replaced the Strength & Stressors Questionnaire and quantitatively verified the results.
- Family Support Team provided 1,155 linkages and referrals to community members for child care, health care, mental health care, housing, transportation, food, and other needs.
- 414 individuals attended skill-building sessions on essential topics, such as domestic violence, child abuse and neglect, legal aid, financial literacy, and healthy living.
- In addition to ACCF’s extensive workshop offerings, the Family Support Program conducted activities to distribute essentials such as food, diapers, clothing, and school supplies, creating opportunities for community connection and self-reliance.