

MORE THAN WORDS



Florida Keys Children's Shelter

FLORIDA KEYS CHILDREN'S SHELTER
2012 GRATITUDE REPORT

It's HEART,
SOUL,
MIND and
BODY.

It's PEOPLE.
It's PEOPLE in ACTION.

“A PRAYER FOR CHILDREN”

We pray for children
who give us sticky kisses,
who hop rocks and chase butterflies,
who stomp in puddles and ruin their new pants,
who sneak Popsicles before supper,
who erase holes in math workbooks,
who can never find their shoes.

And we pray for those
who stare at photographers from behind barbed wire,
who've never squeaked across the floor in new sneakers,
who've never "counted potatoes,"
who are born in places we wouldn't be caught dead,
who never go to the circus,
who live in an X-rated world.

We pray for children
who bring us fistfuls of dandelions and sing off-key,
who have goldfish funerals, build card-table forts,
who slurp their cereal on purpose,
who get gum in their hair, put sugar in their milk,
who spit toothpaste all over the sink,
who hug us for no reason, who bless us each night.

And we pray for those
who never get dessert,
who watch their parents watch them die,
who have no safe blanket to drag behind,
who can't find any bread to steal,
who don't have any rooms to clean up,
whose pictures aren't on anybody's dresser,
whose monsters are real.

We pray for children
who spend all their allowance before Tuesday,
who throw tantrums in the grocery store and pick at their food,
who like ghost stories,
who shove dirty clothes under the bed and never rinse out the tub,
who get quarters from the tooth fairy,
who don't like to be kissed in front of the car pool,
who squirm in church and scream in the phone,
whose tears we sometimes laugh at and whose smiles can make us cry.

And we pray for those
whose nightmares come in the daytime,
who will eat anything,
who have never seen a dentist,
who aren't spoiled by anybody,
who go to bed hungry and cry themselves to sleep,
who live and move, but have no being.

We pray for children
who want to be carried, and for those who must.
For those we never give up on,
and for those who don't have a chance.
For those we smother with love,
and for those who will grab the hand of anybody
kind enough to offer.



“A Prayer for Children” by Ina J. Hughs
Copyright © 1995 • HarperCollins Publishers

GRATITUDE

“Gratitude makes sense of our past, brings peace for today and creates a vision for tomorrow.” ~ Melody Beattie

Dear Friends:

We wish to thank those who have chosen the Florida Keys Children’s Shelter as a vehicle for sharing their love and concern for children and families in crisis. Our mission is to keep kids safe, to build strong families, and, ultimately, to help create a healthier community.

We do this work in our three residential programs, our community-based counseling program and our outreach program for street kids, Project Lighthouse. This annual report will give you detailed information about all of our programs.

Accountability is constant in this important work. Accountability is defined as doing the right thing, in the right way, at the right time; consistently, day in and day out, in tasks and in relationship interactions, to fulfill or further the mission of the organization. Whether you are a donor, a funder or a community partner, you want to be assured that we are a healthy, vibrant and effective organization, worthy of your interest, talent and support.

It is not possible for every day to be a perfect day. But it is possible for us to strive towards that goal as individuals, as team members, as an organization and as a community. Through examining what works and what doesn’t, where we’ve achieved and where we have not, we believe that we can continue to grow and be ever more effective in meeting the needs of the children, youth and families that we work with every day.

This important work would not be possible without the support of our funding agencies and the many generous people in our community who assist us, both financially and as volunteers, on a regular basis. We dedicate this annual report to them. We are very grateful to have ongoing, loyal partners in this life changing work and we welcome new partners.

If you have comments or suggestions after reading this report, or if you would like to be one of those generous people who assist us with our work, we would be very happy to hear from you. Thank you!

Sincerely,



A handwritten signature in black ink that reads "Kathy Tuell".

Kathy Tuell
President / CEO



A handwritten signature in black ink that reads "Michael Puto".

Mike Puto
Executive Council Chairman

KATHY TUELL, PRESIDENT AND CEO

Kathy Tuell has been the chief executive of the Florida Keys Children’s Shelter since September 1995. Immediately prior to that, she was Senior Management Analyst and Public Information Officer for District Eleven (Dade and Monroe Counties) of the Florida Department of Children and Families (1993 – 1995). She also worked as Director of Strategic Planning and Development for HCA University Pavilion Hospital in Tamarac, FL (1989 – 1993) and Director of Marketing and Communications for AMI Southwestern Medical Center in Lawton, OK (1986 – 1988). Tuell began her career as a Reporter with the Lawton Constitution and Morning Press. In addition to her duties at FKCS, Tuell has served as the President of the Florida Network of Youth and Family Services, a federation of 22 child-serving agencies throughout the state. Kathy also served on the National Youth Policy Council and on the Youth and Family Services Network Board. As President and CEO, Kathy is accountable for achieving the FKCS’s Board’s objectives for the agency and responsible for the oversight of all FKCS programs.

IMPACT

“Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.” ~ Dr. Leo Buscaglia

EFFORTS TO OUTCOMES

FKCS implemented a new web-based performance management system for FKCS programs known as Efforts to Outcomes (ETO). Funding organizations may have questions about the introduction of ETO and should rest assured that the new system is secure and will protect confidentiality.



Some of the critical benefits of FKCS ETO are:

- ETO uses a data center that meets federal government security standards.
- ETO is HIPPA compliant and password protected. All interactions are date/time stamped.
- ETO has state-of-the-art online security that will allow staff to interact with the system from virtually anywhere, at any time, as long as access to a computer with a web browser is available.
- ETO allows programs to focus on efforts, outcomes and participant progress as part of a performance management approach to our work with children, youth and families.
- ETO was designed and developed by former case managers, and this hosted solution (no software to install) is supported by human service professionals.

FKCS is moving in this direction for a number of reasons. Nonprofit organizations are increasingly being asked by funders for more information about the impact of their efforts. They need more than the simple aggregate numbers of children served and anecdotal stories on the impact of FKCS programs.

ETO has been developed by Social Solutions, a pioneer in this field, and provides performance management data to a number of nonprofits, state and federal agencies. FKCS alone does not have the resources to develop the tool and provide the level of training and assistance that is called for and so we have partnered with Social Solutions. Social Solutions has a number of clients for whom they have developed successful ETO programs including the US Department of Health and Human Services, Annie E. Casey Foundation, Gates Foundation and others. Further information can be secured from their website, www.socialsolutions.com.

Social Solutions (ETO Software) social and human services software affords the organization the ability to provide insight into program effectiveness, client outcome tracking, and continuous quality improvement. ETO software features customized intake with flexible demographics, the ability to assess individual participant needs and goals, track participant attendance and analyze trends, document the daily efforts of staff, and report this information to funders. A variety of data pertaining to each client will be collected in an effort to improve the child's activities in three major areas, healthy behaviors, academic success and employment readiness.

Any questions or concerns may be addressed by contacting FKCS Chief Learning and Evaluation Officer Ben Kemmer at bkemmer@fkcs.org. Please also refer to the graph on page 8 of this publication.

TRUST

“Have enough courage to trust love one more time and always one more time.”

~ Maya Angelou



POINCIANA EMERGENCY SHELTER • KEY WEST (Birth through 10 years of age)

Kids and families in crisis have a kind and caring friend in the Florida Keys Children’s Shelter, Inc. Since our doors opened in 1989, we have provided a critical safety net for more than 22,000 children and families in the Florida Keys and assisted homeless and runaway youth from across the country.

Often there is a shortage of foster homes in the Florida Keys for emergency shelter for the youngest victims of abuse and neglect—infants, toddlers and children under 10 years old. We care for these young children in our Poinciana Emergency Shelter. Full-time, trained house parents provide 24-hour care in a family home setting. At any time as many as seven little ones can live in this home. Children may stay for a few days or much, much longer.

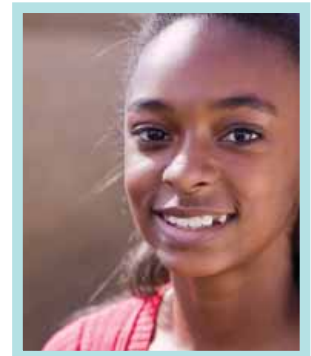
These are children who have been removed from their homes because of abuse, abandonment, neglect and other situations, or children who are awaiting foster placement or adoption -- Children that need your support to assure a safe place to live and begin again.

“None of us knows what might happen even the next minute, yet still we go forward. Because we trust. Because we have faith.” ~ Paulo Coelho

POINCIANA GROUP HOME • KEY WEST (Youth 11 through 17 years old)

The children in foster care often feel that they have no “roots.” This is especially true of children who have not been able to bond with a particular foster family and have been moved in and out of several homes or facilities. Our answer to this problem is long-term care in a group home setting.

At our seven bed residential group home in Key West, we care for children 11 through 17 who, for a variety of reasons, have not had successful placements in traditional foster care. (They may be part of a sibling group, for example, when most foster homes will not take multiple children.) We provide a safe, nurturing place for these children to grow up and as they approach their 18th birthday, when the state considers them an adult, we concentrate on teaching them skills they will need to live on their own.



DEPENDABILITY

“Ability without dependability has no value.” ~ Unknown

JELSEMA CENTER FOR CHILDREN • TAVERNIER Emergency Shelter for Youth 11 through 17 years of age

24 HOURS A DAY, EVERY DAY OF THE YEAR this emergency shelter is open caring for kids in need. The kids we serve at the shelter literally have nowhere else to go. We are their only option for a safe and peaceful place to live while their family problems are sorted out and, hopefully, resolved.

Our 19-bed shelter provides emergency shelter for abused or neglected children, temporary shelter for children struggling with family issues, and assistance to homeless or runaway youth. Twenty-four-hour crisis intervention services are also available.

The Florida Keys Children’s Shelter provides emergency shelter to children and youth 11 through 17 years of age who have been removed from their homes due to allegations of abuse, abandonment or neglect, or who are awaiting foster placement or adoption. Emergency shelter may be short or long-term, depending on the needs of the child, or as determined by the court.



“It is in the shelter of each other that the people live.” ~ Unknown

Youth and families in crisis often need a temporary “cooling off” period to prevent a young person from running away or engaging in further destructive behavior. Our shelter provides a safe and supportive environment for the youth in distress. The child and family are then provided with counseling support and an opportunity to safely discuss difficult issues and explore options and outcomes.

The Florida Keys attracts runaway youth from across the country. We also provide temporary shelter for young people who are homeless or runaways and want to return home. These young people are given a safe place to stay while our staff members work toward reuniting them with their families or other appropriate placement.

MARK OLSHANSKY, RESIDENTIAL PROGRAM COORDINATOR

Mark has been counseling young people for more than twenty years. Since completing his BSW in 1988, Mark has served as a Substance Abuse Counselor, a Family Rehabilitation Counselor, a Crisis Counselor and a Prevention Specialist among many other case management duties. Mark joined the FKCS Team early in 2012 as a Residential Supervisor and was quickly promoted to the Residential Program Coordinator, managing the Jelsema Center for Children in Tavernier.

“No act of kindness is too small. The gift of kindness may start as a small ripple that over time can turn into a tidal wave affecting the lives of many.” ~ Kevin Heath

COMMUNITY BASED COUNSELING

In addition to its residential program, the Florida Keys Children’s Shelter, Inc. offers a community-based counseling program. The program is staffed by master’s-level counselors with offices located in schools throughout the Keys. This convenient and easily-accessible program ensures that at-risk children and families can seek help and get ongoing support in an environment that is both familiar and comfortable—their local school. Counselors are also available to meet with clients at home or in other community locations. Services provided include individual, family and group counseling, crisis intervention, case management and referrals to other agencies. These services are voluntary, strictly confidential, and provided at no cost. These counselors are easily accessible by contacting Angie Kemmer at 305-731-6166.



“Dare to reach out your hand into the darkness, to pull another hand into the light.”

~ Norman B. Rice



“Give what you have. To someone, it may be better than you dare to think.”

~ Henry Wadsworth Longfellow

ANGIE KEMMER, COUNSELING SERVICES COORDINATOR

Angie graduated from the University of Illinois, with a Masters in Social Work, in 1999. She obtained her Clinical Licensure in 2008. Angie has worked in local agencies since 2000, providing social services and mental health treatment to children and families of the Upper Keys. Angie’s vision for the Community Based Counseling Program is to build upon existing resources while strengthening the basis of the CINS/FINS services through evidence-based assessment and counseling. Angie is the Coordinator for our Community Based and Residential Counseling Programs.

PROTECTION

“Your silence will not protect you.” ~ Audre Lorde

PROJECT LIGHTHOUSE

Street Outreach for Runaway and Homeless Youth in Key West

When children and teens are abused or neglected, their opportunities for developing to their full potential are severely limited. Our programs protect these young people and give them a chance for a better life.

Runaway and homeless youth are often hard to help. They are usually very suspicious of programs that try to “rescue” or “save” them, fearing that someone will start preaching to them or try to force them to return to homes where they were either abused or unhappy. Project Lighthouse, our street outreach program in Key West, uses a very different approach, which emphasizes the travel aspect of the youth’s experience. Clients are called “travelers” and they are invited to drop in to Project Lighthouse headquarters to work on art or to play music. If they want to go home, we help them get there. If they choose to stay in Key West, we give them referrals to local social service agencies or help them get off the streets and get work so that they can support themselves. If they choose to move on, we help them make realistic plans which will enable them to arrive at their next destination safely.



“Words and hearts are the two things that should be handled with care because if words are spoken and hearts are broken, they are the hardest things to repair.” ~ Unknown

JAI SOMERS, STREET OUTREACH COORDINATOR

Jai Somers is a graduate of The University of South Florida with a Master’s degree in Women’s Studies and a minor in Fine Arts. She has lived in Key West for over nine years and has been the Street Outreach Coordinator of Project Lighthouse since April 2008. Her interests include art therapy, performance art and historical reenactment.

HONESTY

“Honesty is the first chapter of the book wisdom.”

~ Thomas Jefferson



“The real things haven’t changed. It is still best to be honest and truthful; to make the most of what we have; to be happy with simple pleasures; and have courage when things go wrong.”

~ Laura Ingalls Wilder

OUR VALUES:

- Unconditional Love – We believe every child and every youth has value to society.
- Protection – We believe every child and every youth is entitled to nurturing protection and a chance to develop to his or her full human potential.
- Belonging – We believe children and youth thrive, or fail to thrive, in the context of families, kinship systems and communities. Our work must recognize and value these connections.
- Integrity – We believe we have a moral and ethical obligation to serve the public, our funding agencies and our clients within the highest standards of our profession.
- Openness – We believe, in order to ensure the public trust, we have an obligation to serve the community in a manner that is both open and democratic in decision-making.
- Accountability – We believe that we have a responsibility to be accountable to our supporters and donors, to our funding agencies, and to the children, youth and families we serve.
- Service – We believe we have a responsibility to serve the public good and to provide this service to the children, youth and families with whom we are privileged to work.
- Compassion – We believe we have a responsibility to care for our clients, our community and our employees with respect and dignity.
- Partnership – We believe we have a responsibility to accomplish our mission through effective community partnerships.

“Never believe that a few caring people can’t change the world. For, indeed, that’s all who ever have.”

~ Margaret Mead

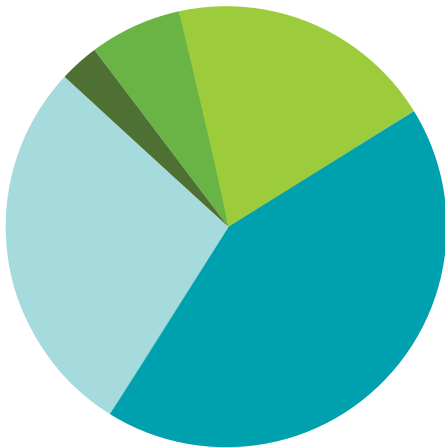


BILL MANN, CHIEF OPERATING OFFICER

Bill is in his twelfth year with the agency. In May 2000, he was hired as a youth advocate. He excelled in his work from the beginning. Soon, he was promoted to Team Leader, then to Operations Manager. In July 2004, he became Staff Development Director. In September 2007, he was promoted to Chief Operating Officer. As COO, Mann plans for, implements and monitors the effectiveness of the shelter’s residential and non-residential programs. He also develops new programs and services as community needs evolve. Bill is a hands-on leader and takes on many extra duties. Having begun his career here working directly with the kids, it is not uncommon to see him jump in and help where and whenever needed. Bill also served on the board for the Southernmost Homeless Assistance League.

RESULTS

“It’s easier to build strong children than to repair broken men.” ~ Frederick Douglass



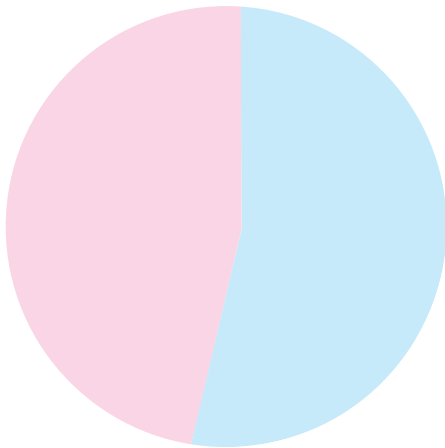
503 CHILDREN, TEENS AND FAMILIES SERVED BY FKCS PROGRAMS

133 RESIDENTIAL CLIENTS

- Poinciana Emergency Home - 24 children
- Poinciana Group Home - 17 children and teens
- Jelsema Children's Center - 92 children and teens

370 NON-RESIDENTIAL/COMMUNITY BASED COUNSELING CLIENTS

- Community Based Counseling - 109 children, teens and families
- Project Lighthouse - 261 homeless and runaway teens

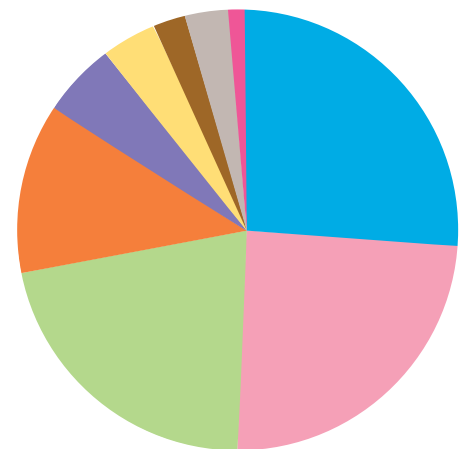


GENDER GRAPH FOR FKCS TOTAL CLIENT POPULATION

- Male - 52.8%
- Female - 47.2%

ETO - EFFORTS TO OUTCOMES: A SNAPSHOT OF EDUCATION STATUS FOR OUR FKCS KIDS

- Attending School Regularly - 26.7%
- Travelers - Not Enrolled - 24.2%
- Attending School Irregularly/Extended Truancy - 21.7%
- Graduated High School - 14.2%
- Completed GED - 5.3%
- Dropped Out - 3.0%
- School Not In Session - 2.1%
- Suspended - 2.3%
- Expelled - 0.5%

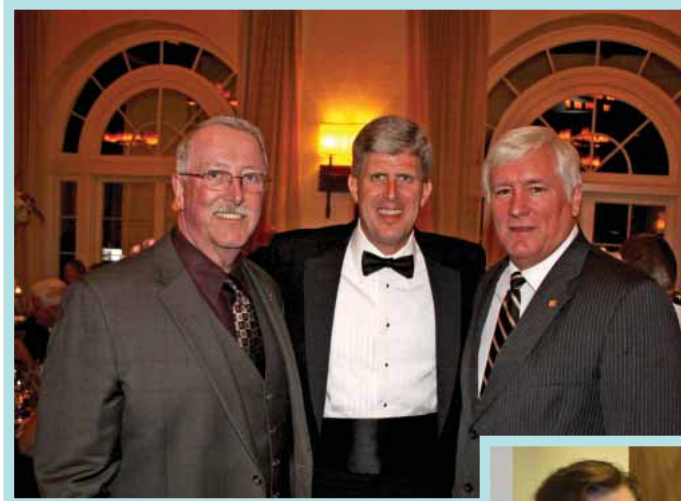


BEN KEMMER, CHIEF LEARNING AND EVALUATION OFFICER

Ben Kemmer was an advocate for runaway children and a health educator with a youth advocacy organization in Bloomington, IL, before he accepted the position of Youth Advocate at FKCS in March 2001. He also served as Team Leader, FKCS Residential Coordinator and Staff Development Director at FKCS before assuming his current position. In September 2009, Kemmer became Chief Learning and Evaluation Officer for FKCS. Ben serves as the Training and Evaluation Specialist. He oversees all of FKCS training and evaluation efforts including the implementation and maintenance of a organization-wide data system to track demographic and outcome information on all youth attending programs at FKCS. Ben also provides direct assistance to each FKCS program and makes certain staff are thoroughly trained to improve the outcomes for our children and families.

FRIENDSHIP

“A friend is someone who knows the song in your heart and can sing it back to you when you have forgotten the words.” ~ Unknown



DON'T QUIT

*When things go wrong as they sometimes will;
When the road you're trudging seems all uphill;
When the funds are low, and the debts are high
And you want to smile, but have to sigh;
When care is pressing you down a bit-
Rest if you must, but do not quit.*

*Success is failure turned inside out;
The silver tint of the clouds of doubt;
And you can never tell how close you are
It may be near when it seems so far;
So stick to the fight when you're hardest hit-
It's when things go wrong that you must not quit.*

~ Author Unknown



COMPASSION

If you want others to be happy - practice compassion, if you want to be happy - practice compassion. ~ Dalai Lama

PROGRAM COORDINATORS, SUPERVISORS AND TEAM MEMBERS

JELSEMA CENTER FOR CHILDREN

Mark Olshansky, *Residential Program Coordinator*

John Abisha, *Assistant Program Coordinator*

Alvin Bentley, *Team Leader*

Bill Niepoth, *Team Leader*

Rachael Cohen, *Team Leader*

Peter Conde, M.Ed., *Youth Advocate*

Rachell Reid, *Food Service Manager*

Patrick Music, *Youth Support Staff*

Rose Marie Spratt, *Youth Support Staff*

Douglas Gifford, *Residential Maintenance*

Ricky Atkins, *Youth Support Staff*

Marie Francois, *Youth Support Staff*

Johnny Jones, *Youth Support Staff*

Blamour Jean-Phillipe, *Youth Support Staff*

Marissa Karley, *Youth Support Staff*

Lenora Newton, *Youth Support Staff*

Dieula Saintil, *Youth Support Staff*

POINCIANA EMERGENCY SHELTER AND POINCIANA GROUP HOME

Michael Sawyer, *Houseparent*

Rebecca Sawyer, *Houseparent*

Lori Polk, *Houseparent*

Norman Stikes, *Houseparent*

Jeri Boyd, *Respite Houseparent*

Hank Boyd, *Respite Houseparent*

PROJECT LIGHTHOUSE

Jai Somers, MA, *Street Outreach Coordinator*

Silvia Capuano, *Outreach Worker*

Clifford Hartman, *Outreach Worker*

COMMUNITY BASED COUNSELING

Angie Kemmer, MSW, LCSW, *Counseling Service*

Coordinator (Residential and Community Based)

Brittney Breslawski, BA, *Community Based Counselor*

Anthony Pica, BA, *Community Based Counselor*





CHARITY

*“What lies behind us and what lies before us are tiny matters compared to what lies within us.”
~ Ralph Waldo Emerson*

MAKING IT PERSONAL

22,000 is a huge number of lives that many of you have helped in a personal way. Children everyday - 24 hours a day - for 23 years, that's 201,480 hours that trained, compassionate professionals, many, many professionals, have been caring for and watching over these precious ones.

Will you help us? Your donation will impact greater numbers of kids than ever before while encouraging others to give! In our 23 years, partners like you, have invested over 36.8 million in the lives of 22,000. That's amazing! However, now in a time when funding at the federal, state and county level has declined, sadly, the number of children that are abused, neglected, abandoned and tossed away like trash - has increased. These kids need YOU now more than ever! Please HELP! Below you will find a list of needs. We welcome your donation to support any area that fits your interests. Thank you!

Immediate Funding Needs:

Essential Care Fund - All Programs	\$ 550,000.00
Jelsema Center for Children	\$ 330,000.00

Capital Improvement Projects:

Carpet	\$ 10,000.00
Residential Furnishings' Fund - Institutional Grade	\$ 8,000.00
Exterior Concrete rebuild and repair (steps, retaining wall and sidewalk)	\$ 17,500.00
Interior painting of building	\$ 4,500.00
Annual Preventative Maintenance Fund	\$ 5,000.00
Regular Maintenance and Repair Fund	\$ 10,000.00
Grounds Upkeep and Beautification	\$ 6,000.00
Appliance Purchases and Repairs	\$ 3,500.00
Bathroom Remodels and Repairs	\$ 30,000.00
Van - Vehicle Purchase	\$ 27,000.00
Elevator Maintenance	\$ 2,000.00

Professional Staff Additions Include:

Licensed Clinical Social Worker - Masters Level	\$ 45,000.00
Certified Recreation Therapist - Masters Level	\$ 47,500.00
Educational Initiative Coordinator	\$ 43,740.00
Residential Nurse - Part Time	\$ 30,000.00
I.T. Coordinator - Part Time	\$ 25,000.00

Projects and Needs Include:

Information Technology Improvements Fund	\$ 25,000.00
Title Sponsor for Special Events	\$ 25,000.00
Hurricane Emergency Fund - Facilitate the evacuation of the children and staff /emergency repairs	\$ 25,000.00

Long-term Investment Opportunities Include:

Endowment Fund	\$ 5,000,000.00
Children and Family Program Enhancement and Support	\$ 500,000.00
Professional Staff Development and Support	\$ 300,000.00

JANEY RHYAN WAWERNA, CHIEF DEVELOPMENT OFFICER

Janey joined the FKCS Leadership Team in August 2007. Prior to her work at FKCS, Janey was Vice President for Institutional Advancement for York College. During her time with FKCS she has worked to secure the necessary funding to support and maintain all programs. For more information and contribution options, please contact Janey at 305-852-4246, ext. 222 or to donate on-line, visit www.fkcs.org and click on "Donate Now." For your convenience, a contribution envelope is also enclosed with this "Gratitude Report".

GENEROSITY

“There is no exercise better for the heart than reaching down and lifting people up.” ~ John Holmes

FLORIDA KEYS CHILDREN'S SHELTER, INC.
STATEMENT OF ACTIVITIES • FOR THE YEAR ENDED JUNE 30, 2012

REVENUE & SUPPORT

Federal awards	\$ 280,263
State financial assistance	667,118
Other grants and contracts	589,648
Special events	34,611
In-kind contributions	101,508
Contributions	230,682
Interest and dividends	6,437
Loss on sale of investments	(3,400)
Unrealized loss on investments	(3,220)
Net assets released from restrictions	11,772

Total Revenue and Support 1,915,419

EXPENSES

Program Services	
Jelsema Emergency Shelter	55,307
Jelsema CINS/FINS Temporary Shelter	675,565
Poinciana Emergency Shelter	203,135
Poinciana Group Home	183,812
Community Based Counselors	270,609
Jelsema Counselors	68,385
Project Lighthouse	141,320
Jelsema Runaway & Homeless Shelter	142,198

Total Program Services 1,740,331

Support Services	
Management and general	102,279
Fund raising	75,244

Total Support Services 177,523

Total Expenses 1,917,854

DECREASE IN UNRESTRICTED NET ASSETS (2,435)

TEMPORARILY RESTRICTED NET ASSETS

Contributions	11,000
Net assets released from restrictions	(11,772)

Decrease in Temporarily Restricted Net Assets (772)

DECREASE IN NET ASSETS (3,207)

NET ASSETS, beginning of year 897,139

NET ASSETS, end of year \$ 893,932

DAVID BLEY, CHIEF FINANCIAL OFFICER

David came to FKCS with 18 years of financial experience at the University of Delaware, most recently as Senior Accountant in Facilities Administration. His extensive knowledge of fund accounting and contract management was excellent preparation for assuming the duties of Chief Financial Officer of FKCS in June 2004. Dave also oversees Information Technology and Human Resources. He is responsible for making sure that the organization maintains sound financial practices in accordance with generally accepted accounting practices for not-for-profit organizations.

LEADERSHIP

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” ~ Jack Welch

Integrity is something we take very seriously at the Florida Keys Children’s Shelter. All of our employees, for example, must go through a rigorous background check before being hired. This consists of local law enforcement, state law enforcement and national (FBI) screenings. All employees are also tested for illegal drugs prior to hiring, and random drug tests are administered on a regular basis.

FKCS has a multi-faceted staff development program, beginning with a two-week orientation for new employees. During orientation, employees learn CPR and first aid along with basic shelter procedures. Our ongoing staff development program includes a nationally-recognized six-day course to earn certification as a Residential Child and Youth Care Professional, a course on how to handle a child or teen’s aggressive behavior, and training in the importance of getting youth input on shelter programs and activities.

Because we provide services to children throughout this entire, far-flung region, we are governed by a Board of Directors that is evenly divided with members from the upper, middle and lower Keys. Our volunteer Board is made up of influential community leaders with careers in business, education and public service. Board meetings are conducted in an open, democratic fashion and opinions are sought from as many Board members as possible before decisions are made.

BOARD OF DIRECTORS EXECUTIVE COUNCIL MEMBERS

Hon. Mike Puto, Executive Council Chair
Board of Directors, Florida Keys Electric Cooperative, Marathon

Colonel Rick Ramsay, Vice Chair & Board Development Chair
Monroe County Sheriff’s Office

Hon. Kym Collins, Treasurer
Vice President, Capital Bank

Jay Rourke, Secretary
Entrepreneur

Hon. Andy Griffiths, Jr.
School Board Member and Charter Boat Captain

Don Hiller
Captain, Internal Affairs, Monroe County Sheriff’s Office

Kurt Rockenbach
Owner, All Things Industrial

Will Wolfe
Youth Representative, Marathon High School

PRESIDENT AND CEO

Kathy Tuell, BA
Florida Keys Children’s Shelter, Inc.

BOARD OF TRUSTEES

Don Fanelli
Captain, Monroe County Sheriff’s Office

Hon. Steven Pribramsky
Partner, Pribramsky & Zuelch Accounting Firm

Hon. Richard Roth
Sheriff (Retired), Monroe County Sheriff’s Office

Hon. Joanne Wills
Juvenile Judge (Retired)

ADMINISTRATION

William Mann, BA, *Chief Operating Officer*

Dave Bley, BS, *Chief Financial Officer*

Janey R. Wawerna, BA, *Chief Development Officer*

Ben Kemmer, BS, *Chief Learning and Evaluation Officer*

Sheila Doerr, BS, *Executive Administrative Assistant*



SAFE KIDS • STRONG FAMILIES • HEALTHY COMMUNITY

It's simple - feeding, clothing, counseling, caring for and providing a safe place to be a kid is a big investment with a price tag. Each year, FKCS takes care of more than 600 children and families. Picture what would happen if we weren't here, if you didn't help... What would happen to these children and families? Who would feed them, protect them, shelter and counsel them? Who? Please continue to be our partner!

We need you and most of all, the kids need you!



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