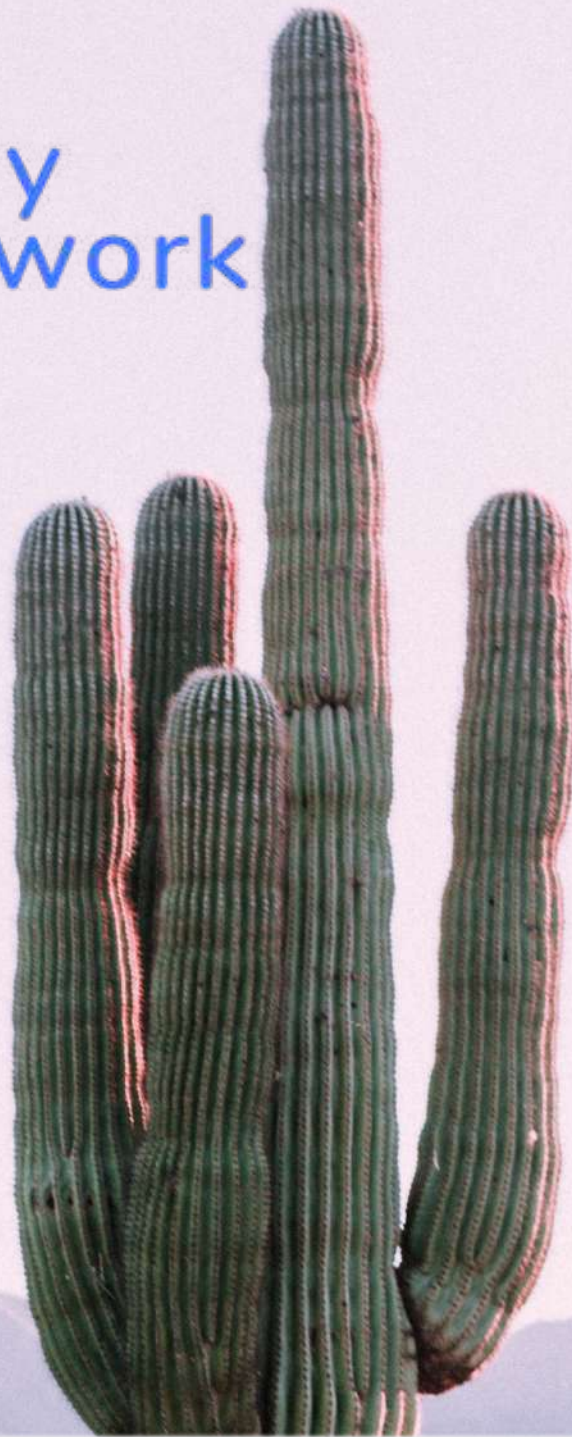


Annual Report  
June 2023



Report produced by  
the Family Resource  
Advisory Council and



## Acknowledgements

A large community of local stakeholders, residents, conveners, and family service agencies combined forces for the 2022 – 2023 Arizona Family Resource Network Fiscal Year. Community Alliance Consulting, LLC, the consultants hired to coordinate this project would like to thank those who made this project a success. Community members and leaders alike volunteered in all aspects of the work to ensure that the efforts put forth by the Arizona Family Resource Network (AzFRN) are relevant, valuable, and reflective of the community served. In addition to over 60 persons who contributed to the project, several organizations also supported this effort.

This project was sponsored and imagined by:



# FIRST THINGS FIRST

The previous fiscal year was also sponsored by:



## Authors and Evaluative Researchers

Mara de Luca Funke, MPH, Senior Evaluator, Community Alliance Consulting  
Rebecca Birr, MSLIS, AHIP, Manager, Valleywise Family Resource Center



## Year in Review

**Funds expended FY 2022 – 2023:**

**\$93,500**

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**Funds raised for FY 2023 – 2024:**

**\$69,686**

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**Anticipated funds to be raised during FY 2023 – 2024 for savings through new annual dues structure and volunteer planning meeting attendance:**

**\$54,750**

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**Major accomplishments 2022 – 2023:**

- Successful application as a non-profit organization
- Complete rebranding
- Publishing of a Member manual
- Expansion of our network in funding and membership



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## Introduction by the Chair

Thank you for taking the time to read our first ever public annual report, on the verge of our certification as a non-profit entity. In this document you will find information about the many endeavors our Network has achieved in the last fiscal year. The Arizona Family Resource Network has an established path to sustainability.



Within these pages is a report on our last year's professional development offered to family service providers. You'll also find information about our other strategic directions, such as parent involvement. Major milestones have been recorded, and leadership transitions have been successful.

As you're reading, should you see an opportunity for you or your organization to fit into the AzFRN's incredible work, I encourage you to reach out and further discuss what lies ahead.

Sincerely,

*Katie Kahle*

Chair, Arizona Family Resource Network Advisory Council  
Director, Chandler Care Center

## Members of the AzFRN

At the beginning of the last fiscal year in July 2022, there were 25 member agencies and 43 community-based locations across the Arizona Family Resource Network. At the close of the fiscal year in July 2023, the AzFRN can boast **28 member agencies and 56 locations!** There are also **four Friends of the AzFRN**, including Candelen, the Family Involvement Center, Nourish Phoenix, and Southwest Human Development.

- Arizona Complete Care Avondale Resource Center
- AZCEND
- Benevilla Family Resource Center
- Buckeye Family Resource Center
- Chandler CARE Center
- Chicanos por la Causa - Parenting Arizona Family Resource Center
- Child Crisis Arizona
- Creighton Family Resource Center
- Deer Valley Family Resource Center
- Glendale Elementary School District
- Flagstaff Unified School District Family Resource Center
- Gila Bend Family Resource Center
- Glendale Elementary School District
- Heart of Isaac Community Center
- Lutheran Social Services Family Resource Center
- Marana School District Family Resource Center
- Paradise Valley Family Resource Center
- Pendergast Family Resource Center
- Peoria Family Resource Center
- Phoenix Families First
- Scottsdale Family Resource Center
- Surprise Family Resource Center
- Tempe Elementary School District
- Tucson Unified Family Resource Center
- University of Arizona Cooperative Extension
- University of Arizona Cooperative Extension
- Valleywise Comprehensive Health Center
- Washington Elementary Resource Centers (WRIC)

# Family Resource Network Advisory Council

## 2022 – 2023 FRAC Officers

The following individuals volunteered their time during the previous year to support the strategic direction of the Arizona Family Resource Network:

**CHAIR:**

**Katie Kahle**, Chandler Care Center

**PAST CHAIR:**

**Rebecca Birr**, Valleywise Health Family Resource Centers

**SECRETARY:**

**Ana Contreras**, Valleywise Health Family Resource Centers

**TREASURER:**

**Betsy Musson**, Pendergast Family Resource Center

**MEMBER AT LARGE:**

**Sara Fox**, Peoria Family Resource Center

**MEMBER AT LARGE:**

**Leslie Owen**, Creighton Family Resource Center

**MEMBER AT LARGE:**

**Marcela Lopez**, Heart of Issac Family Resource Center

## Strategic Plan

The AzFRN Strategic Planning Session is held annually in January. During this session, the Family Resource Advisory Council (FRAC) members convene in-person to make critical decisions about the next year. There were four strategic directions covered in the January 2023 planning session:

### **MISSION** of the **AzFRN**:

To strengthen and connect Family Resource Centers to support Arizona families.

### **VISION** of the **AzFRN**:

A thriving collaborative of family support professionals.

- ☒ **Goal #1: Administer the Arizona Family Resource Network**
- ☒ **Goal #2: Provide ongoing, relevant, and cutting-edge professional development and support for AzFRN Member individuals and Friends**
- ☒ **Goal #3: Launch and mobilize the Arizona Family Resource Network into the future by diversifying its resources and increasing its independence**
- ☒ **Goal #4: Execute the AzFRN Marketing and Outreach plan**



## Professional Development

One of the main functions of the Arizona Family Resource Network is to provide, facilitate, and curate cutting-edge and relevant educational opportunities for professionals serving young families. There were **nine** professional development opportunities facilitated in the last program year, in addition to executive leadership coaching for dedicated AzFRN leaders and volunteers.

### Over 97% of Professional Development Attendees provided a High Quality Rating



The following training opportunities were offered to AzFRN Member Agency individuals during the 2022 – 2023 Fiscal Year:

- Introduction to Protective Factors – Part 1
- Increasing Protective Factors at your FRC – Part 2
- Wholly Shift with Brain Science: Eric Bailey – Part 1
- Wholly Shift with Brain Science: Eric Bailey – Part 2
- Partnerships in Early Childhood Nutrition: Barbie Izquierdo
- Policy, Procedure, and Operational Manual Development
- You're Wonderful – Spread your wings

**“This was a great training that held my attention, was engaging, and taught me about myself and how I can better work with coworkers and clients”**

- AzFRN Professional Development Participant

## Leadership Coaching

Nine FRAC volunteers received Executive Leadership Coaching for their ongoing dedication to the AzFRN. This included seven FRAC representatives and two previous FRAC representatives who continue to support the AzFRN with their time and energy. This included two group coaching sessions and two private sessions for each volunteer.

**Amy L. Herman, MSOD**, is the Founder and CEO of Bridge Light Consulting, Coaching & Connecting, LLC. Amy has led senior level projects with the U.S. Postal Service, Health and Human Services Office of Inspector General, National Institutes of Health, and other Federal agencies. Additionally, she has worked in outreach, program management, and business growth for NTL Institute, and social justice work for community organizations including Hillel, DCJCC and Americorps NCCC.

Amy holds a master of Organization Development from American University and National Training Laboratories, and professional certifications in coaching (CTI), Appreciative Inquiry (Case Western Reserve/NTL), and Change Management (Prosci). Amy's training and experience is enhanced by her naturally positive approach, energy, and desire to see clients succeed and thrive.



**“Amy’s expertise was so helpful at this juncture in my career. It will propel me forward and the work I do in the AzFRN”**

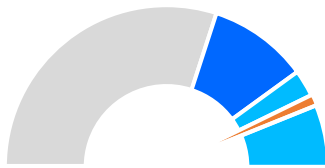
**-Coaching recipient**

# Wilder Collaboration Factors Inventory

## Pre-Assessment – Fall 2022

A validated evaluation tool for coalitions and networks was administered in the Fall of 2022 as a pre-assessment. The tool will be administered again in the Spring of 2024. This tool measures the success of the AzFRN, according to its members, in several overarching goal areas.

Participants answered a battery of 44 questions pertinent to these themes. Only one response was collected per AzFRN member agency, and the pre-assessment had a 95% response rate.



**Mutual respect, understanding, and trust- 4.30**

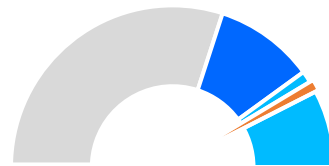
**Skilled leadership- 4.26**

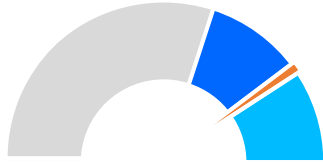
**Members see collaboration as being in their self interest- 4.26**

**Favorable political and social climate- 4.20**

**Open and frequent communication- 4.19**

**Flexibility- 4.15**





**Unique Purpose- 4.07**

**Concrete, attainable goals and objectives- 4.00**

**History of collaboration in the community- 4.00**

**Development of clear roles and policy guidelines- 3.98**

**Shared vision- 3.96**

**Adaptability to changing conditions- 3.93**

**Multiple layers of participation- 3.91**

**Established informal relationships and communication links- 3.87**

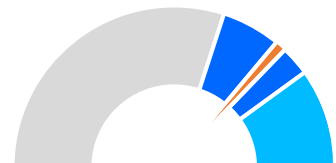
**Appropriate pace of development- 3.74**

**Ability to compromise- 3.72**

**Members share a stake in both the process and outcome- 3.72**

**Appropriate cross section of members- 3.63**

**Sufficient funds, staff, materials, and time- 3.55**



# References

## Photos

All photos were downloaded from Unsplash.com.

- Cover page and Table of Contents, Cactus photo by Cody Doherty
- Year in Review, Little girl with bubbles photo by Leo Rivas