

# CHILDREN'S BOARD OF HILLSBOROUGH COUNTY

## JANUARY 22, 2026 ~ 3:00 PM

### AGENDA

**MISSION:** The Children's Board invests in partnerships and quality programs to support the success of all children and families in Hillsborough County.

#### CALL TO ORDER

Attendance Verification

R. DeLaVergne

Quorum Verification

R. DeLaVergne

Invocation and Pledge of Allegiance

#### PUBLIC COMMENT

The Children's Board of Hillsborough County welcomes comments from the public.

Those who wish to address the Board may do so at this time. Those to address the Board should state their full name and affiliation for the official record.

In the interest of time, we ask that one person be designated to speak on behalf of a constituency and that all comments are limited to three minutes.

R. DeLaVergne

#### EXECUTIVE DIRECTOR DISCLOSURE

R. Bacon

#### ACTION ITEMS

1. **Approval:** November 20, 2025 Regular Board Meeting Minutes
2. **Approval:** Update to Release for FY 2026 Summer Slots Grant

R. DeLaVergne  
M. Negron

#### PROVIDER PRESENTATIONS

Community Foundation Tampa Bay/ Hillsborough Education Funders

M. Negron  
D. Santangelo

#### REPORTS/PRESENTATIONS

1. Executive Director Reports
  - A. Activities – November 21, 2025 – January 21, 2026
  - B. Strategic Workplan Update – Quarter 1
2. Programs Reports
  - A. FY 2024-2025 Presentation on Outcome Highlights
  - B. FY 2024-2025 Consumer Survey
3. Finance Report
4. Strategic Initiatives Report

R. Bacon

M. Negron

D. Monasterio  
G. Stewart

#### OLD/NEW BUSINESS

#### ADJOURNMENT

#### ATTACHMENTS

1. Contract Signature Logs (ASO, Programs, Vendors)
2. December 2025 Financial Statements
3. ASO Report
4. ASO/BOCC Social Services Funding FY 2025 Year End Report
5. ASO/BOCC Domestic Violence Funding FY 2025 Year End Report
6. Good News!
7. Outreach Calendar

## IMPORTANT DATES TO REMEMBER

### February

Executive/Finance Committee Meeting	February 12, 2026	12:00 PM
Regular Board Meeting	February 26, 2026	3:00 PM

### March

Executive/Finance Committee Meeting	March 12, 2026	12:00 PM
Regular Board Meeting	March 26, 2026	3:00 PM

### April

Executive/Finance Committee Meeting	April 09, 2026	12:00 PM
Regular Board Meeting	April 23, 2026	3:00 PM

### May

Executive/Finance Committee Meeting	May 14, 2026	12:00 PM
Regular Board Meeting	May 26, 2026	3:00 PM

**CHILDREN'S BOARD OF HILLSBOROUGH COUNTY**  
**BOARD MEETING**  
**November 20, 2025 ~ 3:00 PM**  
**MEETING MINUTES**

<b>Subject</b>	Regular Board Meeting	<b>Date</b>	November 20, 2025
<b>Facilitator</b>	Robin DeLaVergne, Chair	<b>Meeting Time</b>	3:00 PM
<b>Location</b>	1002 East Palm Ave. Tampa, FL 33605	<b>Actual Meeting Time</b>	3:01 PM – 4:12 PM
		<b>Adjourned</b>	4:12 PM
<b>Board Member Attendance</b>	Robin DeLaVergne, Chair Katherine Essrig, Vice-Chair Andy Mayts, Secretary/Treasurer	Gwen Myers Van Ayres Beth Pasek Ed Narain – arrived after Action item 5	Sarah Naumowich - absent Shake Washington Megan Proulx Dempsey
<b>Other Attendees</b>	Rebecca Bacon, Executive Director Dave Adams, CBHC Board Attorney Kristina Austin, Recorder Paula Scott, CBHC Staff	Maria Negron, CBHC Staff Wendy Perez, CBHC Staff Kelly Hickman, CBHC Staff Daniel Monasterio, CBHC Staff	Jamie Robe, CBHC Staff Genet Stewart, CBHC Staff Dexter Lewis, CBHC Staff Lisa Nugent, CBHC Staff

**SUMMARY**

No.	Topic	Highlights
I.	<b>CALL TO ORDER</b>	R. DeLaVergne called the meeting to order at 3:01 PM. <ul style="list-style-type: none"> <li>• R. DeLaVergne called for Board attendance verification and led the Pledge of Allegiance.</li> <li>• G. Myers led the Invocation.</li> </ul>
	<b>PUBLIC COMMENT</b>	R. DeLaVergne asked for Public Comment. The following individuals provided public comment for the Board meeting: <ol style="list-style-type: none"> <li>1. Anna X, Community Advocate.</li> </ol>
II.	<b>ACTION ITEMS</b>	
	<b>1. 10-23-25 Regular Board Meeting Minutes</b>	R. DeLaVergne requested approval of the October 23, 2025 Regular Board Meeting Minutes.  <b><i>Motion (1) by Gwen Myers to approve the October 23, 2025 Regular Board Meeting Minutes; second by Shake Washington; motion carried (8-0).</i></b>
	<b>2. Approval of the Release for FY 2026 Summer Slots Grant</b>	M. Negron requested approval of the release for FY2026 Summer Slots Grant.  <b><i>Motion (2) by Megan Proulx Dempsey to approve the release of the FY2026 Summer Slots Grant; second by Beth Pasek; motion carried (8-0).</i></b>
	<b>3. Approval of the Release for FY 2027 Leading Grants</b>	M. Negron requested approval of the release for FY2027 Leading Grants.  <b><i>Motion (3) by Gwen Myers to approve the release of the FY2027 Leading Grant; second by Shake Washington; motion carried (8-0).</i></b>
	<b>4. Approval of a Match Grant for Feeding America Tampa Bay</b>	M. Negron requested approval of a Match Grant for Feeding Tampa Bay.  <b><i>Motion (4) by Beth Pasek to approve a Match Grant for Feeding Tampa Bay; second by Megan Proulx Dempsey; motion carried (8-0).</i></b>

## SUMMARY CONT.

No.	Topic	Highlights
	<b>5. Approval of a Match Grant for Redefiner's World Languages</b>	M. Negron requested approval of a Match Grant for Redefiner's World Languages.  <b><i>Motion (5) by Gwen Myers to approve a match Grant for Redefiner's World Languages; second by Shake Washington; motion carried (8-0).</i></b>
	<b>6. Approval of the PRO-2026-05 Youth Council Grant</b>	M. Negron requested approval of the PRO 2026-05 Youth Council Grant.  <b><i>Motion (6) by Shake Washington to approve the PRO 2026-05 Youth Council Grant; second by Gwen Myers; Motion carried (9-0).</i></b>
	<b>7. Approval of the Release for FY 2026 Small Non-Profit</b>	M. Negron requested approval of the release for FY 2026 Small Non-Profit Grants.  <b><i>Motion (7) by Shake Washington to approve the release of a FY 2026 Small Non-Profit Grant; second by Megan Proulx Dempsey; Motion carried (9-0).</i></b>
	<b>8. Approval of the PRO 2026-04 Next Man Up Grant</b>	G. Stewart requested approval of the Pro 2026-04 Next Man Up Grant.  <b><i>Motion (8) by Ed Narain to approve the Pro 2026-04 Next Man UP Grant; second by Gwen Myers. Motion carried (9-0).</i></b>
III.	<b>PROVIDER PRESENTATION</b>	
	<b>Boys and Girls Club – One Time Summer Slots</b>	Jason Jenkins, Chief of Staff, and Mandy Taylor, Chief Operating Officer for the Boys and Girls Clubs of Greater Tampa Bay provided a presentation to the Board outlining the impact of the 2025 Summer Camp Slots Program.
IV.	<b>REPORTS/PRESENTATIONS</b>	
	<b>1. Executive Director Report</b>	<p>R. Bacon attended (33) significant meetings between October 24, 2025–November 20, 2025.</p> <p>R. Bacon recognized the efforts of many of the Children's Board partners that stepped up to provide additional summer opportunities.</p> <p>Highlights for this timeframe include:</p> <ul style="list-style-type: none"> <li>• Attended the Thrive by Five Family Friendly Business Awards Dinner; the Children's Board progressed from Gold to the highest level – Platinum status;</li> <li>• An interview occurred with Connecting with Kim;</li> <li>• ONEHillsborough hosted their second From Surviving to Thriving Workshop to discuss the cost of living, which included partnerships with Vistra Communications, Career Source, United Way, and the Junior League of Tampa;</li> <li>• Work continues on strategic planning workshop priorities;</li> <li>• Interviews are occurring for the Provider Liaison position.</li> </ul> <p>The major focus moving forward will be to obtain countywide community feedback with an emphasis on families, and following the upcoming legislative session.</p>
	<b>2. Programs Report</b>	<p>M. Negron reviewed the following items with the Board:</p> <ul style="list-style-type: none"> <li>• 2025 Summer Grant Summary;</li> <li>• 2025 Technical Assistance Grant Summary.</li> </ul> <p>M. Negron introduced Celeste Roberts, President of the Skills Center.</p> <p>C. Roberts thanked the Children's Board for their funding and provided an overview of her organization's summer programs.</p>

## SUMMARY CONT.

No.	Topic	Highlights
	<b>3. Public Relations Report</b>	D. Lewis shared a report with the Board on the efforts of the Public Relations team. <ul style="list-style-type: none"> <li>• Highlights include work with Tampa Bay 28 to promote September as Safe Baby Month and an 83 Degrees partnership to promote a community safe sleep training event.</li> </ul>
	<b>4. Operations Report</b>	P. Scott reviewed the Conference Center Customer Feedback Report for 2025. The Conference Center and Operations team were recognized for their hard work.
	<b>5. Human Resources Report</b>	W. Perez introduced Daria Dixon, Procurement Manager.
	<b>OLD/NEW BUSINESS</b>	None
	<b>ADJOURNMENT</b>	The meeting adjourned at 4:12 PM.

## MOTIONS

***Motion (1) by Gwen Myers to approve the October 23, 2025 Regular Board Meeting Minutes; second by Shake Washington; motion carried (8-0).***

***Motion (2) by Megan Proulx Dempsey to approve the release of the FY2026 Summer Slots Grant; second by Beth Pasek; motion carried (8-0).***

***Motion (3) by Gwen Myers to approve the release of the FY2027 Leading Grant; second by Shake Washington; motion carried (8-0).***

***Motion (4) by Beth Pasek to approve a Match Grant for Feeding Tampa Bay; second by Megan Proulx Dempsey; motion carried (8-0).***

***Motion (5) by Gwen Myers to approve a match Grant for Redefiner's World Languages; second by Shake Washington; motion carried (8-0).***

***Motion (6) by Shake Washington to approve the PRO 2026-05 Youth Council Grant; second by Gwen Myers; motion carried (9-0).***

***Motion (7) by Shake Washington to approve the release of a FY 2026 Small Non-Profit Grant; second by Megan Proulx Dempsey; motion carried (9-0).***

***Motion (8) by Ed Narain to approve the Pro 2026-04 Next Man UP Grant; second by Gwen Myers; motion carried (9-0).***

READ AND APPROVED BY:

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ROBIN DELAVERGNE  
BOARD CHAIR

## **Approval of Release Update for Summer Slot Grants for FY 2026**

**Initiator:** Maria Negrón, Director of Programs

**Action:** Approval of Release Update for Summer Slot Grants for FY 2026

**Date:** Regular Board Meeting, Thursday, January 22, 2026

### **Recommended Actions**

Approve an increase of \$240,000 which changes the original amount from \$330,000 to \$570,000 for the total allocation of the Summer Slot Request for Proposals.

### **Background**

- At the November 2025 Board meeting the Board approved a January 2026 release of a Request for Proposals for Summer Slot Grants to support children and families with a total allocation up to \$330,000 for time-limited, one-time funding.
- Since then, it has been determined that there are unallocated funds available from New Funding that can be redirected to support Summer Slot Grants.
- The Request for Proposals is in final draft and ready to be released pending Board approval of the increase.

# Hillsborough Education Funders Group Early Learning Research Report

Research conducted by: LeCroy & Milligan Associates, Inc.

Presented by: Dr. Diana Santangelo, Community Foundation Tampa Bay

January 22, 2026



# Purpose

## **Funder's Group Focus**

Research best practices in early learning across six counties in Florida.

## **Goal of Early Learning Research Report**

Compile strategies and best practices to inform local stakeholders and work to increase the number of children ready for kindergarten in Hillsborough County.



COMMUNITY FOUNDATION  
TAMPA BAY

**CONN  
MEMORIAL  
FOUNDATION**

**Helios**  
Education Foundation



## Research Method

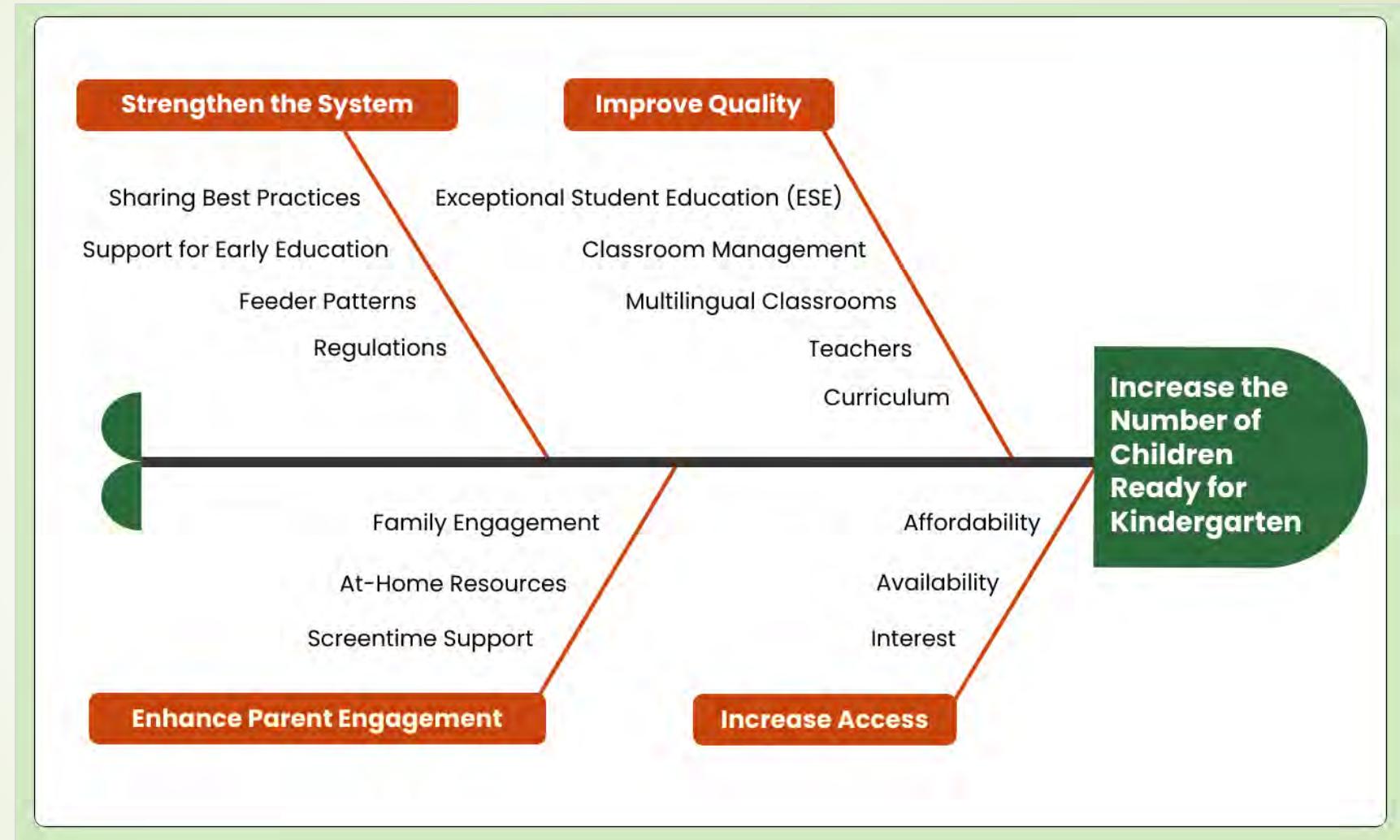
### Participants

- ▶ School Districts
- ▶ Early Learning Coalitions

### Data Collection

- ▶ Surveys
- ▶ Interviews
- ▶ Secondary Data

# Kindergarten Readiness Framework



# Identified Challenges: SUMMARY

## Identified Challenges Affecting Kindergarten Readiness

- Most families need full-day care to enable a full workday, but many can't afford the additional fees.
- Although there may appear to be sufficient availability for all children, childcare deserts and inequitable access exist.
- Some families may prefer to keep their child at home, may not be aware of VPK, or may not know what to look for in a high-quality program.
- FAST testing and CLASS observations sometimes occur before children are acclimated to the program.
- Early education teachers are hard to recruit and retain, partially due to low compensation and lack of respect for the field.
- Teachers are reporting a significant increase in behavioral problems in classrooms.
- Most directors expressed concern regarding high use of screen time.
- School choice may hinder the development of feeder patterns, but several districts have implemented effective initiatives to foster them.
- Both ELCs and districts found VPK attendance records and other requirements to be burdensome.
- Both ELCs and districts felt hampered in their freedom to fundraise to cover funding gaps.

**“I’ve never met a parent who doesn’t want the very best for their kid.”**

**“We have plenty of capacity, but not necessarily in the right neighborhoods.”**

**“Every time we test the water, 40 to 50% of the families say, ‘It’s not full day—I can’t afford the second half.’”**

# Identified Challenges: STRATEGIES

## Identified Strategies to Improve Kindergarten Readiness



### Increase Access:

- Address the need for full day care by facilitating provision of afterschool programs and targeting fundraising to cover gaps.
- Consider converting unused facilities to multi-purpose hubs that address multiple needs of families.
- Improve program availability by identifying and addressing emerging childcare deserts, striving to ensure equity to popular programs, and providing training/resources for family and neighbor caregivers.
- Increase awareness of VPK and value of early education by collaborating with healthcare providers, advertising where families gather, reaching out to families on public assistance, and tapping into existing parent groups.



### Improve Quality:

- Choose research-based, well-reviewed, and contextually appropriate curricula, employ digital platforms judiciously, and use ongoing data analysis to inform targeted intervention.
- Allow children to acclimate before testing, test one-on-one, and advocate for testing in the home language.
- Improve CLASS scores by providing CLASS-specific training to teachers and conducting CLASS observations after children have acclimated to classroom.
- Recruit and retain teachers by encouraging programs to “grow their own”; partnering with educational institutions; supporting new and existing educational and financial incentives.
- Provide behavior specialists and training for teachers and use evidence-based frameworks.
- Partner with pediatricians to increase early detection of disabilities, conduct evaluations within the child’s familiar environment, and offer peer support specialists to parents.



# Identified Challenges: STRATEGIES, CONT.



## Enhance Parent Engagement:

- Offer parent education and training, hold engaging and informative family events, and provide one-on-one or small group support for parents.
- Provide at-home resources for parents to support their children's development, and encourage reading at home by offering at home activities and building home libraries.
- Promote balance in screen time use at home and suggest screen alternatives, especially play.



## Strengthen the System:

- Find ways to regularly share best practices, such as collaborative groups, and support more conference attendees.
- Advocate to change burdensome regulations including allowing fundraising independence and streamlining requirements for parents and providers, especially attendance records.
- Promote support for early education teachers, especially recommending that early education teachers receive the equitable benefits.
- Foster school feeder patterns by outsourcing 0-3 programs on school campuses, encouraging principals to actively engage with child care centers, and considering long term likelihood in program placements.



## Future Directions

- Continue to conduct research to inform data driven decision-making, especially finding accurate ways to identify and locate all eligible families to ensure they receive timely information about VPK programs.



# Next Steps & Early Wins

- ▶ Co-Funder Collaboration
- ▶ Increase in cross-county collaborative meetings
- ▶ Meeting with Hillsborough County Public Schools & Early Learning Coalition leadership March 2026

Questions or Feedback?

[dsantangelo@cftampabay.org](mailto:dsantangelo@cftampabay.org)



Children's Board of Hillsborough County

Executive Director Report

November 21, 2025 – January 22, 2026

50 Meetings

Laticcea Hailey-Brown & Dr. Jennifer Haynes – Tampa Family Health Center

Florida Association of Children's Councils & Trusts (FACCT) Meeting

Julie Cole and Amanda Patrick – MyON Annual Partnership Review Meeting

PACES Steering Committee

Michele Watson – FACCT

FACCT Policy Meeting

FACCT Executive Directors Meeting

Dr. Leah Meunier, Roxanne Jimenez, & Maria Mendoza - Raising Travis County

Katja Miller – Hillsborough County Emergency Management

Joe Mangione & Rick Gould – After School All Stars

Safe & Sound Leadership Council Meeting

Hillsborough Education Funders: Early Learning Research Report

Hillsborough Education Funders Debrief

Child Abuse Death Review Monthly Meeting

FACCT Policy Meeting

Andy Dohmen, Rahkeem Chisholm & Roger Anderson – Mancini Duffy

Taylor Haggerty – Sunrise Children's Services Tour & Sandra Murman – Shumaker Advisors

John Smith – Museum of Science and Industry (MOSI)

FACCT Executive Directors Meeting

Thrive by Five Leadership Council Meeting

Representative Dianne Hart

Hillsborough County Early Learning Task Force Meeting

Michele Watson – FACCT

FACCT Policy Meeting

Carrie Zeisse – Tampa Bay Thrives

FACCT Executive Directors Meeting

Dr. Fred Hicks -Early Learning Coalition

Plant City MOSI Exhibit Grand Opening

Allison Chase – Able Trust & Sandra Murman - Shumaker Advisors

Monti Larsen -FACCT

Florida Philanthropic Network 2026 Legislative Preview

Hillsborough Education Funders Meeting

FACCT Policy Meeting

Zach Blair-Andrews & Paola Rivera

FACCT Executive Directors Meeting

Antoinette Davis, James Cole, & Chris Davis – Envision Revolution

Community Alliance Monthly Meeting

Dr. Doug Holt & Dr. Carla Fry – Florida Dept. of Health

Children's Board of Hillsborough County

Executive Director Report

November 21, 2025 – January 22, 2026

50 Meetings

Florida Education Funders – Member Network Meeting

Charlie Imbergamo – Non-Profit Leadership Center

FACCT Policy Meeting

Nikki Daniels

Community of Practice Meeting

FACCT Executive Directors Meeting

Tony Altman – Greater Palm River Community Development Corporation

Martin Luther King Jr. Parade

Community Alliance Advisory Meeting

Safe and Sound Leadership Council Meeting

Owen Young & Monica Narain – Hillsborough County Public Schools

FACCT Policy Meeting

## Children's Board of Hillsborough County (CBHC) Strategy Workplan Activity Report January 2026

The Children's Board engaged in a strategic planning session with the Board of Directors on April 24, 2025. A summary report with recommendations was shared in June 2025, along with a strategy workplan and implementation timeline. The following activity report provides a status update on key initiatives and top service priorities identified during strategic planning.

### KEY INITIATIVES

#### Provider Engagement

Reviewed grant processes and applications from other Children's Services Councils (CSCs)	Complete
Partnered with Vistra to conduct stakeholder interviews with small nonprofit organizations and review grant application and management processes	Complete
Hosted general grant writing training series featuring several local funders and nonprofits in August and September	Complete
Updated grant application process, including expanded use of Survey Monkey Apply for all grants	Complete
Recorded Online Grant SurveyMonkey Apply Application Tutorial Video and posted on CBHC website	Complete
Included staff supported small non-profit grant in Fiscal Year (FY) 2026 new funding plan and released Request for Applications in January	Complete

#### Community Relations

Included provider liaison position in FY 2026 budget and hired provider liaison in January	Complete
Providing ongoing updates on agency progress through CBHC newsletter, provider emails, and regular provider forums	In Progress
Included funding in FY 2026 budget for countywide community feedback	In Progress
Increased public relations support to funded providers through "Where the Funding Goes" social media series	In Progress

## Long-Term Funds Management

Updated five-year projections which include both sustainability for multi-year grants and new program funding	Complete
Updated FY 2026 program funding plan with newly identified priorities and allocation for match funding to address funding trends in the community	Complete
Increased allowable administrative-indirect rate for program contracts from 10 – 12%, starting in FY 2026	Complete
Ongoing participation in Florida Alliance of Children's Councils and Trusts (FACCT) Executive Director, Policy, and Affinity groups to monitor state and federal budget discussions	In Progress

## Process Modernization

Updated and streamlined Fiscal Handbook content; reduced from 30 pages to 15	Complete
Updated and streamlined contract General Terms and Conditions; reduced from 17 pages to 13	Complete
Updated Provider Improvement Plan process	Complete
Updated Quarterly Provider Report Interview and reduced from 14 questions to 9	Complete
Converted Outcomes menu to web-based interactive tool	Complete
Implemented electronic contract signature using Adobe Sign	Complete
Reviewed SAMIS – the statewide grant management system utilized by other CSCs - with plans to implement the fiscal module in FY 2026 or FY2027	In Progress

## TOP SERVICE PRIORITIES

### Summer Camp Expansion

Engaged with 14 providers and distributed outreach materials for those with availability	Complete
Executed contracts with seven providers, resulting in the creation of 732 new summer camp slots	Complete
Updated FY 2026 summer grant to provide summer camp slots and releasing Request for Proposals in January	In Progress

## Accreditation for Child Care

Completed initial research including engagement with Jacksonville CSC, Early Learning Coalition (ELC) leadership, and FACCT	Complete
Reviewed ARPA-funded ELC accreditation projects, one of which has a final cohort in 2026	Complete
Held meetings with community stakeholders, including Black Child Development Institute (BCDI)	Complete
Selected CBHC focus in ONEhillsborough zip codes of 33603, 33610, and 33619	Complete
Obtained additional stakeholder input through interviews with early learning providers	Complete
Released Invitation to Negotiate (ITN) for accreditation support	In Progress

## Teen Services

Held information exchange sessions with Miami CSC to explore Youth Advisory Council	Complete
Reviewed existing program contracts for access expansion of target population; 21 programs identified to increase age eligibility to 18 in FY 2026	Complete
Updated outcomes menu for age expansion up to 18	Complete
Released ASO Request for Applications (RFA) for FY 2026 with expanded eligibility for families with children through age 18	Complete
Released Request for Proposals (RFP) for Youth Council and received Board approval for contract with Frameworks of Tampa Bay	Complete
Ongoing efforts to scan existing resources and meet with community partners serving teens	In Progress

## Mental Health Supports

Released mentoring grant to include Science of Hope through ONEhillsborough for FY 2026 and received Board approval for contract with Florida Education Fund	Complete
Released Request for Proposals focused on mental health wellness	In Progress
Ongoing efforts to scan existing resources and meet with community partners providing mental health supports	In Progress

## **Early Learning and Child Care Supports**

Ongoing efforts to scan existing resources and meet with community partners providing early learning supports	<b>In Progress</b>
Meetings with the ELC to discuss opportunities for alignment and collaboration	<b>In Progress</b>
Review findings from Hillsborough Education Funders Early Learning Research Project in partnership with Thrive by Five	<b>In Progress</b>
Include priority area in future funding opportunities	<b>In Progress</b>

## **Supporting Children with Autism or Varying Abilities**

Ongoing efforts to scan existing resources and meet with community partners serving children with varying abilities	<b>In Progress</b>
Reviewing implementation of recently funded CBHC programs including Every Child Plays, Caregiver Support Services, After School All Stars at Pepin Academy, Autism is Real and Guiding Stars Mentoring Program	<b>In Progress</b>
Released RFP for water safety for FY 2026 to include services for children with autism or varying abilities	<b>In Progress</b>



# OUTCOME HIGHLIGHTS

## FISCAL YEAR 2024 - 2025



Children's Board  
HILLSBOROUGH COUNTY  
[www.ChildrensBoard.org](http://www.ChildrensBoard.org)



Together



WE

FAMILY



SUPPORT



# Focus Areas

- The Children's Board has made strategic investments in high quality program models.
- These investments are intended to achieve targeted results across four defined focus areas.
- The Children's Board works in partnership with funded agencies to support program participants in achieving these outcomes.

## HEALTHY AND SAFE

## DEVELOPMENTALLY ON TRACK

## READY TO LEARN AND SUCCEED

## FAMILY SUPPORT



# Collective Impact

- Within each focus area, specific outcomes and indicators were identified to measure progress toward the intended results.
- Program participant data are analyzed annually and compared against benchmark targets.
- Performance across funded programs is aggregated to demonstrate the collective impact of these strategic investments.

## FY2025

78%

Outcomes at or above  
benchmark targets

51

Agencies Contributing

92

Programs Reporting Data

## FY2024

84%

Achieved Benchmark

47

Agencies Contributing

80

Programs Reporting Data



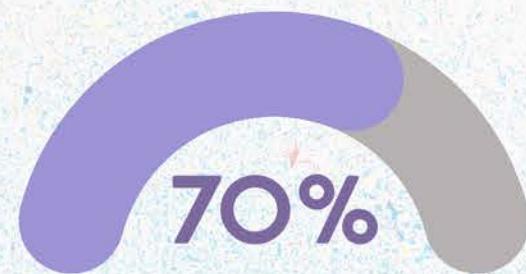
# Results



# Healthy & Safe



Families with  
Safer Housing



Children/Youth  
with Improved  
Physical Fitness



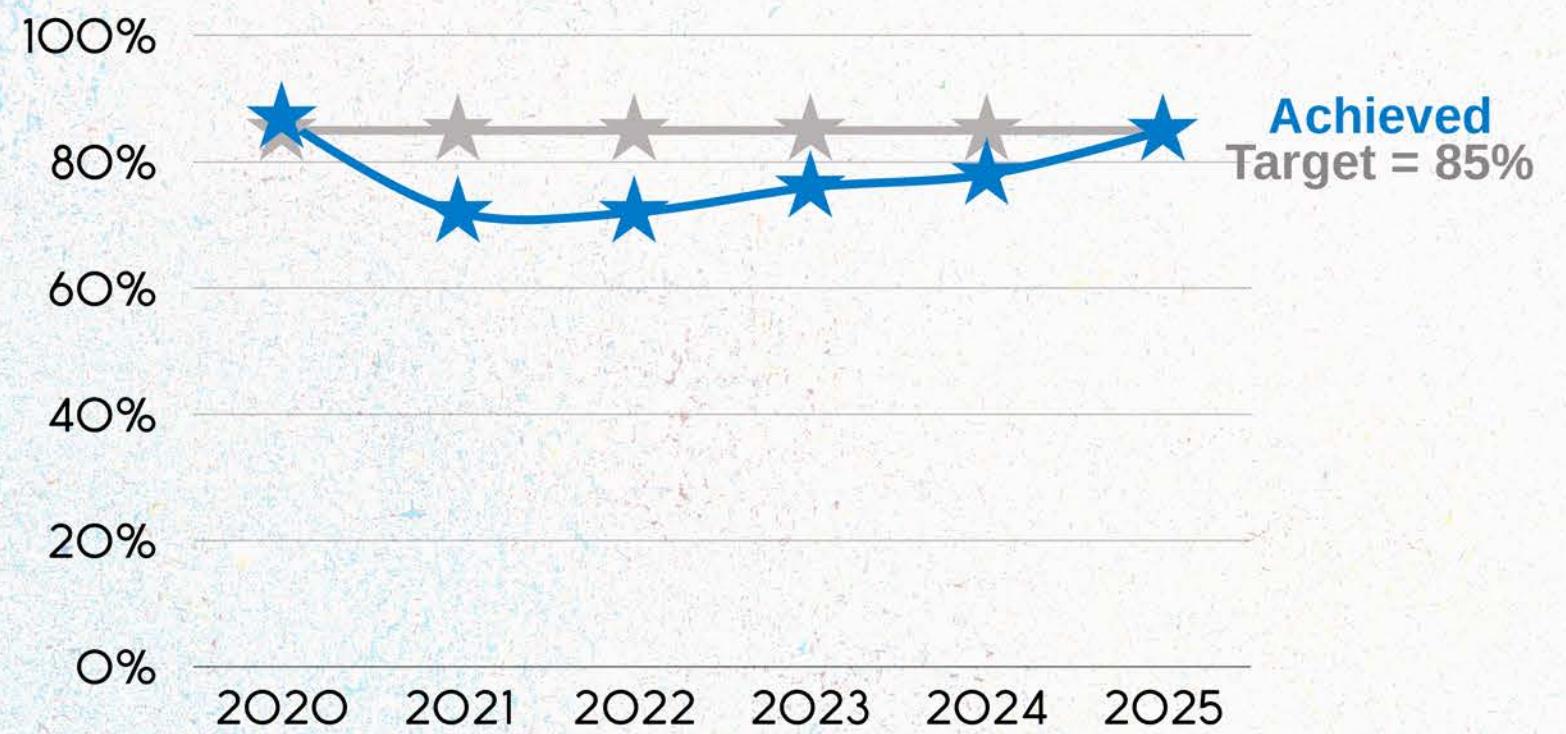
of 4,484 **children** and **youth**  
measured by ten funded  
programs in FY25 met the  
outcome indicators for  
**Reduced Risk of Unintentional  
Injury**.



Professionals with  
Increased Knowledge  
of Health and Safety  
Practices



Parents Exhibiting  
Fewer Depressive  
Symptoms



This result reaches the 85% benchmark target set for success, which had not been achieved since FY2020.





# Developmentally On Track



5,165 children received a developmental screening



Children with Hearing  
Concerns Linked with  
Medical Assessment



Children with Vision  
Concerns Linked with  
Medical Assessment



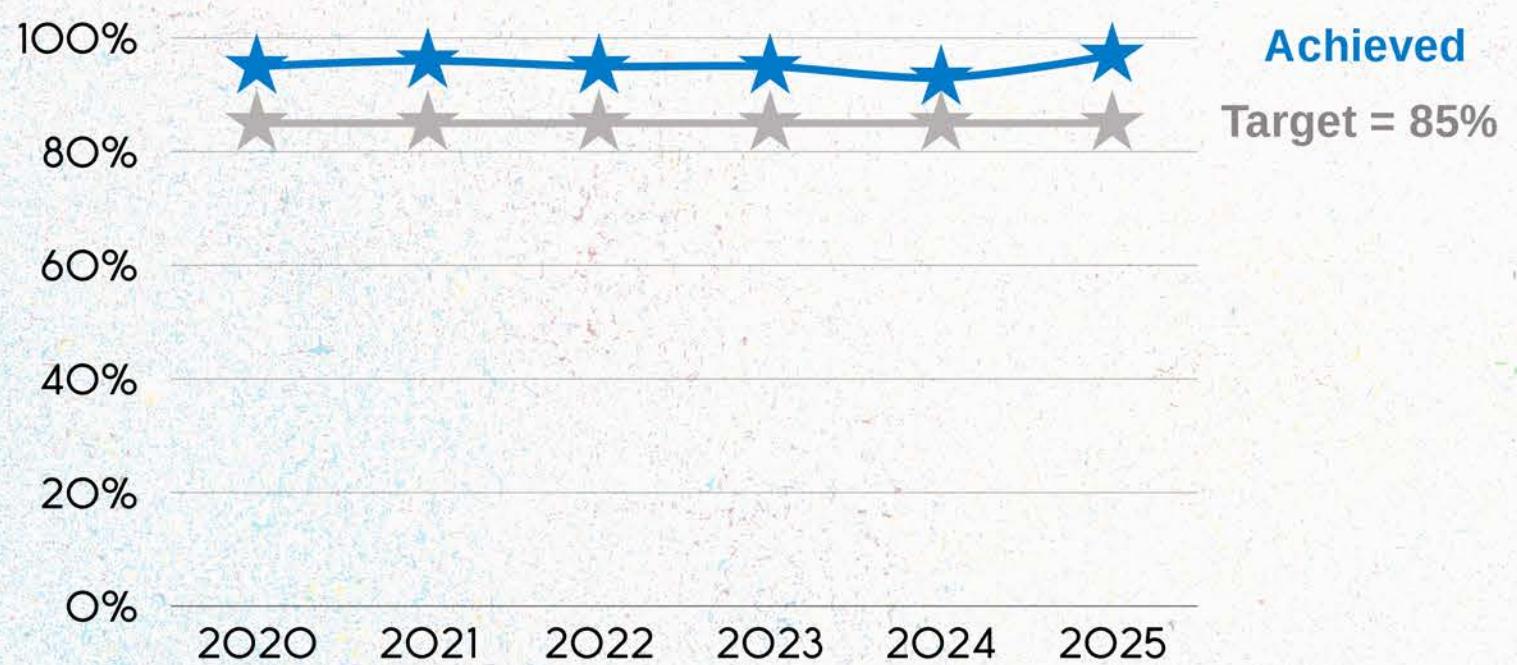
Parents/Caregivers  
Support Healthy  
Development



Children with Improved  
Social-Emotional  
Competence



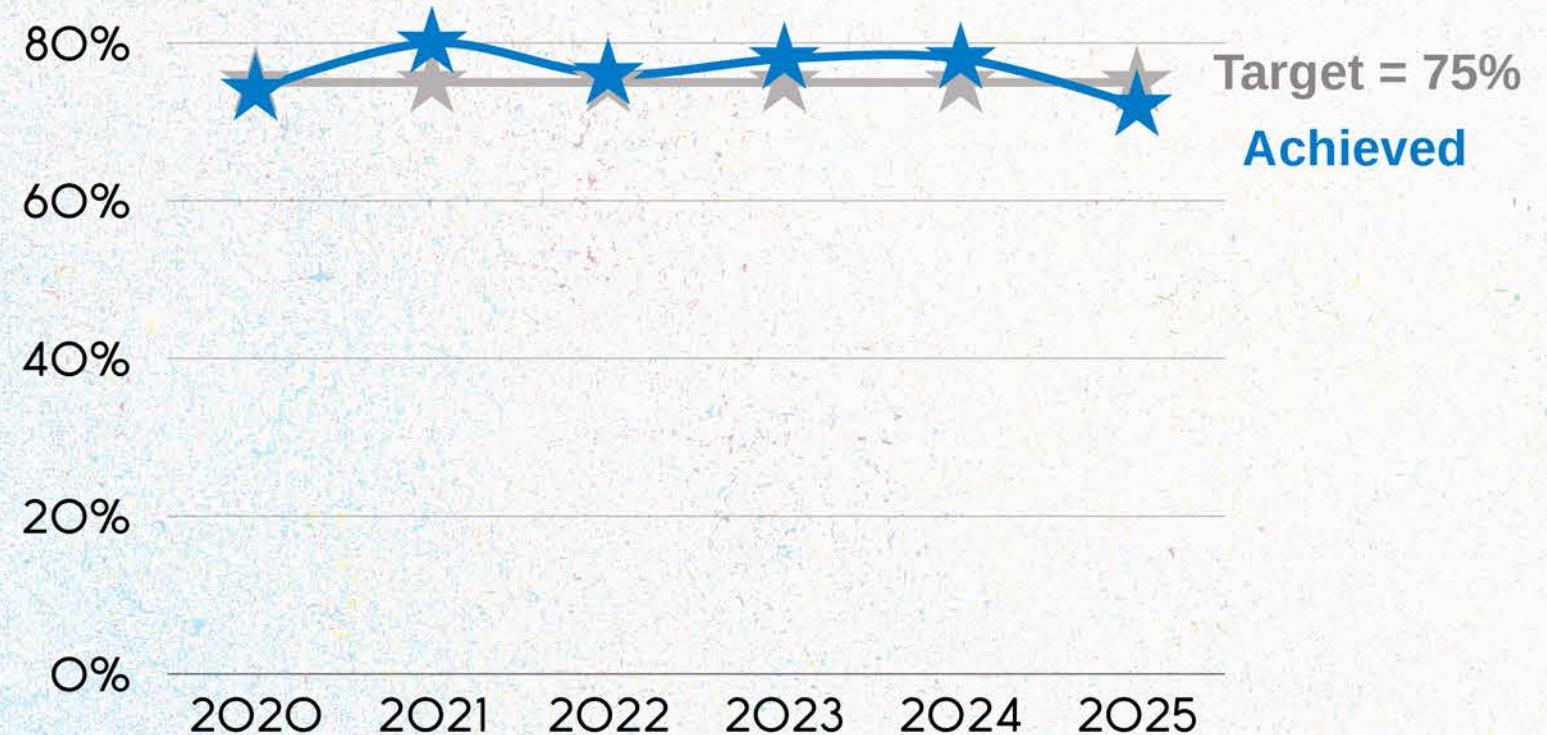
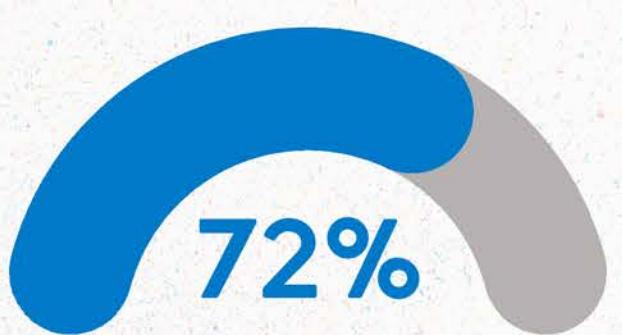
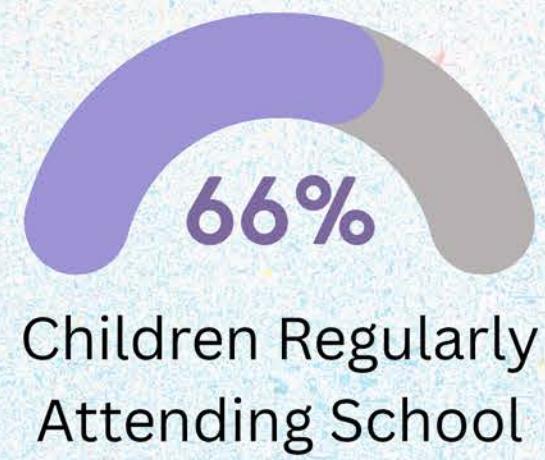
of 694 parents/caregivers  
measured in FY25 met the  
outcome indicators for  
**Demonstrating Behavior  
Consistent with Knowledge of  
Age-Appropriate Child  
Development and Expectations.**



This result has remained stable over the years  
and has now reached its highest level



# Ready to Learn & Succeed



of 1,090 **children** and **youth** measured by 14 funded programs in FY25 met the outcome indicators for **Improved Self-Esteem**.



# Family Support



Individuals with Improved Mental Well-Being



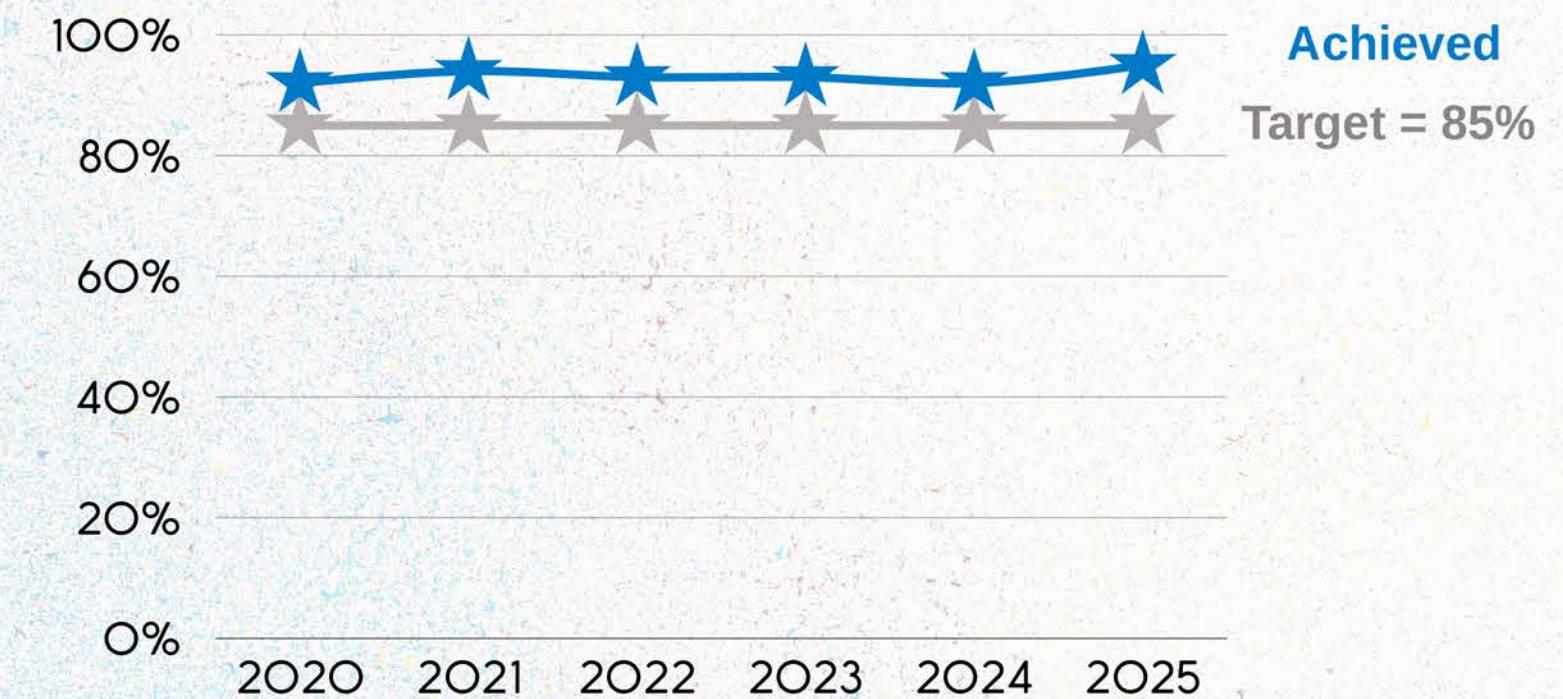
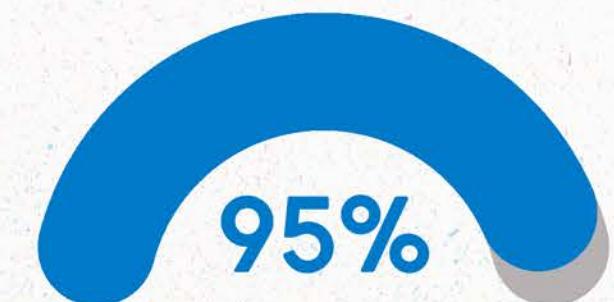
Parents/Caregivers with Increased Knowledge of Community Resources



Parents/Caregivers with Increased Literacy Skills (Language, Digital, Financial)



Parents/Caregivers with Increased Skills towards Achieving Economic Mobility



This result has remained relatively stable over the years and has now reached its highest level

of 4,600 **parents/caregivers** measured in FY25 met the outcome indicators for **Involvement in their Child's Development/ Education/School.**

# 2025 Impact

166,793  
Total Served

52,062  
Adults/Children

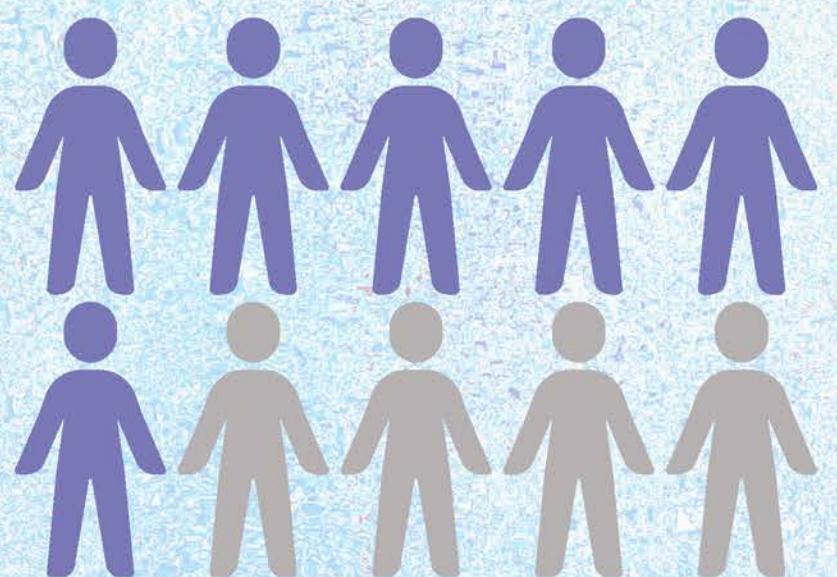
4,344  
Professionals



# Participant Demographics

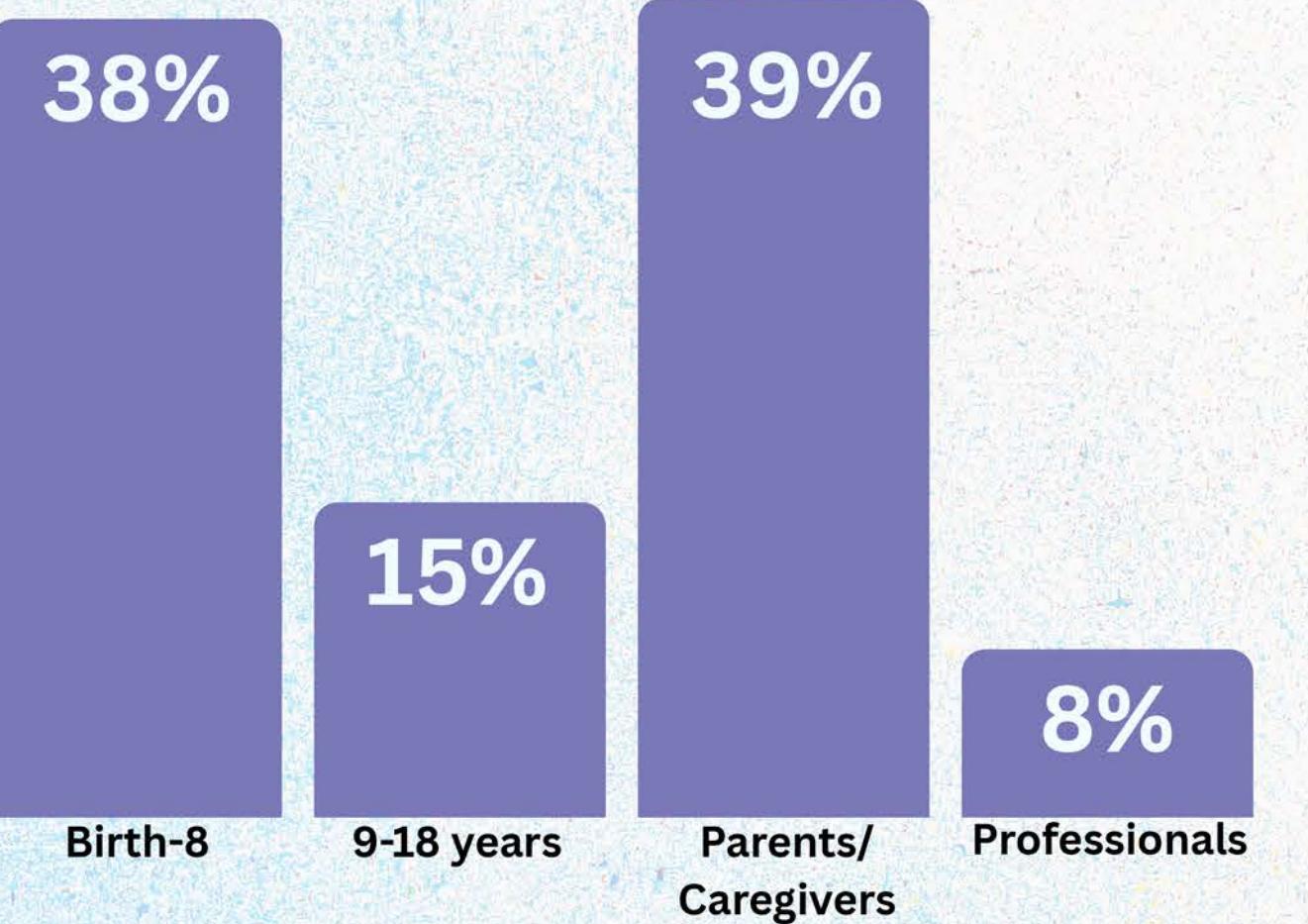
Based on 56,406 Adults, Children, and Professionals

## Gender



67% of participants are  
Female

## Age

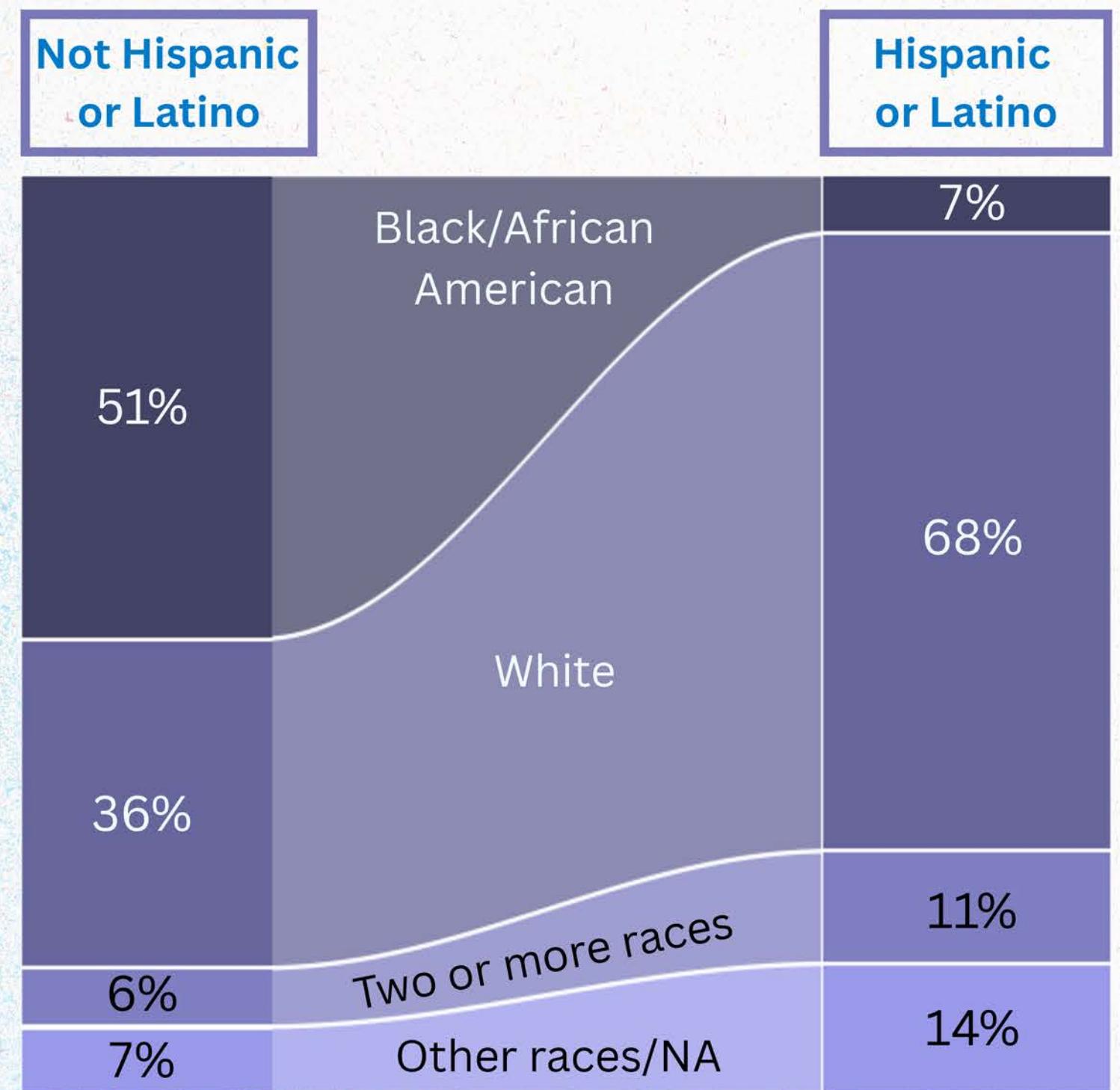


# Participant Demographics

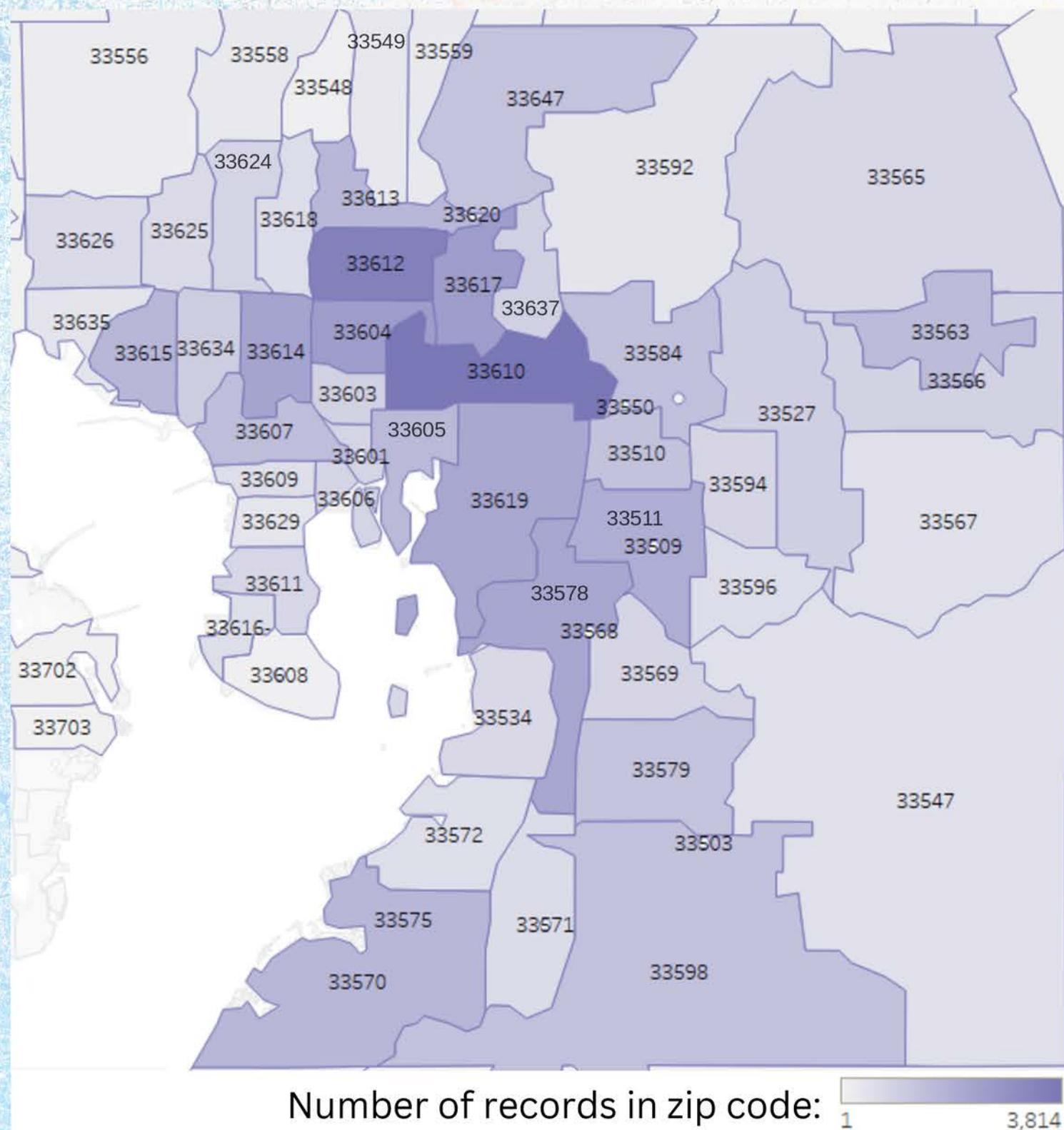
## Race/Ethnicity

45% of participants reported being Hispanic or Latino and 48% reported as Not Hispanic or Latino

Race composition varied within each ethnicity



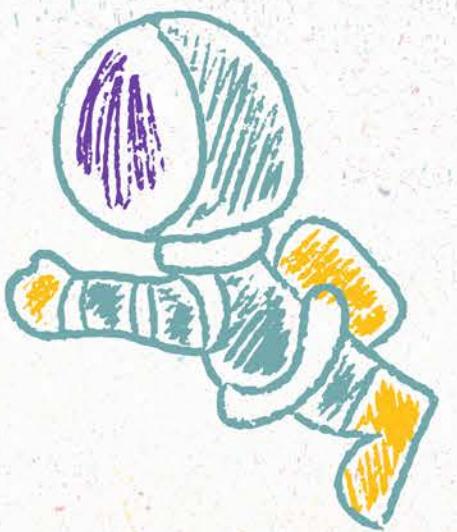
# Participant Map



Map based on **55,983** children and their family members residing in **88** zip codes in Hillsborough County.

Most frequently reported zip codes:

- 📍 **33610**
- 📍 **33612**
- 📍 **33617**
- 📍 **33604**



Thank You

to everyone who worked  
so hard this year!





# CONSUMER FEEDBACK SURVEY



14  
of 19 Leading Grant  
Programs participated

197  
Surveys completed

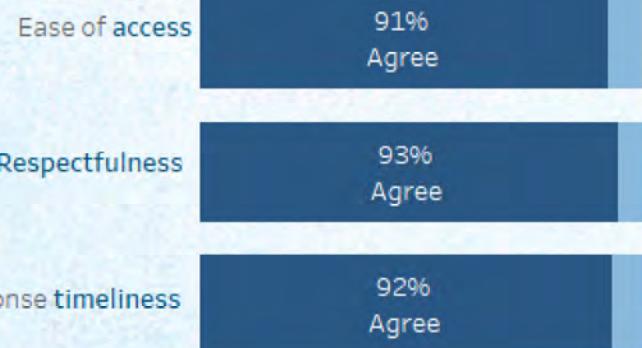
6%  
Completed in Spanish

Awareness of Children's Board funding for program

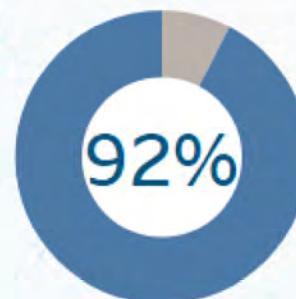
66%

## SURVEY RESULTS

Percent of participants who **Agree** and  
**Disagree** with the customer service metrics

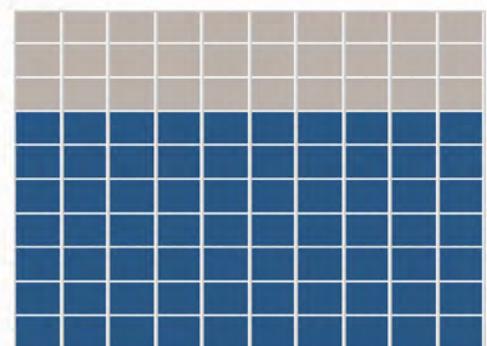


Participants who felt the program  
met their needs **Very Well** or  
**Extremely Well**



Percent of participants who reported  
increased connection to **community  
resources**

70%



*"I am beyond thankful for this program, all of the  
resources provided to me that I didn't even know  
existed."*

*"They go above and beyond for us and that makes  
our lives so much better."*





# from **Surviving** to **Thriving** **Workshop**

## Workshop Report and Recommendations

December 5, 2025



## **Contents**

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## Executive Summary

The Children's Board of Hillsborough County's second "From Surviving to Thriving Workshop," held on November 7, 2025, convened community leaders from the nonprofit, government, and business communities to address the challenges facing working families amid the rising cost of living in Hillsborough County. The event was organized by **ONEhillsborough**, a strategic initiative of the Children's Board, focused on making Hillsborough County neighborhoods thriving places for families to live. The key partners in planning the event were United Way Suncoast, CareerSource Tampa Bay, The Junior League of Tampa, and Vistra Communications. Tampa Bay Federal Credit Union supported through a refreshments sponsorship. The event focused on actionable solutions for working families with emphasis on moving into higher-paying careers and managing the stress and mental health challenges caused by financial pressures.

## Key Insights and Issues

The increasing cost of living in Hillsborough County has a significant impact on working families, particularly those considered ALICE Families (Asset Limited, Income Constrained, Employed). These families are working to cover their basic needs, but their resources may not adequately cover the rising costs. Even when these families receive government benefits, earning higher pay can cause a loss of benefits that results in a worse financial position. This is called the benefits cliff and managing these tradeoffs in a system that suppresses a family's ability to improve their financial position, places added stress on working families. ALICE families represent approximately 46% of Hillsborough County households. Significant facts shared during the workshop include:

- Tampa Bay and Hillsborough County have seen rent increase by 50% over the past five years, which has made the region increasingly unaffordable for many families.
- The cost of living for a family of four to meet basic needs requires income of \$100,000 per year.
- For a single parent household with one child in childcare, the cost of meeting basic needs is over \$61,000.
- Societal pressure on fathers to provide financially often presents itself in mental health challenges when their incomes do not cover the cost of basic needs.
- Florida has unspent TANF (Temporary Assistance for Needy Families) funds that legislators can designate to help working families.

## Breakout Panel Discussions

The **From Learning to Earning** breakout session focused on workforce development with panelists from Workforce Development Partners, Corporation to Develop Communities (CDC) of Tampa, and CareerSource Tampa Bay. This session identified systemic gaps, mindset shifts, and practical solutions to help families achieve economic mobility through improved career opportunities.

The **From Stress to Strength** breakout session addressed the intersection of financial stress and mental health, particularly for fathers. Expert panelists in the areas of entrepreneurship, children's rights to access parents, and men's mental health discussed how stress caused by financial pressures affects household stability, relationships, and workplace productivity.

## **Summary of Recommendations**

Underpinning all recommendations is **Community Collaboration**. For effective solutions, organizations must work together, share resources, engage families in designing solutions, and remove systemic barriers for support to be effective and efficient. Specific recommendation areas include:

- **Integrated Support Systems:** Focus on improving systems such as streamlining access to services, addressing transportation barriers with practical solutions, and educating employers about challenges faced by lower-paid employees.
- **Career Exploration and Training:** Increase awareness and availability of career exploration and career training, especially short-term, high-value, and high-demand job programs. Increase awareness of required qualifications for jobs so career seekers are prepared.
- **Stress and Mental Health Management:** Work to reduce stigma around stress and mental health management, increase access to support, and normalize and integrate mental health conversations into organizational culture.
- **Housing Affordability:** Advocate for policies to address rising housing costs and support efforts to create affordable housing for working families.

The workshop highlighted the *urgent need* for collaborative, data-driven strategies to support working families. By prioritizing integrated support systems, career development, mental health, housing affordability, and community engagement, stakeholders can help Hillsborough County families move from surviving to thriving.



## Opening Session

This report summarizes key insights gathered during the Children's Board of Hillsborough County's second "From Surviving to Thriving Workshop" held on Friday, November 7, 2025, at Feeding Tampa Bay. The event was organized by the Children's Board's ONEhillsborough team and focused on finding solutions to support working families facing the rising cost of living. Key partners included United Way Suncoast, CareerSource Tampa Bay, The Junior League of Tampa, and Vistra Communications. Tampa Bay Federal Credit Union supported through a refreshments sponsorship.

The workshop opened with welcome greetings from **Thomas Mantz, CEO of Feeding Tampa Bay, Robin DeLaVergne, Chair of the Children's Board of Hillsborough County, and Rebecca Bacon, Executive Director of the Children's Board of Hillsborough County.**

**Bemetra Simmons, CEO of the Tampa Bay Partnership**, shared information from their Housing Affordability in Tampa Bay research. Key insights are that stakeholders desire mass transit options and the development of housing near transit corridors. Additionally, as home insurance and childcare costs increase, business community engagement in public-private partnerships is important.

**Tewabech Genet Stewart, Director of Strategic Initiatives for the Children's Board of Hillsborough County and ONEhillsborough Lead**, explained that working families experience stress when financial pressures, such as the benefits cliff, cause them to lose more in benefits than they gain from higher pay, leaving them worse off financially.

**Douglas Griesenauer, Vice President of Community Impact at United Way Suncoast** provided an update on the status of ALICE (Asset Limited, Income Constrained, Employed) families in Hillsborough County. Approximately 46% of Hillsborough County households fall into this situation of earning less than \$100,000 per year, the minimum for a family of four to meet basic needs. He also shared information about advocacy and education efforts related to unspent TANF (Temporary Assistance for Needy Families) dollars.



## Breakout Sessions

Following the opening session, participants separated into two breakout sessions - **From Learning to Earning** focused on helping people move into higher-paying jobs (workforce development) and **From Stress to Strength** focused on overcoming stress and mental health challenges caused by the societal pressures placed on fathers to meet household financial obligations (stress and family dynamics).

### Breakout Session 1 - From Learning to Earning

As the cost of living continuously increases, residents must earn higher salaries to afford the increased costs of housing and remain in their neighborhoods. Moving families to higher income levels involves obtaining education, developing skills, overcoming barriers to employment, and building stronger communities.



A discussion facilitated by **Dr. Meaza Morrison** included panelists **Yvonne Fry of Workforce Development Partners, Dr. Chamaín Moss-Torres of CDC of Tampa, and Dr. Byron Clayton of CareerSource Tampa Bay**. The panelists' organizations offer programs that help prepare and connect people with work and higher-paying career paths. The discussion during this session highlighted **systemic gaps, mindset shifts, and practical solutions** to enable more people to earn a living wage and achieve economic mobility.

Three initial Key Takeaways from the session were:

1. We can come together to create an ecosystem of resources.
2. There is a lack of education and awareness of available career resources, career exploration, and career opportunities at younger ages.
3. Funding or strategic investment in the community is needed for programs that meet needs and have transformative observable outcomes.

The key insights that follow are based on comments by panelists and participants, responses of participants to digital questions, and moderated Q&A.

## Key Insights

### 1. Systemic Barriers and Gaps

Major **barriers to higher-paying jobs** include:

- Job requirements such as prerequisites, background and credit checks, and experience
- Lack of education, awareness, or knowledge of job opportunities
- Skills-related issues such as lack of required skills, mismatch of skills, or non-transferable skills
- Lack of social capital (i.e., social circles or networks of people that help educate, raise awareness, and provide access)

Participants identified several **challenges or gaps in the system** of moving to higher-paying jobs. The most prevalent being:

- Transportation
- Lack of connection or coordination between systems
- Excluding from the conversation and not soliciting solutions from people affected by the systems and programs

### 2. Mindset

The transition to higher-paying work requires a mindset of believing it can happen. Self-belief and hope are essential to drive positive action and preparation to reach a goal.

### 3. Interventions Suggested by Participants

When asked who can help fill the gaps in the systems designed to help people move into higher-paying jobs, participants most frequently responded that **all of us** play a role, and equally that **community organizations** such as faith-based groups, nonprofits, after-school programs, and school resources also play a role in filling the gaps. Community, business, and government **leaders** as well as **employers** were also offered as people who can help fill the gaps.

Of 12 factors that could help more people earn a living wage, **Knowledge of Career Paths, Knowledge of Education Systems** and **Training Opportunities** were ranked in the top three more frequently than all other options. The other factors included career coaching/case management, Childcare Options, Higher Education, Transportation, Housing, Incentives to Pursue High-Wage Careers, Self-Motivation, Technical Skills, and Higher Pay. Interesting to note, **Higher Pay** was ranked the lowest most frequently.

When asked what one thing participants or their organizations can do to help people prepare for or connect with higher-paying jobs, the responses focused on **education, awareness, and partnerships**. Collective action can reveal untapped money and resources. Community investment and collaboration between nonprofits, community leaders, and organizations are needed to build resilient citizens, employees, and parents.

Activities and practices identified as seeing success with workforce development include:

- Individualized personal connections (coaching, case management)
- Collaborative goal setting
- Preparing for self-employment
- Programs and certifications designed to meet the circumstances of participants or certain types of jobs
- Short-term training that leads to high-value industry certifications
- Programs with employment specialists



Participants suggested the following actions to overcome workforce challenges or fill gaps.

- Help employers, leaders, and managers understand the challenges their employees could be facing
- Implement an integrated system of care with community-based outcomes
- Invest in youth and incarcerated adults
- Address mental health concerns within the family
- Offer free or subsidized certification programs that lead to tech or cybersecurity jobs
- Provide transportation for youth to job training sites, relieving the strain on their families
- Provide every working ALICE and impoverished parent with free, appropriate workforce clothing
- Ensure resources and access are made available to all
- Provide quality jobs close to residential areas
- Hire employees based on their skills

#### **4. From Learning to Earning Recommendations**

These recommendations capitalize on the strengths of the community and focus on overcoming the barriers that keep families from accessing better paying jobs:

- **Career Exploration and Training** – Expand availability and awareness of short-term certifications, vocational and technical training, high-paying job programs, and address systemic issues that limit participation. Incorporate career exploration in elementary school rather than waiting until high school.

- **Systems Support** – Improve systems and remove barriers in areas such as childcare, transportation, and integrated support systems.
- **Leverage Partnerships for Collective Impact** – Invite nonprofits, schools, faith-based groups, community leaders, and employers to pool resources, share best practices, and coordinate interventions.
- **Involve Families in Designing Solutions** – Solicit input from families on what works, what does not work, and ensure programs are responsive to their needs.

Through collaboration, these strategies help maximize existing resources and minimize duplicated efforts.

## **Breakout Session 2 - From Stress to Strength**

The high cost of living is an added stress to working families trying to meet basic needs. The societal pressure on men to provide financially often presents itself in mental health challenges, especially when they are unable to earn a wage sufficient to cover the needs of their families.

**Edwin Narain, Esq.** facilitated a discussion with panelists **Coach B of Touch Down Therapy**, **Julius Davis of VoltAir**, and **Greg Hill of Our Children Have Rights**. The panelists' roles make them uniquely qualified to discuss mental wellbeing, the stresses of entrepreneurship, and the rights of children to have access to their parents all from the aspect of working fathers. The discussion during this session highlighted the intersection of **financial stress and mental health and their impact on families**, workplaces, and communities.

Three initial Key Takeaways from the session were:

1. Self-Care is critical.
2. Men need communities of men.
3. Put thoughts and plans into motion – take action.

The key insights that follow are based on comments by panelists and participants, responses of participants to digital questions, and moderated Q&A.

## Key Insights

### 1. The Impact of Financial Stress

Financial stress is a major factor affecting the mental health and stability of fathers, and as a result, the stability of entire households. In short, stress about finances leads to stress about everything else.

The financial pressures of fathers often affect the following:

- Households
  - Financial and housing stability
  - Family mood
  - Children's education, outcomes, and wellbeing
  - Relationships and separation of family members
- Fathers
  - Depression and anxiety
  - Feelings of failure, low self-worth, and shame
  - Emotional detachment
  - Unwillingness to commit
  - Substance abuse
- Workplaces
  - Burnout
  - Emotional withdrawal
  - Reduced productivity



### 2. Barriers to Mental Health Support

Understanding the challenges posed by the financial stress on fathers is just the beginning. Many barriers keep men from seeking mental health support, the most significant being:

- Stigma around mental health and getting help.
- Limited access to affordable, culturally appropriate mental health services.

Overcoming these barriers and breaking the stigma relies on men being vulnerable, emotionally intelligent, brave, and courageous. As a community, we must normalize open conversations,

provide supportive and safe environments, encourage and support vulnerability, and provide mentorship opportunities.

### **3. From Stress to Strength Recommendations**

Based on input from the panelists, participants, and facilitators, below are recommendations to help alleviate the stress on families posed by the high cost of living.

#### **Personal/Family Strategies**

To help manage stress, families and individuals can engage in open communication, spiritual practices, therapy, exercise, self-care, quality time together doing fun activities, staying organized, problem-solving together, and seeking community support. Flexible thinking and work-life balance are also important.

#### **Employer Supports**

Employers can help their employees manage the high cost of living through:

- Livable wages
- Concrete supports and resources such as Employee Assistance Programs (EAPs) and Employee Resource Groups (ERGs)
- Financial literacy and financial wellbeing education
- Flexible work conditions
- Mental health benefits
- Mental health topics integrated into organizational culture and communications

#### **Community Strategies**

Create safe and supportive spaces in neighborhoods and encourage formation of groups where men can build trust and meaningful relationships to help each other manage the stresses of life. These groups can meet over shared activities and interests and in locations where men naturally congregate (e.g., barbershops, recreational activities, etc.).



Employers can also collaborate with community organizations to advocate for and implement policies that support families under financial pressure with an emphasis on systemic and community-based approaches. Examples include advocating for affordable childcare, increasing

the availability of culturally relevant counseling and support services, and building community networks to reduce the stigma of seeking mental health help.

It takes all of us working together to dismantle stigma, provide resources, and create environments where men can thrive emotionally and financially – individuals, families, employers, community organizations, and policy makers.

## Bringing it All Together

During the final session of the workshop, **Brian Butler of Vistra Communications** led a discussion to bring together the information shared in the opening and breakout sessions, concluding with identification of next steps and closing remarks by **Ed Narain of AT&T and Board Member of the Children's Board of Hillsborough County**. The following information is summarized from participant comments and responses to digital questions.

### Opening Session Issues

Participants reflected on the opening presentations by Bemetra Simmons and Douglas Griesenauer during which they learned about the severity of the housing affordability crisis, the current needs of ALICE families, and the issue of unspent TANF funds.



### Housing Affordability and Rising Costs

Surprising to many participants was that Tampa Bay and Hillsborough County have become increasingly unaffordable for many families, with rent rising by 50% over five years and the cost of living for a family of four reaching \$100,000.

### ALICE Families' Needs

The needs among ALICE families (Asset Limited, Income Constrained, Employed) are significant, with more families struggling to meet basic needs. The persistence of these challenges over the years, with little improvement, concerned participants.

### TANF Funds and Awareness

Participants were also concerned that unspent TANF funds were not being used to help families and that some legislators were unaware of these unused funds.

### Community Leadership and Collaboration

Despite the challenges, there is hope and recognition of strong community leadership and that purposeful collaboration will lead to effective solutions.

### Breakout Session Takeaways

Participants individually identified the following as personal takeaways from the breakout session discussions.

- **Mental Health and Self-Care:** Men need self-care, and reducing stigma around mental health is important.
- **Career and Education:** People need early exposure to career opportunities, skills-based hiring, and improved career and financial education.
- **Community Support:** Building trusted relationships, supporting each other, and focusing on unity and collaboration within the community are vital.
- **Barriers to Progress:** Better coordination and data-driven decision-making can reduce the barriers to progress.

## Priority Issues

Participants recommended that ONEhillsborough prioritize **Stress Management and Mental Health** and **Housing Affordability** when updating their strategy to help working families.

Stress Management and Mental Health were ranked in the top 5 most often, followed by Housing Affordability. Financial Education and Support, Access to Quality Childcare, Access to Quality Food, and Workforce and Career Training were also frequently ranked in the top 5. Housing Affordability and Financial Education were ranked 1<sup>st</sup> most often.

## Barriers to Moving from Surviving to Thriving

Participants named several barriers to families moving from surviving to thriving. These are summarized into the five groups below.

### 1. Economic and Financial Challenges

These barriers reflect the financial struggles families face related to economics and financial resources such as low wages, cost of living, inflation, financial literacy, the economy, economic hurdles, resource disparities, benefits cliff, lack of money or financial resources, money management, and affordable housing.

### 2. Access to Resources and Services

These responses highlight barriers related to accessing essential services, support systems, and opportunities for advancement such as childcare, transportation, lack of cash and other resources, access, support and follow up, lack of agency coordination, trust and consistency of service providers, and stability.

### **3. Education and Awareness**

These barriers focus on the need for education, skill development, and awareness to help families thrive including lack of awareness of opportunities, education, and job experience.

### **4. Mental Health and Wellbeing**

These responses address emotional and psychological barriers, as well as the importance of mental health support and community wellbeing such as stress management, mental health, fear, and self-care. When basic needs are not met, it can be difficult to focus on addressing wellbeing and mental health.

### **5. Community, Collaboration, and Advocacy**

These barriers highlight some of the systemic challenges of working with community organizations such as lack of agency coordination, resource disparities, lack of support, and lack of trust.

According to the workshop participants, the most important thing we should do to overcome barriers and see more families thriving, is to **Collaborate**. That means agencies must help meet needs by working together and getting out of silos. It also means they support each other and share resources for collective impact.



Other recommendations from participants for overcoming barriers include:

- Engaging Families
- Focusing on Early Learning
- Communicating
- Being Willing to Change
- Being in the Community
- Advocating for and Educating Communities

In the short-term, participants encouraged immediate **Action and Accountability** to "do something now that moves the needle." Through **Collaboration and Resource Sharing**, organizations will understand what others offer, build trust, resolve systemic breakdowns, and develop relationships for efficient and consistent collaboration. The participants prioritized focusing on **Family Engagement and Support**, including listening to the needs of families, involving them in decision-making, stabilizing families with basic needs, and creating safe spaces where families can build communities with each other.

## Recommendations

These recommendations require a collective community effort to **design and implement** solutions that help working families manage the high cost of living. With **partner agencies** and **collaborative workgroups** focused on critical systems improvements, working families in Hillsborough County can move from surviving to thriving.

## Keys to Success

Collaboration among stakeholders and engaging working families in designing solutions is critical to successfully helping families deal with the financial pressures of the high cost of living.

1. **Collaborate for collective impact** - nonprofits, schools, faith-based groups, government agencies, professional and business associations, and employers must work together, share resources and knowledge, coordinate interventions, and remove systemic barriers to provide effective and efficient support.
2. **Involve affected families in designing solutions** - ask for the input of those affected to understand what they need and want, what works, and what does not work. This will ensure programs are responsive to their needs.

## Priority Areas

### Integrated Support Systems

- **Support families holistically** and expand **access to resources** such as career coaching, case management, childcare, education, housing, and transportation. Address the needs of families as units, including single-parent households and seniors, focusing on both economic and emotional support.
- Focus on improving support through **integrated systems** and **streamlined access to services**, to seamlessly connect families with resources and remove barriers within and across agencies. Focus on practical solutions in the areas of housing, childcare, education, employment, transportation, etc.
- Expand **individualized coaching/case management** to help families set goals, navigate barriers, and access resources. Promote **collaborative goal setting** between families, coaches, and employers to ensure alignment and accountability.
- Explore creative ways to **support fathers** that may be non-traditional. Consider adapting existing models that incorporate peer support, financial management, stress management, parenting, and employment services.

### Career Exploration and Training

- Determine the availability of career exploration and training programs in the county, paying particular attention to short-term programs, high-value career fields (e.g.,

tech, cybersecurity, skilled trades), and certification programs. Support programs that start career exploration in elementary school.

- Research and evaluate how people become aware of the opportunities and correct gaps and flaws in the system that hinder participation.
- Develop a comprehensive approach to ensuring people and programs (resources) are connected effectively and efficiently.

### **Stress and Mental Health Management**

- Collaborate with partners on initiatives to **reduce stigma** around stress and mental health management, **increase access to support and networks**, promote self-care, and normalize and integrate mental health conversations into organizational culture.
- **Educate employers and leaders** about real-life challenges their lower-paid employees face (e.g., transportation, childcare, mental health, benefits cliff, etc.) and areas in which employers can support these employees. Examples include higher pay, more flexible work conditions, skills-based hiring practices, financial wellbeing training, and subsidized workforce essentials (e.g., work clothing, certifications, transportation support, etc.).

### **Housing Affordability and Transportation**

- Support efforts to create **affordable housing** for working families, with special consideration for housing with transit and transportation options nearby.
- Address **transportation barriers** by investigating alternative solutions for workers, job seekers, and youth, such as subsidized transit passes, shuttle services to training sites, or partnerships with ride-share companies. Identify other feasible transit and transportation options that can be implemented within the existing infrastructure.

The workshop underscored the urgent need for collaborative strategies to support working families. By prioritizing integrated support systems, career exploration and development, stress and mental health management, and housing affordability, stakeholders can improve the conditions for working families in Hillsborough County. Putting differences aside and encouraging neighbors to care about their neighbors, we can help more families move **from surviving to thriving**.

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***"We can't just talk about. We have to be about it."***

*Edwin Narain, Esq.*

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## Contract Signature Log

**ASO ONLY**

**FY 2026**

Entity/Agency	Contract Type	Brief Description	Contract Period	Contract Amount	Board Approved	Signed By	Date Signed
Angela Colonello	ASO	Tutor	12/2/25 - ongoing	Varies	No	Rebecca Bacon	12/3/2025
DeQuan Wilson	ASO	Tutor	1/8/26 - ongoing	Varies	No	Rebecca Bacon	1/8/2026

**Contract Signature Log**  
**Programs ONLY**  
**FY 2026**

Entity/Agency	Contract Type	Brief Description	Contract Period	Contract Amount	Board Approved	Signed By	Date Signed
PARENTS AND CHILDREN ADVANCE TOGETHER (PCAT) LITERACY MINISTRIES, INC.	Standard	South County Literacy Initiative	10/1/2025 - 9/30/2026	\$645,676.00	Yes	Rebecca Bacon	11/17/2025
PARENTS AND CHILDREN ADVANCE TOGETHER (PCAT) LITERACY MINISTRIES, INC.	Standard	Sulphur Springs Literacy Initiative	10/1/2025 - 9/30/2026	\$175,475.00	Yes	Rebecca Bacon	11/17/2025
UNIVERSITY OF SOUTH FLORIDA BOARD OF TRUSTEES, A PUBLIC BODY CORPORATE	Standard	Hot Docs	10/1/2025 - 9/30/2026	\$467,992.00	Yes	Rebecca Bacon	11/19/2025
SKILLS CENTER, THE., INC.	Standard	Middle School Youth Opportunity (YO)	10/1/2025 - 9/30/2026	\$1,024,487.00	Yes	Rebecca Bacon	11/20/2025
CHAMPIONS FOR CHILDREN, INC.	Standard	PACES: Awareness to Action	11/17/2025-09/30/2026	\$27,400.00	No	Paula Scott	11/24/2025
SKILLS CENTER, THE., INC.	Standard	Middle School Youth Opportunity (YO) - AMENDMENT	10/1/2025 - 9/30/2026	\$1,024,487.00	Yes	Rebecca Bacon	12/11/2025
SALESIAN SISTERS OF TAMPA, INC. THE D/B/A SALESIAN YOUTH CENTER - SYC	Independent Contract	Floor Safety	12/15/2025-1/31/2026	\$39,807.00	No	Rebecca Bacon	12/11/2025
TAMPA KIWANIS FOUNDATION, INC.	Standard	Storywalk	10/1/2025 - 9/30/2026	\$49,884.00	No	Rebecca Bacon	12/15/2025
GREATER PALM RIVER POINT COMMUNITY DEVELOPMENT CORPORATION	Standard	Palm River Family Services	10/1/2025 - 9/30/2026	\$194,400.00	Yes	Rebecca Bacon	12/16/2025
BLUE STAR FAMILIES, INC.	Technical Assistance Award Letter	Tampa Chapter Technological Needs	01/12/2026-07/12/2026	\$9,990.00	No	Rebecca Bacon	12/19/2025
COMMUNITY STEPPING STONES, INC.	Technical Assistance Award Letter	Strengthening Systems and Student Skills Initiative	01/12/2026-07/12/2026	\$6,420.00	No	Rebecca Bacon	12/19/2025
CULTURAL ARTS THEATER, INC.	Technical Assistance Award Letter	Organization Capacity Building 2026	01/12/2026-07/12/2026	\$9,650.00	No	Rebecca Bacon	12/19/2025
E.C.H.O. OF BRANDON, INC.	Standard	THHI Challenge Grant	12/1/2025 - 6/30/2026	\$37,500.00	No	Rebecca Bacon	12/22/2025

**Contract Signature Log**  
**Programs ONLY**  
**FY 2026**

Entity/Agency	Contract Type	Brief Description	Contract Period	Contract Amount	Board Approved	Signed By	Date Signed
METROPOLITAN MINISTRIES, INC.	Standard	Pathways to Wellness	10/01/2025-9/30/2026	\$73,279.00	No	Rebecca Bacon	12/24/2025
ECHO OF BRANDON	Technical Assistance Award Letter	ECHO Capacity Building for Expansion	01/12/2026-07/12/2026	\$10,000.00	No	Rebecca Bacon	12/29/2025
ELEVATE TAMPA BAY, INC.	Technical Assistance Award Letter	Salesforce Upgrade	01/12/2026-07/12/2026	\$10,000.00	No	Rebecca Bacon	12/29/2025
ENHANCE YOUR CHANCE TITLE 1 COMMUNITY DEVELOPMENT CENTER, INC	Technical Assistance Award Letter	Connected for Kids: Technology Infrastructure	01/12/2026-07/12/2026	\$7,150.00	No	Rebecca Bacon	12/29/2025
G3 LIFE APPLICATIONS, INC.	Technical Assistance Award Letter	G3 Building Capacity	01/12/2026-07/12/2026	\$9,928.00	No	Rebecca Bacon	12/29/2025
GREATER PALM RIVER POINT COMMUNITY DEVELOPMENT CORPORATION	Technical Assistance Award Letter	Palm River Family Services	01/12/2026-07/12/2026	\$7,148.00	No	Rebecca Bacon	12/29/2025
JUST INITIATIVE, INC.	Technical Assistance Award Letter	J/I Financial Audit	01/12/2026-07/12/2026	\$10,000.00	No	Rebecca Bacon	12/29/2025
LEARN TAMPA BAY, INC. D/B/A ACHIEVE PLANT CITY	Technical Assistance Award Letter	Achieve Tech Advance	01/12/2026-07/12/2026	\$10,000.00	No	Rebecca Bacon	12/29/2025
LOVE INC OF METRO TAMPA, INC.	Technical Assistance Award Letter	Technology and Client Management System Upgrades	01/12/2026-07/12/2026	\$9,685.00	No	Rebecca Bacon	12/29/2025
NONPROFIT LEADERSHIP CENTER OF TAMPA BAY, INC.	Technical Assistance Award Letter	Event Management Software & Systems	01/12/2026-07/12/2026	\$10,000.00	No	Rebecca Bacon	12/29/2025
POSITIVE SPIN, INC.	Technical Assistance Award Letter	Capacity Building	01/12/2026-07/12/2026	\$9,049.00	No	Rebecca Bacon	12/29/2025
PRESERVE VISION FLORIDA, INC.	Technical Assistance Award Letter	Database for Strategic Analysis	01/12/2026-07/12/2026	\$10,000.00	No	Rebecca Bacon	12/29/2025

**Contract Signature Log**  
**Programs ONLY**  
**FY 2026**

Entity/Agency	Contract Type	Brief Description	Contract Period	Contract Amount	Board Approved	Signed By	Date Signed
ROOTED IN PLAY CORP, INC	Technical Assistance Award Letter	Rooted in Play - Help Us Grow	01/12/2026-07/12/2026	\$8,500.00	No	Rebecca Bacon	12/29/2025
TAMPA HEIGHTS JUNIOR CIVIC ASSOCIATION, INC.	Technical Assistance Award Letter	THJCA Audit	01/12/2026-07/12/2026	\$9,000.00	No	Rebecca Bacon	12/29/2025
THE ENVISION RESOLUTION FOUNDATION, INC.	Technical Assistance Award Letter	Capacity Building Project	01/12/2026-07/12/2026	\$10,000.00	No	Rebecca Bacon	12/29/2025

**Contract Signature Log**  
**Vendors ONLY**  
**FY 2026**

Entity/Agency	Contract Type	Brief Description	Contract Period	Contract Amount	Board Approved	Signed By	Date Signed
Bennett Jacobs and Adams	Vendor	Legal Services	10/1/25 - 9/30/26	\$55,000.00	No	Rebecca Bacon	11/21/2025
Mancini Duffy	Vendor	Architectural Services and Engineering Services Annual Contract	10/1/25 - 9/30/26	\$58,013.27	No	Rebecca Bacon	12/3/2025
Tod Marr & Associates, LLC	Vendor	Property Appraisal Services for Riverview Location - Agreement	12/9/25 - 12/30/25	\$2,200.00	No	Rebecca Bacon	12/9/2025
Level Access Inc.	Vendor	Software & Services Annual Subscription	12/16/25 - 12/16/2026	\$18,010.00	No	Rebecca Bacon	12/17/2025
Terracon Consultants, Inc.	Vendor	Phase 1 Environmental Study Survey for Pure Pebble Drive and Boyette Road - Future Riverview Site	1/12/26 - Completion	\$3,300.00	No	Rebecca Bacon	1/12/2026



Fiscal Year 2025 - 2026

Monthly Financial Report

**December 2025**

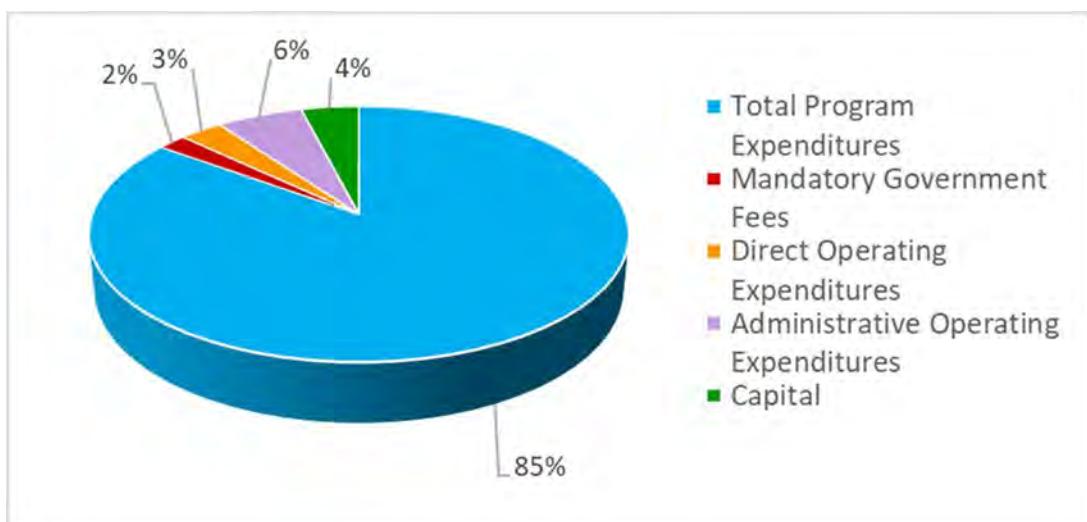
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7. Investments Statement
8. Five Year Projections
9. New Program Funding (Unallocated) Report
10. New Program Funding Report – Detail

## Fiscal Year 2025-2026 Budget

	<b>FY 2025-2026</b>
	<b>Original</b>
	<b>Budget</b>
<b>Revenues</b>	
Ad-Valorem Taxes	79,085,342
Investment Income	6,715,000
Administrative Services Organization Funding	400,000
Other Community Partner Funding	250,000
Miscellaneous Income	15,200
	<hr/>
<b>Total Revenues</b>	<b><u>86,465,542</u></b>
<b>Expenditures</b>	
Program Expenditures:	
Program Funding (Continuation Grants)	81,057,379
New Program Funding (unallocated)	<hr/> 5,404,000
Total Program Expenditures:	<hr/> 86,461,379
Operating	
Employee Salaries and Benefits	7,232,216
Contracted Professional Services	587,895
CBHC FRC Occupancy Expenditures	512,114
Facility Expenditures	329,594
Other Operating	<hr/> 782,364
Total Operating	<hr/> 9,444,183
Capital Expenditures	4,011,000
Mandatory Government Fees	<hr/> 2,012,807
<b>Total Expenditures</b>	<b><u>101,929,369</u></b>
<b>Net Spend Down of Fund Balance</b>	<b><u>(15,463,827)</u></b>



## **Financial Statement Category Definitions**

- **Revenue**
  - **Ad-Valorem Taxes** includes current and delinquent ad-valorem tax revenue and excess fees returned to the Children's Board originally paid to the County based on the tax revenue.
  - **Investment Income** includes revenue from various interest-bearing accounts.
  - **Administrative Services Organization (ASO)** funding represents contributions from other funders specifically designated for use by providers in the community, managed by the Children's Board ASO staff. These dollars are also included in the program expenditure line. An example is the Hillsborough County Board of County Commissioners (BOCC).
  - **Other Community Partner funding** represents funds contributed from community partners that are added to our provider contract amounts and included in the program funding line, for example, Hillsborough County BOCC.
  - **Miscellaneous Income** consists of match revenue from the insurance company, cash back from the credit card, and any other miscellaneous revenue received during the year.
- **Expenditures**
  - **Program Funding (Continuation Grants)** represents provider contracts funded by Children's Board, property tax revenue and funds contributed from our community partners. This amount also includes the dollars managed through the ASO to provide support to participants of case management programs.
  - **New Program Funding (unallocated)** includes dollars budgeted for new program contracts and one-time funding that will be released and awarded by a competitive or application process.
  - **Employee Salaries and Benefits** include wages paid to all non-contractor employees. Benefits represent costs provided for salaried and hourly wage employees including Federal Insurance Contributions Act (FICA), life and health insurance, short-term and long-term disability insurance, unemployment, and retirement benefits.
  - **Contracted Professional Services** represents amounts budgeted for contracted information technology services, legal, media buys, auditing, and other professional services.
  - **Facility Expenditures** represents necessary costs to operate the Children's Board offices, conference center, and seven (7) CBHC Family Resource Centers (CB FRC) occupancy expenditures, including utilities, information technology, maintenance, and repairs.
  - **Other Operating** contains staff training, conference and meeting travel, postage, insurance, promotional activities, printing, supplies, advertising for Truth In Millage (TRIM), budget ads and other public notices, memberships, and subscriptions. Also included are support activities with provider agencies and community organizations for training and events.
  - **Capital Expenditures** include the budget for building expenditures.
  - **Mandatory Government Fees** include Tax Collector's fee, Property Appraiser's fee as well as the City Storm Water fee.

## Statement of Revenues and Expenditures

**December-2025**

	FY 2025- 2026	FY 2025- 2026	FY 2025- 2026	FY 2025- 2026
	YTD Budget	YTD Actual	Variance \$	Variance %
<b>Revenues</b>				
Ad-Valorem Taxes	66,431,687	68,276,754	1,845,067	3%
Investment Income	1,678,750	1,301,531	(377,219)	-22%
Administrative Services Organization Funding	25,000	8,018	(16,982)	-68%
Other Community Partner Funding	0	0	0	0%
Miscellaneous Income	3,800	5,149	1,349	36%
<b>Total Revenues</b>	<b>68,139,237</b>	<b>69,591,452</b>	<b>1,452,215</b>	2%
<b>Expenditures</b>				
Program Expenditures:				
Program Funding (Including Unallocated)	11,239,979	10,592,633	647,346	6%
Total Program Expenditures:	<u>11,239,979</u>	<u>10,592,633</u>	<u>647,346</u>	6%
Operating Expenditures				
Employee Salaries and Benefits	1,808,054	1,708,208	99,846	6%
Contracted Professional Services	146,974	66,066	80,908	55%
CBHC FRC Occupancy Expenditures	128,028	121,796	6,232	5%
Facility Expenditures	82,398	68,787	13,611	17%
Other Operating	195,591	278,929	(83,338)	-43%
Total Operating	<u>2,361,045</u>	<u>2,243,786</u>	<u>117,259</u>	5%
Capital Expenditures	1,002,750	506,852	495,898	49%
Mandatory Government Fees	1,348,581	1,461,017	(112,436)	-8%
<b>Total Expenditures</b>	<b>15,952,355</b>	<b>14,804,288</b>	<b>1,148,067</b>	
<b>Net Cash Flow</b>	<b><u>52,186,882</u></b>	<b><u>54,787,164</u></b>	<b><u>2,600,282</u></b>	

## Revenue Variance Analysis

### December-2025

	FY 2025- 2026	FY 2025- 2026	FY 2025- 2026	FY 2025- 2026
	YTD Budget	YTD Actual	Variance \$	Variance %
<b>Revenues</b>				
Ad-Valorem Taxes	66,431,687	68,276,754	1,845,067	3%
Investment Income	1,678,750	1,301,531	(377,219)	-22%
Administrative Services Organization Funding	25,000	8,018	(16,982)	-68%
Other Community Partner Funding	0	0	0	0%
Miscellaneous Income	3,800	5,149	1,349	36%
<b>Total Revenues</b>	<b>68,139,237</b>	<b>69,591,452</b>	<b>1,452,215</b>	<b>2%</b>

- **Ad-Valorem Taxes**
  - The ad-valorem tax revenue received year-to-date is in line with what was budgeted.
- **Investment Income**
  - Interest received year-to-date is under budget due to a budgeted 4.25% yield in the Florida Prime investment account, with the actual yield approximating 4%.
- **Administrative Services Organization**
  - ASO funding revenue is under budget due to lower-than-expected usage of funds from Hillsborough County BOCC to serve victims of domestic violence.
- **Other Community Partner Funding**
  - This funding will be received later in the fiscal year.
- **Miscellaneous Income**
  - Income received year-to-date is over budget due to provider repayments received from the prior fiscal year.

## Expenditure Variance Analysis

### Statement of Expenditures

December-2025	FY 2025- 2026	FY 2025- 2026	FY 2025- 2026	FY 2025- 2026
	YTD Budget	YTD Actual	Variance \$	Variance %
<b>Expenditures</b>				
Program Expenditures:				
Program Funding (Including Unallocated)	11,239,979	10,592,633	647,346	6%
Total Program Expenditures:	11,239,979	10,592,633	647,346	6%
Operating				
Employee Salaries and Benefits	1,808,054	1,708,208	99,846	6%
Contracted Professional Services	146,974	66,066	80,908	55%
CBHC FRC Occupancy Expenditures	128,028	121,796	6,232	5%
Facility Expenditures	82,398	68,787	13,611	17%
Other Operating	195,591	278,929	(83,338)	-43%
Total Operating	2,361,045	2,243,786	117,259	5%
Capital Expenditures	1,002,750	506,852	495,898	49%
Mandatory Government Fees	1,348,581	1,461,017	(112,436)	-8%
<b>Total Expenditures</b>	<b>15,952,355</b>	<b>14,804,288</b>	<b>1,148,067</b>	

- **Program Expenditures**
  - Total program expenditures year-to-date are in line with what was budgeted.
- **Employee Salaries and Benefits**
  - Expenditures year-to-date are in line with what was budgeted.
- **Contracted Professional Services**
  - Expenditures are under budget year-to-date due to underspending on various IT-related professional services as well as community education and awareness.
- **CBHC FRC Occupancy Expenditures**
  - Expenditures year-to-date are in line with what was budgeted.
- **Facility Expenditures**
  - Expenditures are under budget due to underspending on building repairs/supplies and lawn maintenance services.
- **Other Operating**
  - Expenditures are over budget due to underestimating the cost of various liability and contents insurance coverages; these increases were unforeseen during budget development.
- **Capital Expenditures**
  - Expenditures are under budget due to the not yet completed purchase of property for an additional Family Resource Center in the Riverview area. Additionally, the build-out of the property purchased for the future home of the Brandon Family Resource Center only began in earnest in recent months.
- **Mandatory Government Fees**
  - Expenditures year-to-date are in line with what was budgeted.

Children's Board Of Hillsborough County  
Investments Statement  
**December-2025**

<u>Investment Instrument</u>	<u>Financial Institution</u>	<u>Balance</u>	<u>Maturity</u>	<u>Yield</u>
Checking	Wells Fargo Government Advantage	2,346,215	1 day	0.48%
LGIP	Florida State Board of Administration	<u>164,897,448</u>	N/A	3.99%
<b><u>167,243,663</u></b>				

**CHILDREN'S BOARD OF HILLSBOROUGH COUNTY  
PROJECTIONS**

**FY 2024 - 2025 to FY 2029 - 2030**

**Millage Rate .4589**



	<b>FY 2024 - 2025 Budget</b>	<b>FY 2024 - 2025 Estimated Actual</b>	<b>FY 2025 - 2026 Budget</b>	<b>FY 2026 - 2027 Budget</b>	<b>FY 2027 - 2028 Budget</b>	<b>FY 2028 - 2029 Budget</b>	<b>FY 2029 - 2030 Budget</b>
<b>MILLAGE RATE</b>	<b>0.4589</b>	<b>0.4589</b>	<b>0.4589</b>	<b>0.4589</b>	<b>0.4589</b>	<b>0.4589</b>	<b>0.4589</b>
Projected Tax Revenue (millage rate @ .4589 w/ 6.5% inc. in tax base in FY 2026, 5.8% inc. in FY 2027, 5.9% inc. in FY 2028, 5.9% inc. in FY 2029, 5.9% inc. in FY 2030)							
Investment Income	73,920,760	74,765,018	79,085,342	83,634,882	88,531,285	93,716,575	99,207,798
Administrative Services Organization and Other Community Partner	5,579,649	6,126,000	6,715,000	5,257,393	4,506,959	3,683,475	2,872,345
Miscellaneous Income	1,010,000	835,521	650,000	650,000	650,000	650,000	650,000
Total Revenue Available	11,000	43,888	15,200	15,200	15,200	15,200	15,200
<b>Total Revenue Available</b>	<b>80,521,409</b>	<b>81,770,427</b>	<b>86,465,542</b>	<b>89,557,475</b>	<b>93,703,444</b>	<b>98,065,250</b>	<b>102,745,343</b>
<b>Operating Expenditures</b>							
Mandatory Government Fees	8,895,792	8,293,852	9,444,183	9,857,267	10,297,183	10,766,531	11,268,260
Building and Capital Reserve Expenditures	1,912,015	1,919,478	2,012,807	2,384,212	2,523,759	2,671,540	2,828,040
<b>Program Funding (Continuation Grants)</b>	<b>4,000,000</b>	<b>1,000,000</b>	<b>4,011,000</b>	<b>4,000,000</b>	<b>4,000,000</b>	<b>4,000,000</b>	<b>4,000,000</b>
<b>New Program Funding (Unallocated)</b>	<b>70,457,801</b>	<b>65,817,474</b>	<b>81,057,379</b>	<b>87,881,470</b>	<b>92,202,414</b>	<b>99,639,986</b>	<b>102,974,686</b>
Total Expenditures	6,380,000	5,692,372	5,404,000	2,575,000	5,475,000	1,275,000	2,075,000
<b>Total Expenditures</b>	<b>91,645,608</b>	<b>82,723,176</b>	<b>101,929,369</b>	<b>106,697,949</b>	<b>114,498,356</b>	<b>118,353,057</b>	<b>123,145,986</b>
<b>Net Income (Spend Down)</b>	<b>(11,124,199)</b>	<b>(952,749)</b>	<b>(15,463,827)</b>	<b>(17,140,474)</b>	<b>(20,794,912)</b>	<b>(20,287,807)</b>	<b>(20,400,643)</b>
<b>Fund Balance</b>							
Total Fund Balance Beginning of Year	<b>100,431,554</b>	<b>105,178,016</b>	<b>104,225,267</b>	<b>88,761,440</b>	<b>71,620,966</b>	<b>50,826,054</b>	<b>30,538,247</b>
Net Income (Spend Down of Fund Balance)	<b>(11,124,199)</b>	<b>(952,749)</b>	<b>(15,463,827)</b>	<b>(17,140,474)</b>	<b>(20,794,912)</b>	<b>(20,287,807)</b>	<b>(20,400,643)</b>
<b>Total Fund Balance End of Year after Spend Down</b>	<b>89,307,355</b>	<b>104,225,267</b>	<b>88,761,440</b>	<b>71,620,966</b>	<b>50,826,054</b>	<b>30,538,247</b>	<b>10,137,604</b>
Less Non-Spendable Fund Balance Reserve	(19,732)	(19,732)	(19,732)	(19,732)	(19,732)	(19,732)	(19,732)
Less Committed Fund Balance Reserve (Operating Reserve)	(4,590,259)	(4,144,431)	(5,106,661)	(5,345,567)	(5,736,368)	(5,929,488)	(6,169,614)
Less Committed Fund Balance Reserve (Building & Capital Reserve)	(1,575,327)	(1,575,327)	(1,965,027)	(1,912,129)	(2,291,914)	(2,663,270)	(2,955,458)
Less Assigned Fund Balance Reserve	(67,076,807)	(94,087,663)	(78,623,835)	(61,483,362)	(40,688,450)	(20,400,643)	
<b>Unassigned Fund Balance</b>	<b>16,045,230</b>	<b>4,398,114</b>	<b>3,046,184</b>	<b>2,860,176</b>	<b>2,089,590</b>	<b>1,525,114</b>	<b>992,800</b>

**Definitions:**

**Non-Spendable Fund Balance Reserve** includes pre-paid expenditures.

**Committed Fund Balance Reserve** includes the following:

-Operating Reserve: 5.01% of budgeted total expenditures for the year, which would be necessary to access in the unforeseen event of a decline in revenues.

-Building & Capital Reserve: funds for future investments in real property, as well as for the maintenance of current Children's Board-owned properties.

**Assigned Fund Balance Reserve** consists of the planned spend-down of the fund balance in future years, which is necessary to support commitments to multi-year grants.

**Unassigned Fund Balance** represents the funds available for any purpose (not restricted, assigned, or committed).

The reserve amounts above are determined and approved by the Board each year during the budgeting process.

**FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT**  
**Regular Board Meeting - January 22, 2026**

	Beginning Budget	Adjustments	Revised Budget	YTD Amount Approved	YTD Uncommitted Funds Available	Current Funding Requests	Uncommitted Funds Available
<b>Pathways to Wellness (Strategic Initiatives)</b>	74,000		74,000	73,386	614		614
<b>Boys' Mentoring (Strategic Initiatives)</b>	350,000		350,000	292,613	57,387		57,387
<b>Trauma-Informed Schools (Strategic Initiatives)</b>	100,000		100,000	-	100,000		100,000
<b>Small Nonprofit Grants</b>	400,000		400,000	-	400,000		400,000
<b>Summer Services Grants</b>	330,000		330,000	-	330,000		330,000
<b>Mentoring (SDHC)</b>	200,000		200,000	200,000	-		-
<b>Childcare Accreditation (Strategic Initiatives)</b>	300,000		300,000	-	300,000		300,000
<b>Youth Council</b>	100,000		100,000	86,049	13,951		13,951
<b>Additional Priorities from Strategic Planning</b>	1,200,000		1,200,000	-	1,200,000		1,200,000
<b>Match and Leveraged Investments</b>	1,225,000		1,225,000	1,003,870	221,130		221,130
<b>Water Safety</b>	150,000		150,000	-	150,000		150,000
<b>Emerging Community Needs Funding</b>	250,000		250,000	27,400	222,600		222,600
<b>Spring and Summer Passports</b>	200,000		200,000	103,650	96,350		96,350
<b>Technical Assistance Grants - Capacity Building</b>	225,000		225,000	156,520	68,480		68,480
<b>Emergency Funding</b>	300,000		300,000	-	300,000		300,000
<b>Totals</b>	<b>5,404,000</b>	-	<b>5,404,000</b>	<b>1,943,488</b>	<b>3,460,512</b>	-	<b>3,460,512</b>

Original Continuation Funding Budget

Actual Contract Amount Negotiated

81,057,379

(79,961,291)

**Additional Amt Available from Continuation Funding**

**1,096,088**

Remaining from Continuation Summer Contracts

**[REDACTED]**

Just Initiative-Woven Empowerment expansion

(42,734)

**Net Additional \$\$ Available**

**1,053,354**

FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT

Regular Board Meeting - January 22, 2026

Agency	Program	Funding Description	Pathways to Wellness (Strategic Initiatives)	Boys' Mentoring (Strategic Initiatives)	Trauma-Informed Schools (Strategic Initiatives)	Small Nonprofit Grants	Summer Services Grants	Mentoring (SDHC)	Childcare Accreditation (Strategic Initiatives)	Youth Council	Additional Priorities from Strategic Planning	Match and Leveraged Investments	Water Safety	Emerging Community Needs Funding	Spring and Summer Passports	Technical Assistance Grants - Capacity Building	Emergency Funding
Hillsborough County School Readiness Coalition, Inc. d/b/a Early Learning Coalition of Hillsborough County, Inc.	School Readiness Funding	Provide up to 2,700 children from low income working families access to early care education and support at centers and family childcare homes throughout Hillsborough County (unanticipated loss of BOCC funding)											276,000				
Salesian Sisters of Tampa, Inc. d/b/a Salesian Youth Center	SYC-Floor Safety	The Salesian Youth Center needs to reseal gym floor for safety purposes to continue programming for community partners that work with children.											39,807				
Champions for Children, Inc.	PACES: Awareness to Action	Currently, PACES Hillsborough relies on a single certified Science of HOPE trainer. This significantly limits the number of people who can be trained and slows the spread of trauma-informed practices. Expanding our capacity is both urgent and necessary to ensure that every corner of our county has access to the protective power of HOPE.												27,400			
ECHO of Brandon, Inc.	THHI Challenge Grant	Rehousing for families experiencing homelessness for which shelters are not available; partially fund a Housing Specialist to assist families in Hillsborough County for support and coverage of rental and utility expenses.											37,500				

FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT

Regular Board Meeting - January 22, 2026

Agency	Program	Funding Description	Pathways to Wellness (Strategic Initiatives)	Boys' Mentoring (Strategic Initiatives)	Trauma-Informed Schools (Strategic Initiatives)	Small Nonprofit Grants	Summer Services Grants	Mentoring (SDHC)	Childcare Accreditation (Strategic Initiatives)	Youth Council	Additional Priorities from Strategic Planning	Match and Leveraged Investments	Water Safety	Emerging Community Needs Funding	Spring and Summer Passports	Technical Assistance Grants - Capacity Building	Emergency Funding
Feeding America Tampa Bay, Inc.	Feeding Minds School Pantry Program	To address ongoing household food insecurity through access to high quality food for students and their families through distribution at HCPS sites. Procurement of food, delivery, training for pantry operations to a network of 27 schools during the school year and summer for school sites that are open.												536,601			
ReDefiners World Languages, Inc.	Academic Achievers	The program will match tutor and student for 1-2 hours per week with similar process for ten weeks.												113,962			
Metropolitan Ministries, Inc.	Pathways to Wellness	Funds will be utilized to promote wellbeing at Frost Elementary and Giunta Middle School through mindfulness and resiliency services for students, teachers, and staff. Program staff will also maintain classroom Safe Corners and PBIS stores, student resources that reinforce positive behaviors and a healthier school climate.	73,386														
University of South Florida Board of Trustees, A Public Body Corporate	Project MENTOR: Motivating, Empowering, Navigating and Thriving with Opportunities for Resilience	The project will establish a mentoring program for students enrolled in Potter, Foster, James and Burney Elementary Schools. It will align the HCPS Mentoring Framework with a research-based intervention - Check & Connect. Mentors will build strong relationships with their mentees and target increased student engagement, attendance, and academic success.												200,000			

FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT

Regular Board Meeting - January 22, 2026

Agency	Program	Funding Description	Pathways to Wellness (Strategic Initiatives)	Boys' Mentoring (Strategic Initiatives)	Trauma-Informed Schools (Strategic Initiatives)	Small Nonprofit Grants	Summer Services Grants	Mentoring (SDHC)	Childcare Accreditation (Strategic Initiatives)	Youth Council	Additional Priorities from Strategic Planning	Match and Leveraged Investments	Water Safety	Emerging Community Needs Funding	Spring and Summer Passports	Technical Assistance Grants - Capacity Building	Emergency Funding
Frameworks of Tampa Bay, Inc.	Teens in Action Leadership Council	The program will provide service and leadership experiences to high school youth in 9th-12th grade. The program will support youth by offering community service projects, Teen Council meetings, youth retreats, community partner fairs, and formal presentations to community stakeholders.															
Florida Education Fund, Inc.	Next Man Up: Rooted in Hope	This tiered program model utilizes the Science of HOPE to build a healthier, more connected community, shifting the narrative from adversity to possibility. The program is projected to serve 150 children and 17 adults during the contract term.															
Children's Museum of Tampa, Inc. d/b/a Glazer Children's Museum	FY 2026 Spring & Summer Passports	Spring and Summer Camp Imagination consists of multiple classes (separated by age/grade). Classes follow a consistent schedule including morning story times, snack and lunch breaks, museum play time, and afternoon outdoor play. Each week is based on an imaginative theme with cross-curricular programs that are aligned to Florida state standards.															
Museum of Science and Industry (MOSI)	FY 2026 Spring & Summer Passports	MOSI offers hands-on, inquiry-based STEAM camps. They will host about 200 students per week over a ten-week period.													31,900		

FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT

Regular Board Meeting - January 22, 2026

Agency	Program	Funding Description	Pathways to Wellness (Strategic Initiatives)	Boys' Mentoring (Strategic Initiatives)	Trauma-Informed Schools (Strategic Initiatives)	Small Nonprofit Grants	Summer Services Grants	Mentoring (SDHC)	Childcare Accreditation (Strategic Initiatives)	Youth Council	Additional Priorities from Strategic Planning	Match and Leveraged Investments	Water Safety	Emerging Community Needs Funding	Spring and Summer Passports	Technical Assistance Grants - Capacity Building	Emergency Funding
Lightning Foundation, Inc.	FY 2026 Spring & Summer Passports	One week of multi-sport spring break camp will be offered March 16-20, 2026. Four weeks of multi-sport camp will be offered in the summer. This will be an action-packed sports camp featuring ball hockey, daily activities, and exclusive Lightning gear.													50,750		
Blue Star Families, Inc.	Tampa Chapter Technological Needs	Purchase of a Ricoh Aficio MP C2003 Color Laser MFP copier along with the required toner and developer, two iPads, and a MacBook Pro														9,990	
Community Stepping Stones, Inc.	Strengthening Systems and Student Skills Initiative	Purchase of Department of Children and Families certification for staff, three security cameras, one projector														6,420	
Cultural Arts Theater, Inc.	Organization Capacity Building 2026	Purchase of website development and digital infrastructure services and curriculum development														9,650	
ECHO of Brandon, Inc.	ECHO - Capacity Building for Expansion	Purchase of Monday.com and QuickBooks by adding users, two printers, two computer setups, one smartboard														10,000	
Elevate Tampa Bay, Inc.	Salesforce Upgrade	Purchase of three Salesforce subscriptions and consulting services through Tipping Points														10,000	
Enhance Your Chance Title 1 Community Development Center, Inc.	Connect for Kids: Technology Infrastructure	Purchase of one Peachjar Digital Flyer distribution system, two volunteer management software licenses (Volgistics), three grant management subscriptions (Instrumentl), four program evaluation software licenses (Apricot Social Solutions)														7,150	

FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT

Regular Board Meeting - January 22, 2026

Agency	Program	Funding Description	Pathways to Wellness (Strategic Initiatives)	Boys' Mentoring (Strategic Initiatives)	Trauma-Informed Schools (Strategic Initiatives)	Small Nonprofit Grants	Summer Services Grants	Mentoring (SDHC)	Childcare Accreditation (Strategic Initiatives)	Youth Council	Additional Priorities from Strategic Planning	Match and Leveraged Investments	Water Safety	Emerging Community Needs Funding	Spring and Summer Passports	Technical Assistance Grants - Capacity Building	Emergency Funding
G3 Life Applications, Inc.	G3 Capacity Building	Purchase of one desktop computer and high capacity printer with toner, 11 tablets with accompanying charger storage case, one moveable smartboard and stand, equipment for youth to design and print custom promotional items, contracted services to enhance the functionality of G3's website														9,928	
Greater Palm River Point Community Development Corporation	Palm River Family Services	Purchase of a color printer/copier and monthly service costs														7,148	
Just Initiative, Inc.	J/I Financial Audit	Purchase of agency audit services														10,000	
Learn Tampa Bay, Inc. d/b/a Achieve Plant City	Achieve Tech Advance	Purchase of a security system, productivity/technology support (IT service plan and 10 Microsoft licenses), desktop computer														10,000	
Love INC of Metro Tampa, Inc.	Technology and Client Management System Upgrades	Purchase of four Dell Inspiron 24 all-in-one PCs with Windows 11, four Dell Inspiron 14 2-in-1 laptops with Windows 11, three Dell Pro 22 monitors, upgrade client management system (Charity Tracker)														9,685	

FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT

Regular Board Meeting - January 22, 2026

Agency	Program	Funding Description	Pathways to Wellness (Strategic Initiatives)	Boys' Mentoring (Strategic Initiatives)	Trauma-Informed Schools (Strategic Initiatives)	Small Nonprofit Grants	Summer Services Grants	Mentoring (SDHC)	Childcare Accreditation (Strategic Initiatives)	Youth Council	Additional Priorities from Strategic Planning	Match and Leveraged Investments	Water Safety	Emerging Community Needs Funding	Spring and Summer Passports	Technical Assistance Grants - Capacity Building	Emergency Funding
Nonprofit Leadership Center of Tampa Bay, Inc.	Event Management Software & Systems	Purchase of two Arlo administrator licenses, 5,000 paid registrations (classroom training and events), 2,000 free registrations (hosted webinars), one-time data migration with full integration and implementation, training for six full-time staff and marketing partners, 15-20 hours of additional time for web development and data migration hours														10,000	
Positive Spin, Inc.	Capacity Building	Purchase of eight updated laptops and necessary software licenses														9,049	
Preserve Vision Florida, Inc.	Database for Strategic Analysis	Purchase of data consulting services for the purpose of soliciting best practice solutions from software and database companies, assisting with the formulation of an RFP for the procurement of those services, and guidance in the identification and selection of a vendor who can meet the identified needs and requirements														10,000	
Rooted in Play Corp, Inc.	Rooted in Play - Help us Grow	Purchase of a comprehensive strategic planning process including professional facilitation, data collection and analysis, stakeholder engagement, planning sessions, and production of the final strategic plan and implementation guide														8,500	
Tampa Heights Junior Civic Association, Inc.	THJCA Audit	Purchase of agency audit services														9,000	

FY 2025-2026 NEW PROGRAM FUNDING (UNALLOCATED) REPORT

Regular Board Meeting - January 22, 2026

Agency	Program	Funding Description	Pathways to Wellness (Strategic Initiatives)	Boys' Mentoring (Strategic Initiatives)	Trauma-Informed Schools (Strategic Initiatives)	Small Nonprofit Grants	Summer Services Grants	Mentoring (SDHC)	Childcare Accreditation (Strategic Initiatives)	Youth Council	Additional Priorities from Strategic Planning	Match and Leveraged Investments	Water Safety	Emerging Community Needs Funding	Spring and Summer Passports	Technical Assistance Grants - Capacity Building	Emergency Funding	
The EnVision Resolution Foundation, Inc.	Capacity Building Project	Purchase of consulting services for long-term strategic planning, brand growth, web development, and communications														10,000		
<b>TOTAL</b>			<b>73,386</b>	<b>292,613</b>	-	-	-	<b>200,000</b>	-	<b>86,049</b>	-	<b>1,003,870</b>	-	<b>27,400</b>	<b>103,650</b>	<b>156,520</b>	-	
<b>Total Approved</b>		<b>1,943,488</b>																

## Children's Board ASO - Fiscal Year 2026 Update as of 1-12-2026

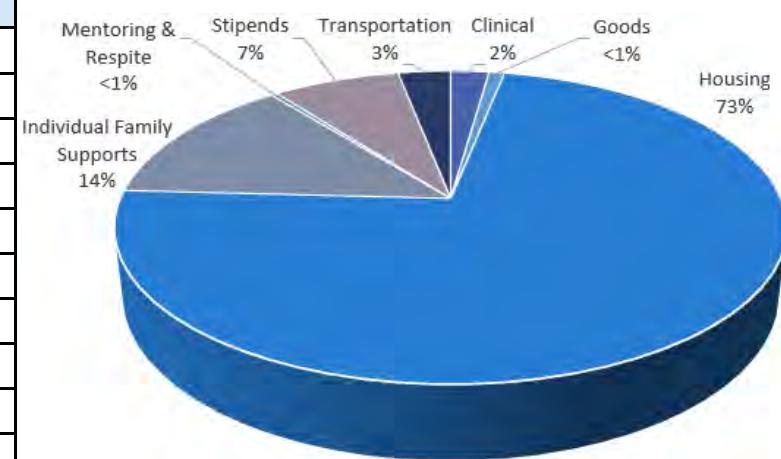
1-12-26 is day number 104 (of 365) of FY26 (29%)

	Funds Available	Funding Reserves	Allocated to Programs	Budgeted	Program Reserves	Expenses Paid	Percent Budgeted
Children's Board	\$4,100,000	\$1,029,000	\$3,071,000	\$1,372,588	\$1,698,412	\$1,154,837	33%
BOCC DV	\$100,000	\$0	\$100,000	\$11,000	\$89,000	\$9,632	11%
	<b>\$4,200,000</b>	<b>\$1,029,000</b>	<b>\$3,171,000</b>	<b>\$1,383,588</b>	<b>\$1,787,412</b>	<b>\$1,164,469</b>	

### Top Ten Services - All Funding Sources

Service	# of Budgets	Funds Budgeted	Trend vs. FY25
Tutor	428	\$154,932	↑
Electric	346	\$124,555	↓
Rental Assistance	271	\$408,002	↓
Public Transportation	210	\$14,333	↑
Emergency Shelter	194	\$145,376	↑
Baby Items	186	\$39,319	—
Clothing Stipend	95	\$30,448	↑
Furniture	79	\$55,818	—
Food Stipend	76	\$22,074	—
Security Deposit	74	\$158,483	—

### Funds Budgeted by Service Category



	FY26 YTD	FY25
Programs	64	67
Case Managers	392	395
Providers Utilized	395	911
Providers Added	90	470
Families	1,592	4,501
Budgets	2,530	7,919
Payments	2,251	9,006



# Administrative Services Organization

Hillsborough County Board of County Commissioners Social Services Funding

*Year End Report – 2025*

***“The ASO positively impacts families by improving access to timely services that enhance quality of life and promote housing stability. This support reduces stress and leads to better outcomes for the families we serve.”***

- ASO CASE MANAGER

**CHILDREN'S BOARD OF HILLSBOROUGH COUNTY**

November 20, 2025

Authored by: Kelly Hickman, Director of the ASO

## Administrative Services Organization

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### Hillsborough County Board of County Commissioners Social Services Funding

#### ADMINISTRATIVE SERVICES ORGANIZATION (ASO) OVERVIEW

The Administrative Services Organization (ASO) is a program created and operated by the Children's Board of Hillsborough County to manage a dedicated pool of flexible funds. Implemented in 2003 to support family directed care, the ASO promotes a wraparound approach in which families identify their strengths, needs, goals and service providers through a family support plan. As a payment of last resort, flexible funds managed by the ASO can be used to provide supports and services with qualified community providers. In Fiscal Year 2025, ASO flexible funds assisted a variety of target populations including but not limited to pregnant women, young children, children at risk of social-emotional delays, victims of domestic violence, and families facing homelessness.

Trained case managers from participating agencies work with families to develop individualized family support plans and select from a wide range of services and supports for the children and their families. Families can prioritize the most critical services and select a provider of their choosing. Currently, 85 different service types are available from a fully credentialed provider network that includes a wide variety of agencies, vendors, individuals, local businesses, and faith-based organizations.

The Children's Board ASO offers funds management, accounts payable services, detailed financial reporting including reports to enrolled families, provider credentialing and network management, and quality assurance. All processes are managed through a custom web-application which increases efficiency and accountability and offers real-time data to participating programs and funders.

#### HILLSBOROUGH COUNTY BOARD OF COUNTY COMMISSIONERS (BOCC) SOCIAL SERVICES FUNDS

In November 2017, the Hillsborough County BOCC approved an allocation of \$300,000 to fund housing supports to be administered by the Children's Board ASO through an interlocal agreement. After a successful first year, a new agreement was established to provide \$300,000 for Fiscal Year 2019 and since then it has been renewed annually. In January 2023, the agreement was modified to include up to an additional \$200,000. For Fiscal Year 2025 Hillsborough County BOCC allocated \$500,000 to the Children's Board. The Children's Board entered into agreements with select ASO partner agencies to provide access to these funds. The goal of the funding is to enhance services to vulnerable families throughout Hillsborough County who are committed to becoming self-sufficient. The funds support the wraparound process and development of family support plans in existing case management programs.

Hillsborough County BOCC Social Services funds were made available for the following ASO services only: rental assistance for families in crisis, first month's rent, and security deposit. An inspection by Code Enforcement was required for all rental properties and the Children's Board coordinated the inspection process through Social Services.

## CASE MANAGEMENT PARTNERS

Hillsborough County BOCC Social Services funds were made available to 13 case management programs that were also accessing Children's Board funds through the ASO. All case managers participated in required trainings in the ASO model prior to being allowed system access, as well as training specific to this funding source. Programs were awarded initial allocations and funds were distributed from the reserve to address needs at the program level throughout the year. The programs and their utilization of ASO funds are detailed below.

Program	Allocation	Budgeted	Actuals
A Path to Prevention [Dawning Family Services, Inc.]	\$153,005	\$153,005	\$153,005
EACH One Initiative [Positive Spin, Inc.]	\$23,477	\$23,477	\$23,477
Family Safety from Domestic Violence [The Spring of Tampa Bay, Inc.]	\$45,662	\$45,662	\$45,662
First Hug [Metropolitan Ministries]	\$9,662	\$9,662	\$9,662
Hand Up Assistance Program [Family Promise of Hillsborough County, Inc.]	\$8,190	\$8,190	\$8,190
Healthy Families [Champions for Children]	\$2,825	\$2,825	\$2,825
Healthy Families [The Children's Home D/B/A Children's Home Network]	\$14,024	\$14,024	\$14,024
Kinship Care [Family Enrichment Center]	\$7,705	\$7,705	\$7,705
Kinship Care [The Children's Home D/B/A Children's Home Network]	\$17,486	\$17,486	\$17,486
La Red de Padres Activos/The Network of Active Parents [Hispanic Services Council]	\$51,816	\$51,816	\$51,816
Pathways to Hope [Metropolitan Ministries]	\$33,521	\$33,521	\$33,521
School Social Work [Hillsborough County Public Schools]	\$28,037	\$28,037	\$28,037
Sin-Cera, Inc. Support Services [Sin-Cera, Inc.]	\$104,468	\$104,468	\$104,468
	<b>\$499,878</b>	<b>\$499,878</b>	<b>\$499,878</b>

## PARTICIPANTS SERVED

There were 246 participants enrolled in the ASO by case managers to access Hillsborough County BOCC Social Services funds. Demographic highlights for enrolled participants, as reported by case managers, are as follows:

- **GENDER** → 56% were female and 44% male.
- **RACE** → 63% were Black or African American, 33% were White, 2% were Two or More Races and the remainder were American Indian or Alaska Native, Refused, or Not Available.
- **ETHNICITY** → 63% were Not Hispanic or Latino, 35% were Hispanic or Latino, and the remainder were Not Available.
- **MEDICAID ENROLLED** → 61% were reported to be enrolled in Medicaid, 5% not enrolled in Medicaid, and 34% unknown.

*Note that most participants enrolled in the ASO represent a child in the family, so the demographics are that of the child.*

The breakdown of enrollment by program is shown in the table below. Utilization of ASO funds by program varies based on the population served by that program, the needs presented during the family support planning process, and other resources available to meet those needs.

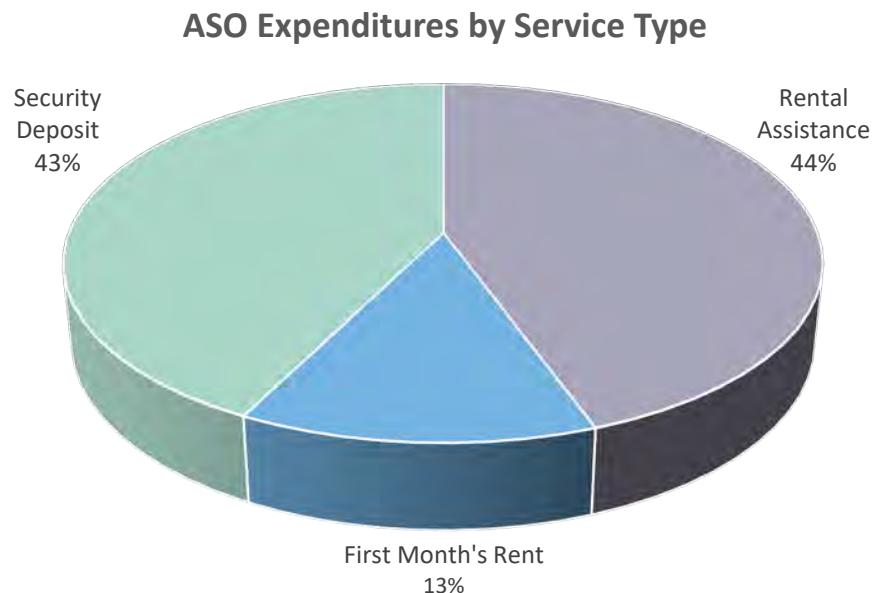
Program	Families Served
A Path to Prevention [Dawning Family Services, Inc.]	49
EACH One Initiative [Positive Spin, Inc.]	7
Family Safety from Domestic Violence [The Spring of Tampa Bay, Inc.]	26
First Hug [Metropolitan Ministries]	12
Hand Up Assistance Program [Family Promise of Hillsborough County, Inc.]	3
Healthy Families [Champions for Children]	2
Healthy Families [The Children's Home D/B/A Children's Home Network]	7
Kinship Care [Family Enrichment Center]	4
Kinship Care [The Children's Home D/B/A Children's Home Network]	9
La Red de Padres Activos/The Network of Active Parents [Hispanic Services Council]	46
Pathways to Hope [Metropolitan Ministries]	27
School Social Work [Hillsborough County Public Schools]	14
Sin-Cera, Inc. Support Services [Sin-Cera, Inc.]	40
	<b>246</b>

#### SERVICES PURCHASED

The table below summarizes the number of payments by service type, as well as the total dollar amount by service, for this funding source.

Utilization by Service		
Service Type	Funds Budgeted	Total Budgets
Rental Assistance	\$222,277	150
Rental Assistance – First Month	\$65,079	55
Security Deposit	\$212,522	101
	<b>\$499,878</b>	<b>306</b>

The chart below illustrates the distribution of payments by service type using Hillsborough County BOCC Social Services funds.



## PROVIDERS

As needs are identified and the eligibility to use ASO funds is determined, providers are selected by families with the assistance of their case manager. The ASO offers a large, diverse provider network from which families may choose, as well as the flexibility to add new providers based on the needs of the children and families enrolled. The ASO database includes more than 5,400 active providers, of which 1,430 are credentialed. Note that while Hillsborough County BOCC Social Services funds pay for three ASO services related to housing supports, participating programs use their primary funding source to pay for other needed services.

The ASO issued 307 payments to 184 unduplicated providers with Hillsborough County BOCC Social Services funds.

The number of providers paid by service type were as follows. Note that some providers were paid for more than one service.

Providers Utilized	
Service Type	# of Providers Paid
Rental Assistance	118
Rental Assistance – First Month	43
Security Deposit	75

## MONITORING

The Children's Board conducts ASO monitoring visits of all programs that access Children's Board and Hillsborough County BOCC funds. The ASO monitoring visit includes an overall assessment of adherence to ASO guidelines as well as a random sample record review of ASO participants. The client record review is conducted to ensure that services purchased by the ASO directly relate to goals that are documented in the family support plans, and that there is evidence the participants received the services.

Most programs utilizing County BOCC Social Services funds performed very well in the monitoring process. Of the 13 programs reviewed, County Social Services budgets were selected and reviewed for all 13 programs. Eleven programs received a 100% score for the number of services found on family support plans. Of the 43 County Social Services-funded budgets reviewed, 41 services were found in family support plans, for a funding source-specific score of 95%. All County Social Services funded budgets were fully substantiated by proper back-up documentation. The table below summarizes the monitoring results of participating programs.

Program Name	Agency	ASO Monitoring Completed	Services in FSP?
A Path to Prevention	Dawning Family Services, Inc.	2/13/2025	100%
EACH One Initiative	Positive Spin, Inc.	3/20/2025	100%
Family Safety from Domestic Violence	The Spring of Tampa Bay, Inc.	5/1/2025	100%
First Hug	Metropolitan Ministries	2/18/2025	100%
Hand Up Assistance Program	Family Promise of Hillsborough County	7/9/2025	92%
Healthy Families	Champions for Children	6/5/2025	100%
Healthy Families	The Children's Home	6/5/2025	63%
Kinship Care	Family Enrichment Center	4/15/2025	100%
Kinship Care	The Children's Home	3/4/2025	100%
La Red de Padres Activos/The Network of Active Parents	Hispanic Services Council	2/12/2025	100%
Pathways to Hope	Metropolitan Ministries	2/24/2025	100%
School Social Work	Hillsborough County Public Schools	9/12/2025	100%
Sin-Cera, Inc. Support Services	Sin-Cera, Inc.	6/24/2025	100%

## QUALITY MANAGEMENT

Family feedback was obtained through a web-based survey in September for participating programs. Twenty participants served by the County BOCC Social Services funds responded to the family survey. Based on the number of participants utilizing BOCC Social Services funding (246), surveys were received from 8% of the population served.

The summary of responses for ASO participants who returned surveys is as follows:

- 90% of participants agreed or somewhat agreed that the ASO has helped their family meet their goals.
- 90% of participants agreed or somewhat agreed that they have been given choices about which services their family gets.
- 90% of participants agreed or somewhat agreed that they have been given choices about who provides services for their families.
- 80% of participants reported that they received the service that they needed the most.
- 80% of participants reported that they received the service in a timely manner.

When asked what they liked best about the ASO and services provided, participants responded with positive feedback about their case manager, the ability to have their needs met, and the timeliness of the assistance. A few of their comments are as follows:

- *“They were able to assist us with our rent so we wouldn’t be evicted.”*
- *“Quick response for immediate needs.”*
- *“How fast they work to help families get back on their feet.”*
- *“That they listen and care about your situation.”*
- *“The attention and priority given.”*

Web-based surveys were also administered to ASO case managers in September. Of the 104 case managers accessing Hillsborough County BOCC Social Services funds, 34 responded to the survey, for a 33% response rate. Highlights from their responses are as follows:

- 100% were almost always or often satisfied with the ease of obtaining ASO services.
- 76% were almost always or often satisfied with the process for requesting new providers.
- 88% were almost always or often satisfied with the timeliness of ASO payments.
- 88% were almost always or often satisfied with the customer service received from the ASO.
- 82% agreed that they were more confident in their ability to meet families’ needs.

When asked what impact the ASO has on families, the following responses were provided:

- *“ASO funding provides immediate relief for families by covering critical needs like rent. This helps prevent homelessness, reduces stress, and allows families to focus on long-term goals such as employment, education, and stability.”*
- *“Many families are able to maintain safe and stable housing thanks to ASO funds.”*
- *“The ASO is great for resolving client’s challenges by making payments in emergency situations, thereby giving them a second chance at maintaining stability.”*
- *“The majority of the families we serve would be homeless if it weren’t for the ASO.”*
- *“Referring a family to the ASO makes a profound difference by immediately relieving financial and emotional stress caused by the need or emergency that the family is having at that moment.”*

When asked what difference the ASO makes in their work as a case manager, the following comments were made:

- *“The ASO plays a vital role in my work by offering structure, support, and oversight that improve service delivery and client outcomes. They streamline administrative tasks and provide tools and training that make my work more efficient.”*
- *“The ASO allows me to access funds to support families with specific needs, streamlining payments for rent, utilities, or other resources that prevent crises and facilitate home stability.”*
- *“ASO helps me in many ways. It is a platform where I can request, access, find, and coordinate resources that help us meet client goals. Also, I can collaborate with the ASO staff to resolve any issues that may arise from my cases.”*
- *“It allows us to provide solutions for families, within a short period of time, that can have a significant impact on their lives.”*
- *“The ASO is a vital part of making real impact in the lives of clients. It is quite competitive to access scarce resources in Hillsborough County and the ASO is a great safety net.”*

## SUMMARY

The following success indicators were included in the agreement between Hillsborough County Social Services and the Children's Board:

1. During the reporting period, at least 90% of participating families developed a family support plan, as evidenced by a random sample of case files reviewed by the organization during monitoring visits.
2. During reporting period, at least 60% of participating families reported the ASO and partner agencies helped their family meet their family support plan goals.
3. During the reporting period, at least 80% of participating families report they received the services needed to promote self-sufficiency.

All three (3) success indicators were met or exceeded, based on monitoring visits and quality management survey responses:

1. **All families served are required to have a family support plan in which ASO services are documented. Monitoring visits revealed that 95% of the County-funded ASO budgets reviewed included the service in the family support plan.**
2. **90% of participants agreed or somewhat agreed that the ASO has helped their family meet their goals.**
3. **80% of participants reported that they received the service that they needed the most.**

With only an 8% response rate from families who utilized BOCC social services funds, the survey findings may not reflect the entire population. The ASO is actively working to improve the survey process, including integrating user email addresses into the new system to increase future response rates.

The Fiscal Year 2025 partnership between Hillsborough County Social Services and the Children's Board ASO enhanced services to vulnerable families throughout Hillsborough County who are committed to becoming self-sufficient. 246 families received services to promote stability and self-sufficiency. All but \$122 of the \$500,000 was utilized in Fiscal Year 2025.

For Fiscal Year 2026, the Children's Board will not receive BOCC Social Services funding due to the unavailability of funds. If circumstances change in the future, the Children's Board ASO stands ready to revisit the agreement with Hillsborough County Social Services to collaboratively support and stabilize families in our county.



# Administrative Services Organization

Hillsborough County Board of County Commissioners  
Funding for Domestic Violence

*Year End Report – 2025*

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***“ASO is an amazing resource that helps many of the participants that I work with.”***

***- ASO CASE MANAGER***

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**CHILDREN'S BOARD OF HILLSBOROUGH COUNTY**

November 26, 2025  
Authored by: Kelly Hickman, Director of the ASO

## Administrative Services Organization

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### Hillsborough County Board of County Commissioners Funding for Domestic Violence

#### **ADMINISTRATIVE SERVICES ORGANIZATION (ASO) OVERVIEW**

The Administrative Services Organization (ASO) is a program created and operated by the Children's Board of Hillsborough County to manage a dedicated pool of flexible funds. Implemented in 2003 to support family directed care, the ASO promotes a wraparound approach in which families identify their strengths, needs, goals and service providers through a family support plan. As a payment of last resort, flexible funds managed by the ASO can be used to provide supports and services with qualified community providers. In Fiscal Year 2025, ASO flexible funds assisted a variety of target populations including but not limited to pregnant women, young children, children at risk of social-emotional delays, victims of domestic violence, and families facing homelessness.

Trained case managers from participating agencies work with families to develop individualized family support plans and select from a wide range of services and supports for the children and their families. Families can prioritize the most critical services and select a provider of their choosing. Currently, 85 different service types are available from a fully credentialed provider network that includes a wide variety of agencies, vendors, individuals, local businesses, and faith-based organizations.

The Children's Board ASO offers funds management, accounts payable services, detailed financial reporting including reports to enrolled families, provider credentialing and network management, and quality assurance. All processes are managed through a custom web-application which increases efficiency and accountability and offers real-time data to participating programs and funders.

#### **HILLSBOROUGH COUNTY BOARD OF COUNTY COMMISSIONERS (BOCC) FUNDS**

In December 2013, the Hillsborough County BOCC approved an allocation of \$100,000 to the ASO to fund supports and services for victims of domestic violence (DV). Based on community feedback from the agencies serving victims of domestic violence and the primary service needs of families, ASO funds were allocated to key case management programs serving this population in Fiscal Year 2014. Since that time, Hillsborough County BOCC has renewed the agreement with the Children's Board annually.

#### **CASE MANAGEMENT PARTNERS**

In Fiscal Year 2025, Hillsborough County BOCC DV ASO funds were accessed by two case management programs that serve victims of domestic violence. Thirteen case managers from these programs were trained and authorized to access ASO funds at year end.

The programs are as follows:

- Emergency Shelter [The Spring of Tampa Bay, Inc.] - Their 128-bed residential facility is in a secure location and provides temporary shelter for individuals and families who may be in danger due to domestic violence. While in shelter, participants are assigned an advocate who helps them create a service plan based on their individual needs and connects them to the appropriate community services.
- Family Safety from Domestic Violence (Outreach) [The Spring of Tampa Bay, Inc.] - Advocates assist with safety planning, information, referrals, advocacy, link to shelter, supportive counseling, and other resources on the survivor's behalf in the community. Outreach also offers multiple support groups and proactively reaches out to underserved populations.

The allocation and utilization of Hillsborough County BOCC DV ASO funds by program is detailed below. Family Safety from Domestic Violence (Outreach) [The Spring of Tampa Bay, Inc.] also utilized additional ASO funds for housing supports through the partnership with Hillsborough County Social Services.

Program	Allocation Amount	Unbudgeted	Budgeted	Actuals
Emergency Shelter [The Spring of Tampa Bay, Inc.]	\$61,050	\$1,493	\$59,557	\$59,557
Family Safety from Domestic Violence [The Spring of Tampa Bay, Inc.]	\$38,950	\$0	\$38,950	\$38,950
	<b>\$100,000</b>	<b>\$1,493</b>	<b>\$98,507</b>	<b>\$98,507</b>

#### PARTICIPANTS SERVED

There were 224 participants enrolled in the ASO by case managers to access Hillsborough County BOCC DV funds. The breakdown of enrollment by program is shown below.

Program	Participants Enrolled
Emergency Shelter [The Spring of Tampa Bay, Inc.]	182
Family Safety from Domestic Violence [The Spring of Tampa Bay, Inc.]	42
	<b>224</b>

Demographic highlights for enrolled participants as reported by case managers are as follows:

- **GENDER** → 75% were Female and 25% Male.\*
- **RACE** → 61% were Black or African American, 25% were White, 7% were Two or More Races, and the remainder were American Indian or Alaska Native, Hawaiian or Other Pacific Islander, or Not Available.
- **ETHNICITY** → 69% were Not Hispanic or Latino, 25% were Hispanic or Latino, and the remainder were Not Available.
- **MEDICAID ENROLLED** → 42% were reported to be enrolled in Medicaid, 21% not enrolled in Medicaid, and 37% unknown.

*\*Note that some participants enrolled in ASO represent a child in the family and some represent the adult victim.*

## SERVICES PURCHASED

The services and supports purchased by the ASO assist families in a variety of ways and must be directly related to a goal in the family's support plan. Once other resources are exhausted and the decision is made to utilize ASO funds, the intent is to provide what families need in an individualized and timely manner, from a provider of their choosing.

Eighty-five different services and supports are available for purchase through the ASO in the categories of clinical services, housing, goods, respite, mentoring, individual family supports, stipends, and transportation. Of the available services, 21 service codes were utilized for participants and 435 individual payments were issued through this funding source. The most utilized ASO services for Hillsborough County BOCC DV funds were public transportation, rental assistance/security deposits/first month's rent, phone services, electric, travel expenses, and moving/storage.

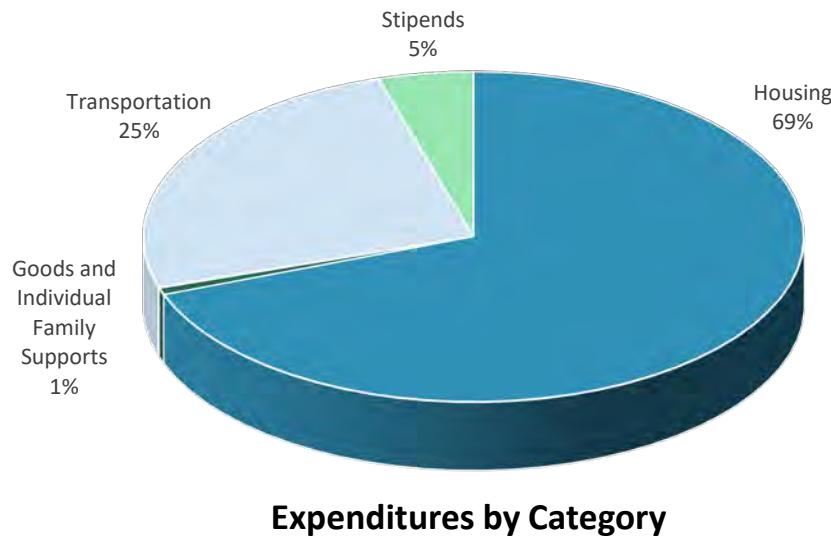
The table below summarizes the number of payments by service type, as well as the total dollar amount by service, for this funding source. There was an increase in the utilization of funds for adult education courses, phone services, and public transportation. There was a decrease in electric, rental assistance, and vehicle fuel for this funding source.

In Fiscal Year 2025, 224 families received assistance with 414 concrete supports in the areas of goods, housing, individual family supports, stipends, and transportation. Some families received assistance with more than one support. There were 51 more participants served than in the previous year.

Service	# of Families	# of Payments	Total Payments
Adult Education Course	8	9	\$3,381
Baby Items	4	5	\$572
Childcare Support	1	1	\$100
Clothing Stipend	4	4	\$267
Electric	11	11	\$3,046
Furniture	4	4	\$890
Goods: OTHER	2	2	\$661
Housing Specialist	14	14	\$2,450
Housing: OTHER	7	7	\$420
Identification Documents	9	9	\$362
Moving/Storage	10	12	\$1,459
Phone	12	14	\$1,643
Public Transportation	155	279	\$15,470
Rental Assistance	16	17	\$21,296
Rental Assistance - First Month	12	12	\$14,426

Service	# of Families	# of Payments	Total Payments
Security Deposit	13	13	\$22,610
Travel Expenses	11	11	\$4,959
Vehicle Fuel	2	2	\$100
Vehicle Insurance	3	3	\$612
Vehicle Payment Assistance	1	1	\$537
Vehicle Repair	4	5	\$3,246
	<b>435</b>		<b>\$98,507</b>

The chart below illustrates the distribution of payments by service category using Hillsborough County BOCC DV funds. There were no expenditures in the categories of clinical, mentoring, or respite.



## PROVIDERS AND VENDORS

As needs are identified and the decision to use ASO funds is made, providers and vendors are selected by families with the assistance of their case manager. The ASO offers a large, diverse provider network from which families can choose, as well as the flexibility to add new providers and vendors based on the needs of the children and families enrolled. The ASO database includes more than 5,400 active vendors, of which 1,434 are credentialed service providers.

The ASO issued payments to 61 unduplicated providers and vendors with Hillsborough County BOCC DV funds, and 46 of the providers were in the category of housing supports. These providers included various apartment complexes and landlords. Requests for first month's rent and security deposits required a housing inspection prior to payment.

## MONITORING

The Children's Board conducts monitoring visits of all programs that access Children's Board and Hillsborough County BOCC DV ASO funds. The ASO monitoring visit includes an overall assessment of adherence to ASO guidelines as well as a record review of ASO participants. The client record review is conducted to ensure that services purchased by the ASO directly relate to goals that are documented in the family support plans, and that there is evidence that the participants received the services.

Of the two programs utilizing Hillsborough County BOCC DV funds, Emergency Shelter received a score of 0%\* for the percentage of time that ASO services were found in the family support plan, and Family Safety from Domestic Violence scored 100%. All service budgets were fully substantiated by proper back-up documentation and receipts. Hillsborough County residency and domestic violence status were verified for all clients reviewed during the monitoring visits.

Program Name	Agency	ASO Monitoring Date	% of Time Services in Plan	Funds Returned
Emergency Shelter	The Spring of Tampa Bay, Inc.	6/3/2025	0%*	None
Family Safety from Domestic Violence	The Spring of Tampa Bay, Inc.	5/1/2025	100%	None

*\*Note that although Emergency Shelter was unable to produce family support plans with documented goals during monitoring, the goal for each service was included in the ASO request (see attached document **ASO BOCC DV Funding - List of Family Support Plan Goals FY25**). Following the monitoring visit, the Emergency Shelter team completed comprehensive training on ASO policies and procedures.*

## QUALITY MANAGEMENT

Family feedback was obtained through a web-based survey in September for both programs. Thirty-one participants served by the Hillsborough County BOCC DV funds responded to the survey. Based on the number of participants served by this funding (224), surveys were received from 14%.

The summary of responses for ASO participants who returned surveys is as follows:

- 81% of participants agreed or somewhat agreed that the ASO has helped their family meet their goals.
- 61% of participants agreed or somewhat agreed that they have been given choices about which services their family gets.
- 68% of participants agreed or somewhat agreed that they have been given choices about who provides services for their families.
- 77% of participants reported that they received the service that they needed the most.
- 68% of participants reported that they received the service in a timely manner.

Participants were asked which services they needed the most and most responses were related to housing supports, mental health counseling, and financial assistance. Responses included:

- *"Housing assistance and CNA training."*
- *"Financial assistance, transportation assistance, therapy, and a safety plan."*
- *"Childcare for my 4-year-old special needs daughter."*
- *"Employment and assistance with food."*
- *"Help with supplies for my baby and help with rent."*

When asked what they liked best about the ASO and services provided, participants responded with the following comments:

- *“The anonymity and efficiency.”*
- *“They helped me and my family when we needed help and didn’t have anyone. Thank you for moving my family into a new home and making sure we had clothing, food, and hygiene items.”*
- *“Being able to have these resources for the community is awesome, especially in hard times.”*
- *“What I like best about the ASO is the fast, friendly, and reliable service.”*

Web-based surveys were also administered to ASO case managers. Four of the 13 case managers accessing Hillsborough County BOCC DV funds responded to the survey, for a 31% response rate.

Highlights of their responses are as follows:

- 100% were almost always or often satisfied with the ease of obtaining ASO services.
- 100% were almost always or often satisfied with the process for requesting new providers.
- 100% were almost always or often satisfied with the timeliness of ASO payments.
- 100% were almost always or often satisfied with the customer service received from the ASO.
- 100% agreed that they were more confident in their ability to meet families’ needs.

When asked what impact the ASO has on families, the following responses were provided:

- *“ASO makes a positive impact on the families I work with. ASO makes all the difference.”*
- *“ASO is an amazing resource that helps many of the participants that I work with.”*
- *“ASO has a tremendous impact on increasing access to resources for families and children.”*

When asked what difference the ASO makes in their work as a case manager, the following comments were made:

- *“ASO is simple and effective.”*
- *“They are very helpful and provide assistance at all times.”*
- *“Because we have access to a wide range of services, we don’t need to refer families elsewhere.”*

## **SUMMARY**

Hillsborough County BOCC’s allocation of \$100,000 to the ASO is a vital contribution to the local service system for victims of domestic violence. Case managers working with this population report that ASO funds are often the only way to meet needs in a timely manner.

In Fiscal Year 2025, 224 participants and their families were assisted with the services and supports they needed. The following success indicators were included in the agreement between the County and the Children’s Board:

1. At least 150 families (Victims of Domestic Violence and their Children) each fiscal year will receive concrete supports to facilitate stability, safety, and other family/program goals.
2. 100% of these 150 clients will receive a concrete support that contributes to the achievement of at least one of their Family Plan goals to facilitate their stability and safety consistent with their Family Plan.
3. 85% of case managers submitting payment requests on behalf of individuals/families will report that they are satisfied with the timeliness of ASO payments.
4. At least 80% of participants report that the ASO has helped their family meet their goals.

Four out of four success indicators were met or exceeded based on service data, monitoring, and quality management survey responses:

- 1. 224 families (Victims of Domestic Violence and their Children) received concrete supports to facilitate stability, safety, and other family/program goals.**
- 2. 100% of 224 clients received at least one concrete support that contributed to the achievement of at least one of their Family Plan goals to facilitate their stability and safety consistent with their Family Plan. A sample of ASO requests was monitored to ensure that the services paid for were documented in the Family Support Plan.**
- 3. 100% of case managers were almost always or often satisfied with the timeliness of ASO payments.**
- 4. 81% of participants agreed or somewhat agreed that the ASO has helped their family meet their goals.**

Hillsborough County renewed the agreement with the Children's Board ASO for Fiscal Year 2026. Two case management programs continue to access this funding source.

This funding provides critical supports for Hillsborough County residents affected by domestic violence and participating case management agencies rely on this partnership to swiftly implement safety plans. At the time of report-writing, 5% of the Fiscal Year 2026 allocation has been utilized, and it is likely that the funds will be exhausted before year-end.

# GOOD NEWS

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REGULAR BOARD MEETING

JANUARY 2026

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*from our funded partners*



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Children's Board  
HILLSBOROUGH COUNTY

[www.ChildrensBoard.org](http://www.ChildrensBoard.org)

## Gulf Coast JFCS

### PADRES DE CRIANZA PROGRAM



#### Holiday Event: *They hosted a Holiday Event & a Toy Drive!*

Thanks to the generosity of the Children's Board of Hillsborough County, as well as donations from Simply Healthcare Plan and Duke Energy, the Padres de Crianza Program successfully hosted a Holiday Day Event and Toy Drive. A total of 55 people attended, and 70 children received holiday gifts. Additionally, ten families received grocery boxes, thanks to the generosity of The Community Food Pantry at Village Presbyterian Church, ensuring they can enjoy a Christmas dinner.

The Padres de Crianza team provided childcare for the children in attendance, offering a variety of games and activities. They also supplied food, desserts, and drinks for everyone.



# University of South Florida Board of Trustees

## THE DOCS PARENTING PROGRAMS

### Then & Now

#### *An Interview with a Family Who's Grown with Us*



**Looking back over the past four years, you've participated in HOT DOCS and just recently DOCS K-5. What originally motivated you to enroll, and how have your reasons evolved over time?**

*"Through our daily routine, we observed certain behaviors in our daughter that concerned us and prompted us to enroll in the DOCS programs. Since then, she no longer experiences tantrums or meltdowns."*

**Both programs focus on building strong, positive parent-child relationships. In what ways have you seen your connection with your child grow through your involvement?**

*"As parents, it's easy to fall into an automatic routine, but it's important to remember how to reconnect with our children on their level. Both programs encourage us to dedicate at least five minutes of playtime each day—and those moments create wonderful memories for both parent and child. During play, you can be silly, laugh, and disconnect from daily stress, while your child experiences pure happiness. This simple practice strengthens the bond and builds a lasting connection."*

**What is a moment with your child that made you think, "Wow, the things I've learned in these programs are really working"?**

*"While completing the HOT DOCS course, I created a video on my phone using pictures to illustrate the routine after Alice returned from Pre-K and prepared for gymnastics and dance. At the time, she was at risk of being dropped from these classes due to her behavior. The video helped her understand the importance of staying positive and enjoying these activities. From then on, every time we had gymnastics or dance, instead of resisting, she was excited to get ready and even wanted to arrive early. We reinforced this progress with praise, and the most rewarding moment was when her coaches congratulated her as well."*

**Is there a memorable "win" or funny moment that still makes you smile today?**

*"One of the most memorable and enjoyable moments with Alice was the 'Play with Bubbles' exercise. Every time we do this activity, we have an absolute blast! We even added music to make it more fun. We started this when Alice was four years old, and now at eight, she still loves it just as much."*

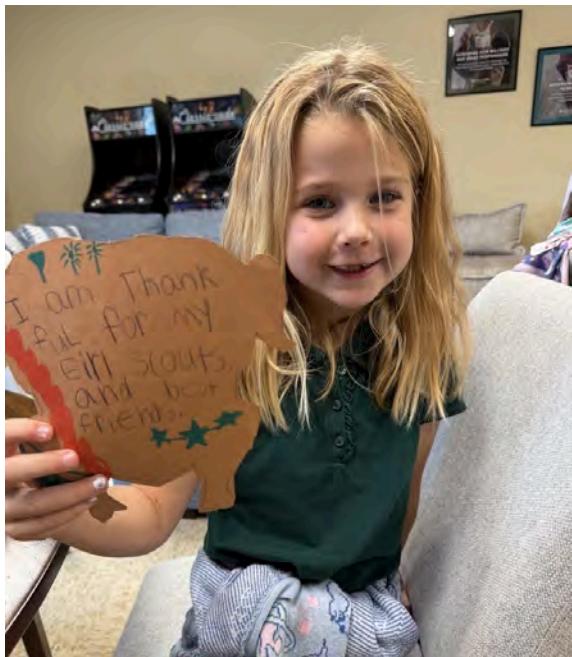
# Girl Scouts of West Central Florida

## GIRL SCOUTS TROOP PROGRAM

### Fall Activity Highlight *Community gatherings, connections, or art*

During our Girl Scouts troop meetings, we invited the girls to reflect on the question, **“What are you thankful for?”**, creating a safe and supportive space where they could share openly, listen to one another, and build confidence in using their voices. In Troop #96021 with the Police Athletic League, the girls paired their conversations with a fun fall craft by decorating leaves or a turkey and writing what they were thankful for, allowing them to express gratitude through both creativity and discussion.

Similarly, at Troop #96053 with Community Steppingstones, the girls jumped into the activity with enthusiasm, collaborating by sharing ideas, materials, and encouragement as they created and proudly presented everything they are thankful for.



#### **Their thoughtful examples included:**

- enjoying meals with family and friends
- playing board games together
- giving back to the community by helping neighbors in need or inviting them to share a meal.

Through these meaningful moments of sharing and art, the girls demonstrated growth in confidence, communication, teamwork, and creativity—beautifully reflecting the heart of the Girl Scout mission by fostering friendship, leadership, and ensuring every girl feels valued along the way.

# Champions for Children

## G R E A T W E G R O W P R O G R A M

### Winter Activity Highlight

#### *Community celebration, connection, and learning*

Great We Grow (GWG) creates opportunities for families to come together in welcoming, developmentally supportive environments that foster connection, learning, and joy. On Tuesday, December 23, 2025, Great We Grow hosted its Winter Celebration, the "Sips & Snacks Social," a cozy cookies and cocoa gathering designed to celebrate the season and provide families with a meaningful shared experience before the holiday break.

Families were welcomed with a festive cookies and cocoa bar, where caregivers and children could enjoy warm treats while connecting with GWG staff and one another. The relaxed, social atmosphere encouraged conversation, relationship-building, and a sense of community among participating families.



In addition to the refreshments, the event featured multiple child-friendly play areas intentionally designed to promote learning through exploration. Children were invited to move freely between play stations, engaging in hands-on activities that supported fine motor skills, sensory exploration, creativity, and social interaction.

Open-ended materials allowed children to make choices based on their interests, fostering independence, curiosity, and confidence while learning through play.

The Sips & Snacks Social served not only as a seasonal celebration, but also as a meaningful opportunity for families to connect, reflect, and end the year feeling supported, welcomed, and valued within the Great We Grow community.

# Tampa Metropolitan Area YMCA

## SULPHUR SPRINGS YMCA OUT OF SCHOOL TIME PROGRAM

### End of the Year Highlights



It's the holiday season and we are so grateful for the opportunity to engage families and celebrate student growth and achievement in Sulphur Springs.

In preparation for Thanksgiving, students participated in a collaborative, STEM-focused project in which they designed and constructed mini paper turkeys. Through this activity, students used key STEM concepts such as planning, testing, and problem-solving.

They engaged in the engineering design process by developing a plan, building their turkey using provided materials, and observing the results of their design choices. The project also reinforced foundational math skills as students measured, counted, and arranged paper components, often exploring patterns and symmetry. This hands-on experience fostered curiosity, creativity, and resilience, while reinforcing the idea that problem-solving is a key skill and learning often occurs through trial and reflection.

We also hosted a Thanksgiving dinner where parents were welcomed to campus for a shared meal and a celebration of their children. During the event, each student was recognized with a superlative award, creating a meaningful opportunity for families to celebrate student character and growth together.



Throughout the month of December, academic curriculum was delivered through seasonal, hands-on activities aligned with core subject areas. Students built gingerbread houses to apply STEM concepts such as planning, problem-solving, and structural design. Creating Santa and Elf hats using measurements reinforced math skills, while writing Christmas cards, developing holiday stories, and reflecting on the meaning of Christmas supported literacy development through writing, vocabulary, and self-expression.

To close out the year, we hosted our first Positive Behavior Support (PBS) celebration, recognizing students who earned all 4s and 5s—the highest ratings—on their daily behavior sheets throughout the first quarter. These students demonstrated responsibility, respect, and a consistent commitment to doing their best. This celebration reinforced the importance of positive behavior and allowed students to serve as role models for their peers.

# Rooted in Play

## POPUP ADVENTURE PLAYGROUND PROJECT

### End of the Year Highlights



At every Popup Adventure Playground, we place a whiteboard in the play space, and playworkers document what we hear in real time. Children narrate their thinking out loud: "I have an idea," "I'm gonna make something happen," "It didn't work, so I rebuilt it," and "I did it!" Others reflect on process and persistence: "Wow, it actually works," "We figured it out," and "It's okay. I can rebuild it." These moments are not prompted or coached. They emerge when children are given time, space, materials, and permission to play their way.

The whiteboard also captures how play supports creativity, problem-solving, and connection across ages. Children explain their thinking: "It's not just a walking stick. It's a sword, bat, fishing pole," and "I built a stage for Santa because Christmas is about color too." They invite others in, "Do you want to play with me?" and stay engaged long enough to revise ideas, celebrate success, and start again. Adults notice the difference. Parents say things like "This is what school should be like," and "There are engineers here." One caregiver shared, "I came to the last popup and smiled the whole way home."



Children's Board funding is what makes it possible for these moments to happen at scale and with consistency. Rooted in Play served 244 parents and 323 children through Popup Adventure Playgrounds across 2025. That investment supports trained playworkers, time for observation and documentation, and environments where children can stay long enough to say, "I'm going to make something happen," "It didn't work, so I rebuilt it," and eventually, "I did it!" At our most recent popup, 168 children and 120 adults attended, our highest attendance to date. The whiteboard filled quickly, with "I'm using my brain here," "There's so much JUNK that I can build with!" and "I have an idea if you guys want to try it?" showing that as access expands, the depth and quality of play remain intact.

# Crisis Center of Tampa Bay-HIPPY

## SUCCESSFUL FAMILIES AND HIPPY PROGRAM

### Holiday Event Highlights



Every year, our agency has the tremendous honor of serving families through our holiday gift programs—witnessing parents breathe easier and children light up with joy. This past season, however, one family's story stood out in a truly remarkable way.

A single mother of ten children and a dedicated participant in the USF HIPPY program approached the holidays with both deep love and significant worry. With very limited financial resources, providing meaningful gifts for each of her children felt overwhelming. Without her connection to our program and the support of our community, she would not have known where to turn.

Through our holiday gift drive, this family was matched with an extraordinarily generous donor who went far beyond expectations. What made this moment especially meaningful was the coordinated effort of our entire holiday team. The family's HIPPY Family Support Coordinator identified and enrolled the family, maintained communication with mom, and ensured she felt supported throughout the process. Staff and volunteers picked up gifts directly from the donor's home, wrapped every present the morning of the event, and helped load them into mom's car—demonstrating community care at its very best.

Because of this collective effort, each child received five to ten gifts, including clothing, sneakers, toys, two televisions, multiple Kindle devices, and even a Tampa Bay Buccaneers football jersey.

On Christmas morning, mom stood overwhelmed with gratitude as she watched her children open their gifts. The moment was so emotional that she was unable to capture all their reactions on camera. What could have been a morning filled with stress and disappointment became one of laughter, joyful chaos, and lasting memories.



## Tampa Housing Authority BUILDING HOPE PROGRAM

### Holiday Event Highlights Spreading Joy on Two Wheels! 🚲♀



Thanks to the incredible generosity of Tampa's Mayor Jane Castor and the team at Onbikes. On December 19th the youth at MLK received a special Christmas gift: brand new bikes, helmets, pads, and training wheels if needed!

🌟 Our amazing staff was honored to be a part of this heartwarming event, helping assemble the bikes and ensure every kid felt safe and ready to ride.

A huge shoutout to Mayor Castor and everyone involved in making this happen! Events like these embody the spirit of community and hope. 🙌

# ReDefiners World Languages

## Impact Spotlight:

***Reflect on how the funding you've received has impacted your program.***



As we close the year with gratitude, we reflect on the impact made possible through the continued support of the Children's Board of Hillsborough County.

Thanks to this partnership, 2025 was a year of meaningful growth and connection

- 2.1K students completed classes,
- more than 2.8K tutoring hours were delivered,
- 3.1K students were actively engaged across our programs.

From joyful moments at Family Reading Time—like our December 16 gathering centered on *My Eyes That Kiss in the Corners*, celebrating identity and heritage—to vibrant multicultural festivals and a powerful end-of-year gathering that brought together staff, Board, and partners, every moment reflected a shared commitment to learning and community.

As we look ahead, we do so with deep gratitude and pride as ReDefiners approaches a major milestone: on February 3, 2026, we will celebrate 10 years of service to our community. Over the past decade, thousands of children, families, and adults have found not only language education, but confidence, belonging, and opportunity through our programs. This impact would not have been possible without the unwavering support of the Children's Board of Hillsborough County and the trust of the community we serve. Together, we have built spaces where cultures are honored, voices are empowered, and learning creates lasting change. This anniversary is a moment to honor that shared journey—to thank CBHC for believing in our mission and to celebrate a community that continues to grow stronger through connection, education, and giving back.





TAKING A LOOK BACK

FALL HIGHLIGHT

*from our funded partners*



# Seniors in Service of Tampa Bay, Inc.

READERS IN MOTION

## Holiday Event Highlights

***Staff holiday traditions or community service from holiday events***



Readers in Motion was honored to participate in Booker T. Washington Elementary's annual Truck-or-Treat event on October 30th, bringing literacy, creativity, and community spirit together for a fun-filled holiday celebration. This year, our team embraced a theme inspired by KPOP Demon Hunters, transforming the Seniors in Service van and trailer into the movie's beloved Derpy Tiger. The display featured a life-size, hand-painted cut out created by our very own Jessica Porras and quickly became a favorite stop for students and families.

The entire Readers in Motion team joined in the festivities by dressing as characters from the film and engaging with students throughout the event. Our dedicated Education Advocates — Grandmas Susan Norton, Trenichia Engram, and Gwendolyn James — were also present, celebrating alongside the students and teachers they work with daily. Their strong relationships with the school community were on full display, highlighting the meaningful connections that make Booker T. Washington Elementary feel like a second home.

Our booth blended holiday fun with learning, offering students the chance to win prizes such as books, backpacks, STEM kits, bubble wands, and more. Before spinning the prize wheel, each child selected a book to take home and enjoy with their family — reinforcing our commitment to literacy beyond the classroom. This holiday event was a joyful reminder of how giving back through creativity, service, and connection can make a lasting impact on the communities we serve.

## Girl Scouts of West Central Florida

### GIRL SCOUTS TROOP PROGRAM

### Fall Activity Highlight

#### ***Community gatherings, connections, or art***

Leap Bot Adventure: Creativity that Blends Art and STEM.



During this engaging session, Girl Scouts from Girl Scouts of West Central Florida's Troop 33412 at Friendship Christian Academy and Troop 96021 at Police Athletic League completed the Leap Bot art and engineering activity — a fun hands-on project where they designed and built their own Leap Bots. Girls used creativity, teamwork, and problem-solving while helping each other assemble and test their designs.

Girls connected with each other as they shared ideas and materials, building friendships through play and positive communication. The activity also helped girls to strengthen their fine motor skills,

build confidence, and improve their collaboration as they proudly showcased their unique creations.

The Leap Bot activity helped every girl feel included, valued, and connected with each other and as part of the Girl Scout sisterhood — supporting our mission of building girls of courage, confidence, and character as they developed friendships, learned teamwork, and improved their leadership skills through creativity.



# **University of South Florida Board of Trustees, THE**

## **PROGRAM - WIDE POSITIVE BEHAVIOR SUPPORT**

### **Fall Activity Highlight**

Program-Wide Positive Behavior Support at USF (PWPBS) helped to support Metropolitan Ministries' Fall Festival that included games, food, music, trunk-or-treat stations, face painting, and prizes. With our focus being on the healthy social-emotional development of young children, among these wonderful activities for children, PWPBS provided a calming space where children could regulate their emotions if needed to step away for a while.

Children were invited to engage in coloring pumpkin feelings, express emotions through puppets, and enjoy reading social-emotional books. Meanwhile, parents received effective ideas for calming techniques to help support their children's emotional regulation at home. The space created an opportunity for families, children and staff to discuss emotions and practice emotional regulation skills. The event was well-received with parents, staff and children fully engaged and providing positive feedback. Even Raymond from the Tampa Rays made a special appearance in the calming space.





## Outreach Events Calendar

The Children's Board will have a presence at the following community events. Contact Dexter Lewis, Director of Public Relations, at [lewisbd@childrensboard.org](mailto:lewisbd@childrensboard.org) for more information about a particular event.

### January

01.26.26 **Family Fun Night – New World Reading**  
Crestwood Elementary School  
7824 North Manhattan Avenue, Tampa  
4:00 pm-8:00 pm

01.29.26 **Family Fun Night – New World Reading**  
Lamb Elementary School  
78th Street, Tampa  
4:00 pm-8:00 pm

### February

02.07.26 **Healthy Family Fair 2026**  
Water Works Park  
1701 North Highland Avenue, Tampa  
11:00 am-3:00 pm

02.19.26 **Family Fun Night – New World Reading**  
Wilson Elementary School  
702 West English Street, Plant City  
4:00 pm-8:00 pm

02.21.26 **Ybor City Chamber of Commerce – Fiesta Day**  
Ybor City  
7th Avenue, Tampa  
11:00 am-6:00 pm

02.21.26 **Community Baby Shower**  
First University SDA Church  
2225 East 109 Avenue, Tampa