



Family Nurturing Center



2024-25
Annual
Report

Leadership and Board

● Leadership Team ● Board Members



Lisa O'Connor
Chief Executive Director



Whitney Dennis
Chief Operating Officer



Katie Lechuga
Senior Program Officer



Beth Jaffee-Stafford
Clinical Director



Jim Hayek
Chief People Officer



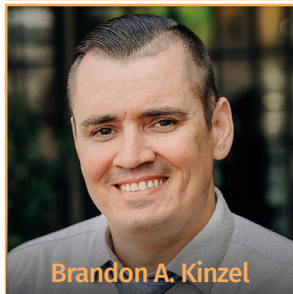
Laura Sutton
President



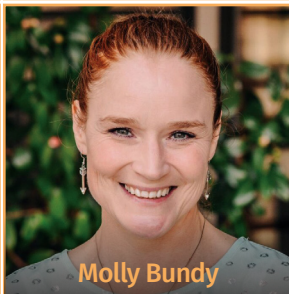
Shala C. Helm
Secretary



Robert Haas
Treasurer



Brandon A. Kinzel



Molly Bundy



Zulma Larios



Valerie A. Ljungkvist



Family Nurturing Center

Who We Are

MISSION

We empower families, safeguard children, and nurture resilience through compassionate support, trauma-informed care, and essential resources—ensuring every child grows up in a safe, loving, and stable home.

VISION

All children in Southern Oregon will thrive in safe, nurturing and stable environments.

PURPOSE

FNC serves families with children 0-5 with services designed to stabilize and strengthen families, improve child development, and reduce child abuse and neglect by increasing family protective factors.



www.familynurturingcenter.org



Community REPORT CARD

45

children (patients)
COMPLETED
1,868
family therapeutic
sessions

1,852 families
enrolled in FNC programs



299
volunteers donated
over 3,113 hours
this year

126
families

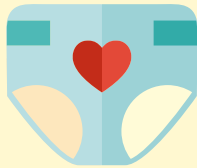


were moved into permanent,
stable housing through FNC's
Long Term Housing Program

4,397 visits to our
clothing closet

122,480

FREE diapers distributed



2,000

kids attended field
trips to the farm

1,387

people received
food from FNC

11,310

pounds of food distributed



*Winter in
Candyland*

4000
ATTENDEES

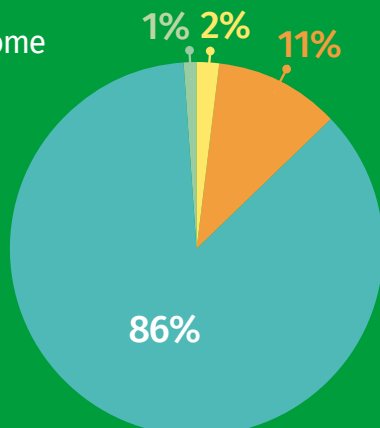
212 parents took
classes from FNC

75
employees

Financials 2024-25 FISCAL YEAR

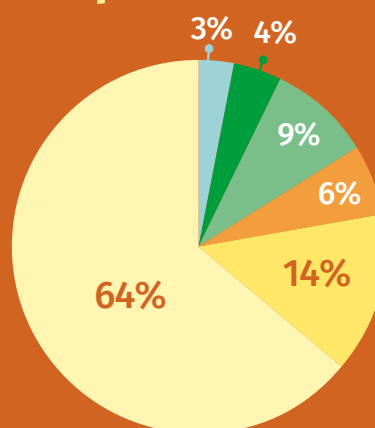
Revenue

- Contributed Income
- Grants
- Fee for Service
- Special Events



Expenses

- Salary and Related Expenses
- Program Expenses
- General & Administration
- Professional Services
- Facilities and Equipment
- Depreciation



MESSAGE FROM THE CEO

A Decade of Growth, Gratitude and Grace



This year marks my 10th anniversary leading Family Nurturing Center—and I couldn't be more grateful for the journey we've shared.

When I began, our main program was the Relief Nursery. We had one therapist, one ISRS provider (in-home reunification service), no middle management, and a budget under \$1M. Today, we have a thriving network of teachers, parent educators, home visitors, clinicians, farmers, Peer Parent Mentors, ISRS and long-term housing case managers, all supported by an incredible leadership team.

Over the past decade, we've:

- Expanded to multiple sites and centralized services at our new Family Campus
- Launched long-term housing case management and peer mentor programs
- Became licensed to bill for mental health services
- Purchased and now operate 10 units of clean and sober permanent housing
- Added Grandmas2Go, founded by Linda Otto
- Expanded family supports like KEEP for foster families, kin caregivers, and now biological parents
- Transitioned our Farm & Food program from Hanley Farm to OSU Extension
- Became Regional Service Provider for Every Child Belongs in Jackson & Josephine counties
- Built an administrative and management structure that sustains our mission

We've also weathered wildfires, a pandemic, and the heartbreaking loss of people dear to our mission: our founder Mary-Curtis Gramley in 2021, board member Don Kania in 2024, and past board member Craig Prewitt in 2025. Their leadership, generosity, and unwavering belief in families live on in all we do. Through it all, we've met each challenge with grit and grace—together, as a family—staying focused on what matters most: doing right by children and families.

A Decade of Financial Growth

Our revenue grew from \$940K in FY2014 to nearly \$5.8M in FY2024—a sixfold increase fueled by strong partnerships, diversified funding, and careful stewardship. Strategic program growth and state contracts now provide a more sustainable foundation for the future.

Looking Forward

With our new campus, plans for multi-generational housing, a focus on the first 1,000 days of life, nutrition education and food security, and a new program launching in District 10 (Redmond, OR), we are deepening our impact while remaining adaptable to community needs. We are also beginning to train other providers locally and statewide—becoming a movement, not just a service provider.

Every step forward has been possible because of your support and belief that we can do better for kids and families.

With deep gratitude,

A handwritten signature in black ink that reads "Lisa O'Connor".

Lisa O'Connor, CEO



Project Impact

A structured look at how our services and support make a difference for our families.



1. Transformation

You can teach an old dog new tricks!

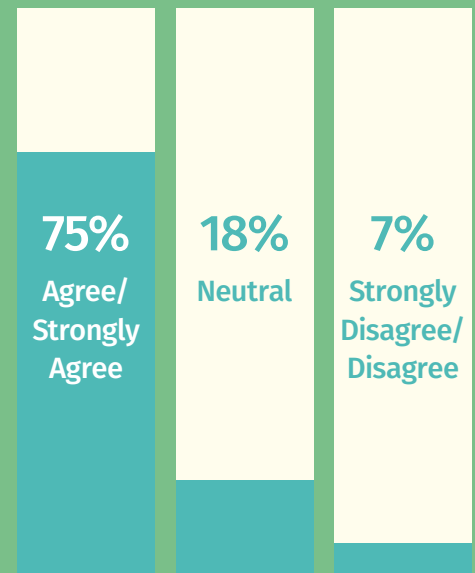
KEY INSIGHT

Caregivers make significant changes in their beliefs and behaviors around parenting as a result of their engagement in FNC services.

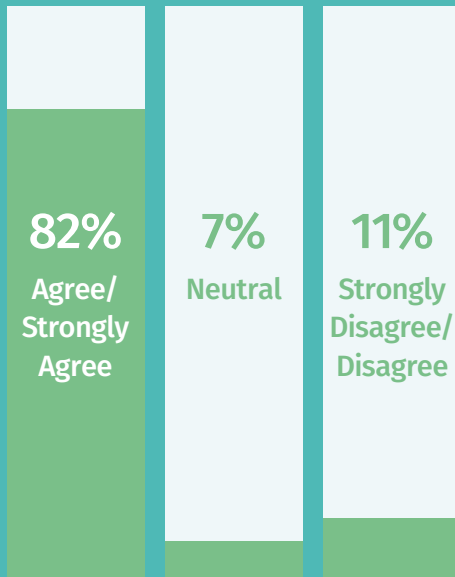
PARTICIPANT COMMENT

"I've worked to really commit to changing my own behavior so that I can try to break that cycle for them... learn how to put myself empathetically into her experience when she's having tantrums and stuff, and not go into what I learned growing up—we would be like, 'Timeout! Don't do that!' What they need from you is having more care and concern, and just, like, putting myself down on her level, in a positive way."

As a result of participating in FNC services, I enjoy parenting more.



As a result of participating in FNC services, I know more about how to find the resources my family needs.



2. Connection

You are not alone.

KEY INSIGHT

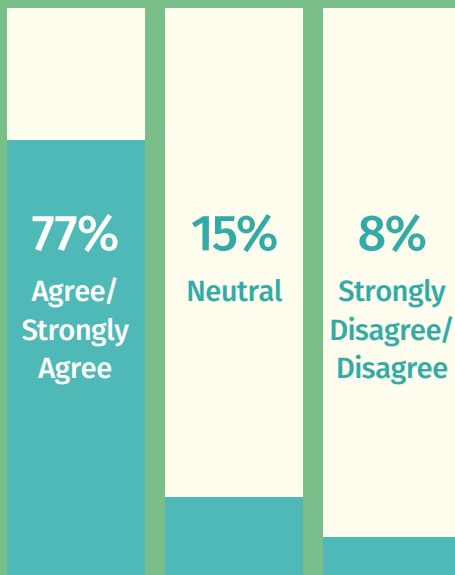
Caregivers feel significant emotional relief and decreased isolation after reaching out to FNC for support.

PARTICIPANT COMMENT

"I always wanted to be sure that I was able to do it all by myself and not have to ask for help. So that was the hardest part, just kind of knowing that I didn't have it all under control. But reaching out actually did help. It affected us in a good way. It was good for my family and my kids..."



As a result of participating in FNC services, I know how to manage my feelings and my child's feelings more effectively.



3. Self-Regulation

You can't pour from an empty cup.

KEY INSIGHT

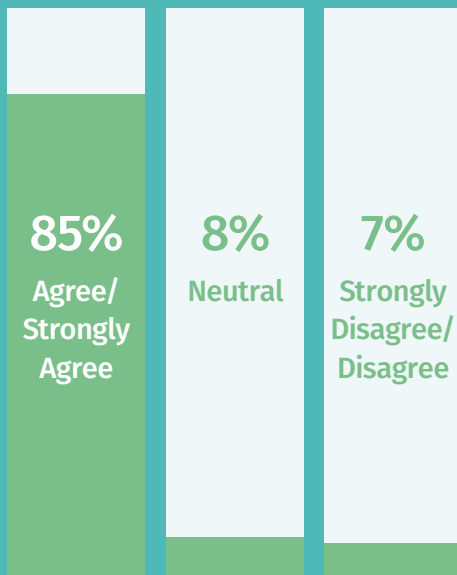
Caregivers who work with FNC providers understand that their own responses to challenging situations impact their children's responses. Caregivers feel better equipped to remain emotionally regulated as a result of their work with FNC.

PARTICIPANT COMMENT

"I've learned more skills to help regulate my feelings and my child's feelings. I've learned to follow my child's lead and to address my kids' emotions. Now I'm able to de-escalate situations. Before coming to FNC I felt like I just didn't know what I was doing. I had no idea what to do! Now I take deep breaths, and sometimes I'll put myself on a timeout. Or I'll just say, 'These are big feelings I don't understand. I'm gonna think about it and then we'll talk about it after.'"



As a result of participating in FNC services, I more effectively respond to my child's distress (sadness, worry, etc.) by offering closeness or reassurance.



4. Attunement

You can respond with calm.

KEY INSIGHT

When parents learn to respond with calm presence, physical closeness, and emotional reassurance, children develop stronger emotional security—feeling happy, safe, and loved. This is the foundation of healthy attachment, and improving these everyday interactions is central to FNC's mission of strengthening family functioning. Parents who feel supported and equipped are more likely to build stable, nurturing relationships that protect children from the long-term effects of stress and adversity.

PARTICIPANT COMMENT

"Before coming to FNC, I didn't always know how to comfort my child when they were overwhelmed. Now I know how to slow down, get on their level, and offer a hug or reassuring words. Our relationship feels stronger, and my child calms so much faster."



Tradition Kits: An Annual Celebration of Family Fun and Togetherness



For nearly two decades, St. Mark's has celebrated Christmas with Family Nurturing Center, beginning with a beloved tradition in which the church hosted a holiday party and Santa handed each child a pair of pajamas and a small gift. In later years, parishioners fulfilled wish lists from a Giving Tree.

Over time, we noticed something important: some years families received wonderful, generous gifts, and other years—due to shifting resources—they might receive very little. The unpredictability added pressure to a season when many parents already feel stretched thin. We wanted families to feel supported, not stressed, and to reinforce something we deeply believe: *Children may not remember the gifts they opened, but they will always remember the traditions, laughter, and time spent together.*

A New Tradition Rooted in Connection

In 2020, St. Mark's reimagined its holiday tradition by shifting from gift giving to family togetherness. The heart of this approach is simple:

- A parent spending meaningful time with their child is the best gift of all.
- Shared memories last long after wrapped presents are forgotten.

Thus, Traditions Kits were born—joyful, hands-on activity bags that help families laugh, create, read, and connect during the holiday season.

What's Inside the Traditions Kits?

Every kit includes family favorites:

- A make-it-yourself gingerbread house kit
- Hot chocolate & mini marshmallows
- A craft kit filled with crayons, scissors, glue, and fun supplies
- A book to read and enjoy together—again and again

This year's kits will also include:

- Plain cookies with frosting and sprinkles for decorating
- A jar of peanut butter for making an at-home bird feeder (and a nutritious supplement)

The featured book for 2025 is *The Snowy Day*, available in English and Spanish, paired with a matching art project for families to enjoy together.

St. Mark's parishioners assemble the craft kits each August. On December 1st, they gathered again (picture to the left) to assemble all the Traditions Kits. FNC and Oasis teams will then deliver the bags directly to families.

**Growing the Tradition,
Growing the Joy**

- **2020–2021:** 200 kits shared with FNC families
- **2022–2024:** 300 kits annually for FNC and Oasis families
- **2025:** 350 Traditions Kits—our largest year yet!

Special Thanks

This cherished annual tradition is possible because of generous partners:

- **Treehouse Books (Ashland)** – for offering high-quality children's books at a deep discount.
- **St. Mark's Episcopal Church** – for years of steadfast support and joyful assembly crews.
- **Former FNC Board President Penny Klabunde** – for coordinating every detail with heart and care.

Want to Help?

Each Traditions Kit costs approximately \$35 to create.

Community members who wish to help offset these costs are warmly invited to contribute—every gift expands the joy shared with families.

Thank you, St. Mark's community and friends, for helping families experience the true spirit of the season—connection, warmth, and togetherness.



**THANK YOU TO ALL OUR
Diaper Drive Hosts!**

Eagle Riders

**LUXE Wellness,
Community Market**

Junior League

First Interstate Bank

Rogue Credit Union

**Church of the
Latter-Day Saints**

Grizzettes

Scrub Hub

**District
Attorney's Office**

Soroptomists

**Alex Edwards,
Buy Nothing Market
and more!**

2024-2025 Donations

2024	13,562	4,153	\$243
2025	11,521	4,646	\$229
	DIAPERS	WIPES	CASH

Want to host a drive? Contact joy.marshall@rvfnc.org



Main Street Family Campus Update: We're Getting Close!

Since purchasing the Main Street Family Campus in November 2022 with *American Rescue Act funds sponsored by Senator Jeff Golden*, we've been steadily transforming it into a warm, welcoming hub where families can access the support they need—all on one footprint.

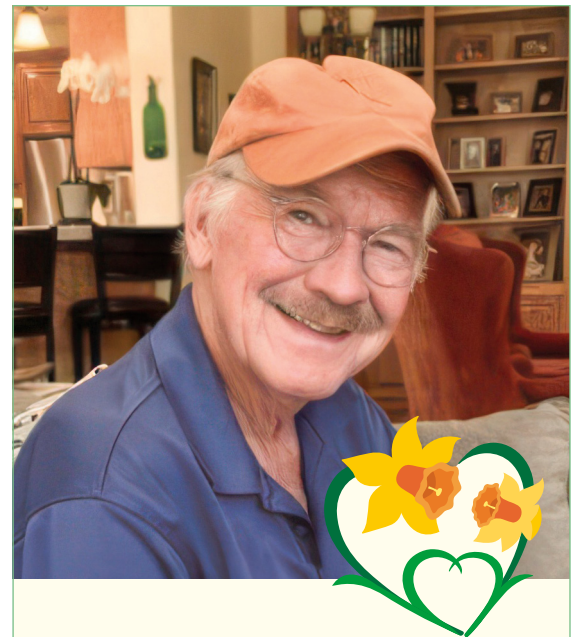
Thanks to the generosity of our partners, major progress has been made:

- **Campus Improvements:** The parking lot was resealed and newly striped, supported by the Blum Family Foundation.
- **Early Learning Center Remodel:** Completed first with generous support from Mary-Curtis Gramley and the Neimeyer Fund at OCF. The Arthur Dubs Foundation funded the installation of the new kitchen, where fresh meals are prepared for children in our Relief Nursery classrooms.
- **Toddler Classroom Renovation:** Remodeled through a collaboration with Oasis Recovery Center and the Providence Foundation.
- **Safety & Structural Upgrades:** Three roofs were replaced and a new perimeter fence installed through a HRSA grant secured by the Oregon Association of Relief Nurseries.
- **Children's Mental Health Building:** Soon to include three play therapy rooms funded by the Carpenter Foundation, Carrico Foundation, and the In-N-Out Foundation, along with a dedicated Parent-Child Interaction Therapy room supported by the Lamb Family Foundation.
- **Accessibility:** Two bathrooms are being converted into fully ADA-accessible restrooms, thanks to the Elwood Family Foundation.
- **Outdoor Learning:** A new natural playground will be added next, funded by the Childcare Infrastructure Fund and the Neimeyer Fund at OCF.
- **Sensory Enhancements:** Sensory items were added throughout the campus thanks to the West Family Foundation, helping support regulation, comfort, and trauma-informed engagement for children of all ages.

By January, we expect to move our therapists into their newly remodeled building. This will allow us to expand our clothing closet, create a more trauma-informed welcome center, and enlarge our food pantry—with the pantry expansion funded by the Leightman Maxey Foundation and the Medford Food Co-op.

A special note of gratitude: Thanks to the Marie Lamfrom Foundation and a low-interest loan from the Oregon Community Foundation, we were able to complete these large projects without worrying about cash flow—an incredible gift that made this progress possible.

With new signage installed and the beautiful Mary Curtis Memorial Fountain now in place, we are so close to completing this multi-year project. We cannot wait to welcome families into a campus designed to meet their needs with dignity, compassion, and convenience.



Honoring Former Board Member: Craig L. Prewitt

The Family Nurturing Center family felt the deep loss of a remarkable man who served on our Board of Directors and gave generously of his time, wisdom, and leadership. Craig Prewitt left lasting marks on our organization and our community, and we are profoundly grateful for his service and friendship.

Craig was a man of faith, integrity, and dedication. A longtime resident of Jackson County, he was known for his service to the agricultural community, his devotion to family, and his commitment to strengthening local organizations. Craig brought thoughtful leadership and steady guidance to the Family Nurturing Center during his time on the board, always centering his decisions on what would most benefit children and families. His professional experience and community involvement gave him a broad perspective, and his personal warmth made him a joy to work alongside. Beyond FNC, Craig's volunteerism, faith life, and service reflected his belief in lifting others up and creating a strong, connected community.



Family Nurturing Center

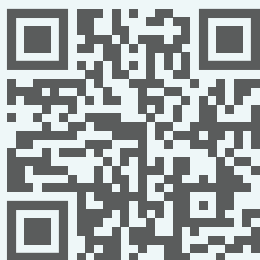
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United Way
Member Agency



Donate your time,
treasure and talent.

Scan the QR code or text to 41444, FNC2025 to give today!

www.familynurturingcenter.org