

Covenant House Florida, Inc.



General Information

Nonprofit
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Web Site
Facebook
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Mission & Impact

Statements

Mission

Covenant House Florida is dedicated to serving all God's children, with absolute respect and unconditional love, to help youth experiencing homelessness, and to protect and safeguard all youth in need. CHF's goal is to understand the trauma complexities of each youth while providing them with the tools, skills, and resources to realize their strengths, overcome their adversities and become self-sufficient and financially independent. CHF understands the power of collaborative partnership and works closely with community agencies whose mission aligns, identifying gaps in services and coordinating a continuum of care that equips youth for long-term success.

Background

Covenant House Florida is part of an international organization that was founded in New York in 1969 by a group of volunteers with a shared vision, to provide services to youth experiencing homelessness. Their recognition to take immediate action to this crisis has morphed into a powerful human rights movement for youth experiencing homelessness, housing instability and trafficking in 31 cities across 6 countries. Covenant House Florida began operations in Fort Lauderdale in 1985 and expanded to the Orlando Metropolitan area in 1995. The demonstrated need for increased services and the support from the Continuum of Care allowed for the opening of the Residential Crisis Shelter in 2000, offering refuge and supportive services to youth in crisis within Central Florida. Covenant House Florida has been noted as the largest agency in the state offering shelter, drop-in services, street outreach and transitional housing to youth experiencing homelessness and housing instability.

Impact

Since January 1, 2024 Covenant House Florida's new Community Resource Center has already achieved the following: 35 youth have dropped in for services 218 visits have been made to the Community Resource Center There has been 127 instances where youth experiencing homelessness received bagged lunches, food pantry items, or a meal. 17 bus passes have been distributed 13

youth experiencing homelessness have received case management services 18 youth served transitional housing 25 youth have received services through outreach

Needs

Affordable housing continues to be a crisis for low to moderate income households across the county. Since the COVID-19 pandemic, rental costs and housing prices have skyrocketed, leaving little to no options for the low to moderate income households. The youth population proves to be extremely vulnerable during this time as they do not have established careers and many of them are working low-paying jobs, leaving them with limited savings and a lack of stability. Covenant House Florida provides opportunities for young people facing homelessness to help them gain stability and independence. Covenant House Florida works to meet youth's immediate needs of food, shelter and sanitary items, but also provides supportive services and case management to improve their quality of life long-term.

Statement from CEO/Executive Director

Community partnerships and support has significantly impacted the lives of so many in our communities including the young people of Covenant House Florida. Support from the community enables us to continue our mission to support relentlessly, love unconditionally and respect absolutely, youth experiencing homelessness. Ultimately, our community partners are giving the gift of a safe place to sleep, food to nourish their spirit, and access to the solutions and opportunities that they need to achieve their goals and independence. It gives them more hope for a greater future.

Statement from Board Chair

As Chairman of Covenant House Florida's Board of Directors, I am committed to serving the needs of youth experiencing homelessness and housing instability in collaboration with my fellow board members. Through overseeing the delivery of services, ensuring adherence to the agency's mission and strategic/development plan, it is my goal to continue providing critical care to youth in need. I am proud to support Covenant House Florida's mission to serve all God's children, with absolute respect and unconditional love, to guide youth experiencing homelessness, and to protect and safeguard all youth in need and hope to continue impacting, uplifting and assisting youth in restoring hope and rebuilding their lives.

Service Categories

Primary Category

Human Services - Centers to Support the Independence of Specific Populations

Secondary Category

Youth Development - Youth Centers & Clubs

Areas Served

Covenant House Florida provides services to youth in the tri-county area of Central Florida including Orange, Seminole and Osceola counties. Services are primarily rendered at the Community Resource Center in Orange County at 711 N. Magnolia Ave, Orlando, FL 32803, however, services are also provided to youth in need through the Community Services Street Outreach Program in the following areas: Bithlo, College Park, Downtown Orlando, Lake Mary, Pine Hills, Parramore, and Kissimmee.

In a specific U.S. city, cities, state(s) and/or region.,In a specific U.S. city, cities, state(s) and/or region.,In a specific U.S. city, cities, state(s) and/or region.

Programs

Parenting and Child Development Program

Description

Covenant House Florida's Bright Beginnings Parenting Education and Child Development Program promotes health and wellness to pregnant and parenting youth in the Central Florida community. The program's primary focus is to provide pre-natal/maternal health education, parenting skill development, health literacy and child development knowledge to parents. Program participants work closely with the Parenting Educator and follow a detailed program structure, completing specified objectives quantifying their progress as they advance in the program and allowing ample opportunity for overall success.

Budget \$72,777

Category Human Services - Family Services for Adolescent Parents

Population Served Children and Youth (0 - 19 years), At-Risk Populations, Families, Poor, Economically Disadvantaged, Indigent

Short Term Success Bright Beginnings Program participants will work with the Parenting Educator and Parenting Case Manager to obtain the following outcomes:

80% of parenting youth will improve their parenting skills.

80% of children will demonstrate improvement in their developmental and Social & Emotional milestones.

80% of program participants will demonstrate improvement in their overall health and wellness.

Long Term Success Through the support and services provided to program participants, children will demonstrate improvement in their development and Social Emotional milestones, parenting youth will improve their parenting skills and families will demonstrate improvement in healthy bond attachment.

Program Success Monitored By The Parenting Educator will complete an initial Parenting Assessment with each youth at intake to determine existing parenting skills, healthcare resources, positive supports and attained benefits as well as identify need areas for the parent and child. Parental skill development progress will be determined through the Parenting Educator's observations based on engagement in the Bright Beginnings Program including: attendance to weekly individual, group and family seminars, implementation of recommended interventions and completion of assignments. The Parenting Educator will complete initial ASQ and ASQ-SE assessments during intake to determine current developmental progress and assess needs or interventions. ASQ assessments will be conducted every 2-3 months thereafter to assess continual progress and determine necessary interventions. ASQ-SE will be conducted every 3-4 months and re-evaluated every 2-3 months thereafter. Covenant House Florida utilizes the Efforts to Outcome data tracking and case management software system to measure different program outcomes and monitor program progress/success. Additionally, monthly reports are completed by the Assistant Coordinator for Supportive services for continual monitoring of program progress and overall program goals.

Workforce Development Program

Description

The Workforce Development Program provides individualized employment classes (including mock job interviewing) to youth between the ages of 18-

24, who are experiencing homelessness in Central Florida. This program provides youth with the soft skills and the professional etiquette necessary to obtain and retain employment. The Education Instructor utilizes the Empower Your Future Career Readiness curriculum to assist in addressing the employability need of the youth. The Education Instructor works with the youth on a one-on-one basis to develop a plan to get hired and ultimately start a career. The program focuses on empowering and equipping youth with the skills needed to pursue higher-paying jobs and sustainable career goals. Youth have access to obtain industry certifications that will provide them with access to higher-paying jobs.

Budget \$75,355

Category Employment - Job Training

Population Served Children and Youth (0 - 19 years), At-Risk Populations, Poor, Economically Disadvantaged, Indigent

Short Term Success Workforce Development Program participants will work with the Employment Specialist to obtain the following outcomes:

97% of program participants will complete the Covenant House Florida Employment Readiness Career Assessment and develop an Individualized Employment Plan to obtain substantial employment

90% of program participants will actively participate in the Covenant House Florida's Empower Your Future: Career Readiness curriculum and the Skills to Succeed Learning Exchange online curriculum to improve skills and experience virtual employment coaching and training. Youth will demonstrate progress in their individualized plan through advancement of employability skills

74% of youth will pursue educational advancement including General Equivalency Diploma and/or post-secondary/industry certification program enrollment to improve long-term earning potential

47% youth will obtain employment and/ or pay rate increase

Long Term Success The primary goal of the Workforce Development Program is to provide education and services vital to helping youth experiencing homelessness successfully transition to stable housing and self-sufficiency. The program aims to empower and equip youth experiencing homelessness and housing instability with the skills, tools, and resources that aid in the advancement towards securing employment, financial education, and personal growth. Youth enrolled in the program will have increased employability skills, employment sustainability and advancement, personal development, training, technological education, and confidence entering the job market.

Program Success Monitored By The Education Specialist will work with youth to complete the Covenant House Florida Career Assessment and develop an Individualized Employment Plan. Utilizing the Individualized Employment Plan, the Employment Specialist will monitor program participant's progress and assess program advancement and readiness for employment. Additionally, program participants participate in employability readiness workshops 4x weekly utilizing Covenant House Florida's Empower Your Future: Career Readiness curriculum and the Skills to Succeed Learning Exchange online curriculum. The Employment Specialist will monitor employment searches, facilitate weekly job log completion and monitor employment attainment. Covenant House Florida utilizes the Efforts to Outcome data tracking and case management software system to measure different program outcomes and monitor program progress/success. Monthly reports are completed by the Assistant Coordinator for Supportive services for continual monitoring of program progress and overall program goals.

Education Program

Description

Covenant House Florida's Education Program offers youth the opportunity to advance their education by working with the Education Instructor to create an individualized education plan, identify their educational level educational goals, and reduce future financial and emotional barriers. The Education Instructor serves as an educator and mentor, providing specialized instruction that aids in youth's educational advancement, improved socialization, and adjustment to restored functionality within the classroom. Youth enrolled in the Education Program work to achieve their high school diploma, General Educational Diploma (GED) or pursue post-secondary educational options and improve their literacy and numeracy skills. The Education Instructor assists youth in obtaining employability skills and assisting with their job search. The simultaneous focus on education and employment assists youth in gaining the necessary credentials that will make sustainable employment possible as well as increase their overall life skill development through life skill workshops.

Budget \$154,493

Category Education - Educational Services

Population Served At-Risk Populations, Poor, Economically Disadvantaged, Indigent

Short Term Success Education Program participants will work with the Education Instructor to obtain the following outcomes:

80% of program participants will work with the Education Instructor and develop an Individualized Education Plan

75% of program participants will receive whole group classroom instruction up to 5x weekly

50% of program participants will receive individual tutoring

38% of program participants will enroll in a post-secondary program

31% of program participants will complete GED or post-secondary placement testing

Long Term Success The program aims to increase opportunities to become self-sufficient and economically independent through educational advancement and provides youth the skills, tools and resources that are advantageous to their overall growth and well-being.

Program Success Monitored By The Education Instructor will work with youth to complete the Covenant House Florida Education Assessment and develop an Individualized Education Plan. Through utilization of the Individualized Education Plan and whole group/individualized instruction provided up to 5x weekly, the Education Instructor will monitor progress and identified subject areas that need improvement. The Education Instructor will monitor degree attainment, facilitate the post-secondary program enrollment preparation in collaboration with Valencia College and Orange Technical College and monitor enrollment. Covenant House Florida utilizes the Efforts to Outcome data tracking and case management software system to measure different program outcomes and monitor program progress/success. Monthly reports are completed by the Assistant Coordinator for Supportive services for continual monitoring of program progress and overall program goals.

Program Comments

Governance

Board Chair
Company Affiliation
Term
Email

Mohamed (Mo) Khalil
Mathnasium- KV
September 2018 - September 2025

Board of Directors

Name	Affiliation	Status
Scott Aaron	Cisco Systems	Voting
Mr. Aaron Abramoff	The Restaurant People	Voting
Dr. Leonard Bass	Valencia College	Voting
Matthew Brennan	Professional Bank	Voting
Patrick Cohen	Caprock Solutions	Voting
Shanell Deal-Salgado		Voting
Kelly Koenig		Voting
Greg Lonsway	NTT	Voting
Travis Mack	The Mack Foundation	Voting
Christine Molloy	Accenture	Voting
Josh Polsky	Bernstein/Polsky, P. A.	Voting
Susan Selimos	Accenture	Voting
Scott Sherman	Torose Equities	Voting
Carrie Siu Butt		Voting
Dr. Chanda Torres	University of Central Florida	Voting
Sheela VanHoose	The Southern Group	Voting
Brenda Watson	Siemens	Voting

Board Demographics - Ethnicity

African American/Black	2
Asian American/Pacific Islander	0
Caucasian	9
Hispanic/Latino	1
Native American/American Indian	0
Multi-Racial	4
Other	0

Board Demographics - Gender

Male	10
Female	8
Unspecified	0

Governance

Board Term Lengths	3
Board Term Limits	2
Board Meeting Attendance	74%
Does the Organization have written Board Selection Criteria?	Yes
Does the Organization have a Written Conflict of Interest Policy?	Yes
Percentage Making Monetary	100%

Contributions Percentage Of Board Members Making In Kind Contributions	100%
Does the Board include Client Representation?	Yes
Number of Full Board Meetings Annually	4

Standing Committees

Risk Provisions

Management

Executive Director

Email

Renee Trincanella

rtrincanella@covenanthousefl.org

Term Start

January 2019

Renee's Experience: Ms. Trincanella has been serving the needs of Covenant House Florida youth since 2002. She began her Covenant House Florida journey as a Master's Level Intern in the Addiction Management Program and expanded her roles to include Family Counseling Therapist, Residential Floor Therapist, Clinical Services Coordinator, Director of Special Services and Chief Operating Officer. She has a passion for social services and aims to provide youth in need with opportunities to transform their lives. Ms. Trincanella is a licensed Clinical Social Worker and non-profit executive who has dedicated her career to servant leadership and advocacy for South and Central Florida's most vulnerable youth. She is a respected leader in the field of youth services with over 18 years of behavioral health, administrative and executive management service to CHF and the community. Her vision has accelerated innovation in program efficiency, best service practices and fiscal independence while remaining true to CHF's core values and fostering a culture of inclusivity.

Staff

Number of Full Time Staff	23
Number of Part Time Staff	1
Volunteers	57
Contractors	1
Staff Retention Rate	76%

Plans & Policies

Fundraising Plan?	Under Development
Strategic Plan?	Yes
Years Strategic Plan Considers	4
When Strategic Plan Adopted?	January 2015
Management Succession Plan?	Under Development
Policy and Procedures Plan?	Yes
Nondiscrimination Policy?	Yes
Whistle Blower Policy?	Yes
Document Destruction Policy?	Yes

Senior Staff

Name	Title
Steven Henriquez	Chief Financial Officer
Nelson Bogren	Director of Administration and Compliance
Amalia Herman	Director of Human Resources
Betsy Syprien	Chief Program Officer (Fort Lauderdale)
Caren Olson	Director of Program Services (Orlando)

Formal Evaluations

Is there a formal evaluation for...	Frequency
CEO/Executive Director	Annually
Senior Management	Annually
Non-Management	Annually

Financials

Financials

Fiscal Year Start
2023-07-01
Fiscal Year End
2024-06-30
Projected Revenue
6804654
Projected Expenses
6910044

Detailed Financials

Revenue and Expenses

Fiscal Year	2021	2019	2018
Total Revenue	\$8,875,406	\$8,617,883	\$10,632,596
Total Expenses	\$6,784,651	\$8,139,176	\$8,617,695
Revenue Less Expense	\$2,090,755.00	\$478,707.00	\$2,014,901.00

Revenue Sources

Fiscal Year	2021	2019	2018
Foundation and Corporation Contributions	\$2,432,029	\$1,994,409	\$4,610,900
Government - Federal	\$0	\$0	\$0
Government	\$0	\$0	\$0

- State			
Government - Local	\$0	\$0	\$0
Government - Unspecified	\$3,020,539	\$2,591,778	\$2,605,941
Individual Contributions	\$2,762,322	\$3,594,075	\$3,112,466
Indirect Public Support	\$0	\$28,176	\$0
Earned Revenue	\$0	\$0	\$0
Investment Income, Net of Losses	\$19,277	\$22,838	\$9,975
Membership Dues	\$0	\$0	\$0
Special Events	\$553,361	\$266,967	\$313,186
Revenue In- Kind	\$87,878	\$119,640	\$394,023
Other	\$0	\$0	\$146

Expense Allocation

Fiscal Year	2021	2019	2018
Program Expense	\$5,322,795	\$6,296,851	\$6,799,455
Administrative Expense	\$857,764	\$1,077,882	\$1,298,691
Fundraising Expense	\$604,092	\$764,443	\$519,541
Total Revenue/Total Expenses	131%	106%	123%
Program Expense/Total Expenses	78%	77%	79%
Fundraising Expense/Contributed Revenue	9%	9%	6%

Top Funding Sources

Fiscal Year	2021	2019	2018
Top Funding Source & Dollar Amount	Government Unspecified - \$3,020,539.00	Foundations and Individuals - \$3,594,075.00	Foundations and Corporations - \$4,610,900.00

			0
Second Highest Funding Source & Dollar Amount	Individuals - \$2,762,322.00	Government Unspecified - \$2,591,778.00	Individuals and Related Organizations - \$3,112,466.00
Third Highest Funding Source & Dollar Amount	Corporations - \$2,432,029.00	Corporations - \$1,994,409.00	Government-Unspecified - \$2,605,941.00

Assets and Liabilities

Fiscal Year	2021	2019	2018
Total Assets	\$8,773,713	\$6,911,868	\$5,613,433
Current Assets	\$6,502,536	\$5,347,284	\$2,024,847
Long-Term Liabilities	\$32,567	\$1,569,227	\$0
Current Liabilities	\$447,901	\$487,059	\$658,999
Total Net Assets	\$8,293,245	\$4,855,582	\$4,954,434

Endowment Info

Do you have an endowment?

No

Capital Campaign Info

Currently in a Capital Campaign?

Yes

Solicitation Permit Info

State Charitable Solicitations Permit

Yes