

eliminating racism
empowering women
ywca
South Florida

ANNUAL REPORT 2021

COURAGE.
COMPASSION.
COMMITMENT.





I FIND MYSELF ASKING...

WHAT'S NEXT?

Those are big shoes to fill. How will we build upon our incredible historical past and the trailblazers who came before us? How will we carry the torch further? Collectively, as an organization and with support from our community and partners, we have the answers.

We will lead with courage, compassion, and commitment to continue to elevate our mission and challenge ourselves to come up with bold ideas! We will lead with leaders. We will make big moves for the betterment of our community. We will make our predecessors proud!

In this year's annual report, we will provide insight into the 2020-2021 successes of the organization's programs while sharing the voices of those whose lives have been touched by them. We will also shed light on what's next.

For more than a century, YWCA has been committed to uplifting and empowering all women, as well as combating racism in our modern society by educating those in our communities on its presence, in our efforts to create a world free from hate with racial, social, judicial and medical equity and beyond for all.

As one of the nation's oldest and largest women's organizations, YWCA has been at the forefront of society's most pressing issues for more than 160 years, with the national organization now serving over **3 million** women, girls and families. Through our combined efforts in programming and advocacy, we are a force dedicated to generating institutional change for women in all avenues of life. Together, we will lead into the next century for the next generation. That's what is next!

KERRY-ANN ROYES, MBA
President & CEO
YWCA South Florida

**WE WILL COME TOGETHER WITH OUR FRIENDS,
FAMILIES, COWORKERS, POLICYMAKERS AND
COMMUNITY TO TAKE ALL STEPS NECESSARY
TO REACH A FAIR, JUST AND BRIGHTER FUTURE.**

SOUTH FLORIDA'S COMMUNITY PARTNER

At YWCA South Florida, partnership is one of our superpowers. We are the leading voice for women, girls and all marginalized individuals across South Florida. We are a champion for those who need assistance tackling everyday life challenges. We accomplish this through a variety of programs. Programs and services in economic empowerment, health and family wellness, early education, and professional development seek to eliminate the social justice issues that disproportionately affect women and people of color.



SOCIAL INNOVATION VILLAGE — SYSTEMS AND BIGGER SCALE RESPONSE TO MAJOR ISSUES

To lead us toward a better tomorrow, we need to focus on inspiring changemakers today. Our Intergenerational Center will be a space to prepare South Florida's women and girls to become responsible global citizens in the 21st century.

By 2024, YWCA plans to expand our Miami Gardens campus to include three other nonprofit organizations — creating intersectionality of community, work and space to promote community advancement.



FOOD DISTRIBUTION

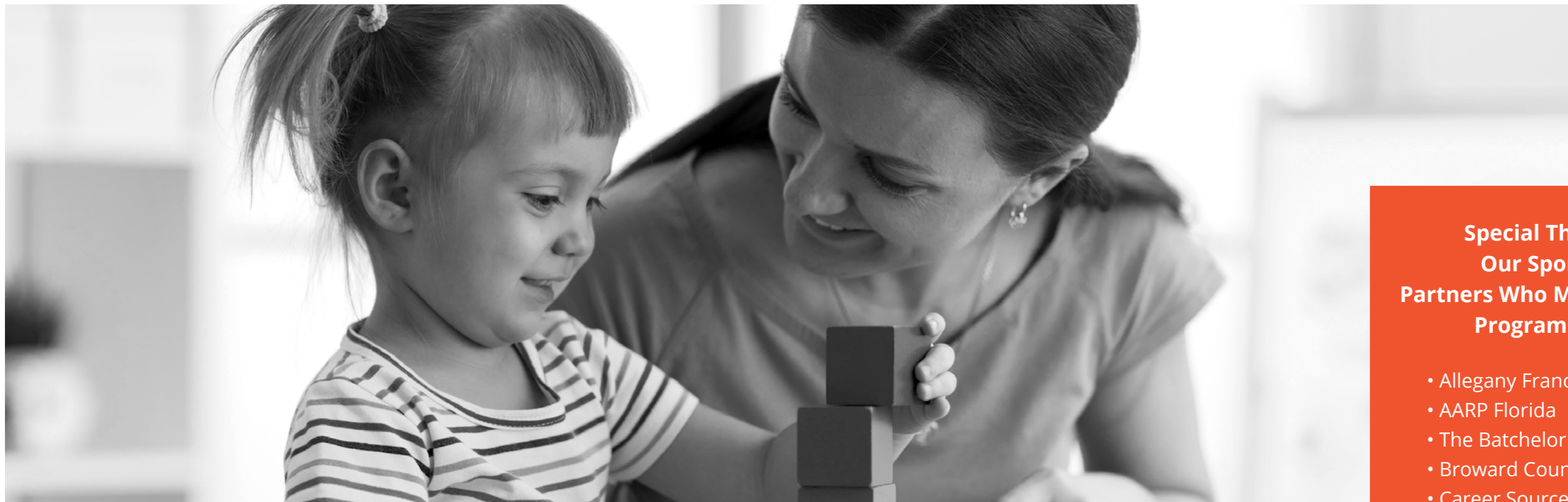
A healthy community is a thriving community. We are honored to join forces with Miami-Dade County and Football UNITES, a program of the Miami Dolphins, who are dedicated to making our communities flourish. Even amidst the ongoing pandemic, YWCA South Florida was able to host over a dozen food drive and PPE distribution events — distributing over **3,500** meals and providing neighbors with essential resources to make it through these challenging times.



SOUTH FLORIDA'S COMMUNITY PARTNER

WHAT'S NEXT?

With the housing market crisis sweeping through our city, we will continue to work with our community partners to lift neighbors from poverty by creating affordable housing opportunities which are essential to survival.



Special Thank You to Our Sponsors and Partners Who Make Many of Our Programs Possible:

- Allegany Franciscan Ministries
- AARP Florida
- The Batchelor Foundation
- Broward County KidSpace
- Career Source South Florida
- The Children's Trust
- The Clubhouse Network
- Music Access Fellowship, Radical Partners
- Peacock Foundation
- Miami-Dade County
- Miami Dolphins
- The Miami Foundation
- United Way of Miami-Dade



WINTER WONDERLAND

Each year, our organization hosts our Winter Wonderland Festival - a family-friendly, seasonal celebration to spread holiday cheer across our community. This year's Winter Wonderland event was a great success, with YWCA South Florida's accompanying toy drive collecting more than 800 toy donations and raising \$3,500 to support families in need throughout the holiday season.

\$3.5K
IN HOLIDAY
FAMILY SUPPORT

800
TOY DONATIONS

CIVIC ENGAGEMENT & ADVOCACY



OFFICE OF RACIAL AND GENDER EQUITY ADVANCEMENT

While racial and gender equity work has been a focus of our organization, establishing this first-ever office will allow us a more strategic approach to combating these issues. Additionally, with new leadership, we are thrilled to welcome our first openly transgender member of the YWCA South Florida family.



LAUNCH OF THE ECONOMIC JUSTICE COUNCIL

Economic security is a right, not a choice. YWCA South Florida has taken new steps to ensure that all our South Florida families have access to the tools they need to thrive with the Economic Justice Council. Presented by Kaufman Rossin, this group of local business executives will lead the charge in creating a truly inclusive workforce and economy with paths to employment for all. Each cohort of the Economic Justice Council commits to a minimum of six meetings to collaborate every year, helping YWCA advance 200 women into the workforce.



EMPOWERING VOTERS

The importance of the voices of women of color in politics cannot be understated. We are proud to have collaborated with the National Women's Law, Times Up Now, and the League of Women Voters of Florida to co-host the YWomen Vote virtual town hall event. Together, we explored economic, health, gender-based violence, workplace equity, racial justice and the importance of women raising their voices to vote.



A Special Thank You to Our Economic Justice Council Members

- Kaufman Rossin
- Miami-Dade College
- Bilzin Sumberg
- Broward College
- Federal Reserve Bank of Atlanta
- Amazon Web Services
- Apollo Bank
- JP Morgan Chase
- Baptist Health
- Uber

WHAT'S NEXT?

By educating the women of our community and empowering the voices of people of color, YWCA will work toward the election of public officials that serve all within our community and ensure they are held accountable during their service.

PURPOSEFUL PROGRAMS



ECONOMIC PROSPERITY PROGRAMS

YWStrive is a hands-on career development and training program with basic digital technology skills embedded, designed to assist women and people of color to overcome employment barriers. We don't just provide technical skills, we also offer soft skills such as: Interview Training, Resume Development and mentoring. We provide wrap around care for all enrolled participants to ensure they are confident and prepared to conquer the work world. Last year, this program offered **95** classes and workshops to **6,290** women and their families, totaling **226** hours of impact.

PROGRAMS INCLUDE:	YWSTRIVE	FINANCIAL LITERACY
	WE360 FOR ENTREPRENEURS	MATCHED SAVINGS



EARLY EDUCATION

At YWCA South Florida, we focus on providing guidance and assistance to community members from an early age. Our Head Start/Early Head Start, School Readiness and pre-school programs support children between the ages 0-5 years with a high-quality education to prepare them for future educational success, with **92%** of 2021's participating students meeting or exceeding their developmental expectations. YWCA has been committed to providing high-quality early childhood services that break the poverty cycle and give children the opportunity to be happy, healthy and productive citizens.

4 EARLY EDUCATION CENTERS

300 CHILDREN & 275 PARENTS SERVED THROUGH EARLY EDUCATION



COURT CARE & KIDSPACE — A HUMAN RIGHTS RESPONSE PROGRAM

Our Court Care & KidSpace programs provide parents with reliable childcare and other support so that they can focus on their day in court. In 2021, YWCA South Florida began on-demand virtual court care services, collectively providing more than **10,000** hours of service to South Florida parents and children ages six months to 13 years with a **100%** client satisfaction rate.

6 CENTERS OPERATED

2,595 FAMILIES SERVED
8,000 PHONE CALLS MADE

A Special Thank You to Our Partners

- MIAMI-DADE COUNTY OFFICE OF MANAGEMENT AND BUDGET (OMB)
- BROWARD COUNTY
- COORDINATED VICTIMS ASSISTANCE CENTER (CVAC)
- WOMEN IN DISTRESS

PURPOSEFUL PROGRAMS (CONT.)



TEEN & YOUTH PROGRAMS

Through our after-school and summer programs, we are teaching teens the importance of becoming their own advocates to build the futures of their dreams. Participants of the programs have not only shown an increased capacity in initiative but have also experienced noticeable positive behavioral changes.

PROGRAMS INCLUDE:

GLOBAL EDUCATION	CAREER EXPLORATION
COMPUTER CLUBHOUSE	FINANCIAL LITERACY
AUDIO ENGINEERING	

80 STUDENTS SERVED DAILY

93 SUMMER CAMPERS **~105 AFTER SCHOOLERS**

20 CULTURAL ACTIVITIES EXPLORED

COMMUNITY PARTNERS

- THE CHILDREN'S TRUST
- UNITED WAY MIAMI-DADE
- MIAMI-DADE COUNTY OMB
- EARLY LEARNING COALITION



WHAT'S NEXT?

YWCA South Florida will be launching the Teen 360 entrepreneurship program in Broward, in partnership with Broward County Human Services, creating an environment, creating an environment to inspire young people to pursue their ideas. We will continue to evolve with the world, seeking out new opportunities and services shaped by the needs of those in our community.



WHAT'S NEXT?

Our organization will continue our mission of promoting healthy lifestyles and preventative services by educating our community and offering accessible, affordable care to create a healthier South Florida for today and for generations to come.

YWCA will launch circles of support to help change the conversation for black women and their families.

30% INCREASE IN BREAST CANCER SCREENINGS FOR VULNERABLE WOMEN

4,000 CLIENT REFERRALS

381 WOMEN SERVED

HEALTH & FAMILY WELLNESS



BREAST & CERVICAL CANCER SCREENINGS

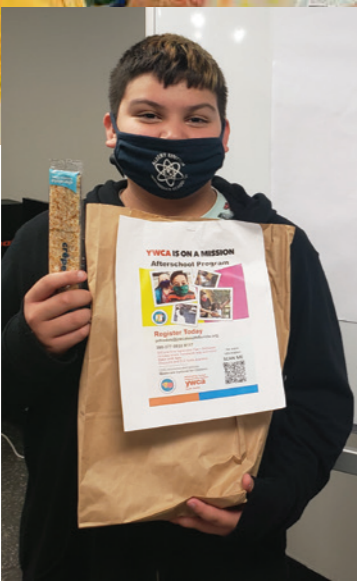
Through our Families Wellness Program, YWCA South Florida increased breast cancer screenings by nearly **30%** for uninsured, underserved, linguistically isolated and vulnerable women, serving around **381** women and submitting **4,000** client referrals in 2021 alone.

These programs, and the education surrounding them, are essential to women's health in our community and their impact is already visible. Just this year, we were able to offer peace of mind to a woman suspecting that she had breast cancer and, later, her 15-year-old daughter.

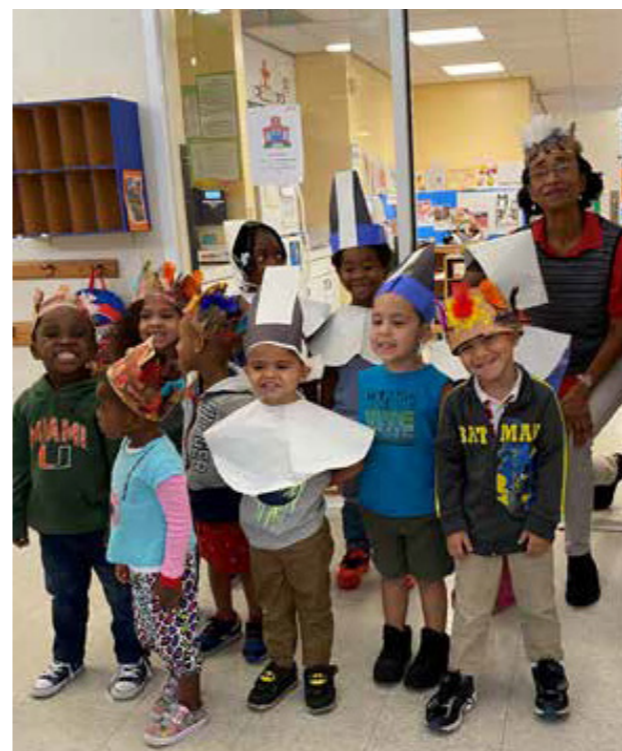
Without services provided by YWCA, these patients would not have been able to afford the crucial screenings they required.

HEALTH & FAMILY WELLNESS

HIGHLIGHTS



YWCA HIGHLIGHTS



OUR CENTENNIAL

The journey is just as important as the destination. Amidst the tireless efforts toward rectifying calls for justice in our local community, YWCA South Florida also carved time to commemorate a momentous milestone in our organization's history — the arrival of our Centennial Anniversary.

To honor the accomplishments and the legacies of those who came before, YWCA South Florida marked the occasion with its NEXT! Centennial Celebration.

The milestone event paid homage to the past, present and future efforts of the chapter's continued battle against racism and inequality.

The NEXT! Centennial Celebration saw the inauguration of the first delegation of YWCA South Florida's class, deeming the inductees the "The First, but Not the Last, Women Leaders of South Florida" and honored them as trailblazers for their accomplishments in breaking the glass ceiling for women and people of color across South Florida.

100
YEARS IN FIGHT
AGAINST RACISM AND INEQUALITY

1.5K
VIRTUAL VIEWERS

9 **TRAIL BLAZERS**
INDUCTED INTO THE CLASS

21 SPONSORS

FIRST BUT NOT THE LAST INAUGURAL INDUCTEES



MAYOR DANIELLA LEVINE CAVA
Miami-Dade County Mayor



THE HONORABLE BERTILA SOTO
Miami-Dade County 11th Circuit Court Chief Judge



THE HONORABLE PATRICIA A. SEITZ
Southern District of Florida Senior Judge



DR. BARBARA SHARIEF
Broward County Commissioner



LISA LUTOFF PERLO
Celebrity Cruises President & CEO



MONICA RICHARDSON
The Miami Herald Executive Editor



MADELINE PUMARIEGA
Miami-Dade College President



JULIET ROUHLAC
Florida Power & Light Director of External Affairs



ANNETTE FRANQUI
AARP National Board of Directors Chairwoman

SPECIAL THANK YOU TO OUR GENEROUS SPONSORS

Holland and Knight, AARP, Florida Power & Light, Health Foundation of South Florida, The Miami Herald, Northern Trust, Sapoznik, Bilzin Sumberg, Stearns Weaver Miller, Celebrity Cruises, Apollo Bank,

rbb Communications, Karen Gilmore, BankUnited, N.A., UKG, Kaufman Rossin, The Children's Movement of Florida, McDermott Will & Emery, Miami Dade College, and Miami-Dade County Commissioner Sally A. Heyman.

2ND ANNUAL STAND AGAINST RACISM

FORMERLY THE 21-DAY CHALLENGE

The hardest conversations are those that should be shared. In our continued efforts to eliminate racism, we encouraged our community to participate in YWCA South Florida's 21-Day Racial Equity and Social Justice Challenge.

Based on the notion that it takes 21 days to create a habit, the initiative invited individuals to participate in daily challenges that invited discussion, challenged beliefs, provided education and promoted action surrounding topics related to racial and social injustice.

Even with the success of the initiative, creating widespread, impactful change is a lifetime commitment. With the recent recognition from MacKenzie Scott and investment from our South Florida community, YWCA South Florida will build upon our previous initiative's success to carry momentum into Give Miami Day.



2,900
PARTICIPANTS
— ACROSS —

23
STATES

21,164
ANTI-RACISM
CONVERSATIONS SHARED

2 CORPORATE
CHAMPION SPONSORS
Kaufman Rossin and our YWCA Racial & Gender Equity Framework

5 PARTNERS
Baptist Health South Florida, AARP, Health Foundation of South Florida, The Miami Foundation, & The Children's Trust.

SOCIAL JUSTICE IN ACTION

1,210
EVENT VOLUNTEERS

40+
MULTILINGUAL
STORYTELLING VIDEOS



NAVIGATING COVID WITH CONFIDENCE.

When COVID-19 arrived, the world was left with uncertainty. How long would the lockdowns last? Was this pandemic here to stay? How can we adapt? With in-person events no longer an option, numbers began to drop. Rather than panic, we propelled ourselves forward, meeting the moment with creativity to support our community when they needed us most.

As the presence of COVID-19 remained prevalent throughout our community, YWCA South Florida pivoted to adapt. Our organization continued to follow protocols advised by the Center for Disease Control (CDC) and local government by supplying meals to the hungry, offering virtual child cares services, technology courses for women and children and more.

When most institutions were closed, we established strict safety policies to reopen our new school, creating a physical classroom bubble at our facility with financial assistance from the Allegheny Franciscan Ministry.

NEXT 100 YEARS

As the world continues to evolve in big ways, and small, our focus remains on the relevance of our services and how we can best meet the needs of the community we serve. While it has been an honor to look back on the previous 100 years and celebrate a century of services, it is time to look forward! Achievements of the past have brought us where we are, but the work we do today will build toward tomorrow! Let's get there together.



WHAT'S NEXT?

We will not rest until we've created a community, nation, and future that is not only safe but prosperous for mothers, women, children and all people, regardless of race or background. We will continue to be the YWCA you know, while continuously striving to become a better version.

DONOR SPOTLIGHTS

THANK YOU TO OUR DONORS

● The mission we are on and the communal change we are creating would not be possible without the generous support of our donors. With your help, we have been able to raise a total of **\$8,216,174** toward the provision and improvement of vital resources throughout our South Florida communities. With your help, YWCA South Florida's mission of raising up all South Floridians makes way for the next 100 years of service.

● GIVE MIAMI DAY SUCCESS

This year, YWCA South Florida joined more than **950** nonprofit organizations raise funds for our community's advancement through Give Miami Day hosted by The Miami Foundation. Through the generosity of those in and outside our South Florida neighborhoods, our group achieved a record-breaking fundraising milestone of **\$53,500** from **146** generous donors.



MUSIC ACCESS FELLOWSHIP



WHAT IS **COURAGE** TO YOU?

It's in a child's squinted eyes as they receive their first shot. It's in a new mother's strength on her first day back to work. It's in moments of silence birthed by uncertainty. In big moments and small, it's different for each of us.

To Christina Duren, founder and CEO of Beautiful Brown Girls, courage is the willingness to evolve with the world. Courage is the willingness to push beyond our comfort zones and the ability to adapt when we are thrust out of them.

When Duren and her daughter relocated to Miami from New York, she did so with courage. Although originally from the seaside city, she had not been back for years, and, like many of us at one point or another, found herself in an unfamiliar place seeking community. Her ingenuity and determination helped her to meet the moment.

Founded in 2010, Beautiful Brown Girls began as a monthly brunch club for women of color to gather for friendship, conversation and support. That all changed with the founding of its new Miami chapter, whose social media presence would draw the attention of women across the country and illuminate a nationwide need.

After operating for nearly a decade with no formal business plan, Duren would find the tools she needed in a promotional email from her childcare supporter – The YWCA South Florida. “The [WE360] Program was amazing” she said.

“It allowed me to really hone in on what the impact of our business is, our mission, and making it clear who our target demographic was.”

The first time Duren had given a formal business pitch was during the YWCA WE360 program. “My most memorable moment of the full six weeks was our final class where we had to pitch our business to a panel of judges,” Duren said. “I remember being so nervous about pitching. I almost didn't even do it because of fear. I'm so glad I did though, because my daughter who had come to class with me each week got to see me stand up and pitch as a business owner.”

“I'm so happy I got to show her what it looks like to take a risk, to build a business, and how powerful it is to show up for yourself. I know that experience has opened her mind to endless possibilities for herself.”

Duren says that her work in WE360 provided her with the knowledge she needed to pivot and thrive in a world affected by COVID-19. She has gone on to win future pitch competitions, winning grants that allowed Beautiful Brown Girls to create new jobs and expand its service offerings.

“I feel blessed to have found a family in YWCA. The YWCA helped me finally quit my day job to focus on Beautiful Brown Girls 100%, be an example for my daughter to show her how hard work pays off, and successfully create a safe space community for women of color to create genuine friendships, build a support system and above all thrive.”



CHRISTINA DUREN
Founder and CEO of
Beautiful Brown Girls

The effects of a true leader create more than mission progress. Effective leaders infuse goals with empathy and action to instill confidence in their constituents and rally others to their cause. Above all, its compassion for those they serve and with that creates the greatest impact of all.



**KELLY-ANN
CARTWRIGHT**

Board Chair, YWCA South Florida
Partner, Holland and Knight

When Kelly-Ann Cartwright first joined the YWCA in 2012, she did so as a member of the organization's board, serving for two years alongside like-minded citizens to promote health and wellness in her neighboring communities. In 2018, Cartwright's personal mission saw her return to YWCA when elected to assist in leadership as vice-chair.

Today, Cartwright continues uplifting South Floridians as YWCA Board Chair. However, with all that she's accomplished, it's not her personal achievements that stand out in her mind the most.

"Seeing the organization grow, develop and respond to the needs of the South Florida

community has been incredible," shared Cartwright. "This is an organization that helps to save lives through cancer screenings and economic empowerment. It helps build the skills that women need, educates our young, promotes racial equity and contributes to lifting families out of poverty. Just being a part of an organization that gives back to the needs of the South Florida community has been my greatest honor."

In the past year alone, Cartwright says she has been proud to witness the organization's progress, not only with how it has pivoted operations and services to meet new challenges but also with the creativity

both the YWCA leadership and team have exhibited to keep the organization relevant and accessible to those most in need.

"I really believe that the leadership and the staff of YWCA were committed to ensuring it remained viable for nonprofits, the community and the world," said Cartwright. "Anytime you hear a testimonial from a parent or someone whose life has been changed or even saved because of the organization's programs and services, it really does warm the heart."

Although the world's problems will continue to evolve, the board chair is confident that YWCA will always have a place as a source of communal care

and support. It only takes a willingness to evolve and a desire to do the right thing.

"One hundred years from now, I'm sure that the organization will still be here. It will be thriving and still addressing the needs of the most vulnerable members of our community."

Looking to the future, Cartwright's advice for future board chairs is simple. Be open to new ideas, be creative in your problem solving and surround yourself with others who are just as compassionate and committed to your organization and the growth of your community.

COMPASSION STORY

MORE THAN JUST ACTION

Creating change requires more than just action. No matter the cause, the intentions and passions behind the steps we take are what truly elevate their impact. Belief in our causes can be palpable to those we serve. Our partners at the Frederick A. DeLuca Foundation, Inc. are a testament to the importance of commitment to our mission and cohesion with our partners.

For more than 20 years, the Frederick A. DeLuca Foundation has been supporting charitable programs that empower individuals to lead healthy and productive lives through education, awareness and research initiatives.

“When we look for partners in the community, we look for nonprofits with proven track records in the community,” said Angelika Schlanger, Director at the Frederick A. DeLuca Foundation. “We look for nonprofits with strong leadership and vision who are responsive to the community and allow the community they serve to inform their programs and strategy.”

“Equally important is that the partner’s staff and leadership are representative of the community,” Schlanger continued. “We see YWCA as an organization that delivers on all fronts. They have a long history of being in service of, responding to and advocating for the community’s needs by helping to improve lives across a number of areas around childhood education, workforce, employment and now health.”



This past year, the Frederick A. DeLuca Foundation has worked to promote women’s health and education throughout the South Florida community as a cornerstone partner in the YWCA’s Family Wellness Program, increasing the reach of the program’s breast cancer screening service by nearly 30% for uninsured, underserved, linguistically isolated and vulnerable women in South Florida.

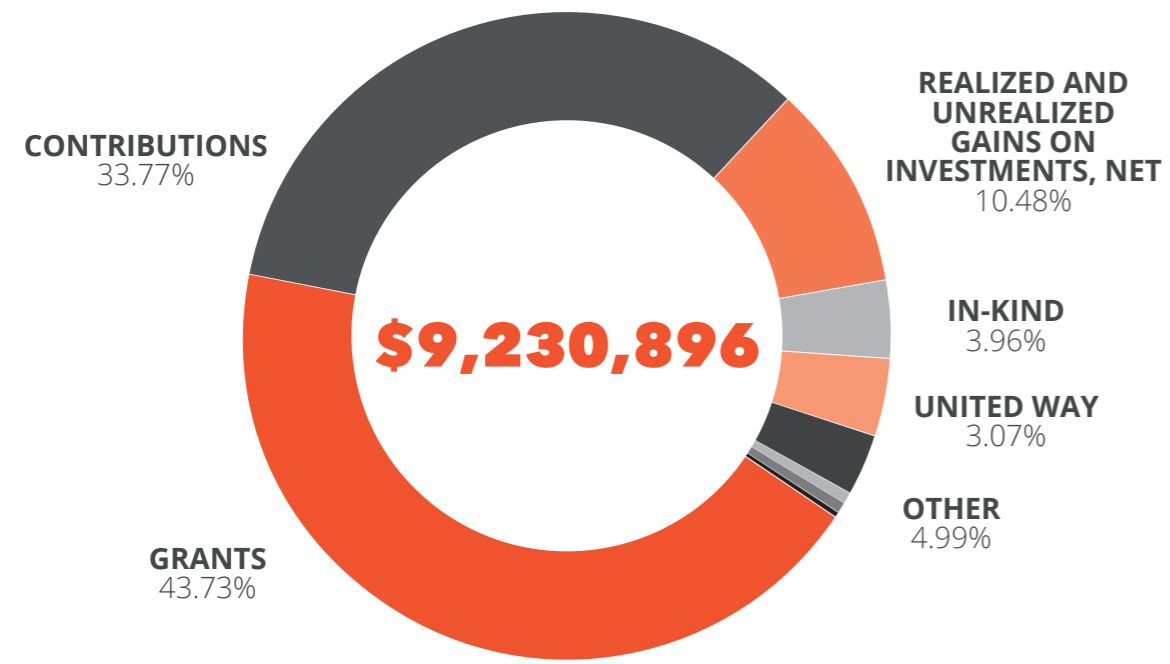
With a focus on the individuals they serve, the Foundation is focusing on the impact they can create into the future. “We want to see women who are more knowledgeable about their health,” shared Schlanger. “We want to empower women to live a healthier lifestyle with the knowledge of how to achieve it. Our goal is to make sure women are receiving those critical cancer screenings on time, on schedule and with all barriers removed.”

“To me, YWCA means leadership around equity and access to knowledge. It means resources to enable individuals to maximize their full potential and lead their healthiest lives. It was a natural fit that we would want to work together.”

- Angelika Schlanger

2020-2021 STATEMENT OF ACTIVITIES REVENUE

REVENUES AND OTHER SUPPORT

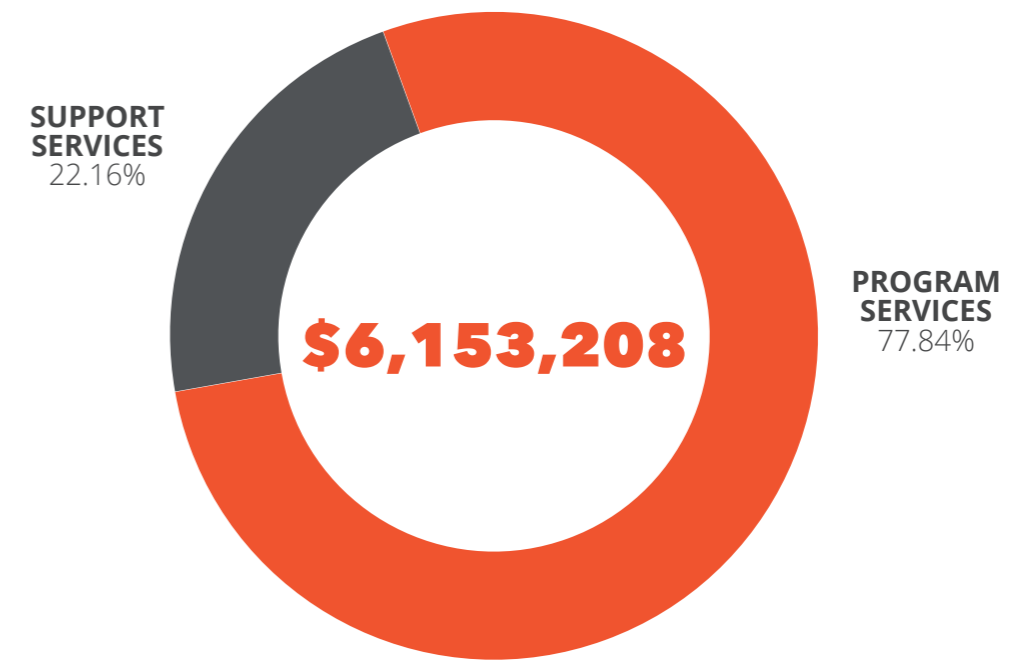


Grants: Federal, State, and Local	4,036,988
Contributions	3,117,060
United Way	283,618
Dividends and Interest	47,558
Realized and Unrealized Gains on Investments, Net	967,164
Other Income	348,038
In-Kind	365,433
Program Service Income	54,687
Special Events	10,350

TOTAL \$ 9,230,896

2020-2021 STATEMENT OF ACTIVITIES EXPENSES & NET ASSETS

EXPENSES



Program Services	4,789,430
Support Services	1,363,778

TOTAL \$ 6,153,208

A SPECIAL GIFT FROM MACKENZIE SCOTT

In FY20-21, YWCA South Florida was the fortunate recipient of a **\$2 million** gift from philanthropist, MacKenzie Scott. Her gift was truly life-changing, not just for the organization but for the thousands of women and children we serve.

The funds were used in several ways: to leverage, to secure, to reward, to make repairs and to increase capacity.

- **15%** was used to build organizational infrastructure for continued growth and sustainability to expand service to women of color by creating the Office of Race & Gender Equity Advancement.
- We also established the Economic Justice Council, an equity-building program for corporate executives and decision-makers to learn how to build businesses where black women thrive.
- The award itself was used to begin leveraging other funders. It bolstered the credibility of our organization and continues to help us secure new interest from community supporters, both individuals and corporations. Additionally, it was used as in-kind match for **\$3.2M** of existing HeadStart federal funding, which was challenging to find during COVID.
- **2%** was used to stabilize our workforce by rewarding staff during the holiday season, especially during a time when work hours were inconsistent.
- **15%** was allocated to major capital repairs to our community buildings and address aging infrastructure, such as replacing a 27-year-old roof for \$250,000.
- **25%** was immediately used to pay down debt in our line of credit, allowing YWCA to improve our credit rating and interest rates, financial metrics in grant procurement, reduce monthly cash outflow which can be redirected to other important areas such as salaries to help with employee retention, rather than furlough.
- The remaining funds were used to build our reserves, which is actively invested through a managed portfolio. This will build a security net for any future downturns and allow for uninterrupted services when needed the most. It also improves our financial and feasibility metrics, better positioning the organization for future funding.

YWCA South Florida is extremely grateful for MacKenzie Scott's support and because of generous initiatives like hers, we are stronger in our quest to solve the societal issues that we face.

WHAT'S NEXT?

As we reflect on the past 100 years and look toward the next century, we recommit ourselves to our mission to eliminate racism, empower women and promote peace, justice, freedom, and dignity for all.

BOARD OF DIRECTORS

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- Laura Monsalvatge
- Adriene McCoy
Vice Chair
- Glenn Davis
- Dionne Polite
- Stacy-Ann Walker
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- Angela Deggs
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- Lilia DiBello
- Stephanie Smith
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**COURAGE.
COMPASSION.
COMMITMENT.**

eliminating racism
empowering women

ywca

South Florida

351 NW 5th Street Miami, Florida 33128

(305) 377-9922

www.ywcasouthflorida.org