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Volunteers for Community Impact Inc.

Helping Seniors. Helping Children

Platinum Transparency 2026

Candid.

EIN 59-1626348

Location Orlando, FL, United States

Year founded 1974

Ruling year 1977

Executive Director Hue Jacobs

IRS subsection 501(c)(3) Public Charity | Subtype: Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

Organization type Public charities

Contribution tax deductible
as of October 13, 2026

IRS BMF 501(c)(3) Public Charity
as of October 13, 2026

Compliance report (Charity Check)

IRS filing requirement

This organization is required to file an IRS Form 990 or 990-EZ.

Mission

Improving Lives through Volunteerism

Our focus

Subject area

Human services
- Independent living for people with disabilities
- Services for older adults

Education
- Early childhood education
- Elementary and secondary education

Philanthropy
- Voluntarism
- Nonprofits

Community and economic development

NTEE codes

Voluntarism Promotion (T40)

Geographic area served

Central Florida (region in United States)

Population served

Children and youth | Non-adult children | Economically disadvantaged people | Adults | Caregivers | Parents | Veterans | Students | Teachers

Contact Candid

Contact

Primary contact

Hue Jacobs

Executive Director

4072984180

hjacobs@vcifl.org

Mailing address

3545 Lake Breeze Dr

Orlando, FL 32808

United States

Phone: 407-298-4180

https://www.volunteersforcommunityimpact.org

Primary address

3545 Lake Breeze Dr

Orlando, FL 32808

United States

Congressional district: Florida Congressional District 10

Donation payable

Legal name of organization: Volunteers for Community Impact Inc.

EIN for payable organization: 59-1626348

3545 Lake Breeze Dr

Orlando, FL 32808

United States

Program

What we aim to solve

VCI seeks to address the issue of senior isolation by engaging senior volunteers into impactful programs. Our programs allow people in their encore careers to find new purpose and meaning by helping others in our community. Our Volunteers tutor and mentor children, introduce children to a love of reading, and help frail elders and people with disabilities who are home-bound to live independently.

Total programs

3

THE FOSTER GRANDPARENT PROGRAM (FGP) an AmeriCorps Senior Program

THE FOSTER GRANDPARENT PROGRAM IS A DUAL FOCUSED INTERGENERATIONAL PROGRAM THAT RECRUITS, SCREENS AND TRAINS LIMITED INCOME SENIOR VOLUNTEERS TO SERVE CHILDREN WITH SOCIAL OR EXCEPTIONAL NEEDS. FOSTER GRANDPARENTS RECEIVE A SMALL NON-TAXABLE STIPEND TO HELP OFFSET THE COSTS OF VOLUNTEERING. THE CHILDREN BENEFIT FROM ONE-ON-ONE ATTENTION GIVEN BY THE FOSTER GRANDPARENT VOLUNTEER TO ASSIST THE CHILD WIH DEVELOPMENTTAL, ACADEMIC, AND SOCIAL DEFICITS. APPROX. 187,814 HOURS OF SERVICE ARE PROVIDED.

Subject area: Early childhood education

Population served: Children and youth

Geographic area served: Central Florida (region in United States)

Program results

THE FOSTER GRANDPARENT PROGRAM (FGP) an AmeriCorps Senior Program

Total hours of service delivered - FGP

Year	Total impact
2025	794,651

Note:

Total hours of service delivered — Aggregated volunteer service hours; reported with economic value at current Independent Sector Florida rate.

Program results

THE FOSTER GRANDPARENT PROGRAM (FGP) an AmeriCorps Senior Program

Total Beneficiaries Served - FGP

Year	Total impact
2025	1,000

THE SENIOR COMPANION PROGRAM (SCP) an AmeriCorps Senior Program

THE SENIOR COMPANION PROGRAM PROVIDES GRANTS TO ORGANIZATIONS WITH A DUAL PURPOSE: TO ENGAGE PERSONS 55 YEARS AND OLDER, PARTICULARLY THOSE WITH LIMITED INCOMES, IN VOLUNTEER SERVICE TO MEET CRITICAL COMMUNITY NEEDS; AND TO PROVIDE A HIGH QUALITY EXPERIENCE THAT WILL ENRICH THE LIVES OF THE VOLUNTEERS. THE AMERICORPS SENIORS VOLUNTEERS IN THIS PROGRAM PROVIDE SUPPORTIVE, INDIVIDUALIZED SERVICES TO HELP OLDER ADULTS WITH SPECIAL NEEDS MAINTAIN THEIR DIGNITY AND INDEPENDENCE.

Subject area: Independent living for people with disabilities Services for older adults

Population served: Older adults

Geographic area served: Orlando (Florida, United States)

Program results

THE SENIOR COMPANION PROGRAM (SCP) an AmeriCorps Senior Program

Total hours of service delivered - SCP

Year	Total impact
2025	20,880

Program results

THE SENIOR COMPANION PROGRAM (SCP) an AmeriCorps Senior Program

Total Beneficiaries Served - SCP

Year	Total impact
2025	100

OTTER

Volunteers for Community Impact (VCI) has a long and successful history of reaching at-risk and special needs children by providing educational success through caring, older, adult volunteers. Our primary program, the Foster Grandparent Program (FGP) has been providing older adult tutors to schools for decades. It was this history that led to the OTTER program. OTTER: (Older Teachers Teaching Early Readers) was originally created in 2004 by VCI's first Executive Director, Jane Watkins and funded by the Winter Park Health Foundation as a demonstration project of the FGP program. OTTER was revived in 2018 as a stand-alone program to engage to introduce young pre-literate students to a love of reading. OTTER is currently funded by Orange County Citizens' Commission for Children. OTTER volunteers read books to Kindergarten and Head Start classrooms each week. OTTER volunteers also gift the children with a copy of the book, so that the children can create home libraries.

Subject area: Education

Geographic area served: Orange County (Florida, United States)

Program results

OTTER

Total hours of service delivered - OTTER

Year	Total impact
2025	10,000

Program results

OTTER

Total Beneficiaries served - OTTER

Year	Total impact
2025	1,000

Grants

Volunteers for Community Impact Inc. has received **18 grants** from **8 grantmakers** totaling **$5,172,465** over the most recent 5 years of available data.

Grants received

$8,633,646
Total grant value

Grants	30
Funders	10

Snapshot

Average grant size	$287,788
Midpoint grant size	$105,000
Most common grant size	$105,000
Range	$200-$1.4M

Impact

Goals

What we **aim to solve**?

VCI seeks to address the issue of senior isolation by engaging senior volunteers into impactful programs. Our programs allow people in their encore careers to find new purpose and meaning by helping others in our community. Our Volunteers tutor and mentor children, introduce children to a love of reading, and help frail elders and people with disabilities who are home-bound to live independently.

What is the organization **aiming to accomplish?**

VCI's goal is to facilitate, advocate, and champion volunteerism as one of the solutions to many of the unmet social needs that affect our nation. VCI seeks to recruit, engage and provide volunteers to educational facilities, non-profit partners, charities, and faith-based social service providers throughout Central Florida. We recruit and support over 300 Foster Grandparent volunteers and 600 RSVP volunteers who serve at over 200 partner locations throughout Central Florida.

What are the organization's **key strategies** for making this happen?

VCI has also promoted members of our staff to senior level management positions and empowered them to take leadership roles for their departments. By maturing the roles of our senior staff into true managers, we believe that this allows the Executive and the Board to take a strategic approach to VCI's direction while turning over day to day operations to senior managers who will grow professionally by being empowered to direct their individual teams.

Results

Communications reach

Year	Total impact
2025	25

Note:
Agency Wide Metric

Coordinator to Volunteer Ratio

Year	Total impact
2025	48

Note:
Agency Wide Metric

THE FOSTER GRANDPARENT PROGRAM (FGP) an AmeriCorps Senior Program

Total hours of service delivered - FGP

Year	Total impact
2025	794,651

Note:
Total hours of service delivered — Aggregated volunteer service hours; reported with economic value at current Independent Sector Florida rate.

THE SENIOR COMPANION PROGRAM (SCP) an AmeriCorps Senior Program

Total hours of service delivered - SCP

Year	Total impact
2025	20,880

OTTER

Total hours of service delivered - OTTER

Year	Total impact
2025	10,000

Single Audit Result

Year	Total impact
2025	N/A

Note:
Agency Wide Metrics - Material Weaknesses

THE FOSTER GRANDPARENT PROGRAM (FGP) an AmeriCorps Senior Program

Total Beneficiaries Served - FGP

Year	Total impact
2025	1,000

THE SENIOR COMPANION PROGRAM (SCP) an AmeriCorps Senior Program

Total Beneficiaries Served - SCP

Year	Total impact
2025	100

OTTER

Total Beneficiaries served - OTTER

Year	Total impact
2025	1,000

Program Services Ratio

Year	Total impact
2025	90

Note:

Agency Wide Metric

Annual volunteer retention rate

Year	Total impact
2025	90

Note:
Agency Wide Metric

YOY growth

Year	Total impact
2025	5

Note:
Agency Wide Metric

Social Isolation Reduction

Year	Total impact
2025	87

Note:
Agency Wide Metric

How we listen

How is your organization using feedback from the people you serve?

- To identify and remedy poor client service experiences
- To identify bright spots and enhance positive service experiences
- To make fundamental changes to our programs and/or operations
- To inform the development of new programs/projects
- To strengthen relationships with the people we serve
- To understand people's needs and how we can help them achieve their goals

Which feedback practices does your organization routinely carry out?

- We collect feedback from the people we serve at least annually
- We take steps to ensure people feel comfortable being honest with us
- We look for patterns in feedback based on demographics (e.g., race, age, gender, etc.)
- We act on the feedback we receive
- We share the feedback we received with the people we serve

What challenges does your organization face in collecting feedback from the people you serve?

— It is difficult to get the people we serve to respond to requests for feedback

Board leadership practices

Board Orientation & Education Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?	N/A
CEO Oversight Has the board conducted a formal, written assessment of the chief executive within the past year?	N/A
Ethics & Transparency Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements within the past year?	N/A
Board Composition Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?	N/A
Board Performance Has the board conducted a formal, written self-assessment of its performance within the past three years?	N/A

Note: Candid worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section.

UN Sustainable Development Goals

People

Leadership

Executive Director

Hue Jacobs

hjacobs@vcifl.org

I have been working in the anti-poverty, non-profit sector since I left military service. I am a mission orientated person, and I see it as a calling to make my city, state, and country better. The problems that VCI focuses on are 1)social isolation of the elderly and 2)the unmet educational needs of children. And we achieve impact in these issues by intergenerational volunteer programming. Simply put, we recruit, orient, and train low-income elders to volunteer at local Head Starts and Schools to make a difference for a child in need.

Board members

as of 9/11/2026

Arnab Ghosh	**Bob Beskovoyne**	**Cindy Metz**	**Eloise Abrahams**	**Gay Delaughter**
Kim Sydebrant	**Laura Firtel**	**Oree Johnson**	**Pradely Merone**	**Victor Porras**

Staff

Beatrice Puebla
Foster Grandparent Program Manager

Bob Beskovoyne
VICE CHAIR

Breana Battles
FGP Volunteer Coordinator

Dorris Siddiq
Director of Administration

Eloise Abrahams
SECRETARY

Gay Delaughter
CHAIR

Hue Jacobs
Executive Director/CEO

Jaci Risser
FGP Volunteer Coordinator

Kenia Bridges
FGP Volunteer Coordinator

Kim Sydebrant
TREASURER

Mathilda Rogers
Office Assistant

Michelle Bailey
OTTER Program Coordinator

Natalie Rogers
OTTER Program Manager

Nicole Rossi
FGP Volunteer Coordinator

Scott Chauveaux
Marketing Manager

Sharon Smith
Senior Companion Program Manager

Number of employees

Year	Total number of employees
2025	16
2024	16
2023	18
2022	15
2021	14
2020	14
2019	14
2018	20
2017	20
2016	20
2015	19
2014	16
2013	16
2012	15
2011	14

2010	15
2009	15

Source: IRS Form 990

Contact

Primary contact
Hue Jacobs
Executive Director
4072984180
hjacobs@vcifl.org

Compensation

Officers, directors, trustees, and key employees

Fiscal year ending:

2025

Name	Compensation from the organization	Compensation from related organizations	Other compensation
Arnab Ghosh DIRECTOR	$0	$0	$0
Bob Beskovoyne VICE CHAIR	$0	$0	$0
Cindy Metz DIRECTOR	$0	$0	$0
Eloise Abrahams SECRETARY	$0	$0	$0
Gay Delaughter CHAIR	$0	$0	$0
Kim Sydebrant TREASURER	$0	$0	$0
Oree Johnson DIRECTOR	$0	$0	$0
Pradely Merone DIRECTOR	$0	$0	$0
Victor Porras DIRECTOR	$0	$0	$0

Source: IRS Form 990

Highest paid employees

There are no highest paid employees recorded for this organization.

Contractors

There are no contractors recorded for this organization.

Fundraisers

There are no fundraisers recorded for this organization

Demographics

SOURCE: Self-reported; last updated 6/10/2026

This organization's leader identifies as:

- White/Caucasian/European
- Male
- Not transgender (cisgender)
- Decline to state
- Decline to state

Race & ethnicity

	Board members	Senior staff	Staff
Total	**9**	**0**	**11**
Asian / Asian American	0	0	0
Black / African American	3	0	3
Hispanic / Latino / Latina / Latinx	1	0	3
Middle Eastern / North African	0	0	0
Multi-racial / multi-ethnic (2+ races / ethnicities)	0	0	0
Native American / American Indian / Alaska Native / Indigenous	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
White / Caucasian / European	4	0	5
Decline to state	0	0	0
Other	1	0	0
Unknown	0	0	0

Gender identity

	Board members	Senior staff	Staff
Total	**9**	**0**	**11**
Female	6	0	10
Male	3	0	1
Non-binary	0	0	0
People who prefer to identify with another gender identity	0	0	0
Decline to state	0	0	0
Unknown	0	0	0

Transgender identity

	Board members	Senior staff	Staff
Total	**9**	**0**	**11**
Not transgender (cisgender)	9	0	11
Transgender	0	0	0
People who prefer to identify with another gender identity	0	0	0
Decline to state	0	0	0
Unknown	0	0	0

Sexual orientation

	Board members	Senior staff	Staff
Total	**9**	**0**	**11**
Gay, lesbian, bisexual, or other sexual orientations in the LGBTQIA+ community	1	0	1
Heterosexual or straight	3	0	2
People who prefer to identify with another sexual orientation	0	0	0
Decline to state	0	0	0
Unknown	5	0	8

Disability

	Board members	Senior staff	Staff
Total	**9**	**0**	**11**
Person with a disability	0	0	0

	Board members	Senior staff	Staff
Person without a disability	0	0	0
Decline to state	0	0	9
Unknown	9	0	2

Financial summary - 2025, Jul 01 - Jun 30

Total giving

$1,009,932

Total assets

$903,989

Total liabilities

$284,903

Total revenue

$2,372,823

Total expenses

$2,159,709

Net gain/loss

+$213,114

Revenue

Source	Amount	Percent of total
Contributions	$22,332	0.9%
Gov't grants	$2,344,281	98.8%
Program services	$0	0%
Investments	$6,210	0.3%
Special events	$0	0%
Sales	$0	0%
Other	$0	0%

Expenses

Source	Amount	Percent of total
Program services	$1,974,491	91.4%
Administration	$171,941	8%
Fundraising	$13,277	0.6%

2023 Paid Preparer

JASON F CLAUSEN PC

EIN: 27-4097479

16650 15 MILE RD

FRASER, MI 48026

Tel: 586-216-4673

✓ Financials were audited by an independent accountant for 2023.

2024 Paid Preparer

JASON F CLAUSEN PC

EIN: 27-4097479

16650 15 MILE RD

FRASER, MI 48026

Tel: 586-216-4673

✓ Financials were audited by an independent accountant for 2024.

2025 Paid Preparer

MKA ADVISORY LLC

EIN: 99-3868472

501 S NEW YORK AVE STE 100

WINTER PARK, FL 327894241

Tel: 407-644-5811

✓ Financials were audited by an independent accountant for 2025.

This snapshot of Volunteers for Community Impact Inc.'s financial trends applies Nonprofit Finance Fund® analysis to data hosted by Candid. While it highlights the data that matter most, remember that context is key – numbers only tell part of any story.

Created in partnership with

Nonprofit Finance Fund®

Financial trends analysis

Fiscal year: Jul 01 - Jun 30

Business model indicators

Profitability	2021	2022	2023	2024	2025
Unrestricted surplus (deficit) before depreciation	-$44,495	$63,044	$83,385	$35,010	$156,318
As % of expenses	-2.3%	4.6%	5.1%	1.5%	7.2%
Unrestricted surplus (deficit) after depreciation	-$44,495	$62,754	$82,672	$35,010	$156,318
As % of expenses	-2.3%	4.6%	5.0%	1.5%	7.2%
Revenue composition	2021	2022	2023	2024	2025
Total revenue (unrestricted & restricted)	$1,949,214	$1,434,501	$1,724,464	$2,426,273	$2,372,823
Total revenue, % change over prior year	4.2%	-26.4%	20.2%	40.7%	-2.2%
Program services revenue	0.0%	0.0%	0.0%	0.0%	0.0%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	0.1%	0.0%	0.1%	0.3%	0.3%
Government grants	99.8%	98.8%	97.3%	86.7%	98.8%
All other grants and contributions	0.1%	1.2%	2.6%	12.9%	0.9%
Other revenue	0.0%	0.0%	0.0%	0.0%	0.0%
Expense composition	2021	2022	2023	2024	2025
Total expenses before depreciation	$1,907,414	$1,371,457	$1,641,079	$2,391,263	$2,159,709
Total expenses, % change over prior year	2.7%	-28.1%	19.7%	45.7%	-9.7%
Personnel	39.4%	51.6%	45.9%	34.5%	38.2%
Professional fees	1.5%	2.7%	4.9%	3.2%	1.8%
Occupancy	3.9%	5.8%	4.9%	4.0%	4.4%
Interest	0.0%	0.0%	0.0%	0.0%	0.0%
Pass-through	47.2%	30.1%	33.8%	44.2%	46.8%
All other expenses	8.0%	9.8%	10.5%	14.1%	8.9%
Full cost components (estimated)	2021	2022	2023	2024	2025
Total expenses (after depreciation)	$1,907,414	$1,371,747	$1,641,792	$2,391,263	$2,159,709
One month of savings	$158,952	$114,289	$136,757	$199,272	$179,976
Debt principal payment	$0	$0	$0	$0	$0
Fixed asset additions	$0	$0	$0	$0	$0
Total full costs (estimated)	$2,066,366	$1,486,036	$1,778,549	$2,590,535	$2,339,685

Capital structure indicators

Liquidity	2021	2022	2023	2024	2025
Months of cash	2.0	2.7	3.3	2.2	3.4
Months of cash and investments	2.0	2.7	3.3	2.2	3.4
Months of estimated liquid unrestricted net assets	1.3	2.4	2.6	2.0	3.1

Balance sheet composition	2021	2022	2023	2024	2025
Cash	$322,810	$313,668	$451,863	$437,757	$608,241
Investments	$0	$0	$0	$0	$0
Receivables	$57,400	$31,383	$3,700	$96,138	$113,157
Gross land, buildings, equipment (LBE)	$7,684	$7,684	$7,684	$7,684	$0
Accumulated depreciation (as a % of LBE)	86.9%	90.7%	100.0%	100.0%	0.0%
Liabilities (as a % of assets)	48.0%	26.3%	24.5%	48.3%	31.5%
Unrestricted net assets	$213,845	$276,599	$359,271	$394,281	$550,599
Temporarily restricted net assets	N/A	N/A	N/A	N/A	N/A
Permanently restricted net assets	N/A	N/A	N/A	N/A	N/A
Total restricted net assets	$0	$0	$0	$0	$68,487
Total net assets	$213,845	$276,599	$359,271	$394,281	$619,086

Key data checks

Key data checks	2021	2022	2023	2024	2025
Material data errors	No	No	No	No	No

Source: IRS Forms 990, Forms 990-EZ, Forms 990-PF

Audited financials Forms 990 Glossary and formula definitions Digitizing IRS form 990 data All organizational documents