

Strategic Plan: 2021-2022

The plan is in 3 parts. This page helps us think. The second page shows our potential. Subsequent pages focus on specific, solvable problems.

<u>Why We Exist</u>	<u>How We Grow</u>
<p><u>Why We Exist</u> To restore hope and a solid foundation for every child struggling in foster care.</p> <p><u>Our Hypothesis</u> Meaningful relationships influence children and provide a stable launch pad. Purposeful, community-wide action improves foster care for these children.</p> <p><u>Why We Continue to Grow</u> Our ideas meet important emotional and academic needs of children. Influencers see our impact, embrace the work, and advocate for change with us.</p> <p><u>Belief #1: Children Matter</u> Operation Bear Hug: Children feel scared. Teddy bears comfort. Carry On: Children given trash bags feel hurt. Luggage offers dignity. Tutor Match: Children in care often fall behind. Tutors catch them up. Life Support: Adolescents in care struggle. Mentors guide long-term. College Bound Camp: Youth don't see college as an option. Immersion envisions. College Fellows: Youth aging out of care struggle. College provides focus.</p> <p><u>Belief #2: Families are Important</u> Making Memories: Family visits are sterile. Engaging visits delight and heal. Thanksgiving Grace: Children miss family. Holidays together provide hope. Moms Matter: Most moms regain custody. Peer support guides them. Sib-Link: Siblings miss each other. Routine visits restore their bond. It's All Relative: Children want their family. Healthy relatives can help.</p> <p><u>Belief #3: Communities are Necessary</u> Life in Limbo: Foster care is painful. Knowledge develops understanding. Speak Up: Policy change takes time. Advocates quicken the pace. Care2Foster: Fostering is hard. Encouragement builds up families. Faith to Foster: God calls, but obstacles exist. A way forward is possible. Our Common Loss: Foster families grieve losses. Processing begins healing. Bridging the Gap: Children are confused. Birth & Foster parents communicate.</p> <p><i>At every point in a child's foster care journey, we see his or her struggle and develop innovative solutions. We always start small and scale larger.</i></p>	<p><u>Our Community-Wide Programs</u> Growth is based on effective targeting, brand recognition, and network reach. Successful growth offers the fastest, best way to expand our innovative solutions.</p> <p>Life in Limbo role play: Become a child, parent, or foster/kinship parent. - Engage child welfare professionals, educators, faith based advocates, and the general population. - Train others to lead Limbo in their community. Build rapport among trainers.</p> <p>Speak Up advocacy group: Foster youth and alumni voice their concerns. - Guide youth and foster alumni communities to bond, tell stories, and advocate. - Train advocates to be effective. Coach key advocates to lead state-wide efforts.</p> <p>Care2Foster: Recruit and support caregivers in States with low foster retention. - Determine need for more foster parents; address primary obstacles to fostering. - Nurture foster parents willing to take leadership roles.</p> <p><u>Our Relational Programs</u> Growth is based on client referrals from families, group home staff, social service personnel, lawyers, judges, and CASA/guardian ad litem.</p> <p>Moms Matter peer support. Quick growth requires:<ul style="list-style-type: none">o Family team meetings allowing our team to highlight program benefits.o Recovery communities promoting program benefits to clients.o Family court requesting the program as a part of the reunification plan.</p> <p>Sib-Link peer support. Quick growth requires:<ul style="list-style-type: none">o Virtual option for sibling visits available across the state.o Transport system specific to sibling groups created across the state.</p> <p>Tutor Match academic support. Quick growth requires:<ul style="list-style-type: none">o Foster parent buy-in for this program.o Virtual offering that is responsive to children's needs.o Volunteer network having varied academic interests and ability.</p> <p>College Fellows academic support. Quick growth requires:<ul style="list-style-type: none">o Effective methods to pitch this program directly to older youth.o Partnership with student service departments within local colleges.o Mentors, alumni and case teams encouraging students to participate.</p>

OUR POTENTIAL

This page is a snapshot of growth and big ideas to inspire. What is the potential for impact?

Subsequent pages focus on specific, solvable problems and are more detailed with actionable items.

As a reminder, our hypothesis:

1. Meaningful relationships influence children and provide a stable launch pad.
2. Purposeful, community-wide action improves foster care for these children.

1. Meaningful Relationships: The Numbers

<u>Program</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Moms Matter	18	26	62	42	55	70
Sib-Link	72	75	51	73	90	120
Life Support	95	105	125	105	110	110
Tutor Match	0	10	21	44	80	90
College Fellows	8	13	31	33	35	40
College Bound Camp	0	0	12	25	30	45
Total, number	193	229	302	322	400	475
Total, % change		19%	32%	7%	24%	19%

2. Community-wide Action: Big Ideas

<u>Idea</u>	<u>Question</u>	<u>Solution</u>
State-Wide Sibling Transport System	Why does the foster care system not require routine sibling visitation, when over half of sibling groups are separated while in foster care?	2021: pilot a transport system relying on available trained staff, volunteers and licensed foster parents. 2022: transport system is in place for 100 sibling visits each month.
State-Wide Judicial Efficiency System	Why do over 30% of family court hearings delay judgement due to “continuances,” often unnecessarily continuing a child’s stay in care?	2021: create a case management tool that highlights obstacles in the case due diligence and document collection process and clearly shows where delays exist and what party is responsible to resolve.
Nation-Wide Tutor Support System	Why does Federal funding for tutors only exist for foster youth, and only at \$1k/year, when most children in foster care struggle academically?	2021: From our Greenville base, train and support tutors in 5 States through our virtual tutor program. Move to in-person as allowed. 2022: Create the same structure within 10 States.
State-Wide Client Advocacy System	Why do 20,000 youth leave foster care each year but few are involved in advocacy work within each State?	2021: From our Denver base, train foster youth and alumni in basic advocacy / telling their story. Coach advocates in 3 States to change policy.

TUTOR MATCH

<u>Problem: Academic (K-12)</u>	<u>Intervention</u>	<u>Impact</u>																								
<p><u>Research</u> 23% of children in care meet or exceed English & related arts standards and 14% meet or exceed math standards compared to 50% & 36% of general pop.¹</p> <p>Over half of children will change schools when entering foster care. Jumping in mid-year requires catching up with their class; yet many do not.²</p>	<p><u>Primary</u></p> <p>Tutor Match: volunteer tutors provide weekly academic guidance for children and youth.</p> <table border="1" data-bbox="598 365 1081 544"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>21</td> <td>44</td> <td>80</td> <td>90</td> </tr> <tr> <td></td> <td>109%</td> <td>82%</td> <td>13%</td> </tr> </tbody> </table> <p>-----</p> <p><u>Comprehensive Connections</u> Tutor Match can go across State lines virtually. Tutors can connect to Life Support mentors. Sib-Link siblings can each receive a tutor.</p>	2019	2020	2021	2022	21	44	80	90		109%	82%	13%	<p><u>Vision</u> Children in foster care perform as well in school as their peers.</p> <p><u>Referrals</u></p> <table border="1" data-bbox="1176 357 1995 544"> <thead> <tr> <th>Q1+Q2, 2019</th> <th>Q3+Q4, 2019</th> <th>Q1+Q2, 2020</th> <th>Q3+Q4, 2020</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>14</td> <td>52</td> <td>51</td> </tr> <tr> <td></td> <td>40%</td> <td>271%</td> <td>-2%</td> </tr> </tbody> </table> <p><u>Feedback</u> Send quality survey to case teams, May; pre/post well-being surveys, July.</p> <p><u>Deep Dive</u> Receive 2021 report cards at beginning of Fall and end of year or request grades from the teacher of the subject matter.</p>	Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020	10	14	52	51		40%	271%	-2%
2019	2020	2021	2022																							
21	44	80	90																							
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Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020																							
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<u>Growth Potential: Significant</u>	<u>Obstacles to Growth</u>	<u>Marketing Strategy</u>																								
<ol style="list-style-type: none"> Social Services is not required to approve each referral for service. Virtual tutoring option is in demand. No child transport is required and foster placements monitor weekly interventions, therefore low liability. Potential State reimbursement at \$1,000 per year for each 14-18 year old tutored. 	<ol style="list-style-type: none"> Intimidation factor for volunteers - "I don't know math." Fluctuating demand based on time of year and potentially overwhelming confusion in the marketplace, with many and varied tutoring options available. While the child welfare system pays \$1,000/year for tutor services for 14-18 yr olds, it pays nothing for younger children, unless part of an after-school program. 	<ol style="list-style-type: none"> Market Tutor Match to foster parents. <ul style="list-style-type: none"> "Children appreciate guidance; Foster parents appreciate help." "Here are video testimonials from foster parents and from students." "Foster parents can refer. Social Service approval is not required." Engage faith-based communities with common purpose. <ul style="list-style-type: none"> Find advocates in the congregation; speak to leadership. Define goal: "10 students; we need 10 volunteers." Communicate effectiveness of program volunteers to congregations. Build a learning community of similar programs across the nation. Find advocates in new communities wanting to pilot this idea. 																								

¹ <https://edsources.org/2019/students-in-foster-care-a-quick-guide/621586> (California numbers)

² <http://www.fostercareandeducation.org/ourwork/nationalworkinggroup.aspx>

COLLEGE FELLOWS

<u>Problem: Academic (College)</u>	<u>Intervention</u>	<u>Impact</u>																								
<p><u>Research</u> 50% of youth aging out of foster care complete high school, and under 10% of aged out youth complete an associates or bachelors degree.³</p> <p>In a Pacific Northwest study of over 500 young adults, 5 years after aging out of foster care, the rate for completing a bachelor's or higher degree (1.8%) was significantly lower than the general population of the same age (24%).</p> <p>The employment rate was 80.1%, vs. national average of 95% for 20 to 34 yr olds. 16.8% received cash public assistance from TANF at the time of the interview, five times higher than the rate for the general population in 2000 (3%).⁴</p>	<p><u>Primary</u></p> <p>College Fellows: education advocate provides emotional and academic guidance for older high school youth and college students.</p> <table border="1" data-bbox="598 389 1081 568"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>31</td> <td>33</td> <td>35</td> <td>40</td> </tr> <tr> <td></td> <td>6%</td> <td>6%</td> <td>14%</td> </tr> </tbody> </table> <p>-----</p> <p><u>Comprehensive Connections</u></p> <p>Tutor Match builds academic foundation. College Bound Camp immerses H.S. students. Life Support mentors provide continued guidance.</p>	2019	2020	2021	2022	31	33	35	40		6%	6%	14%	<p><u>Vision</u> Foster care alumni enroll and succeed in college at the same rate as their peers.</p> <p><u>Referrals</u></p> <table border="1" data-bbox="1176 381 1995 560"> <thead> <tr> <th>Q1+Q2, 2019</th> <th>Q3+Q4, 2019</th> <th>Q1+Q2, 2020</th> <th>Q3+Q4, 2020</th> </tr> </thead> <tbody> <tr> <td>12</td> <td>12</td> <td>4</td> <td>5</td> </tr> <tr> <td></td> <td>0%</td> <td>-66%</td> <td>25%</td> </tr> </tbody> </table> <p><u>Feedback</u> Send quality survey to case teams, May; pre/post well-being surveys, July.</p> <p><u>Deep Dive</u> Retention rate from fall to spring jumped at Greenville Tech from baseline of 42% for former foster youth to 70%, comparable to general pop at 72%.</p> <p>In comp markets without College Fellows, what % does not go to college?</p>	Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020	12	12	4	5		0%	-66%	25%
2019	2020	2021	2022																							
31	33	35	40																							
	6%	6%	14%																							
Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020																							
12	12	4	5																							
	0%	-66%	25%																							
<u>Growth Potential: Moderate</u>	<u>Obstacles to Growth</u>	<u>Marketing Strategy</u>																								
<ol style="list-style-type: none"> Similar college programs exist, often provided within bachelor degree settings. Problem statistics are most cited stats in foster care, with all eyes on the "aged out youth." Colleges have data on which students have lived in foster care. 	<ol style="list-style-type: none"> Clients don't often show strong interest without prior relationship thru organization. Convince a college that their support systems are good but the youth from foster care needs even more support. Gaining stats on the number of foster youth in a particular college is difficult due to institutional concerns on sharing data. 	<ol style="list-style-type: none"> Market directly to Life Support, College Camp, and Speak Up youth. <ul style="list-style-type: none"> "Is college an option?" "Here are video testimonials from other students." "Do you want to make more money when you leave foster care?" Meet quarterly with the State's Independent Living program. <ul style="list-style-type: none"> "Which students are ready to explore with us." Engage current learning community of similar programs across nation. Lay groundwork to other community colleges with Greenville Tech contacts. 																								

³ <http://www.fostercareandeducation.org/ourwork/nationalworkinggroup.aspx>

⁴ https://www.casey.org/media/AlumniStudies_NW_Report_FR.pdf

MOMS MATTER

<u>Problem: Relational (Parent)</u>	<u>Intervention</u>	<u>Impact</u>																								
<p><u>Research</u> Where children remain in long-term foster care or with kin, the focus of professional services is again on reviewing the child and supporting his or her permanency placement... child protection services are primarily focused on children and only tangentially concerned with the needs of parents⁵</p> <p>Children who reunify with their parents, after their first time in foster care, re-enter foster care 27% of the time.⁶</p> <p>Compounding grief responses is the sheer enormity of the social stigma associated with court-ordered child removal. For this group of parents, stigma permeates everyday social life. How does a parent explain absence of children to other parents whom he or she previously met at the school gates, or to neighbours?⁷</p>	<p><u>Primary</u></p> <p>Moms Matter: Peer support specialists offer encouragement and group accountability to moms who have temporarily lost custody.</p> <table border="1" data-bbox="598 389 1081 568"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>62</td> <td>42</td> <td>55</td> <td>70</td> </tr> <tr> <td></td> <td>-32%</td> <td>31%</td> <td>27%</td> </tr> </tbody> </table> <p>-----</p> <p><u>Comprehensive Connections</u></p> <p>Program spotlights related family programs: Sib-Link, It's All Relative, Making Memories, and Thanksgiving Grace.</p> <p>Program offers a path to develop family stability interventions pre - and post-foster care.</p>	2019	2020	2021	2022	62	42	55	70		-32%	31%	27%	<p><u>Vision</u> Every mom who meets her reunification plan to receive her children back home is ready emotionally and has improved skills for the critical transition.</p> <p><u>Referrals</u></p> <table border="1" data-bbox="1176 381 1995 560"> <thead> <tr> <th>Q1+Q2, 2019</th> <th>Q3+Q4, 2019</th> <th>Q1+Q2, 2020</th> <th>Q3+Q4, 2020</th> </tr> </thead> <tbody> <tr> <td>35</td> <td>27</td> <td>24</td> <td>16</td> </tr> <tr> <td></td> <td>-23%</td> <td>-11%</td> <td>-33%</td> </tr> </tbody> </table> <p><u>Feedback</u> Send quality survey to case teams, May; pre/post well-being surveys, July. 2019 survey showed program is very important to all respondents.</p> <p><u>Deep Dive</u> Alumni of moms is strong, with many still engaged, but what happens to children when we lose touch with their mom after family reunification?</p>	Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020	35	27	24	16		-23%	-11%	-33%
2019	2020	2021	2022																							
62	42	55	70																							
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	-23%	-11%	-33%																							
<u>Growth Potential: Significant</u>	<u>Obstacles to Growth</u>	<u>Marketing Strategy</u>																								
<ol style="list-style-type: none"> 1. SC DSS new approach to engaging families welcomes in further support for parents and kinship care. 2. Some support is virtual, allowing for parents in any county to participate. 3. Recovery community is embracing the work noticeably more. 	<ol style="list-style-type: none"> 1. Families are reticent to add more interventions to their extensive plate. 2. DSS referrals may or may not arrive, depending on their staff turnover and stability. 3. During crisis, being consistent is not an easy task for many moms. 	<ol style="list-style-type: none"> 1. Market Moms Matter directly to relatives as a support for parents: <ul style="list-style-type: none"> - "We can help your sister/child take control of her life again." - "Here are video testimonials from other parents in our program." 2. Market Moms Matter directly to CASA/GAL's and Family Court: <ul style="list-style-type: none"> - "We all want to see the child's parent healthy again. We can help." 3. Engage current learning community of similar programs across nation. 																								

⁵ [Birth Parents and the Collateral Consequences of Court-ordered Child Removal: Towards a Comprehensive Framework, International Journal of Law, Policy and the Family, Broadhurst, Karen & Mason, Claire, P. 42.](#)

⁶ https://fcda.chapinhall.org/wp-content/uploads/2020/01/ReentryRisk_FinalReport_12102019.pdf

⁷ [Birth Parents and the Collateral Consequences of Court-ordered Child Removal: Towards a Comprehensive Framework, International Journal of Law, Policy and the Family, Broadhurst, Karen & Mason, Claire, P. 48.](#)

SIB-LINK

<u>Problem: Relational (Siblings)</u>	<u>Intervention</u>	<u>Impact</u>																								
<p><u>Research</u> Oct, 2020 in SC, there were 876 sibling sets with 474 not all together in the same placement. 54% of sibling sets were split up. This percentage is typical nationally.</p> <p>When children are separated from their siblings, the research indicates that a number of children feel “they have lost a part of themselves,” which compounds the anxiety and pain they feel over separation from their parents and transition to a new home.⁸</p> <p>Siblings who are separated at any point during their time in the foster care system are more likely to exhibit problematic behavior than those who are not separated.⁹</p>	<p><u>Primary</u></p> <p>Sib-Link: Program visit managers orchestrate engaging, fun visits between siblings living in different placements.</p> <table border="1" data-bbox="598 389 1081 568"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>51</td> <td>73</td> <td>90</td> <td>120</td> </tr> <tr> <td></td> <td>43%</td> <td>23%</td> <td>33%</td> </tr> </tbody> </table> <p>-----</p> <p><u>Comprehensive Connections</u> Increased use of virtual visits for all sibling groups in foster care, tied to milestones siblings want to share together (birthdays, etc)</p> <p>Potential for developing a sibling only transport system, so every sibling connects.</p>	2019	2020	2021	2022	51	73	90	120		43%	23%	33%	<p><u>Vision</u> Siblings who build a relationship while in foster care have improved mental health and placement stability.</p> <p><u>Referrals</u></p> <table border="1" data-bbox="1176 381 1995 560"> <thead> <tr> <th>Q1+Q2, 2019</th> <th>Q3+Q4, 2019</th> <th>Q1+Q2, 2020</th> <th>Q3+Q4, 2020</th> </tr> </thead> <tbody> <tr> <td>21</td> <td>24</td> <td>27</td> <td>15</td> </tr> <tr> <td></td> <td>14%</td> <td>13%</td> <td>-44%</td> </tr> </tbody> </table> <p><u>Feedback</u> Send quality survey to case teams, May; pre/post well-being surveys, July. 2019 survey showed program is very important to 40 of 43 respondents.</p> <p><u>Deep Dive</u> Siblings with life long bonds quantified by living together, now: Same adoption home: 6 sibling sets Same foster home: 3 sibling sets Adoptive family continues connection with non-adopted siblings: 5 sets.</p>	Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020	21	24	27	15		14%	13%	-44%
2019	2020	2021	2022																							
51	73	90	120																							
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Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020																							
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<u>Growth Potential: Significant</u>	<u>Obstacles to Growth</u>	<u>Marketing Strategy</u>																								
<ol style="list-style-type: none"> National emphasis on sibling rights with no program defined as the go-to, apart from a sibling camp program called Camp to Belong. Our new virtual offering is much easier to move across a State. Sibling Transport System for all siblings is not done and idea is well-received. A potential game-changer. 	<ol style="list-style-type: none"> Court ordered family visits count as sibling contact, although sibs are often vying only for parent’s attention during these visits. Often sibling sets don’t show bonding when each sib vies for parent’s attention at family visit, further cementing belief that siblings don’t actually do well together or need each other while in foster care. Concern that monitoring a sibling transporter would be too risk intense. 	<ol style="list-style-type: none"> Market Sib-Link directly to foster parents as a support for parents: <ul style="list-style-type: none"> “Routine sibling visits improve behavior.” “Here are video testimonials from other foster parents.” Market Sib-Link directly to CASA/GAL’s as a children’s rights issue: <ul style="list-style-type: none"> “The children deserve a family bond. With you, we can help re-build.” Develop Virtual Sib-Link across SC and CO with engaging Zoom visits. Engage current learning community of similar programs across nation. 																								

⁸ <https://youthlaw.org/publication/keeping-siblings-together-past-present-and-future/>

⁹ <https://youthlaw.org/publication/keeping-siblings-together-past-present-and-future/>

LIFE SUPPORT

<u>Problem: Relational (Adults)</u>	<u>Intervention</u>	<u>Impact</u>																								
<p><u>Research</u> In a Midwest study of over 500 youth aging out of foster care, 24% had been homeless between age 19 and 24.¹⁰</p> <p>In a Pacific Northwest study of over 500 youth who had aged out of foster care, 5 years later, 54% had a mental health diagnosis, with 25% having a PTSD diagnosis.¹¹</p> <p>In a Florida study of 3,420 youth reported trafficked between 2011 and 2014, 80% had prior experience with the State's child welfare system. More specifically, 32% of these youth had lived in foster care at one point of their childhood.¹²</p>	<p><u>Primary</u> Life Support: volunteer mentors provide bi-weekly engagement to youth and young adults.</p> <table border="1" data-bbox="598 357 1081 544"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>125</td> <td>105</td> <td>110</td> <td>110</td> </tr> <tr> <td></td> <td>-16%</td> <td>5%</td> <td>0%</td> </tr> </tbody> </table> <p>-----</p> <p><u>Comprehensive Connection</u> Life Support provides warm hand-off to tutor and college programs for youth and young adults.</p>	2019	2020	2021	2022	125	105	110	110		-16%	5%	0%	<p><u>Vision</u> All youth in foster care have a stable, lasting relationship for foster care and into young adulthood.</p> <p><u>Referrals</u></p> <table border="1" data-bbox="1176 381 1995 568"> <thead> <tr> <th>Q1+Q2, 2019</th> <th>Q3+Q4, 2019</th> <th>Q1+Q2, 2020</th> <th>Q3+Q4, 2020</th> </tr> </thead> <tbody> <tr> <td>65</td> <td>61</td> <td>38</td> <td>41</td> </tr> <tr> <td></td> <td>-6%</td> <td>-37%</td> <td>8%</td> </tr> </tbody> </table> <p><u>Feedback</u> Send quality survey to case teams, May; pre/post well-being surveys, July. 2018 survey to mentors showed 42% of youth improving academically.</p> <p><u>Deep Dive</u> Over half of mentorships last 1 year or longer. Analyze youth stability with and without Life Support.</p>	Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020	65	61	38	41		-6%	-37%	8%
2019	2020	2021	2022																							
125	105	110	110																							
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Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020																							
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<u>Growth Potential: Limited</u>	<u>Obstacles to Growth</u>	<u>Marketing Strategy</u>																								
<ol style="list-style-type: none"> Most referrals are from group care; there are fewer youth in group care, nationally, going forward. Hard to grow outside a region due to need for strong oversight of volunteer mentors. 	<ol style="list-style-type: none"> While group homes embrace it easily, foster homes show much less willingness. This program, being 1:1 mentoring equates to our highest liability program. 	<ol style="list-style-type: none"> Market directly to foster parents as a support for parents: <ul style="list-style-type: none"> “Our mentors understand your role. We are on your team.” “Here are video testimonials from other foster parents.” Market directly to CASA/GAL's concerned about aging out youth: <ul style="list-style-type: none"> “Every youth needs a bond that will last beyond foster care.” Market to volunteers in communities of color. Engage current learning community of similar programs across nation. 																								

¹⁰ <https://www.chapinhall.org/wp-content/uploads/Midwest-Eval-Outcomes-at-Age-23-and-24.pdf> page 10.

¹¹ https://www.casey.org/media/AlumniStudies_NW_Report_FR.pdf page 1.

¹² [Gibbs, D. A., Henninger, A. M., Tueller, S. J., & Kluckman, M. N. \(2018\). Human trafficking and the child welfare population in Florida. Children and Youth Services Review, 88, 1-10.](#)

CARE2FOSTER

<u>Problem: Relational (Caregivers)</u>	<u>Intervention</u>	<u>Impact</u>																								
<p><u>Research</u> In a study of 2,500 foster homes closed in 2012, 53% closed due to family or agency request. 30% to kinship care no longer needed, and 12% to adoption¹³.</p> <p>In the same study, only 25% of foster homes are open beyond 2 years. (p. 10).</p> <p>In the same study, analysis of 14,834 homes from 2011 to 2015, 30% of homes never received a placement.</p>	<p><u>Primary</u> Care2Foster: Network that encourages, validates, and responds to potential and current foster parents.</p> <p>Social Media Engagement (indicator) (posts, comments, reactions)</p> <table border="1" data-bbox="598 462 1081 641"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>n/a</td> <td>24.8k</td> <td>27.3k</td> <td>30k</td> </tr> <tr> <td></td> <td></td> <td>10%</td> <td>10%</td> </tr> </tbody> </table> <p>-----</p> <p><u>Comprehensive Connections</u> Ambassador program develops 11 core advocates across SC to build network.</p> <p>Unique trainings reach many parents: Bridge the Gap, Faith to Foster, Foster Friday Live, Our Common Loss.</p>	2019	2020	2021	2022	n/a	24.8k	27.3k	30k			10%	10%	<p><u>Vision</u> All children have trained, responsive caregivers for their stay in foster care. The path to becoming a foster parent is clear and supportive.</p> <p><u>Referrals (inquiries to become foster parents)</u></p> <table border="1" data-bbox="1176 381 1995 560"> <thead> <tr> <th>Q1+Q2, 2019</th> <th>Q3+Q4, 2019</th> <th>Q1+Q2, 2020</th> <th>Q3+Q4, 2020</th> </tr> </thead> <tbody> <tr> <td>n/a</td> <td>312</td> <td>137</td> <td>114</td> </tr> <tr> <td></td> <td></td> <td>-56%</td> <td>-16%</td> </tr> </tbody> </table> <p><u>Referral notes</u> Fostering to Faith Greenville Event brought in 201 guests. - In 2020, 27% of all guests interested in fostering became foster parents.</p> <p><u>Deep Dive</u> New and ongoing training offerings are measured by satisfaction surveys. Goal is to find new ways to measure training impact.</p>	Q1+Q2, 2019	Q3+Q4, 2019	Q1+Q2, 2020	Q3+Q4, 2020	n/a	312	137	114			-56%	-16%
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<u>Growth Potential: Significant</u>	<u>Obstacles to Growth</u>	<u>Marketing Strategy</u>																								
<ol style="list-style-type: none"> Faith to Foster is largest event for new foster parents. Now a 6-part video study. New curriculums building: Bridging the Gap and Our Common Loss. New foster parent licensing process (July 2020) increases our value - need for deciphering best fit agency. 	<ol style="list-style-type: none"> Our messaging conflicts with Heartfelt Calling about how to get started. Faith to Foster has video study, but now does not have in-person, limiting large events during covid. 	<ol style="list-style-type: none"> Develop in full the website events calendar. Advertise on SC FPA training emails. Focus on need for foster families for teens and siblings - adjust on website. Focus on diversity in recruiting and within Ambassador leadership. Increase/ continue partnership with the state and other agencies. 																								

¹³ https://www.chapinhall.org/wp-content/uploads/Foster-Home-Report-Final_FCDA_October2018.pdf table 3.