



FAMILY SERVICE & CHILDREN'S AID

2018 Annual Report



Every
Family
has a story...
Welcome
to ours...

Family Service & Children's Aid is a leading and innovative organization recognized for excellence and compassion in the delivery of services to families in the community.

2018
Authored by: FSCA



FAMILY SERVICE & CHILDREN'S AID

Dear Friends and Supporters:

2018 was a year of great growth and change for Family Service and Children's Aid. By continuing to develop our trauma informed services we have grown our on-site mental health in the schools, families in recovery, foster care, and parent education programs. In addition we faced several challenges such as meeting the growing demands for our behavioral health and child welfare services. This demand created a need for more staff and more room to provide the services. As a result our staff has grown by 30% since 2016. The Board began to address the building and facilities needs of the Agency and as a result purchased a new building to grow into. Some of the highlights of 2018 Included:

- Heading the trauma initiative work, FSCA provided crucial trainings on the impact of trauma and the importance of using trauma informed approaches to over 4,000 professionals and paraprofessionals.
- In partnership with Project Aware, FSCA continued to expand on-site mental health counseling to youth in 11 schools.
- Continuing to restructure our Guardian Program to meet best practices and accreditation standards.
- FSCA received the honor of being given the United Way's Presidents Award and the Award of Excellence.
- Hosted a successful 16th Annual Run for Fun on May 5, 2018.
- Supported the Wendy's Charity Golf Classic raising \$180,000 for adoption in Michigan and Ohio.
- Met the need for Foster Care children in Jackson County by increasing our capacity from 25 to 50 children.
- Hosted the 2nd Annual Cash Bash that continues to grow in size.
- Received a financial audit with no findings for the past 2 years consecutively.

- Secured grants and support from the Dave Thomas Foundation for Adoption, the Mid-State Health Network, the Jackson Community Foundation, the Great Start Collaborative, the Eaton Foundation, the Melling Family Foundation, the Samuel Higby & Margaret H. Camp Fund, Project Aware, Gerdau, United Way of Jackson County, the John George Student Loan Fund, the Jackson Medical Care Facility, Henry Ford Allegiance Health System, and Starboard Enterprises.
- Received a 4 year COA accreditation with no findings or recommendations.

In 2018 FSCA continued to integrate trauma throughout the organization and led the community in advocating for trauma informed practices. FSCA and DHHS have partnered to provide Adverse Childhood Experiences (ACES) trainings to the community throughout the year for over 1,000 participants. In the spring of 2018 the new Behavioral Health Program was launched, which included merging our Born Free Program that specializes in Substance Use Disorder treatment for women, with our Family Counseling Program that specializes in trauma and overall mental health counseling. Creating a Behavioral Health Program has allowed us to specialize in co-occurring treatment for women, men and adolescents and trauma services. In addition, we will continue to develop more capacity to fill the widening gap for foster care homes.

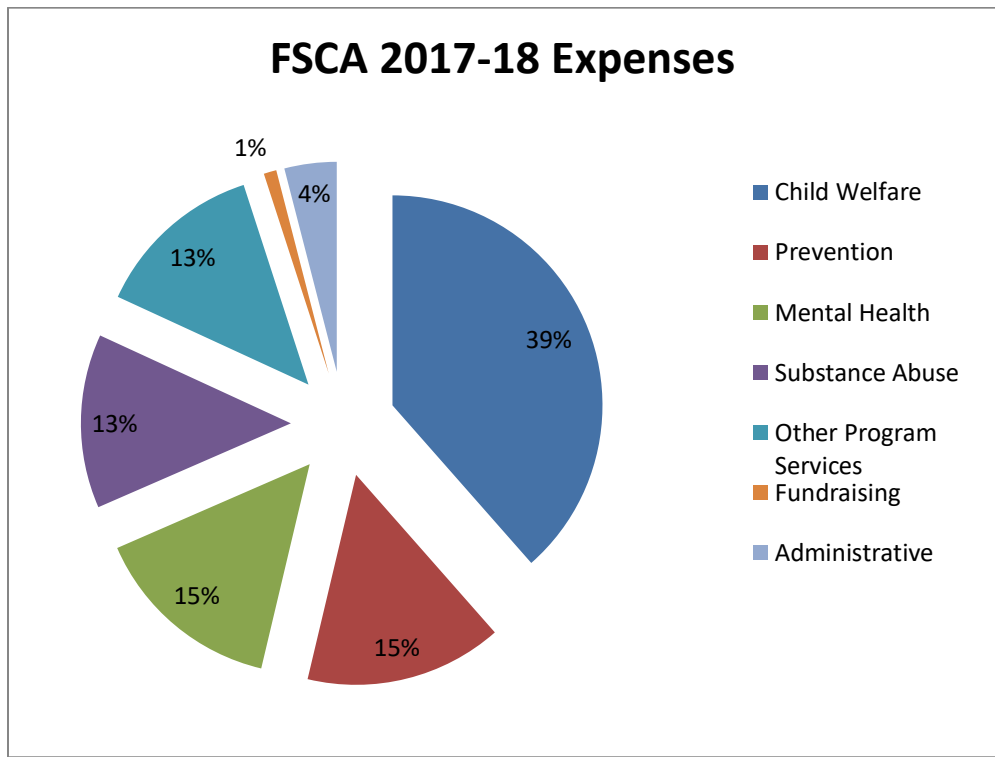
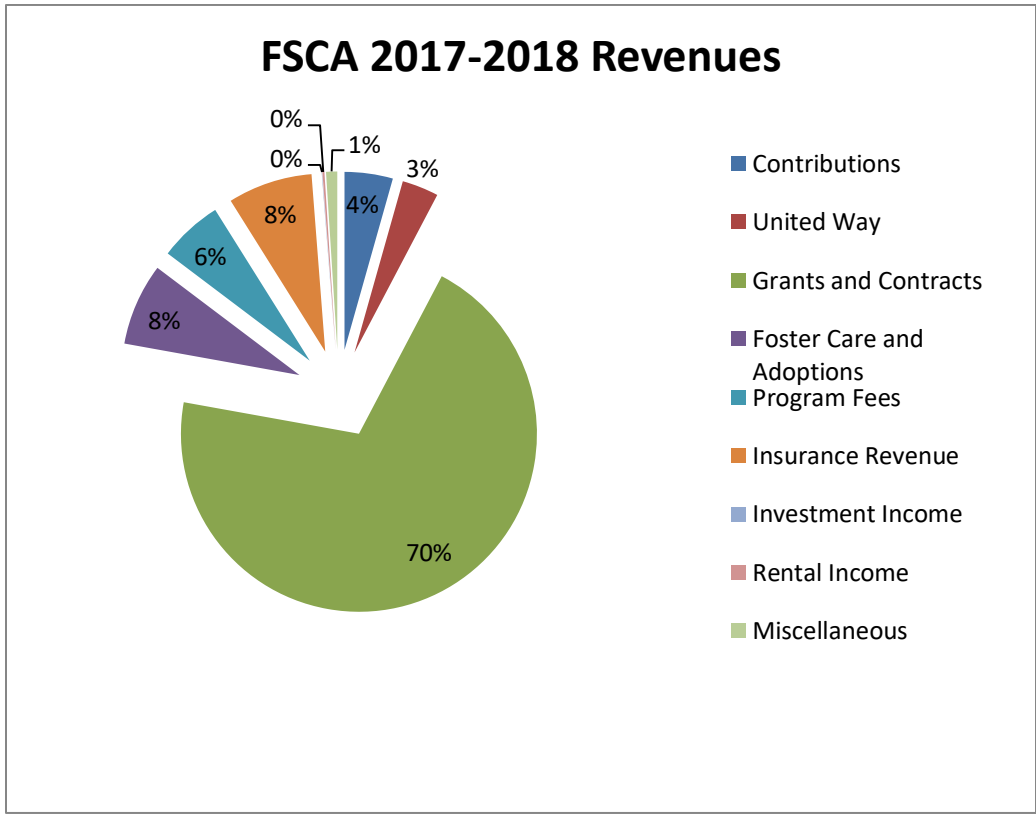
It is with deepest gratitude that I would like to thank the community for supporting our Agency in 2018. We couldn't have done any of it without you! It is both humbling and fulfilling to serve the Jackson community and experience all of the outpouring of support for our mission.

Thank you,

A handwritten signature in blue ink that reads "Bob Powell PhD, LPC". The signature is written in a cursive style.

Dr. Bob Powell
Chief Executive Officer

Financial Summary



2018 Programs and Services

BEHAVIORAL HEALTH

Family Service & Children's Aid's Born Free and Family Counseling programs merged in the Spring of 2018, creating a Behavioral Health Program that is comprehensive. This change has allowed us to be creative in programming, leading to offering substance use services for youth and males, both which are an underserved population in our community. The merger allowed us to increase our mental health and trauma services that are available in 6 school districts within Jackson County.

We recently implemented an educational group for families impacted by substance use. This group provides an opportunity for family members to increase their understanding of substance use disorders, gain support from others in similar situations and have services with their family member that is in recovery or starting down their own path to recovery. Our hopes are to increase approaches to treatment that will focus on the family unit.

We continue to expand our staff's knowledge and training in TF-CBT, evidence based model for ages 3-21 that have experienced trauma. Currently, all but 2 therapists have been trained in TF-CBT and are currently working towards obtaining their national certification in TF-CBT. FSCA partnered with MSU School of Social Work and Project AWARE (through the local ISD) to offer TF-CBT training to agencies willing to assist with the Handle with Care Initiative. Four additional agencies besides FSCA participated, creating a Professional Learning Community (PLC) for TF-CBT.

FSCA continues to be a leader with Recovery Oriented Systems of Care and trauma informed care in the Jackson Community. Increased collaborations and creating community partners allow us to be a top treatment provider with well trained staff who provide excellent service to any client seeking treatment. The Behavioral Health program positively impacted 1,027 clients during 2018.

BREAKOUT PROGRAM

FSCA's Breakout Drug Education Program served 2,687 students between the ages of 10-16 years in 2018. 100% of the students participating in classroom presentations completed a pre- or post-test (94.6% were matched through a student code number). 80% of youth report that there is "little to no chance" that they will drink or use drugs before they graduate from high school. 83% of youth believe that there is a "pretty good or very good chance" that they will harm themselves if they drink or use drugs. 78% of youth believe that it is "wrong or very wrong" for kids their age to drink or use drugs. 78% of youth will perceive that their chances of being seen as cool (if they drink or use other drugs) are "little to no chance".

The Take a Stand project continues to grow. In 2018, 836 Eighth, Ninth and Tenth grade students participated. In addition, Breakout's social media presence increased by 31%. In total, Breakout conducted 1,059 classroom presentations at 22 different sites in 2018.

EMPLOYEE RESOURCE NETWORK (ERN)

This year FSCA's Employee Resource Network continued to provide crisis response services as well as counseling support on-site for companies that experienced trauma, including employee deaths, in the work place. In addition, the ERN provided some managerial conflict resolution. ERN has also joined United Way's Job Star program, assisting with providing mental health services when needed.

FOSTER CARE AND ADOPTION

This year we did very well meeting our goals of safety, permanency and wellbeing. In 2018 we placed 75 children in safe homes. There were no substantiated cases of maltreatment of any of the children in our care. We had seven children successfully reunited with birth parents, and six were placed in guardianships with relatives. Of the children who we were unable to reunify with birth parents, all have an identified adoptive home or adoptions were completed for those children. All of the children in our foster care program received timely medical and dental care and were up to date on their immunizations.

Our foster care program has consistently been full at worker capacity all year long. On average there were 40-45 children in care. We now have three full time foster care case managers, one foster care supervisor, and two licensing workers, who certified 22 homes in 2018 for Foster Care children. We also hosted two very successful forums in the community to recruit foster parents.

We finalized 8 adoptions in 2018, none of which were disrupted. Our adoption time frames have substantially been met with the exception of youth without an identified family. We were unable to locate a forever family for two of the teen youth in our adoption program this year. Our adoption program has been consistently receiving referrals, and our services are in demand by DHHS.

JACKSON COUNTY GUARDIAN SERVICES

Jackson County Guardian Services provides Guardian and Conservator services to enrich the lives of legally incapacitated adults who are unable to protect their own interests, and who are vulnerable to exploitation, neglect or injury. The Guardian program helped over 325 vulnerable adults in 2018.

This year has been a year for restructuring. Many changes have taken place to establish a "best practices" model and meet the Council on Accreditation standards. With systems change came more efficient ways of doing business, more accurate reporting, more manageable caseloads, and starting a volunteer program. FSCA's ultimate goal is to continue providing a standard of excellence in our services to our wards and the community.

HOME AGAIN (FOSTER CARE SUPPORTIVE VISITATION)

Home Again (Foster Care Supportive Visitation and In-Home Parent Education) is a foster care supportive visitation program contracted with the State of Michigan Department of Health and Human Services (DHHS). This program is designed to “coach” parents during their visitations with their children and to provide Nurturing Parenting education. The goal of the Home Again program is to help reunify families in a timely manner. The Home Again program served 66 families in 2018, which included 122 children, from Jackson, Livingston, Monroe, Hillsdale, Lenawee and Washtenaw counties.

A Success Story

A referral was made to work with a mom whose son had been removed from her care. She was in prison for a year and special permission was granted to accept this case because the referrals are limited to the children being in care for 8 months or less. “Mary” worked very hard to meet all of her parole requirements, as well as her foster care reunification requirements. Her Home Again parent coach helped her with repairing the trust issue between Mary and her son, stressed the importance of empathy in parenting because of the trauma he went through and assisted with rules, consequences and consistency. Almost 2 years after her son was removed from her care, they were reunited and are doing well.

JUMP PROGRAM (JUST UNDERSTAND MY POTENTIAL)

The JUMP Program is a multi-faceted program serving adolescents between 11 and 17 years of age and their parent/guardian. Adolescents enter the program through one of two referral sources; first time offending youth with minor offenses (such as shop lifting, possession of a controlled substance, truancy, assault, etc.) are referred to the program by Jackson County Court and youth facing school suspension for controlled substance use or school attendance concerns are referred to the program by Jackson area schools.

Youth referred by the court are enrolled in a 90 day diversion program with the overall goal of diverting them away from any further court involvement. The youth in this program are provided a JUMP plan with specific life skill goals to obtain, are visited at school weekly by staff mentors, and required to attend prevention classes with a parent. Youth completing the program successfully are rewarded by having their criminal record sealed. Youth referred by the schools are provided prevention classes with a parent and in exchange their school suspension time is reduced.

The program utilizes the life skill lessons from the Breakout Program and an adaption of the Nurturing Parenting curriculum. The JUMP Program provided services for 138 youth and 43 parents in 2018, with a 93% success rate. The JUMP program is pleased to report the outcomes for the year as they reflect significant positive change for the youth in our community. At completion of the program; 95% of youth had improved school attendance, 87% of youth were reported as not having consumed controlled substances and/or alcohol, and 95% of youth had no further court involvement.

PARENTING EDUCATION

Family Service & Children's Aid's Nurturing Parenting Education classes and workshops are based on Stephen J. Bavolek's Nurturing Parenting Model. Classes are offered to parents of children of all ages. In 2018 Jackson and Hillsdale Parent Education served 342 parents through the following programs: In-home Nurturing Parenting sessions (Hillsdale), parenting groups and workshops at the following locations: FSCA office, Jackson District Library (Carnegie Branch), Northwest Alternative High School, Rise Above Jackson, Hope House (Jonesville) and Perennial Park in Hillsdale. 90% of the parents scored higher in two or more areas in the testing instrument utilized for our program.

We were involved in community events which included the Community Baby Shower, Kids Fest and the Great Start Christmas Craft Resource Fair. We contacted many people in the community to have workshops. In addition we partnered with Michigan State Extension to provide information on healthy lifestyles to include food safety, exercise and nutrition.

Several parents have stated they were reluctant to participate in parent education classes; however after completing they feel our classes should be a requirement for all parents.

WWK (WENDY'S WONDERFUL KIDS)

In 2018, our adoption recruitment program, Wendy's Wonderful Kids served 15 special children waiting for forever families. Two of those children were matched with families, and one had a completed adoption. Through the support of the Wendy's Charity Golf Classic and the Dave Thomas Foundation for Adoption, this program has focused on finding permanent families for our community's longest waiting youth for over 14 years.

TICC (TRAUMA INFORMED COMMUNITY COLLABORATIVE)

In 2018, Family Services continued to lead Jackson County in its ongoing efforts to become a truly "trauma-informed" community by coordinating trainings for schools, health and human services organizations, health care and businesses. During this past year, we provided trainings in areas which included: childhood trauma; secondary traumatic stress; trauma and its effects in the classroom; and resilience. Over 800 professionals and parents participated in these events. Much effort continued with Project AWARE to offer trainings and increase competencies with our local educators. FSCA has also been providing support groups and TF-CBT (Trauma-Focused Cognitive Behavioral Therapy) in 11 Jackson County school buildings and has taken a significant leadership role in organizing cohorts, to train more Jackson County social workers in TF-CBT.

Additionally, in 2018, Dr. Robert Powell ; Zoe Lyons, Director of the Jackson office of DHHS; and Elizabeth Knoblauch, from LifeWays, participated in a Master ACEs "train the trainer" and have provided training to 1016 individuals this past year. These Master ACEs trainings have been provided on an almost-

monthly basis and the Jackson Non-Profit Center has assisted by providing online registration for the events. This has truly been a community effort.

The Handle with Care program, established in 2017 and which is a partnership with local law enforcement, remains very viable. In 2018, there were 10 HWC referrals to FSCA for ongoing mental health treatment. This program, which (in Michigan) was begun in Jackson County, is now statewide with many other counties now participating. HWC is reflective of Jackson being a trauma-informed community.

A major change to the TICC in 2018 was to discontinue the quarterly TICC meetings, at which membership had significantly waned, and to redesign the TICC, which has become the Trauma Support Network (TSN), whose focus will be on coordination and delivery of trainings to Jackson County organizations. The TICC Coordinator continues to maintain contact with the original TICC membership via regular informative emails, etc.

Internally, FSCA continues its efforts as a trauma-informed organization by: having monthly Steering Committee meetings; offering defusings or debriefings after significant events; orienting new staff on what being a T-I organization means; surveying staff regularly; offering a monthly Staff Support group; and continually offering trainings on trauma-related topics.



Thank You

FOR ALL YOUR SUPPORT

Even though charitable contributions comprise a relatively small part of FSCA's overall funding, they are of huge importance to our agency. They represent our connection to the community, as well as the community's commitment to value and support our work. We simply could not fulfill our mission to strengthen the emotional health and functioning of children, adults and families without this affirmation from our fellow citizens.

No gift is too small to earn our sincere appreciation. We are grateful to all the members of our community who gave so generously of their personal resources to help FSCA make a difference in people's lives this past year. We offer our special thanks to all who donated to Family Service & Children's Aid through the United Way of Jackson County and the Jackson Community Foundation.



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2018 FSCA EMPLOYEES

20 years of service or more:

Teresa Proctor
Kenyon Kopp

15 to 19 years of service:

Elizabeth Geisler

10 to 14 years of service:

Kelly Adams
Toni Dent
Shelly Milligan
Robert Powell

Judith Richardson
Marcia Smith
Barbara Van Houten
Seana Watson

5 to 9 years of service:

Stacy Chamberlain
Dawn Dodge
Jennifer Grant
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Susan Robilliard
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0 to 4 years of service:

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Tracy Brondyke
Kimberly Brown
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