

# BRINGING FAMILIES TOGETHER:



## MAKING A DIFFERENCE



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### PERSONNEL

We have stability of leadership with the same three founders comprising our executive team since founding Bringing Families Together in 1999.

BFT, like other agencies throughout our region in similar fields, is experiencing unprecedented turnover. The turnover in case management increases time in care for a family by six months at times. Our goal is to retain staff, thus improving outcomes for families.

One area of concern is that staff trained by BFT then leave our agency for a similar agency with a starting salary of \$56,000 compared to our starting salary.

We have reviewed the budget and will increase all staff to a starting salary of \$40,000. We will also implement a retention bonus program for staff who commit to staying with the agency for 12 months (newer) or 18 months; they will be eligible for up to a \$3,000 bonus payable in three payments.

### KEY UPDATES

It has been 18 months since BFT re-opened the Home Visitation program with implementation in several regions of the state, and the program continues to be successful. (This contract was awarded to LFCS, and BFT implements the contract.) We continue to have the same supervisor of the program who also had years of experience under the previous contract.

BFT was awarded the Transitional Living Services (TLSS) for older youth in foster care in August 2022. This will allow us to expand and serve more youth as they transition into adulthood.

### BFT TEAM



### BFT LEADERSHIP:



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## OUR NUMBERS

Bringing Families Together  
by the numbers

### TOTAL SERVED

550 families

### FCCM-CM

182 youth  
112 Families  
193 parents

### PRIVATE ADOPTION

41 families

### PARENT AIDE

6 families  
17 individuals

### FCCM-RD

137 families  
234 individuals

### INTENSIVE IN HOME SERVICES

88 families

### HOME VISITATION

137 families

### TLSS

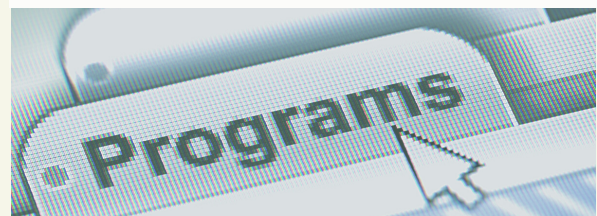
9 youth

## PERSONNEL CONT.

In addition to these measures, we continue to strategize with regional leaders to stabilize the workforce, including considering a redesign of some of the more challenging positions, like the front line case manager positions.

In 2022, we added a digital content marketing strategist (part-time) to support outreach for all programs. We also maintain the added positions from 2021 to continue to assist with workload and provide team support.

We also continue our 30 / 60 / 90 day interviews with new staff to gauge team satisfaction and identify and address any concerns, along with our hiring 'cohort' groups who meet together and share their new hire experiences. These continue to be well-received by staff.



## FCCM-RESOURCE

28 new foster families were licensed (140% of the annual goal of 20!).  
25 new relative families were licensed (89% of the goal of 28).

We ended the year with 137 licensed families. Now developing Respite Only homes to help meet that need—ended the year with 10 respite only families. Of the 22 foster homes who closed in 2022, 50% were for positive reasons.

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### FCCM-RESOURCE CONT.

Of the 19 relative homes who closed in 2022, 84% closed for a positive reason. Only 4% of our licensed homes did not have any placements in 2022.

We do not have enough foster homes to meet the needs of our elevated needs children. We continue to strategize solutions to meet this need.

We also held monthly Foster Care Info Sessions, alternating virtual and in-person to further drive attendance.

We were able to successfully utilize social media to promote our events and also to assist with difficult emergency placements.

### FCCM-FOSTER CARE

182 youth were served in this program, 112 families and 193 parents in 2022.

Several outcome measures were met this past contract year, including child safety, re-entry, permanency and residential utilization. Our permanency rate was 32%.

### PRIVATE ADOPTION

43 inquiries were received with 41 families receiving services in 2022. Three adoptions were finalized. Program staff completed 11 adoption assessments, nine adoption assessment updates and one guardianship suitability study. Reports are that guardianship suitability studies are no longer required, which explains the decrease.

The other services showed an increase in 2022. Several changes have been made to the adoption program including the requirement for a minimum of 10 independently obtained training hours for each family. The brochures were also revised and updated.

### DIGITAL COMMUNICATIONS

BFT has transformed and accelerated digital engagement and reach across digital platforms - [Facebook](#), [Instagram](#), [LinkedIn](#) (claimed/launched) and [Twitter](#). We also launched efforts to create a new website and created a [YouTube](#) channel.

A few examples of 2022 increases: Facebook followers 123% ↑; Facebook reach 137% ↑ (we reached 60,450); Instagram reach 471% ↑; Facebook page visits 141% ↑. Digital engagement dramatically increased, paying huge dividends helping us find critical emergency placements for youths and support for our programs.

We have two growing Facebook parent support groups: [Foster & Adoptive Parent Support Group](#) and [LGBTQ+ Foster & Adoptive Parent Support Group](#).

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### HOME VISITATION

Home Visitation provided services to 137 families in 2022. We provide services in five regions and 40 counties in Missouri. Home Visitation offered 24 virtual Parent Cafés in 2022, and 195 parents attended the Cafés.

Home Visitation staff also completed Nurturing Parenting, Parent Café, Child Development and REDCap trainings.

We have 20 families that have been enrolled with us for over two years (were original Great Circle referrals). We had eight families successfully close in 2022.

### INTENSIVE IN-HOME SERVICES (IIS)

In 2022, IIS and IFRS (Intensive Family Reunification Services) served 88 intact families using creative and long-lasting solutions that families can practice on their own after the intervention is complete. There were 74 IIS families (preventing foster care entry) and 14 IFRS families (supporting reunification from foster care) served.

Intensive In-home services is still doing well in terms of success rate. 89% of families remained together safely throughout the year. Of the 10 families who were not able to remain intact, several were cases of the child(ren) needing more structured mental health services, thus only three families experienced removal due to hotline concerns. This again shows the power of intervention to prevent child abuse and neglect.

### TRANSITIONAL LIVING SERVICES

BFT was awarded the Transitional Living Services (TLSS) for older youth in foster care in August 2022. This will allow us to expand and serve more youth as they transition into adulthood.

Nine youth were served in 2022. Seven successfully aged out with supportive services in place, which were in placement under our old subcontract with Great Circle. In August 2022, BFT was awarded the TLSS contract as the main contract holder, with an ability to add a subcontractor for maternity – Good Shepherd. Under the new contract, we have two new placements, and we are working on another.

### PARENT AIDE:

Six families were served in the parent aide program in 2022, with one guardianship finalized.

### MENTORING

BFT is slowly trying to grow this program. We have six approved mentors with one mentor actively matched with a BFT youth.

Thank you to our  
BFT team and families!

