

Fostering Hope

#### Winter 2020

#### Volume 30, Number 1

# CHILD SPECIFIC RECRUITMENT One Child at a Time

# Treating each child as our one child is the focus of the

attentive care we strive to provide at COBYS Family Services. This specific attention is very evident in the Child Specific Recruitment (CSR) services we provide through the Statewide Adoption and Permanency Network (SWAN). CSR is used to find a permanent resource, a family or other connections for a specific child or sibling group in foster care. CSR is a non-emergency service for children who have been placed in foster care, but do not yet have an identified permanent resource. There can be many reasons a child is referred for CSR services, but often it occurs with older children, the desire for a sibling group to stay together or a range of medical and behavioral needs. The permanency goal for children served by CSR could be adoption or

permanent legal custodianship, or even adults who provide an ongoing supportive relationship.

COBYS caseworker Kayla Ressler begins providing CSR services by gathering a complete profile of the child. She consults with all the adults who are currently supporting the child, including additional caseworkers, therapists, Court Appointed Special Advocates (CASA) and current resource parents. Over a period of time, usually a minimum of six months, but often lasting much longer, she will meet with the child on a monthly basis, engaging with him/her in an age-appropriate manner. She will promote the child and his/her needs in many different ways, including through the Pennsylvania Adoption Exchange (PAE), where approved families are able to view profile of waiting children. Caseworkers at other SWAN affiliate

# **Child Profile: Melody**

Melody is a typical 14-year-old girl who enjoys spending time with her friends, listening to music, drawing and playing basketball. She also likes to read, sing and play video games. In her free time, you might find her shopping, catching a movie, hiking, swimming or enjoying a bite to eat. Her favorite foods are cheeseburgers, spaghetti, chicken parmesan and salad.



Melody describes herself as shy at first, but once she is given time to warm up, she loves to talk! Others describe her as friendly, social, resilient, respectful and responsible. She is an excellent student and has a history of being on the honor roll! She dreams of being a veterinarian or doctor someday.

Melody has been residing in a group home since her placement into care in 2017. She is not legally free for adoption, however the County is looking for a family willing to provide her with permanency. "It is important to consider their needs, but also be open to who they are and who they could become with the right family and the right support."

agencies across the state, like COBYS, also use matching events that are held throughout the region. Kayla becomes the child's personal recruiter, looking for a family for him/her.

# When potential family and child matches are identified,

their profiles are reviewed. If there is agreement among care providers about potential suitability, an interview with the family is arranged. Kayla often recommends that more than one family is interviewed because, "it is our due diligence to interview all the families to determine the best fit. We are thinking about the child's entire future and they deserve that consideration." If the interview process goes well, then a visit between the family and child will be scheduled and often might include something fun like bowling or mini golf to help ease any awkwardness and stress. Successive visits of varying types including home and overnight stays can follow over a longer period of time, with every effort being made to ensure that a family will be the best match for the child. As Kayla notes, "We are thinking in terms of permanency and forever for this family and child, so we do not want to rush anyone."

Last year, 19 children were provided CSR services. These children can have cases at varying stages. Some are legally ready for adoption, while others are not yet at that stage, but could be in the future.



### **Mission Statement**

Motivated by Christian faith, COBYS Family Services educates, supports and empowers children and adults to reach their full potential.

#### **Board of Directors**

Wilbur Rohrer, President Rebecca Fuchs, Vice-President Suzanne Schaudel, Secretary Robert Wintsch, Treasurer

Scott Moyer

Lisa Reinhart

Merv Wampler

Erin Bensing Kay Kulp Eric Landram Ken Leaman

### Administrative Staff

Mark Cunningham, Executive Director Cynthia Umberger, Director of **Business Operations** Anne Stokes, Director of Development Abby Keiser, Director of Family Life Services Mary Sourber, Director of **Placement Services** Jen McDowell, Adoption Supervisor Holly Hardin, Family Life Education Supervisor Sharon Kingsley, Foster Care Supervisor Ruby Nolt, Krista Rankin,

Permanency Unit Supervisors Tim Strawser, HR and Business

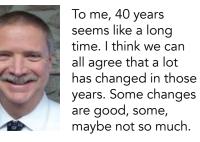
Manager Bethany Kauffman-Raub, HR and Office Supervisor Doug May, Communications & Development Manager

**Fostering Hope** is the quarterly newsletter of COBYS Family Services, a Christian family service agency, affiliated with the Atlantic Northeast District of the Church of the Brethren.

#### **COBYS Family Services**

1417 Oregon Road Leola, PA 17540 717-656-6580 • 800-452-6517 Fax: 717-656-3056 www.cobys.org

# 40 years!



COBYS also has experienced many changes over that time.

When COBYS began, we provided foster care to a small number of teens. Today, we are providing a wide array of services to hundreds and hundreds of children and families at any given time.

When COBYS started:

- We rented one location. Now we own four locations.
- We had two employees. Now we have 135.
- We made sure each child and family we worked with received guality and compassionate care, recognized they are children of God, and wait... we STILL do that! That hasn't changed!

Over the past 40 years, there have been a lot of changes at COBYS. But the most important thing, the thing that was the impetus for COBYS being started, remains the same: Our motivation being rooted in our Christian faith to care for children and families.

I would like to extend an invitation for you to attend our annual banquet on Thursday, March 12. We will be talking about some of the changes we have experienced since our inception, celebrating the past 40 years, and looking forward to the next 40 years! Details can be found on the enclosed invitation.

#### Mark Cunningham, **Executive Director**

I was a sophomore in high school and weighed 25 pounds less than I do today Here are just a few things that happened in 1980:



Mount St. Helens erupts

Rubik's Cube debuts at the International Toy Fair

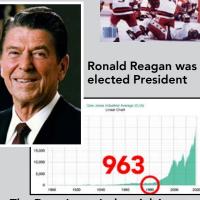


Ted Turner establishes CNN



83,000,000 viewers tuned in to find out who shot J.R. on the TV show "Dallas" (I wasn't one of them.)

**US defeats Soviet** Union in ice hockey in what was labeled the "Miracle on Ice" (That, I did watch!)



The Dow Jones Industrial Average closes the year at 963



# Because of you...

We are starting the celebration of COBYS 40th The tremendous anniversary in this newsletter and will continue in generosity that founded many ways throughout 2020. As we celebrate the lives and sustained COBYS in impacted by the ministries of COBYS and the ways the its early years continues organization has evolved, one of the most important with abundance today. parts of the organization's success has been its During 2019 there were donors. COBYS is the well-respected organization that many highlights in Fostering it is delivering care with compassion, dignity and hope Hope and through digital because of the variety of donations.

media of successful fundraising events like the annual Banquet, Wenger Praise Dinner, Family Fun Walk and The early days of our existence saw congregations and individuals donate initial funding for our inaugural staff; Bike & Hike. We also celebrate a record breaking Extraordinary Give day of giving in November 2019 volunteer for painting projects; and donate space, furniture and supplies among many other things. (see page 7). These are all tremendous displays of From today's perspective, some of these donations support that are critical for sustaining our ministries may seem small, but they were not insignificant. Each and should be celebrated. Just as important to us donation, monetary or in-kind, has positively impacted are the gifts made throughout the year that aren't the organization and those we serve. publicly recognized.

#### We are thankful for:

- Hand-knitted blankets in our Kids Closet that comfort infants and toddlers.
- Individuals and couples who have made **bequest gifts**, graciously paying forward their life's material blessings and significantly strengthening COBYS for the future.
- community group. Generational philanthropy is a gift for COBYS.
- The child who was adopted years ago, but **continues to care** for children in foster care who might be experiencing anxiety.
- lovingly wrapped for the season.
- laughter is important to building family bonds.
- we serve.





Thank You! Donations during the Christmas season filled our Kids Closet and the hearts of our children and families.

L to R: First Financial Group's donated presents; Parent & Preschool Center backpack donations; Wyomissing COB hat & scarf tree; Mission Church donations; St. Edward's Episcopal Church donated presents for 50 kids in the Permanency Unit; donations from Myerstown COB filled the shelves of our Kids Closet



Pac-Man video game is released



• The Resource Family that gives above and beyond each and every day to brighten the future of a foster child.

• Children and families who donate to our Kids Closet during a Christmas collection at their church or through a

• The individuals who set up an automatic, monthly donation to COBYS, helping us pay each month's bills.

• The church that provides **Christmas gifts** for over 50 children served by our Permanency program, each gift

• Board games and craft supplies that help families served by our Family Life Education programming, because

• Prayers made for the prosperity of COBYS, and for the well-being of every child, adult and family member









# 2020 Celebrating 40 years

# Part 1: The 80s-Humble Beginnings

How did COBYS come to focus on serving one child at a time, one family at a time, one interaction at a time, with compassion, dignity and transformative hope? Because at its core, that's how it started.

The seeds for COBYS were planted in 1972, when two congregations brought similar requests to a District Conference of the Atlantic Northeast District of the Church of the Brethren about how the church might best meet the needs of youth and families. A committee was formed to determine how to respond to the churches' concerns, and after years of discussion and exploring options, the district decided to form a teen foster care agency. In 1980, Church of the Brethren Youth Services (COBYS), opened its doors in the newly built Hempfield Church of the Brethren. COBYS placed its first foster child with a family in the spring of 1980.

In late 1980, COBYS was approved by the state Department of Welfare, qualifying for public funds, and therefore, the ability to serve many more children, reimburse foster parents for their service, and provide medical and dental care for children. Today, all of the children in COBYS' care are referred by County Children and Youth Agencies in Lancaster and the surrounding counties.

Starting a new agency wasn't easy, and finances were tight in the early years. Over time, the ministries and support base grew, and COBYS began adding new programs and services, all aimed at helping children and families succeed. By the mid-1980s, individual and family therapy along with parenting classes were added. These ministries matured into today's Counseling and Family Life Education programs.

COBYS first decade started as a slow, cautious, methodical movement and ended with momentum building as new programs were created and existing programs were expanded. All decisions and changes were implemented with the goal of caring for and nurturing one child at a time, one family at a time. COBYS

*Years* compassion dignity hope



**Resource Families** 





Fostering Hope 4





**Early Staff** 

**Group Home** 



**COBYS** Offices

In each issue of Fostering Hope in 2020 we will highlight milestones from one of the decades of our 40-year history. Next issue: Part 2: The 90s.



# **One Child**

continued from page 1.

For Kayla, the most important thing to focus on is the potential of each child. Kids might "have challenging behaviors, are teenagers, have medical needs, or they may have lots of siblings, but they are more than that...It is important to consider their needs, but also be open to who they are and who they could become with the right family and the right support." COBYS is one of many agencies that provides CSR services. For Kayla, what is important about our service delivery is that, "we care deeply about our kids. We are willing to spend the time and energy on these kids and advocate for what is best for them. We are thorough and unwilling to give up until we find what we are looking for."

# **Child Profile: Nate**

Nate is a teenager who was receiving child preparation services from caseworker Kayla Ressler when he needed to move from



his current placement.

Kayla then began providing CSR services and after a few months he was matched with a single father who lives not far from Nate's community of origin. After he moved to this home, Kayla continued working with Nate and she was able to see the bond, with playful banter, that quickly grew between Nate and his foster father. Nate is the only child in the home and is receiving the time, attention and support that he needs.

We are happy to say that Nate's foster father is currently working on the adoption finalization process and there should be a date for finalization of the adoption in the next few months.

# FAMILY LIFE EDUCATION **Seeking Safety**

Seeking Safety is an evidence-based group therapy program that focuses on coping skills in the present moment. The course may be mandated by the courts, recommended by a caseworker or participants may self-enroll.

Many people affected by trauma may turn to addictive behaviors to try to manage difficult feelings. Seeking Safety discusses tools to help them manage these symptoms and to cope effectively.

#### This program helps people learn to navigate triggers and successfully build a life of safety, security and well-being.

People do not share stories of their traumas, but instead look towards the future by practicing new ways to cope safely. The program and therapy are based on the present - where people are right now - not history-focused.

Sessions typically begin by reviewing the coping tools discussed in the previous class and participants providing a brief update. Then the main topic is introduced and discussed. Tools and techniques are presented. The sessions end with each participant setting goals for using newly learned processes.

#### Topics include: safety, stress and trauma, healing from anger, grounding, when substances control you, recovery thinking, community resources, healthy relationships, and boundaries.

Seeking Safety is an open-enrollment group. Participants may join the group at any point and receive a certificate after participating in 10 complete sessions. Two groups are offered: a women's only group and a group for both men and women. To learn more or to register, please visit cobys.org/ family-support/programs-offered.

Women Only Group - Wednesdays Murry Hill Center, Lancaster, PA

**Open Session - Thursdays** Water Street Mission, Lancaster, PA

## The Faces of COBYS

#### How do vou describe COBYS to people you meet?

Leonida Gonzalez, Admin. Assistant, Permanency Unit COBYS Staff are a

group of people that are genuine. We see the people we work with just as that:

people. People who are struggling, be it drugs, homelessness, mental health, etc. We understand that we are here to help them succeed and assure that the end result is in the best interest of the children we work with.

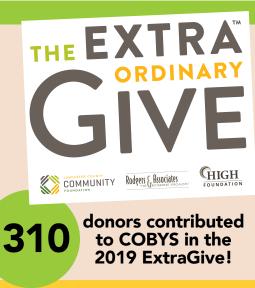
#### What does working at COBYS mean to you?

Holly Hardin, Supervisor, Family Life Education

I feel blessed to have the opportunity to serve others in such a meaningful

way. Strengthening relationships between parents and their children can positively impact their family for generations – I have no doubt that our work matters.





extraordinary.

# Many Ways to Give

Choosing a way to invest in the work of your favorite charity, like COBYS, is personal. There is no one size fits all. Some options may make sense for you but not for other donors. Planning is key. Here are just some of the ways, beyond a straight financial gift, you might consider using to support COBYS.

**IRA Rollover:** Individuals age 70½ or over can exclude up to \$100,000 from gross income with donations paid directly to a

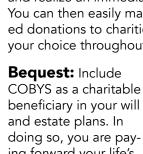
qualified charity from their Individual Retirement Account. Money given this way

Fund: Contribute funds and assets of various types through this financial vehicle and realize an immediate tax benefit. You can then easily make recommended donations to charities at times of your choice throughout the year.

can be used to meet the donor's required minimum distribution, doesn't count as income, and does qualify as a charitable deduction.

**Stocks:** Giving stocks that have appreciated affords you savings in two ways: You can avoid paying capital gains tax on the increased value of your stock and also 🗸

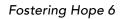
receive an income tax deduction for the full fair market value of the donated stock. COBYS has a TD Ameritrade account to facilitate the donation of stock to use as a charitable gift.



ing forward your life's material blessings and strengthening COBYS for the future.

Many corporate employers match charitable contributions by their employees. Have you checked whether your employer has a matching gift program? Why not double your gift?





### Because people like you support COBYS,

we are able provide care that goes beyond the basics. The generosity of so many donors during the ExtraGive was truly

### COBYS received over \$67,600 through the ExtraGive portal

COBYS, along with over 500 other non-profits, will also receive a portion of the more than half a million dollar stretch pool sponsored by Lancaster County Community Foundation and others.

### We exceeded our goal of \$65,000!



#### Donor Advised



#### **Employer Matching Gifts:**

#### Life Insurance: If you

have a life insurance policy that is no longer needed, it could be given to COBYS as a gift. Name COBYS Family Services as



the owner and beneficiary of the policy and receive a charitable deduction. If the policy has cash value, you may take a deduction approximately equal to the cash value of the policy. If you continue to make premium payments after the gift to COBYS, those premium payments are tax deductible each year.

Vehicles: If you have a vehicle you no longer need, avoid the hassle of selling it by donating it to COBYS. We work with a local auto dealer to resell donated vehicles, and COBYS utilizes the income to fund our ministries. You

receive a charitable deduction equal to the gross proceeds from the sale.



To discuss supporting COBYS in these ways, contact Director of Development Anne Stokes at 717-656-6580. Please contact your financial advisor or attorney for information about your specific situation, and further details about each option.



COBYS Family Services 1417 Oregon Road Leola, PA 17540

#### **Address Service Requested**



Become our fan on Facebook.

### A Look Inside

CSR: Child Specific Recruitment .1
Message from Mark2
Because of You3
The Faces of COBYS3
COBYS 40 Years Celebration,
Part 1 4-5
Seeking Safety (FLE Highlight)6
ExtraGive Review7
Planned Giving7
2020 Banquet8

Non-Profit U.S. Post Office PAID Permit No. 52 Lancaster, PA

# **MARK YOUR CALENDARS!**





compassion dignity hope

You're Invited

# Help us celebrate 40 years!

Join us for our annual banquet of good food and fellowship. We plan to reminisce a bit, (okay, maybe more than a bit), celebrate where we are today and look to the future for COBYS.

# Thursday, March 12, 2020

Noon & 6:30 p.m. (Doors open at 11:30 a.m. and 6 p.m.)

## Middle Creek Church of the Brethren

351 Middle Creek Road, Lititz