

At COBYS, A Core Value In Action

Teamwork at the heart of care

Throughout the year at COBYS, we highlight stories of the impact of our services, whether that be an adoption finalization, delivery of a Family Life Education course, training for our staff or delivery of trauma-focused therapy. We hope these practical examples of the life-impacting care we are called to provide help tell the COBYS story and highlight the COBYS Difference.

Achieving goals, large and small, and good outcomes for our kids and families would not be possible without teamwork by our staff across the organization. We hope hearing directly from COBYS staff about teamwork demonstrates how much teamwork isn't just one of our Core Values, it is something practiced each day.

CORE VALUE:

Teamwork

Respecting our unique contributions, we value and care for each other, both personally and professionally, and enjoy working and growing together.

TEAMWORK • COLLABORATION

Teamwork is when I am supported by our HR/administrative team to master technology advancements and when I work with our billing specialist to understand the insurance and payment plans so that we are able to collect fees for services. The supervision



in our department is prompt, approachable and supportive when concerns arise that need to be addressed.

The care, connection, and concern for one another in our Counseling team is a blessing from above.

Collaborating with other therapists on our team as we navigate the most effective course of treatment for families that are struggling is an example of teamwork when we served our kids and families.

– Michelle Sheaffer, Therapist

PARTNERSHIP • SYNERGY • UNITY • COMMUNICATION • SUPPORT



I see collaboration in Post Permanency

as we consult with different departments regularly to find additional community resources for the families we service. Our Post Perm families have attended some of the parent trainings and other groups that Family Life Education (FLE) provides. FLE team regularly informs us of their upcoming groups and programs so we can make the Post Perm families aware of the opportunities. We work with the Counseling department to get Post Perm families on the wait list so the process can be expedited for them. As a Post Perm team we regularly consult with one another to get additional ideas and/or resources on how to assist a family.

– Sheryl Bernot, Post Permanency Adoption Sr. Caseworker

• COOPERATION • PARTNERSHIP • SYNERGY • COLLABORATION •

I see teamwork on my team when someone is in need of an activity idea for a child they are working with in Child Preparation. During our monthly group supervisions, our team has a chance to bring any "struggles" we are having with our cases to the table, especially if we need ideas for activities for a session. As a team, we will ask for more information about the kiddo(s), then provide suggestions for activities that would be best suited for the situation and the child's age. These monthly group supervisions are a great way for newer Adoption workers to get ideas from other, more seasoned, workers.

– Shannon Beck, Adoption Sr. Caseworker



Mission Statement

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

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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

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

COBYS Names Next Executive Director

From Becky Fuchs, President of the COBYS Family Services Board of Directors:

On behalf of the entire Board of Directors, I am pleased to announce that Dr. J. Michael Lausch, current Superintendent for the Donegal School District, has been selected as the new Executive Director of COBYS Family Services. Mike Lausch has decades of experience in education, including time spent teaching elementary school in the Manheim Central School District, serving as an elementary school principal in the Lower Dauphin School District, and most recently as Assistant Superintendent and Superintendent in the Donegal School District.



The Board is confident that these years of experience Mike has working for the welfare of children through education will serve the COBYS organization well as we continue to provide quality, trauma-informed care across all areas of service that include foster care, adoption, counseling and family life education. We believe that Mike will also provide leadership in strategic planning as COBYS strives to fulfill our mission now and in the years to come.

"I am thrilled to join the COBYS family, working with staff to deliver quality, trauma-informed care for which the organization is well known. Treating everyone with compassion and dignity, we will continue to serve the children, adults and families who engage with COBYS. I look forward to building relationships with our valued staff, donors and community members."

- Mike Lausch

With Mike's current position and commitments, he will be available to begin serving COBYS on March 4. Mark Cunningham's service with COBYS was officially complete on December 31. A transition team is carrying out daily operations during the intervening time, maintaining the high level of care you support, and our kids and families rely on. I look forward to introducing Mike to you, our valued partners, donors and friends, as he begins his service with COBYS.

Becky Fuchs

Becky Fuchs

- L Life is Sacred** Believing that all people are created in the image of God, we recognize the inherent worth of each client by exhibiting empathy, compassion and respect.
- I Integrity** We strive to be honest, authentic, and trustworthy in saying what we mean, matching our behaviors to our words and taking responsibility for our actions.
- F Faith** Jesus is Lord of our organization. We trust him to provide for our ministry's needs and to empower transformation in our own lives and in the lives of those we serve.
- T Teamwork** Respecting our unique contributions, we value and care for each other, both personally and professionally, and enjoy working and growing together.
- S Servanthood** Servanthood leadership is reflected perfectly in the life and person of Jesus Christ. We seek to integrate the highest standards of professionalism with Christ's example of joyful service.



Community Matters

Join us for our Dinner and Conversation fundraiser
Thursday, March 14, 2023 • 6:00-8:00 pm
The Inn at Leola Village, Casa di Fiori
38 Deborah Dr., Leola, PA 17540



You're Invited

Join us for a celebratory evening of good food and conversation.

We'll share COBYS updates and highlight the care we deliver together through the lens of **three COBYS families**. Get first-hand accounts of how the expanded focus on best practice training and care meet the complex needs of these families.

Hear about the real world impact of our ministries as together we are making life-impacting differences for children and families.

Plus, meet new Executive Director Mike Lausch at his first COBYS event.

Presenting Sponsor



Compassion Sponsors



Community Matters

It matters to me.

Dinner and Conversation fundraiser
Thursday, March 14, 2023 • 6:00-8:00 pm
The Inn at Leola Village, Casa di Fiori, 38 Deborah Dr , Leola, PA 17540

Evening Schedule:

6:00 - 6:30 pm Welcome reception and appetizers
6:30 - 7:15 pm Dinner
7:15 - 8:00 pm Families and Q&A
Live music by Temple Avenue Jazz

Cost:

\$75 per person
\$150 per couple
\$550 per table of eight
A freewill offering will be taken.

RSVP by March 1, 2024:

Return the reply card or online at:
www.cobys.org/2024SpringDinner
or scan the QR code

Contact Steve Nichols:
Email: steven@cobys.org
Call: 717-685-6580 ext. 161



Entrée Options (Your choice of main course)

1. **Slow-roasted European Chicken Breast** with Rustic Stuffing, Whipped Potatoes, Assorted Vegetables (*gluten free*)
2. **Roasted Salmon Romesco** with Herbed Quinoa and Oven-Roasted Asparagus
3. **Cous Cous** with Dates, Pistachios, Pine Nuts and Grilled Vegetables (*Vegan and gluten free*)

A copy of the official registration and financial information of COBYS Family Services may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.

COBYS Dinner and Conversation 2024 Response Slip

Clip Here

To reserve your place, please complete and return this slip in the enclosed envelope no later than Friday, March 1, 2024, or contact Steve Nichols at 717-656-6580, ext. 161 or steven@cobys.org.

Name(s) _____ Phone Number _____

Address _____ Email _____

Your Congregation/Business: _____ First time attendee? ☐ Yes ☐ No

Dinner Reservations

____ 1 Person (\$75)
____ 2 Persons (\$150)
____ 8 Person Table (\$550)
____ Free Will Donation: Enclosed is a donation to support COBYS
Check payable to
COBYS Family Services

Attendees (Name, and # of entrée choice from above)

1. _____ # _____	5. _____ # _____
2. _____ # _____	6. _____ # _____
3. _____ # _____	7. _____ # _____
4. _____ # _____	8. _____ # _____

Teamwork at the heart of care continued from page 1

TEAMWORK • COLLABORATION

I see teamwork every time a placement occurs. Bags get packed, paperwork gets signed, sometimes we need to find a car seat, coordination between the county and foster parents occurs, there are many questions and often not a lot of answers. In these cases, the team comes together to help fill in any gaps, as often everything



else stops and the placement takes priority.

One example of how we collaborate at COBYS is that the Resource Home Team and Foster Care Team work closely alongside one another. If a Resource Home Specialist learns about a family struggling, they will quickly reach out to the Foster Care caseworker to collaborate on ways to support the children and the families. This goes both ways, as Foster Care workers often come to Resource Home so that we can put our heads together and meet the needs.

– **Amanda Storrs, Resource Home Supervisor**

PARTNERSHIP • SYNERGY • UNITY • COMMUNICATION • SUPPORT

In the Permanency Unit, we constantly need to collaborate and work as a team. One example of this is the coverage for various tasks such as covering supervised parent/child visits or covering the responsibilities of being the Worker on Duty. Whenever something comes up that we are not able to cover these responsibilities for one reason or another, we know that we can always reach out to our team here and someone will always be happy and ready to cover for us.

– **Rebecca Stutzman, Permanency Caseworker**



I see collaboration on my team when there are last minute schedule conflicts and caseworkers go above and beyond to cover appointments for each other at a moment's notice.

– **Courtney Beiler, Foster Care Supervisor**



COOPERATION • PARTNERSHIP • SYNERGY • COLLABORATION •



I see collaboration on my team when every class in FLE comes to fruition with the use of teamwork. Each class is touched by an FLE team member somewhere through the process, starting with the initial oversight and funding procurement by Abby and Holly; scheduling, assigning, and supervision by Barb; class coordination and curriculum writing by Lisa; teaching and implementing the class by our knowledgeable educators; followed by record-keeping and participant communication by Rose.

– **Rose Strawser, Family Life Services Administrative Assistant**

UNITY • COMMUNICATION • SUPPORT • PARTNERSHIP • SYNERGY

The collaboration between departments once a child is placed into COBYS care is remarkable. It's the COBYS Difference! From a Resource Parent Trainer, to a support Resource Home Specialist, to Counseling within one week of referral and an evidence-based curriculum taught to foster parents to help them connect with their child, is an example of teamwork/collaboration where we served our kids and families.

– **Abby Keiser, Director of Family Life Services**



At each monthly Post Permanency team meeting, we leave time for case discussion. Team members can present a case and pick our coworkers' brains for ideas and resources. I always know I will get a fresh perspective, as well as the wealth of knowledge and experience.

– **Ashley Bankert, Post Permanency Caseworker**



Making Sense of Your Past Worth

Self Worth is the foundation of who we are as human beings and how we show up in the world. It plays a role in every decision we make and in every relationship we have.

This 8-week program is designed for adult women who desire the freedom that comes with living in positive self-worth and secure attachment.

The **Making Sense of Your Worth** curriculum follows a step-by-step process of gaining positive self-worth. Participants go through a series of sessions in a group format designed to create understanding of how the events in their lives have contributed to their current level of self-worth. Once participants are free from those beliefs associated with their past, the subsequent sessions focus on rebuilding a new life based on positive self-worth, as well as how to maintain these gains.

Classes are live on Zoom for this 8-week program which runs March 4 - April 22, 2024.

**Monday evenings, 6:00-8:00 p.m.
Cost is \$120**

(A foster mom discount is available - please check our registration page for details).



For more information, call 717-435-8139 or visit:
<https://lp.constantcontactpages.com/cu/qAO4Wgs/MSOYW>

Family Life Education at COBYS

COBYS offers a range of Family Life Education programs. While best known for our parenting courses, our programs share the common goal of supporting the development of human potential, providing parents, other adults and children with information and skills to foster cooperation, courage, responsibility, self-esteem and respect. For a list of courses and times, visit cobys.org/family-support/programs-offered



Blues Program for Teenagers A group-based prevention program for high school teens with symptoms of depression and anxiety. Students learn cognitive behavioral strategies with a simple focus: change how you think and what you do to feel better.

Cooperative Parenting & Divorce A skill building program for parents to learn to shield their children from parental conflict and guide their children through the process of recovery, while establishing a positive, long-term, cooperative relationship with the other parent.

Incredible Years Autism and Language Delays Program This 11-session program is geared to parents of young children (aged 2-9) on the Autism Spectrum or with language delays in order to promote children's emotional regulation, social competence, language skills, school readiness, and relationships with others.



Incredible Years for Lancaster County

A 10-week, evidence-based, comprehensive program designed to support parents and their children (birth to 12 years old). This program supports attachment and parent-child interaction, encourages positive parenting, and increases parents' ability to promote children's social, emotional and academic development.

Parenting Wisely This highly interactive, evidence-based, curriculum provides parents and youth (ages 9/10 and over) with the knowledge, skills and attitudes to build stronger parent/child relationships and to promote regular school attendance. (Also available for parents of children ages 4-8.)

Seeking Safety An evidence-based group therapy program that focuses on coping skills in the present moment. 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.



Many Ways to Give

Investing in the work of your favorite charity, like COBYS, is personal. With so many options, planning is key to finding what works for you. Here are some ways, beyond a straight financial gift, you might consider to support COBYS.

Be a Monthly Motivator: Make an automatic, monthly gift to COBYS. Setting up a credit card donation allows you to spread your donation out over the year, check a task of your to do list and provide financial resources to COBYS when most needed. www.cobys.org/donations and click "Make Recurring Gift".



IRA Rollover: People 70½ or better can exclude up to \$100,000 from gross income with donations paid to a qualified charity from their IRA. Money given this way can be used to meet your 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 can help facilitate stock donations as a gift.



Donor Advised 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.

Bequest: Include COBYS as a charitable beneficiary in your will and estate plans. In doing so, you are paying forward your life's material blessings and strengthening COBYS for the future.

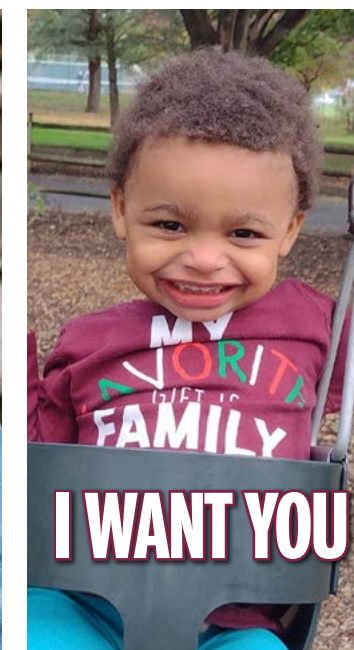
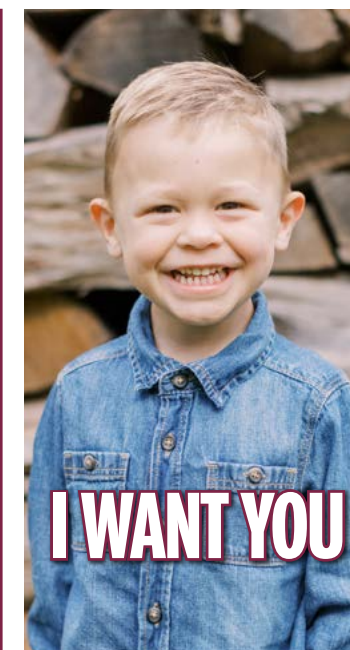


Life Insurance: If you have a life insurance policy that is no longer needed, it could be given to COBYS as a gift. Name COBYS Family Services as the owner and beneficiary of the policy and receive a charitable deduction. If the policy has cash value, you may take a deduction approximately equal to the cash value of the policy.



Employer Matching Gifts: 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?

Thank you for supporting of COBYS. To discuss using any of these options, contact Director of Development Anne Stokes at 717-656-6580 ext. 101. Please contact your financial advisor or attorney for information about your specific situation, and further details about each option.

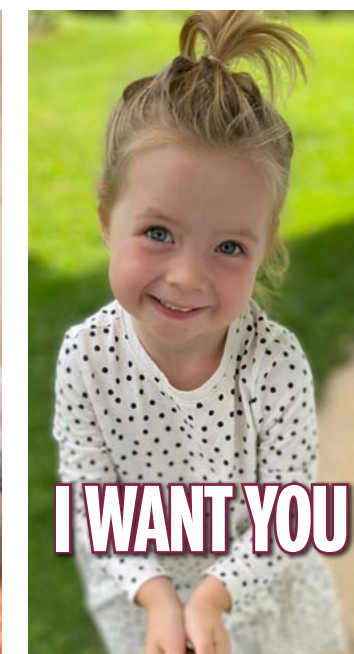


The Need for Foster Families Is Real.

The kids pictured here are among the lucky ones. A COBYS family answered the call to care for kids from hard places. But there are hundreds of kids like them in our region who are in need. Of a home. Safety. Love. Compassion. Empathy. Really, a chance.

If you or someone you know is considering foster care, please take the first step and find out more.

For more information visit: cobys.org/fostering





COBYS Family Services
1417 Oregon Road
Leola, PA 17540

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Community Matters

**Plus, meet new
Executive
Director
Mike Lausch
at his first
COBYS event.**

Join us for our Dinner and Conversation fundraiser
Thursday, March 14, 2023 • 6:00-8:00 pm

The Inn at Leola Village , Casa di Fiori
38 Deborah Dr , Leola, PA 17540

(See pages 3 and 4 for more information and reservations)

