



2023-2024 Annual Report

At COBYS, our focus this year across the services we deliver continues to be trauma-informed care. To meet the increasingly complex needs of our children and youth in foster care, as well as those children, youth and adults in the wider community, our staff receive on-going training in best practices, allowing them to provide the COBYS Difference in care.

We need you to be a part of the solution. Beyond financial support, we need to grow the COBYS Community with new donors and new foster families, joining those who already know what valuable and needed ministries we provide. Help us spread the word by inviting us to your visit your congregation, publicize the need for foster families (www.cobys.org/fostering).

This report provides a snapshot of our care during the past fiscal year (July 1, 2023 – June 30, 2024). Our 105 staff members are called to serve through delivery of our necessary, but sometimes messy and often heartbreaking care. We do all this in order that we might fulfill our mission, that ***motivated by Christian faith, we educate, support, and empower children and adults to reach their full potential.***

Adoption

The COBYS Adoption unit provides a range of services that assist children and families during the foster care process, in finalization of adoptions and in the life-long journey for families who have experienced adoption.

Our adoption staff work with some foster and adoptive families approved through COBYS, but also provide services for many additional children, those placed in foster homes licensed through counties and those already adopted and in kinship placements. This wide range of services, facilitated at the state level by

The following units of service were provided:

- 18 child specific recruitments
- 60 child preparations
- 121 child profiles and addendums
- 28 family profiles
- 27 adoption finalizations
- 39 families assessed for post adoption services

To date 680 adoptions have been finalized by COBYS.

the Pennsylvania Statewide Adoption and Permanency Network (SWAN), are needed to address difficulties faced by children of all ages. Poor outcomes for these children are often the result of a lack of parenting education for adults from hard places. The outcomes we see for children served by COBYS illustrate just how beneficial the type of trauma-informed care we are providing is to a child thriving. Additional trends noticed include some children residing in group or residential home settings for years given their specialized needs and adoptive families needing to address significant needs by placing children outside the home to receive proper care.

Every child deserves to have a forever family, where they feel loved, safe and where they belong.

– Adoptive parent



I love fostering a child because I know I am making a difference in a child's life.

– Foster mom

Family Life Education

This year we began offering monthly Parenting Workshops through our Kinship programming that were found to be meaningful to all caregivers. Some of the topics included: Intro to the IEP Journey, Helping Your Child Navigate School/Social Anxiety, Supporting the Mental Health of Child(ren) Under Your Care, Raising Children in a Digital World, and Mindful Self-Compassion for Parents and Caregivers. This is a great opportunity for parents to explore and learn about current parenting challenges.

In both of our Incredible Years and Parenting Wisely programs, we have added individual sessions with an educator in addition to the group classes. This gives families an opportunity to personalize their learning to address any challenges or struggles they are experiencing in their family. These additional sessions help us support and encourage our participants and families.

An additional staff member attended the Trust Based Relational Intervention (TBRI) practitioner training this year bringing our total number of practitioners to six, allowing us to offer our TBRI offerings to all Lancaster County and several surrounding county's foster families and kinship families.

FLE statistics for the past year:

- 993 classroom hours
- 984 adults, representing over 1,082 children
- 99 courses held, including:
 - Blues Program
 - Cooperative Co-Parenting
 - Kinship Program
 - Incredible Years Autism
 - Parenting Wisely
 - Seeking Safety
 - Seeking Safety Prison Program
 - Trust-Based Relational Intervention (TBRI)

Foster Care statistics for the past year:

- 22,786 days of care to 166 children
- 30 sibling groups and ten medically needy children were served
- 84 children were discharged from care, 30 of these to parents or other relatives
- 13 foster children in our care were adopted, while 41 were discharged to other places
- 90 foster families served, including 16 newly approved foster families
- 81 children were placed from county referrals. COBYS contracts with 10 county agencies to provide foster care services.
- All COBYS foster families have received training in Trust-Based Relational Intervention (TBRI), an evidence-based course to learn strategies to parent a child from a "hard place" or traumatic background.
- COBYS foster families are a diverse group, including individuals and married couples ranging in age from 24 to 71. Two thirds of COBYS foster families have other (biological or adopted) children living in the home.

Foster Care

Our Foster Care team ensures that children are safe and supported while in care. COBYS foster families provide temporary care until a child can reunify with a birth parent or move to extended family. Foster families sometimes adopt a foster child if the court determines that the child cannot return home. Our Resource Home Specialists not only license foster families, but they also assist in placing children in our homes and provide unparalleled support. COBYS increased our recruitment efforts this year in response to local and national shortages of available foster families.



The most helpful information to me was knowing how to bond with my child and how to have a healthy relationship with my child.

– Incredible Years program parent

Counseling

This past year, the Counseling department continued to provide sessions both in person and through teletherapy. We continue to recognize the needs of the community and have filled these needs through adding two more therapists. Bria Griffin joined COBYS in June 2024 as an unlicensed therapist who is working towards licensure under our supervision. Day Butcher, LPC joined COBYS as an art therapist.

During the past year, Counseling provided and engaged in:

- 8,148 total counseling appointments
- 86 new clients served
- 99 successful discharges of clients. Successful discharge indicates that clients have reduced symptoms and are able to maintain stabilization.

During this past year, staff in our Permanency Unit walked alongside children and families, resulting in the following:

- 143 children from 94 families served
- 17 children from 13 families were reunified
- 14 children from 11 families were transferred to adoption
- Four children from three families were released to a legal guardian through subsidized permanent legal custodianship
- An 18-year old youth had custody released to himself, an option available at that age.

Permanency

COBYS is contracted by the Lancaster County Children and Youth Social Service Agency to act as the county caseworker, working with parents and families on their court approved plans for reunification. We help parents access court-required services to work towards retaining custody. We also assure the safety of children in their out-of-home placements. The program promotes a stronger and more stable family unit and helps families understand their needs and requirements. The goal is for families to reunify whenever safely possible.

This past fiscal year has been one of transition for Permanency. In the fall of 2023, we had several caseworkers and a supervisor, leave for other ventures in the social work field. We had to transfer several cases back to the Lancaster County Children and Youth Agency as we were unable to absorb all the cases. Despite the turnover, we worked diligently to continue to live out the COBYS mission, while providing excellent services to our clients, going above and beyond to make the COBYS Difference. This past year we have seen a large increase in the number of cases with both youth and adult clients who are struggling with severe mental health instability. We have several cases where the mental health deficits or cognitive limitations of the parents are so severe they are unable to safely parent their children. This is especially difficult for COBYS staff in that there is no amount of services or support that can change client intellectual functioning to help them create a safe environment for their children. These cases often lead to the children being adopted or released to a legal guardian. On a positive note, we were able to walk alongside 13 families with 17 children who achieved reunification due to the hard work and commitment that they put into their court ordered plans. In what is a very difficult job, these positive cases give us hope and drive us to continue the work each day.



Financial Support

Significant generosity in financial giving from donors to COBYS Family Services was evident again this past year. Beyond the services we provide, your financial gifts strengthen our staff; staff who advocate for clients and are known for not giving up when arranging care in the face of many challenges.

We continue to focus on quality, multi-channel communication with our donors, providing a variety of opportunities to connect to our ministries, from general giving to the COBYS Care Fund and even the Kids' Closet. We have also begun and will continue a more concerted effort to recruit foster families and new donors, working with a marketing agency for increased visibility of COBYS and

targeted digital messaging throughout the region.

While the needs we are addressing will never go away, we believe our care is making a real difference in the lives of those we serve.

We are always happy to connect with you to provide a deeper understanding of our ministries, the very real and life-impacting issues we are addressing each day, and the ways we can meet these needs together. Please contact Anne Stokes Director of Development & Communications at anne@cobys.org and 717-656-6580 x101.

Year-to-Date Private Giving Summary (Five-Year Comparison)

COBYS Family Services	7/1/2019 - 6/30/2020	7/1/2020 - 6/30/2021	7/1/2021 - 6/30/2022	7/1/2022 - 6/30/2023	7/1/2023 - 6/30/2024
Bequests	\$580,090.69	\$39,337.75	\$189,056.70	\$ 54,256.16	\$ 44,375.01
General	\$624,739.22	\$725,209.74	\$739,363.21	\$ 786,204.15	\$ 756,311.42
In Kind	\$29,066.53	\$16,348.07	\$9,893.75	\$ 21,956.38	\$ 15,361.43
Total	\$1,233,896.44	\$780,895.56	\$939,313.66	\$ 862,416.69	\$ 816,047.86

We have appreciated COBYS walking alongside our family for all these years. I have had COBYS caseworkers cry with me, laugh with me and be brutally honest with me (even when I did not want to hear it). We have had some amazing caseworkers, some of which are true friends. Although we have now closed our home, we will continue to pray that future families will step up and meet the need. We hope to remain a part of the COBYS family in one way or another."

– COBYS adoptive parent

Thank You! We are grateful for the many people who contribute to the ministries of COBYS Family Services. Listed on the following pages are people, organizations and business who supported COBYS with financial gifts, in kind donations, or volunteer hours between July 1, 2023, and June 30, 2024. We also thank donors who wished to remain anonymous. Every effort has been made to make this list complete. Please let us know if your name has been inadvertently omitted or if you would prefer not to be included on future donor lists. Contact Anne Stokes at 717-656-6580 or anne@cobys.org.

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Holzhauser, Dave & Lori	Kimmel, Jim & Beth	Liepelt, Paul & Brandy	Miller, Claude
Holzhauser, Ellie	Kinderwater, Fran	Light, Harry	Miller, Clay & Karen
Hoover, Dale & Charlotte	King, Dave & Rebecca	Light, Mark & Jo Lyn	Miller, Jane
Hoover, Gerald & Eileen	Kingsley, Jeff & Sharon	Linder, Norman & Marilyn	Miller, Jeanine
Hoover, John & Rhoda	Kirchner, Corinn	Lisi, Joe & Margie Sue	Miller, Landon & Jennifer Linder
Hoover, Nevin & Eileen	Klett, Eric	Liskey, Earl & Cindy	Miller, Lloyd & Mary Ann
Hoover, Reid & Diane	Kline, George & Carol	Liskey, Sherrie	Miller, Matt & Tina
Horner, Ron	Kline, Kristine Marie	Lituma, Kurt & Keri	Miller, Marlin & Julie
Hornickell, Charles & Mabel	Kline, Randal & Carol	Litz, Jon & Jo Ellen	Miller, Michele
Horning, Don & Wendy	Kline, Steve & Diane	Long, Jim & Kathy	Miller, Rex & Peggy
Horst, Barbara	Kline, William & Sharon	Longenecker, Bill & Betsy	Millhouse, Scott & Elizabeth
Horst, Harlan & Janelle Horst	Knable, Joseph	Longenecker, Peggy	Mills, Darrel & Liz
Horton, Tim	Knapp, Kenneth	Loose, Mr. & Mrs. Darryl	Mitchell, Molly
Hosler, David & Jean	Knauss, David & Connie	Lutz, Bradley & Laura	Mock, Rachel
Hosler, Mike & Beverly	Kniss, Marian	Lutz, Lamar	Morgan, Lois
Hosler, Randy & Sandy	Knox, Lisa & Jayan	Machalek, Roberta	Morris, Susan
Hostetter, Dwane & Priscilla	Kochel, Randy	Mackey, Bob & Giny	Morrissey, Bernie
Hostetter, Jim Jr. & Julie	Kopp, Jay	Mader, David & Carol	Morrissey, Janice
Hostetter, John & Beth	Kraenbring, Naomi	Malcolm, Brenda	Moyer, Burnell & Erma
Hrovath, Jocelyn	Krall, Carey	Malsbury, George & Gail	Moyer, Dennis & Cathryn

Moyer, Diane
 Moyer, Donald & Sue
 Moyer, Earl
 Moyer, Jean
 Moyer, Kenneth & Ruth
 Moyer, Lamar & Sally
 Moyer, Ralph & Janet
 Moyer, Ryan & Amy
 Moyer, Scott & Ann
 Muckey, Richard
 Mummau, Doran
 Murphy, Gladys
 Murphy, Shelley
 Musser, Joel & Dawn
 Musser, Pete
 Musser, Tom
 Musser, Tom & Margie
 Myer, Audrey
 Myer, Daryl & Marcia
 Myer, Ronald & Julie
 Myers, Barry & Jean
 Myers, Greg & Carol
 Myers, Jean
 Myers, Mark & Karen
 Myers, Mike & Stacey
 Myers, Phil
 Myers, Ray & Sandra
 Myers, Rodney & Cheryllyn
 Myers, Susan
 Nagle, George
 Neff, Len & Lila
 Neiswender, Janet
 Nelson, Carol
 Neuenschwander, Abe
 Newcomer, Chad & Kate
 Newswanger, Glenn & Elaine
 Nichols, Marty & Judy
 Nichols, Steve
 Nickel, Virginia
 Nickel, Ronald & Elisa
 Nisly, Lynette
 Nissley, Bernard & Rhonda
 Nissley, Rick & Sue
 Nolt, Clair & June
 Nolt, Duane & Kathleen
 Nolt, Melvin & Carla
 Norris, Joan
 North, Roger & Carolyn
 Nyman, Keith
 Oellig, Franklin & Phoebe
 Oetama, Boniface & Christine
 O'Neil, Matt & Alyssa
 Park, Mabel
 Parke, Caroline
 Parrish, Jason
 Passaro, Alexis
 Patches, Brian
 Peachey, Crist & Jean
 Peifer, Chris & Sandie
 Pennell, Carl & Diane
 Petagnani, Nicholas
 Peters, Dennis & Nancy
 Petrie, Claude & Janice
 Piasecki, Kathy
 Pierce, Bill & Sharon
 Pierce, Will
 Pine Hershey, Elizabeth
 Polonchak, Carl & Lisa
 Preheim, Arlan & Dorcas

Prout, Brenda
 Putt, Jeff and Nicki
 Quinn, David & Karen
 Ramos, Michelle
 Randall, Sonya
 Ranjo, Vreni
 Rankin, Kyle & Melanie
 Reeves, Kenneth
 Reiff, Amos
 Reimann, Dale
 Reinhart, Edward & Mary Etta
 Reinhart, Larry & Peggy
 Reinhart, Keith & Lisa
 Reist, David & Pam
 Renn, Henry & Connie
 Ressler, Beth
 Rhoades, Rita
 Ribis, Sarah
 Rice, Delbert
 Rice, Dorothy
 Rice, Kent & Karen
 Riedel, Madelynn
 Rineer, Earl & Sallie
 Ring, Seth & Heidi
 Risser, Craig & Melody
 Risser, Loretta
 Risser, Millie
 Rittenhouse, Frank
 Rittle, Teri
 Roach, Marie
 Robinson, Jessica
 Rohrer Hamer, Barb
 Rohrer, Faye
 Rohrer, Tim & Laurie
 Rohrer, Rosanne
 Rohrer, Wilbur & Judy
 Root, David & Marcia
 Rosengrant, Jeff & Jennifer
 Rothacker, Dr. Gerald & Carla
 Rowe, Brad & Lisa
 Rowe, Sean
 Hiram Royer Estate
 Ruby, Doug & Sally
 Runkle, Douglas & Sarah
 Russell, Steven & April
 Russo, Daniel
 Ruth, Catherine
 Rutt, Jack & Gloria
 Rutt, Ken & Connie
 Rutt, Ryan & Sarah
 Sadd, Bonnie
 Sauder, Geneva
 Sauder, Glen & Mary Ann
 Sauder, Jason & Jessica
 Sauder, John
 Sauder, Lynn
 Sauder, Nelson & Amy
 Savery, Erin & David
 Saylor, Eugene & Janice
 Saylor, Stanley & Kathryn
 Schaller, Alex
 Schaudel, Suzanne
 Schmuck, James & Marsha
 Schoenberger, Edward & Kathy
 Schopf, Ed & Annette
 Schott, Ben & Aja
 Schott, Emmy
 Schwanger, Walter & Lois
 Schwert, Janet

Seiler, Pauline
 Seldomridge, Sharon
 Sell, Corey & Emily
 Sellers, Ken & Karen
 Sensenig, Jeff and Melanie
 Sensenig, Justin & Brittany
 Serfass, Dave
 Shaffer, Eric & Wendy
 Shaffer, Ken & Peggy
 Shanaman, Bruce & Anita
 Shank, Douglas
 Shaw, Patricia
 Sheaffer, Michelle
 Shearer, Carol & Terry
 Shearer, Diane
 Shearer, Mary
 Shelly, Joan
 Shenk, Cody
 Shenk, Connie
 Shenk, Darlene
 Shenk, Galen & Nancy
 Shenk, Gary & Janice
 Shenk, Glenn
 Shenk, Marty & Joyce
 Shenk, Stacey & Lisa
 Shenk, Roger & Michele
 Shenk, Tim & Beth
 Sherer, Joe & Mary Lou
 Shiel, Heather
 Shirk, Carole L.
 Shirk, Jeffery & Pamela
 Shott, Brian & Donna
 Shrom, Michael & Nancy
 Shumate, Jim & Polly
 Shuss, Alan and Bonnie
 Silver, Lois
 Slothour, Jon & Tasha
 Slothour, Janelle
 Smith, David & Patty
 Smith, Michael & Debra
 Smith, Sharon
 Smith, Shirley
 Smoker, Naomi
 Smucker, David
 Smucker, John
 Snader, John & Ellen
 Snavelly, George & Vida Sue
 Snyder, Doris
 Snyder, Ilene
 Snyder, Keith & Elaine
 Sollenberger, Allen & Carolyn
 Sollenberger, Kurt & Tricia
 Sommerhoff, Janice & Udo
 Sommerhoff
 Souder, Molly
 Souders, Wendy
 Sourber, Mark
 Sourber, Scott & Mary
 Southard, Brian & Angie
 Spade, Ken & Ruthie
 Spade, Nevin & Heather
 Spade, Rod
 Spangler, Shelby
 Spayd, Steve & Brenda
 Spayde, David
 Spence, Bill & Brenda
 Spicher, Carol
 St. Clair, Ron & Shirley
 Stackhouse, Laura

Stacks, MacDonald & Phyllis
 Stanley, Robert & Kathleen
 Staples, Caleb
 Stauffer, Dave & Beth
 Stauffer, Doreen
 Stauffer, Wayne & Shirley
 Steffy, Greg & Andrea
 Stehman, Dave & Cathy
 Stehman, Melissa
 Steiner, Eli & Tiffany
 Stern, David
 Stiger, Caleb & Lindsey
 Stoak, Judy
 Stoddard, Dave & Marj
 Stokes, Tim & Anne
 Stoltzfus, Benuel & Barbara
 Stoltzfus, Leroy & Pauline
 Stoltzfus, Milt & Lois
 Stoner, Meade & Michelle
 Strawser, Eva
 Strickler, Amy Jo
 Strine, Daryl & Karen
 Strock, Alan
 Stroup, Josh & Linda
 Stumpf, Phillip
 Summy, Jeff & Gail
 Swank, Diane
 Swank, Mike & Rachel
 Swansfeger, Alan & Sharon
 Swisher, Herb
 Teets, David
 Templin, Bonita
 Tennis, Jeff & Jane
 Thomas, Bob
 Thome, Joseph & Lisa
 Thompson, Andrea
 Tice, Mae A.
 Tice, Mike & Gail
 Tippet, Beth
 Titcomb, TJ
 Torres, Nicole
 Trimble, Donald & Carol
 Trimble, Paul & Charlotte
 Tripp, Bill & Regena
 Tripp, Linda
 Trostle, Dennis
 Trout, Jason & Beth
 Troyer, Adam & Justine
 Tumility, Charlotte
 Turner, Savannah
 Ulm, Aaron
 Ulm, Adam & Katie
 Ulmer, C. Roger & Gladys M.
 Ulmer, Harold & Janice
 Umberger, Don & Cindy
 Umberger, Katie
 Ung, Rithy & Christine
 Ungemach, George & Karen
 Vogt, Chris & Ellen
 Wadell, Chad
 Wagner, Bruce & Becky
 Wagner, Charles & Edna
 Wagner, Dave
 Wagner, Don & Sara
 Wagner, Nevin & Sharon
 Wagner, Wilbur & Mary Lou
 Wagner, Wilmer & Arlene
 Wallitsch, Jennifer
 Walmer, Jake & Hannah

Walmer, Lori Ann
Walmer, Wally & Rose
Walter, Judith
Walyers, Lori
Wambold, Claude & Arlene
Wampler, Guy & Linda
Wampler, Mervin & Bonnie
Wampler, Theresa
Warfel, Carolyn
Waybright, Janice
Weaver, Brian & Kendra
Weaver, Curt & Tresa
Weaver, Dean & Shelby
Weaver, Mr. & Mrs. Dean
Weaver, Don
Weaver, Galen & Janet
Weaver, Glenn & Shirley
Weaver, Kay & Colleen
Weaver, Lester & Lois
Weaver, Marvin & Miriam
Weaver, Norma
Weaver, Shawn & Missy
Weaver, Summer
Weber, Rick & Linda
Weidman, Dallas
Weidman, Elmer & Barbara Ann
Weik, Kathy
Weist, Don & Nancy
Wenger, Adam & Kirsten
Wenger, Amy
Wenger, Clarence & Carolyn
Wenger, Dave & Gwen
Wenger, Dave & Kelli
Wenger, Eric & Kristen
Wenger, Glenn & Lucille
Wenger, Glenn & Robin
Wenger, James
Wenger, Jon & Melisa
Wenger, Larry & Becky
Wenger, Lee & Beverly
Wenger, Lloyd & Kitty
Wenger, Lloyd & Wilma
Wenger, Margaret
Wenger, Mel & Marty
Wenger, Shirley
Wenger, Todd & Lora Mangus
Wenzel, Lorraine
Wenzel, Steve
Wert, John & Beverly
Wessell, Paul & Jan
Whipple, Melanie
White, Craig & Amanda
White, David & Sally
White, Robert & Ruth
White, Tim & Holly
Whitman, Jason & Cathy
Whitmore, Joe & Lois
Whitt, Doris
Wickersham, Pat
Wile, Eugene
Williams, Rebecca
Williamson, Scott & Marcia
Williard, Dewey & Melissa
Wilson, David
Wilson, Kelly
Wimer, Dave & Nancy
Wintsch, Bob & Misty
Wise, Andy & Alexis
Wise, John & Jamie
Wise, LaVerne & Marianne
Witmer, Josh
Witmer, Mary
Witmer, Michael
Witter, Linda
Witwer, Barbara
Wolff, Lee
Wolgemuth, Bob & Mary
Woodhead, Carl & Sharon
Worrall, Charlie
Wright, Doris
Yoder, Arthur & Sharon
Yoder, Gary
Yost, Ken & Megan
Young, Terry & Linda
Young, Wendy
Zeager, Tom & Helen
Zeamer, Bryan & Heather
Zeird, Bill & Gwen
Zelewicz, Molly
Zerphy, Betty
Zeswitz, Mark
Ziegler, Cary & Robert
Ziegler, Dale & Deb
Ziegler, Donald & Darlene
Ziegler, Earl
Ziegler, Levi & Helen
Ziegler, Loren
Ziegler, Mike & Mary
Ziegler, Randy & Linda
Ziegler, Woody & Doris
Zimmerman, Earl & Brenda
Zimmerman, Leon & Dawn
Zimmerman, Lester & Dianna
Zimmerman, Mahlon
Zimmerman, Roy & Carolyn
Zimmerman, Wilmer & Anna Mary
Zinn, Thomas
Zug, Jon
Zuleta, Erin
Zurin, Keith & Marjorie