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60 Gore Street
Cambridge, MA 02141
Tel: 617-876-4210
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www.helpfamilies.org



Cambridge Family & Children's Service

2018 ANNUAL REPORT

DEAR FRIENDS,

It is my pleasure to share with you this year's annual report of the work done by the amazing staff of CFCS. I am privileged to work with a great team that brings tremendous skills, dedication and professionalism to the work that we do. Our work on behalf of children, families and individuals would not be possible without their tireless efforts.

Of course, this work would also not be possible without the ongoing support and encouragement we receive year-in and year-out from all of you. Thank you so very much!

This year CFCS celebrates its 145th anniversary. We take great pride in recognizing the many individuals who over the years have steadfastly worked to fulfill the vision of our founder James Huntington. Beginning with a house for 10 homeless boys in 1897, CFCS has grown into an agency that serves thousands of individuals throughout the Greater Boston community. We have remained true to James Huntington's vision and continue to strive to provide high-quality support and advocacy for children, adults, and families, to develop and nurture safe, permanent relationships and maximize their individual growth.

In this year's report you will see the impact your support enables us to deliver. Whether it is through our innovative permanency collaboration project designed to match kids in a residential setting with adoptive parents, helping parents plan for the future for their children with disabilities, providing skill-building opportunities and mentors for youth in our group homes, or supporting our amazing foster parents, we are committed to building permanent lifelong supportive relationships for all we serve.

I sincerely thank all of you because it is your support, advice, and encouragement that make this work possible.

Sincerely,



Robert Gittens
Executive Director

Our Vision, Values & Beliefs

All programming at CFCS is based on the concept of **Permanency**.

Our vision is a world in which everyone we serve will be empowered to reach their full potential.

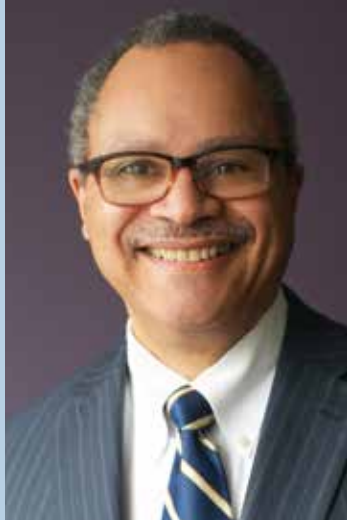
We believe that everyone deserves to live and grow within a family—if not with their birth family, then with one that will embrace them and make them a permanent, life-long commitment to love and care for them.

Our goal is to ensure that everyone we serve develops a sense of belonging in the continuity of family connections, to support and sustain them throughout their lives.

Our focus is to provide support to children and older individuals who have been or are at risk of being removed from their families due to abuse or neglect, and provide support to those families caring for family members with significant behavioral health needs or developmental disabilities.

We honor the amazing families we have the privilege of working with each day and the extraordinary generosity of those who open their hearts and their homes to those we serve or those in need.

We work to nurture and support strong healthy families, in the context of strong, healthy communities.



CFCS AT A GLANCE

MISSION

To provide high quality support and advocacy for children, adults, and families to develop and nurture safe, permanent relationships and maximize individual growth. CFCS uses innovative practices and partnerships as the framework for its Permanency Priority. The priority's foundation can be captured in the following sentiment: For every client—a caring adult, a loving family, a supportive community.

HISTORY

Founded in 1873 as Avon Home, an orphanage for children of Cambridge, by James Huntington. Rebranded in 1974 as Cambridge Family and Children's Service, CFCS is honored to have served the Cambridge and Greater Boston communities for 145 years.

SERVICE AREA & POPULATION

Serving more than 100 Greater Boston communities

- Children/youth (age 0-21)
- Adults and Families

Individuals Served:

- 1,690 in FY18
- 1,675 in FY17
- 1,608 in FY16

ADMINISTRATION

Robert P. Gittens, J.D., *Executive Director*
Noreen Dolan, LCSW, *Deputy Director*
Colleen MacRae, MBA, CPA,
Chief Financial Officer

STAFF & VOLUNTEERS

108 Member Staff

- 52 Full-time and 56 Part-time
- 90% direct client care

40+ Volunteers

CLIENT DEMOGRAPHICS (FY'18)

Gender: 931 Females, 670 Males,
89 Undesignated Individuals

- African American: 11%
- Asian: 3%
- Bi-Racial: 3%
- Caucasian: 33%
- Hispanic: 16%
- Multi-Racial: <1%
- Other: 32%

PHYSICAL PLANT

CFCS maintains three facilities.

Headquarters, listed in Cambridge Historical Building Commission roster,
Two residential homes for transition age (16-21) youth.

Teens Learning Choices (TLC), Malden
Capacity for eight females

Putnam Place, Dorchester
Capacity for eight males

PROGRAMS

- Adoption
- Intensive Foster Care
- Developmental Disability Programs
- Family Support & Stabilization
- Congregate Care
- Independent Living

CONTRACTS & LICENSING

Commonwealth of Massachusetts:
Department of Children and Families
Department of Developmental Services
Department of Early Education & Care
Department of Mental Health

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

Association for Developmentally Disabled Persons
Cambridge Chamber of Commerce
Children's League of Massachusetts
Dave Thomas Foundation for Adoption
Family Focused Treatment Association
Harvard Square Business Association
Massachusetts Council of Human Service Providers
Massachusetts Nonprofit Network
National Association of Social Workers
North American Council of Adoptable Children
Sustainable Business Leader Program
United Way of Massachusetts Bay

ADOPTION SERVICES

Child Case Management

CFCS Adoption staff provided adoption case management for 53 children, with 34 children coming through as new case referrals. This continues the trend of significant year over year increases in service referrals from the Department of Children and Families. Four adoptions were finalized for children and their forever families, and 11 additional children were placed into pre-adoptive homes awaiting finalization.

Waiting Families

27 families (48 individuals) successfully completed the CFCS Massachusetts Approach to Partnerships in Parenting (MAPP) required course. 20 of the families completed the Home Study process and were approved to adopt, with 21 total families accepting child placements and several more transitioning children into their homes.

Permanency Collaboration Project

The partnership between Walker, Inc. and CFCS, designed to accelerate permanency outcomes for foster children age 6-13 in Walker's residential and group home programs, finished year one with some real positive outcomes for enrolled youth. This demonstration project aims to pilot a new referral process, and intensive, permanency focused work for a select group of children considered to be "stuck" in out-of-home placement. CFCS worked with eight children who were selected based on two key criteria: having a goal of adoption and no identified family resources available for adoption or guardianship consideration. The project aims to find the children permanency with extended family members or other supportive adults known to the child or family ("kin") OR an identified pre-adoptive family prepared to support the child's well-being and meet their unique needs. By year's end, we were thrilled to have 2 of the youth matched and transitioned into new pre-adoptive homes, 3 pending matches for a child and family, and 1 child connected to a newly identified visiting resource. The CFCS Permanency Coordinator, Walker staff and DCF social workers continue to actively search for potential matches for the 2 additional youth.



FAMILY SUPPORT AND STABILIZATION

Support and Stabilization Services

Designed to help prevent out-of-home placements and to support reunification after placement, FSS staff works closely with parents and children to find creative solutions to their challenges. This work is done through twice-weekly face-to-face meetings, intensive clinical support, parent support, conflict resolution and behavior management services. In FY18 we supported 87 families, including 208 children under the age of 18. We continue to provide services in multiple languages, and saw 56% of families in our FSS service (49% Spanish, 6% Haitian Creole) needing services in a language other than English. Our team has developed community connections and expertise in working with families with complex needs based on their immigration status and language barriers.

Supervised Visitation

Through our Supervised Visitation (SV) service, our workers ensure that children and families can have safe, monitored contact with their biological parents when children are placed in foster care or kinship placements. Our workers provide transportation, monitor the safety of the children during visits, and provide weekly, factual visit-record reports to the Department of Children and Families. This year, we supported the visits for 23 families allowing parents and children to retain and strengthen their bonds, even when living apart.

Parenting Workshops

CFCS was proud to offer two 12-week parenting series—one "Parenting Journey" and one "Parenting in America." We had 16 parent graduates, helping each of them build resilience, parenting strengths, and increased community relationships with other parents, and access to additional community resources.

Young Parents Support

This year, we were excited to be awarded a new contract through DCF to implement a Young Parents Support (YPS) program for 30 parents under the age of 23 living in the City of Boston. We launched this new service March 1st, 2018 and have begun active community outreach, enrolling 11 young parents in our first few months of service.



Part of the Family Support & Stabilization team at CFCS



Parenting Journey graduation, January 2018

DEVELOPMENTAL DISABILITIES

Developmental Disabilities Program

CFCS Case Managers assisted over 876 individuals this year (from 424 families,) including 134 children age 0-18, and 742 parents, caregivers and adults with disabilities with case management services through our various contracts with DDS. Services included preparing Expenditure and Spending Plans, assisting in the completion of applications for benefits, attending IEP and ISP meetings, participating in educational and medical appointments, supporting guardianship proceedings, providing guidance in spending allocations and DDS/DESE funding, assisting in identifying in-home providers, and working with the clients' collateral supports.

DDP Family Support Center

Through the Family Support Center, information and referral services were offered to hundreds of DDP clients and families along with a wide variety of activities and trainings. These included a Self-Direction Information Session, a Guardianship Training, a Wills & Trusts Training, a Nutritional Cooking Class, Plaster Fun Time night, Bingo Family Night, Masterpiece Art Classes, Bowling, Fall Frolic Dance, Spring Fling Dance, an American Repertory Theatre Production, an Adult Social Group Volunteer Event, and a Red Sox Game.

CFCS participated in the 2018 Down Syndrome Advocacy Day at the State House



INTENSIVE FOSTER CARE

Transitional therapeutic foster homes for youth

This year CFCS and its team of amazing foster parents supported 48 foster youth who ranged in age from newborn to 20 years old. Youth are integrated into each family and receive weekly visits from a CFCS social worker, receiving support to achieve their educational, vocational, and life goals.

Foster Parent Training

CFCS was excited to host 10 new foster parents with our Massachusetts Approach to Partnership in Parenting (MAPP) courses this year, and to host a 4-day workshop series on "Caring for Children Who Have Experienced Trauma" in partnership with other local provider agencies. We know that one of the best ways to support these deserving youth is through supporting the dedicated foster parents, and providing opportunities for on-going high-level training.

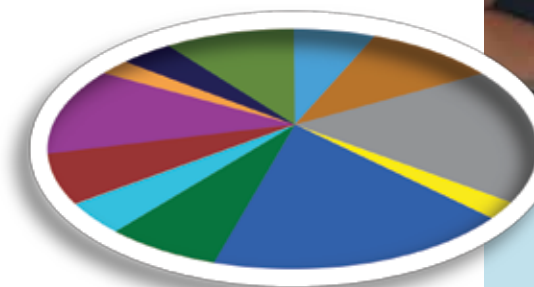
Recruitment

The Department of Children and Families referred over 1500 youth to CFCS needing foster placement this year, so we continue to seek caring and supportive individuals and families open to fostering. We received 13 new foster parent applicants this year and licensed 4 new homes.

Vivienne Campbell Award

The CFCS community was devastated by the sudden and unexpected death of our devoted foster parent, Brenda Williams, this year. The third annual Vivienne Campbell Award was given to her husband Mark on behalf of all the amazing work he and his wife have done throughout many years to love and support all the youth in their care. The award was given at the annual Foster Parent Appreciation Brunch, and Mark and Brenda were also recognized at this year's Annual CFCS Gala in May.

CHILDREN SERVED BY FOSTER HOME LOCATION



Cambridge
Dorchester
Everett
Hyde Park
Lawrence
Lynn
Randolph
Roslindale
Roxbury
Somerville
Woburn
Brockton



Mark Williams receives the 3rd Annual Vivienne Campbell Award

RESIDENTIAL PROGRAMS FOR ADOLESCENTS

Putnam Place

Our residential group home in Dorchester for young men age 16-21 served 15 young men this year helping to provide exceptional care and support to each. Staff engaged in integrating strengthened permanency practice into all aspects of their work, participating in agencywide and congregate care specific trainings, permanency consults, strategic planning meetings and more. We continued our strong relationship with Ascentria (formerly Lutheran Social Services) serving 8 youth referred through their Unaccompanied Refugee Minors program. We offered plenty of life skills building activities, therapeutic groups, and a therapeutic garden, in addition to many beautification projects on the house itself.

Teens Learning Choices (TLC)

Our residential group home in Malden for young women age 16-21 served 21 young women this year supporting each one to achieve their educational, vocational and personal goals with a strong focus on permanency. We collaborated with Silver Lining Mentoring to host a 12-week "Learn and Earn" series to build life skills with the support of a matched mentor and offered a large number of other therapeutic and educational groups on site.

Independent Living Program

Our program for young adults 18-22 years old, who are ready to transition from a group home setting to a supervised independent community apartment, served 10 residents this year. The staff worked individually with a number of the IL residents on intensive permanency support, exploring their past case records and engaging with the residents' personal connections in order to provide a higher success rate when the IL residents graduate from the program and are in the community depending solely on their natural support system. The IL residents were also given the opportunity to increase their life skills by participating in weekly groups, addressing a multitude of topics such as financial skills, and the value of mentors, to contribute to their one-on-one education by their case managers. With the steady guidance from the IL staff, we supported 6 residents currently enrolled in college to remain on track to achieve their educational plans, and 9 residents to maintain steady employment.



CFCS SPECIAL EVENTS

Annual Circle of Friends Gala

Many, many thanks to the CFCS corporate sponsors, guests, volunteers, and individual donors from near and far for making the CFCS' 145th Anniversary and 25th Annual Gala a huge success! Through your collective generosity, we raised almost \$300,000 to support our increased permanency programming throughout the agency. Held every May, the CFCS Annual Circle of Friends Gala and Auction is the largest fundraising event to benefit the organization. The theme of permanency was illustrated with "Faces of Permanency", spotlighting portraits of success stories, including our inspiring Foster and Adoptive parents Eddie and Wanda Ortiz (pictured) who were featured in a video. CFCS also honored former Director of Development David Maher, president of the Cambridge Chamber of Commerce and two-time mayor of Cambridge, pictured with CFCS Executive Director Bob Gittens and current Cambridge Mayor Marc McGovern.



25th Annual Circle of Friends Gala

OTHER WAYS TO GIVE

- **Leave a lasting legacy**—include CFCS in your estate planning
- **Double your donation to CFCS**—ask your employer if they provide matching gifts
- Donate to CFCS directly from your Donor Advised Fund
- Let us know about foundations who would support the mission of CFCS

FOR MORE INFORMATION,
PLEASE CALL THE
ADVANCEMENT OFFICE
AT CFCS AT 617-876-4210 OR
DONATE@HELPFAMILIES.ORG

2018 FINANCIALS

Income & Expenses for the Year Ending June 30, 2018

Income	
Program Revenue	\$5,374,000
United Way of Massachusetts Bay	59,000
Investment Portfolio*	168,000
Private Donations**	579,000
Rental	123,000
Total Revenue	\$6,303,000
Expenses	
Program Expenses	\$4,853,000
General Operating	1,040,000
Fundraising	333,000
Rental Costs	140,000
Total Expenses	\$6,366,000

* The agency maintains funds in an investment portfolio with an annual draw down of 4.75% of the previous 3 years balance. ** Includes \$51,000 of private donations restricted for program specific initiatives. An annual audit report is available upon request.

2018 REPORT ON GIVING

Includes gifts received in CFCS Fiscal 2018: July 1, 2017 through June 30, 2018.

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