



## Families United Network, Inc

Fiscal Year 2017-2018

### From the CEO



When I started as CEO in December of 2017, I knew about the services that Families United Network provided, but

I was unaware of the commitment and dedication of staff throughout the organization. I have been at F.U.N. for ten months and have come to realize that the individuals who work for our organization give 110% of themselves EVERY DAY. I have never worked with a group of people as willing to give so much of themselves to ensure the success of children and families. I would like to thank everyone at Families United Network for a warm welcome and for the opportunity to be a part of this growing organization.

This past year was an incredible year of growth for F.U.N. In foster care we served 605 children within 485 families. In our residential program we served 158 youth in our shelter, dorm, life readiness, and transitional living programs. Our adoption services staff completed 1,137 services.

FUN Academy, our new early education facility, served over one hundred children this year. The preschool-age classrooms are currently full with a waiting list. The success of this program speaks to the dedication of the staff and the quality of education we are providing to the children.

Throughout the end of 2017 and into 2018, we were busy with the construction of Liberty Manor, an adult day services program. This facility is adjacent to the FUN Academy, which has allowed us to cultivate an intergenerational program. Studies have proven the benefits of child/elderly interaction, and this program hopes to maximize those benefits. Liberty Manor opened in June of 2018 with a Director and an Activities Coordinator. Enrollment continues to increase, and we continue to add services and staff to complement that growth. I look forward to a new year of providing exemplar services to children, families, and the community.

### The Clients We Serve

<i>Foster &amp; Kinship Care Children</i>	605
Providing services to children who can live with their family through 5 different offices throughout the state.	
<i>Foster &amp; Kinship Families</i>	485
Providing services to families offering their homes to children in foster care through 7 different locations.	
<i>Residential Dorm Clients</i>	86
Offering emergency and outcome group home services to children on our 33 acre property.	
<i>Life Readiness Clients</i>	65
Working toward independence we offer a home like setting in 3 different locations to male and female clients.	
<i>Transitional Clients</i>	8
Working with clients to live on their own, in two locations.	
<i>FUN Academy Clients</i>	145
Premier Early Learning Childcare Center offering an array of services for ages 6 weeks to 12 years old.	
<i>Drug and Alcohol Clients</i>	6947
Offering testing services to clients.	
<i>SWAN Adoption Units</i>	803
Foster Care Adoption services to assist in providing permanency for children.	
<i>Private Adoption Units</i>	297
Offering home study and post services to domestic and international adopting families, as well as our own domestic placements.	

# Program Highlights

## FUN Academy

FUN Academy, the area's premier Early Learning Child Care Center celebrated their One Year Anniversary of being within our new location! FUN Academy is licensed for 135 children from 6 weeks to 12 years of age and are a 3 STARS center. We anticipate in the near future to become a STARS 4 accredited center.

This year has been filled with a lot of fun and growth! FUN Academy went from 69 children in July 2017 to 97 children in June 2018. Our Older Toddlers, Preschool, and School Age programs are full and should maintain capacity well into the 2018-2019 Fiscal Year. FUN Academy utilizes the Creative Curriculum, which allows for our teachers to build the children's confidence, creativity and thinking skill, and promote positive outcomes. Our children are constantly developing skills and learning through age appropriate activities, whether creative play, art, or gross motor skills.

The children have settled in their classrooms and are enjoying the indoor gymnasium and outdoor play areas. The program offers services including: Infant Care, Young Toddler, Older Toddler, Preschool for 3 year olds, Preschool for 4-5 year olds, Before and After School Care Program, In-House Sick Bay, and Summer Programs for School Age Children.



## Who Are The Children We Serve?

### Gender

Foster Care: 53% Female 47% Male

### Age of Children:

44% age 0 to 5 years old

31% age 6 to 12 years old

24% age 13 to 19 years old

Less 1% age 19 and older

### Referrals for Children

Foster Care: remained the same

Residential Service: Increased 3%

Total Referrals of 1,753 children.

### Placements for Children

Foster Care: Increased 20%

Residential Care: Decreased by 3%

Placing a total of 87 children.

### Leading Reasons for Non Placements

No home for Sibling Groups 28%

County Cancelled Referral 20%

No home due to age of child 18%

### Reason Children Enter Care

Drug and Alcohol of Parents 33%

Parenting Concerns 39%

Behavior of Child 17%

Other Issues 11%

### Adoption Services

Increased 15%

Completing 840 units of service

### Domestic Adoption Services

Served 103 families, & 14 Birth Mothers

## Foster Care & Kinship Care

Our agency continues to expand across the state of Pennsylvania as we are located in Muncy, Scranton, Mount Joy, Mechanicsburg, Pittsburgh, Harrisburg, and Erie. In the past year, our North Central office, located in Muncy, has experienced the most growth, increasing the number of clients served by 30%! Due to this tremendous growth, the agency will be taking a look at options in the upcoming year for possibly expanding the office by adding an additional location. Our South Central office, located in Mechanicsburg has also experienced growth, particularly with kinship cases. In the past year, our workers have taken on the role of completing more emergency caretaker approvals when requested, which requires immediate case management and the licensing of the resource home within a 60 day timeframe.



*Recruitment of new families at an expo.*

Another very notable area of change for our agency has been for our Harrisburg office to become a fully licensed foster care office. For the previous four years, this office has operated on a contract with Dauphin County Social Services for Children & Youth, providing Resource Family Management for all Dauphin county resource families. The traditional and kinship resource families were trained and managed by Families United Network, however remained licensed by Dauphin County. On July 16, 2018, the Harrisburg office obtained their foster care and adoption license by the Pennsylvania Department of Human Services and the transfer of approximately 150 resources families has begun. In addition to obtaining full licensure of the Dauphin County homes, Families United Network was asked to provide Case Management services to the approximately 160 foster children placed within the homes. This transition is expected to be complete by the Fall of 2018. This expansion of services has more than doubled the staff size, as well as substantially increased physical office space to an additional two suites within the same building.

## SWAN Services

Families United Network, Inc.'s SWAN Permanency program has remained consistently strong over the 2017-2018 fiscal year. For the past two years the program has increased by 15%.

As one of the largest SWAN Adoption service providers, Families United Network, Inc. has been actively involved in advocating for appropriate compensation for services to maintain a strong, healthy program. President and former CEO, Tom Neuhard, Permanency Director, Erin Howard, and Permanency Program Intern, Danielle Elliott, were active participants in the SWAN rates workgroup, with Tom in the role of co-chair. Also, new CEO, David Spring, became actively involved with the workgroup upon coming on board with the agency in December of 2017. Families United Network, Inc. remains committed to our mission, while continuing to advocate for appropriate compensation for the services provided in the state of Pennsylvania.

Additionally, this fiscal year, Families United Network, Inc. promoted several staff to Permanency Supervisor. Lori McCracken was promoted in our Scranton office, Vanessa Holmes was promoted in our Western office, and Brooke May was promoted in our Mount Joy office. The program continues to grow and continues to offer services to many children within the state of Pennsylvania.



## Arborvale

At Arborvale Manor we have had a focus on improving our facility and programming to be able to offer the best services possible to the young men in our care. Facility improvements include a full bathroom remodel, a redesign and remodel of our recreation area, new furniture, new appliances and some fresh paint.

Arborvale Manor has also paired with several community organizations this year to provide opportunities to clients for recreation, vocational skills and meet therapeutic needs. Our partners in the community include Canassatego Rainmakers Association, Washington Boro Church of God, Family Health Council of Central PA, Pet Pantry, Water Street Rescue Mission, Habitat Restore, Juan Batista Youth Center Community Boot Camp, Citizens Bank, Columbia Elks Club, Home Depot and many other employment providers within the local community. Our clients benefited from a series of Independent Living Skills classes provided by community partners including Family Health Council of Central PA and Citizens Bank. Pastor Dennis from the Washington Boro Church of God has become very involved with our program. Pastor Dennis visits with our clients weekly and has established a weekly activity group in which he spends time with our clients providing mentorship, playing basketball, board games, and provides a listening ear of support. Arborvale Manor clients have had the opportunity to give back to the community by providing volunteer services with Pet Pantry, Water Street Rescue Mission, Habitat Restore and Juan Batista Youth Center Community Boot Camp. The Canassatego Rainmakers Association, Columbia Elks Club, and Home



Depot have supported Arborvale Manor with monetary donations as well as various donations of tools and supplies that are being used to offer clients vocational training such as welding and woodworking, as well as opportunities to participate in various activities, including a kayak trip and day at Hershey Park.



## Resource Family Management

Our Erie office has continued to recruit, train and license resource homes and provide Resource Family Management services to the dependent children of Erie County Office of Children & Youth. We have a strong need for finding homes for siblings and teens and have been utilizing a targeted recruitment plan in Erie County which has included exploring new advertising venues. We have recently entered into contracts with Comcast for a television commercial, as well as secured several billboards throughout the county. Additionally, our Erie staff have forged partnerships with many providers and other social service agencies within the community to raise awareness for the need for more resource families. We have participated in a wide range of activities including benefit walks, speaking engagements, chamber of commerce events, sporting events, libraries, pet activities and women's and children's expos. We are confident that our increased exposure and positive relationships within the county will result in additional resource family approval in the upcoming year.



## Private Adoption

The last fiscal year has shown a large increase in home study and post adoption services for the Private Adoption team due to other agencies closing in our State. It is exciting to be able to aide these additional families in their post adoption success. The team hopes to continue to see increases in the home study services provided to families throughout the state in the next fiscal year.

Since last July, 19 expectant mothers have contacted the team. This has been an exponential increase compared to previous years. However, there have been no placements made this fiscal year. The calls would result in the mom's deciding to parent or not showing up for the initial appointment. The team is encouraged that the high number of calls will result in more placements in the next year. The marketing efforts that were initiated this year have surely aided in the increase of inquiries. Marketing efforts will continue to increase in the new fiscal year with many ideas beginning to come to fruition.

The Private Adoption program continues to develop and enhance its services to better our walk with families on their journey of adoption. Though our program has changed vastly over the years, it remains a strong, stable, part of this agency. FUN PA is glad to be an asset to this agency and the ability to connect families with their adoptive children domestically and across the globe.



## Liberty Manor

Liberty Manor Adult Day Services is officially open and accepting new participants. Liberty Manor successfully passed its licensing inspection on June 18, 2018 and has been full steam ahead ever since. Liberty Manor is currently serving 5 participants and has obtained 12 inquiries since their Open House in August 2018. Liberty Manor is an asset to this rural community because it offers day services to individuals 18 years of age and older with a cognitive impairment who are also in need of supervised care. In addition to respite for caregivers/families; Liberty Manor offers the following: bowel and bladder management, medication administration, nursing services, memory care, bathing and grooming, recreational and socialization activities, 2 meals and 2 snacks, and much more. Liberty Manor is open Monday through Friday from 6:30am-6:00pm. Liberty Manor can hold up to 65 participants on a given day. Participants at Liberty Manor are enjoying weekly intergenerational activities with the children from FUN Academy. Some of those activities include making marshmallow mud and bird feeders. If a participant needs special therapies, don't worry, Liberty Manor has established contracts with Vitality To You Genesis Rehab for Physical Therapy, Occupational Therapy, and Speech Therapy. Dr. Shuler, from Shuler Foot Care, is our Podiatrist. The compassionate staff at Liberty Manor are living up to expectation of "Our family....Caring For Yours."



Liberty  
Manor  
ADULT DAY SERVICES



## Ashler Manor Campus

The Ashler Manor campus has been busy this year providing lots of activities and services to girls. The agency is excited to announce they have been awarded the Distinguished Institution Award from the Department of Education for 2018.



## North West Event

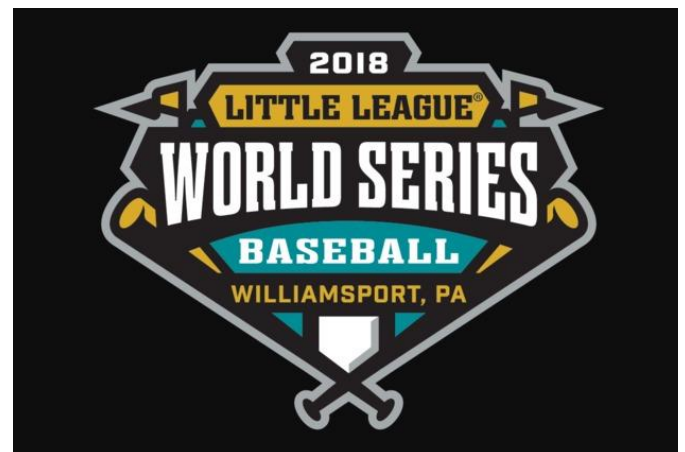
Our North West office recently participated in the Emma's Footprints Memorial Walk. This walk offers friends and family grieving pregnancy and infant loss the opportunity to gather and remember the lives of their babies. It was held at beautiful Presque Isle State Park Beach #1 for a special 3-mile walk. Although cold, it was a great event!



## White Rose Manor

The past year White Rose has seen an increase in referrals, from various counties. The young ladies placed at White Rose have met a 90% employment rate. White Rose has built new partnerships in the community with Families First Health and Dental Dreams, both are located in York. White Rose has also partnered with the YWCA PAATH to Success Mentoring Program. The young ladies each receive a one on one mentor that visits with them in the program and spends time with them in the community. Some of the services they receive are: role modeling, inspiration and advice as well as guidance and support. This program is also trauma-informed, strength-based, cross-cultural mindset and increases social-emotional skills. We have been working with the YWCA for a little over two months. The young ladies are happy with the program and the services they offer.

We are pleased to announce White Rose Manor has an intern. The young lady is a Human Services major at York College. She was very excited about the services White Rose Manor provides to the young ladies in the program. She chose to complete her internship with White Rose stating she will gain experience with us and is looking forward to becoming a part of the team.



## Little League

In August our staff and families were active in running the refreshment stand at the Little League World Series held in Williamsport, PA.

## Meet Our Available Private Adoption Families

### Meet Andrew & Sarah

Andrew (30) and Sarah (29) started dating in 2010 and were married in 2014. Andrew and Sarah do not have any children of their own, but love being "parents" to their two cats, Jabba and Logan. Andrew and Sarah love to travel to foreign places and love to go on adventures together! Andrew works as an engineer and Sarah works for a summer camp teaching theater and is a model for art classes.

"We're best friends and we do everything together, including hiking, camping, bike riding, traveling the world, playing piano and singing and so much more. We're a great team and enjoy working on children's theatre productions together (Sarah directs and Andy teaches the music). Our last show had over 70 children in the cast! We both love teaching and learning new things and we treat failure as just another step toward success."



### Shaun & Kerri



### Matt & Trish



#### Facebook Activities

Check out Families United Network, Inc. on Facebook. Special events, activities, job postings, and more can be found.

#### Our Mission

*Families United Network, Inc. is dedicated to strengthening families by providing children and youth with a safe, nurturing, community environment through a continuum of services, which focuses on reunification*



## Meet Our Team

### Chief Executive Officer

- David Spring 570-546-6777

### Executive Director

- Janna Brubaker 717-492-9338

### Assistant Director of Residential Programs

- Merv Fahnstock 717-872-5405

### Director of Finance

- Emily Reed 570-546-6777

### Director of Human Resources

Molly Steele-Schrimp 570-546-6777

### Director of Operations

Raelyn Homet 570-546-6777

### Director of Foster Care

Lisa Canon 717-492-9338

### Director of Permanency

Erin Howard 717-766-5900

### Director of FUN Academy

Danielle McFadden 570-546-5272

### Director of Liberty Manor

Demaree Koehler 570-546-6777

### Director of Special Services

Erica Weaver 570-371-9266

### Director of Food Services

Jordan Homet 570-546-6777

## Array of Services

Families United Network, Inc. continues to offer an array of services to families, children, social service agencies, and more. Our services include:

Foster Care  
 Kinship Care  
 Medical Fragile Foster Care  
 Respite Care  
 Intensive Assessment Foster Care  
 Urgent Foster Care  
 Mother Baby Foster Care Placements  
 Transitional Living Foster Care  
 SWAN Services  
 Foster Adoptions  
 Residential Group Home Services  
 Life Readiness Services  
 Shelter Services  
 Drug and Alcohol Testing  
 Domestic Adoption Services  
 Home Study Services  
 Expectant and Birth Parent Counseling  
 Resource Family Management  
 Emergency Assessments  
 Child Day Care  
 Family Group Decision Making  
 Family Preservation and Reunifications Services

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[www.families4kids.org](http://www.families4kids.org)

Let us know how we are doing!  
Please take less than a minute  
to give us your comments  
on our Feedback Survey.

## Board of Directors



### Families United Network, Inc. Board of Directors

#### Foster Care & Adoption Program Offices

##### South Central

2 Market Plaza Way  
Suite 4  
Mechanicsburg, PA 17055

##### North Central

33 Ashler Manor Drive  
Muncy, PA 17756

##### Scranton

1006 Pittston Avenue  
Suite 200  
Scranton, PA 18505

##### Western Office

One Rodi Plaza  
655 Rodi Road,  
Suite 300  
Pittsburgh, PA 15235

##### Mount Joy

412 South Angle Street  
Mount Joy, PA 17552

##### Administrative Office

276 Ashler Manor Drive  
Muncy, PA 17756

##### Harrisburg

2090 Linglestown Road  
Harrisburg, PA 17110

##### North Western

3939 West Ridge Road  
Erie, PA 16505

#### Residential Programs

##### Arborvale Manor

2016 Millersville Pike  
Lancaster, PA 17603

##### Ashler Manor

276 Ashler Manor Drive  
Muncy, PA 17756

##### White Rose Manor

197 Scarboro Drive  
York, Pa 17403

##### F.U.N. Academy

145 Ashler Manor Drive  
Muncy, PA 17756

##### Liberty Manor

145 Ashler Manor Dr  
Muncy, PA 17756



*Referrals and placements have  
remained consistent, in the foster  
care programs, and the residential  
programs have been at full capacity.*

*Clients leaving foster care achieve  
permanency by 62%.*



2016 Member Agency

