



2021 ANNUAL REPORT

A Coming of Age Foster Family Agency

Adapting to COVID-19
and it's Impacts

Completed by
David McCoy, CEO

2021
EDITION



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2021 ANNUAL REPORT

A COMING OF AGE FFA
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2021 OUTLOOK ADAPTING TO CHANGING CONDITIONS IN THE WAY THAT WE SERVE OTHERS

In 2021, A Coming of Age FFA & Counseling Center adapted to the changing conditions that COVID-19 forced on everyone. Due to ongoing fears associated with COVID-19, the organization recognized that serving large volumes of children and their families would certainly continue to not be a priority of those Resource Families that were approved by the organization. However, rather than dwell on this, the organization committed itself to making sure that the emotional, physical and mental health needs of those that we served, were our utmost priority.

Ensuring that Resource Families had outlets to communicate with each other and the staff employed by ACOA became priorities to ensure emotional connections were maintained.

Maintaining face-to-face interactions (while adhering to CDC guidelines) with our youth and Resource Family Homes was prioritized to ensure that our families understood that the organization was still there for them and cared about their welfare especially during these times by keeping our doors open and not relying on video-conferencing as a main for of communication with others. This also included making sure that sure that PPE supplies and testing kits were readily available to our families.

Lastly, increasing the mental health services offered to our youth in care and their families was prioritized so that our youth and their biological and foster families were able to express their feelings about the impacts that they were also feeling was critical to ensuring that their emotional well-being remained a priority of our organization of ensuring that our youth were healthy and felt empowered in such times.

The results of this change in business practices led to a positive outcome of 75% of our children in care maintaining positive reunification outcomes that included successful family reunifications, new adoptions, emancipations and legal guardianships for many of our youth who exited care during these challenging times.

As acknowledged in our mission statement, ACOA serves as a bridge between dependency, reunification and permanency for our children and families in the foster care system.

David McCoy
Executive Director
A Coming of Age, FFA







STATISTICS & INSIGHTS

A Coming of Age
Foster Family Agency

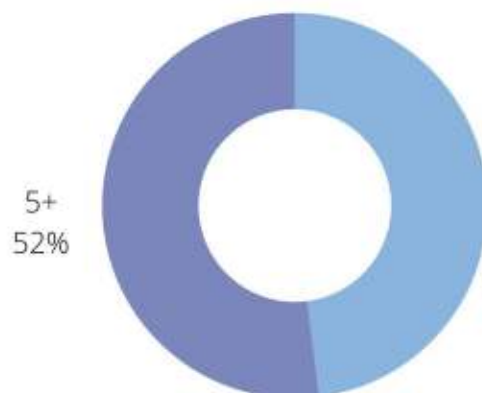


A. WHERE ARE CHILDREN FROM

It was observed that 64% of all children placed at A Coming of Age FFA & Counseling Center were dependents of Riverside County. 33% of the dependents were from San Bernardino County and the remaining 3% were from Los Angeles County.

These children ranged in ages between 0-20 with the average age being 6.7 years old. It was also noticed that children between the ages of 0-5 totaled 48% of all newly-placed children during the calendar year 2021.

**WHERE CHILDREN
ARE COMING FROM
BY COUNTY**



**NEWLY-PLACED
CHILDREN BY
AGE, 2021**



B. ETHNICITIES

Children placed at ACOA during 2021, typically came from one of three different ethnic backgrounds. This is consistent with the typical population of Riverside County and is reflective of the need for Resource Parents who are willing to accept children from differing ethnic backgrounds.

ETHNIC BACKGROUNDS

HISPANIC/LATINX (36%)



WHITE (34%)



AFRICAN AMERICAN (24%)



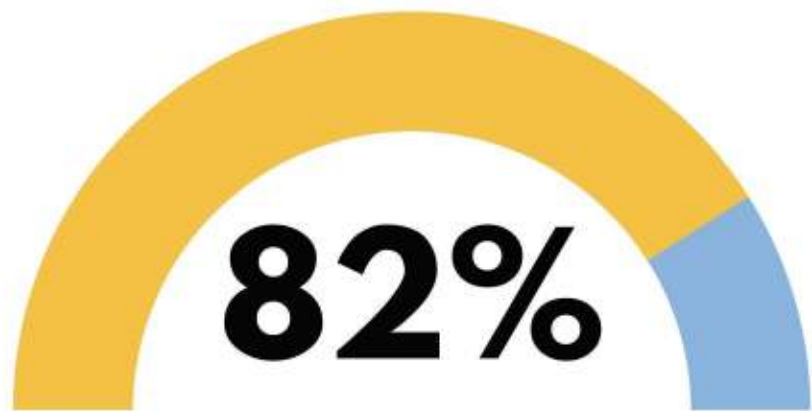
TWO OR MORE ETHNICITIES (5%)





C. CASE GOALS & BACKGROUNDS

In looking at those children who were initially referred to placement with ACOA, it was noticed that 82% of the children initially placed had an initial case goal of Family Reunification. This means that the parents of those children placed in out of home custody were initially given an opportunity to have their children returned to their care provided that they adhered to strict expectations of the Juvenile Court system.



**82% OF THE CHILDREN PLACED
HAVE AN INITIAL CASE GOAL OF
FAMILY REUNIFICATION**



OUR PROFILE

When specifically looking at the reasons for being initially separated from their parents, the following was observed:



Total may not equal 100% due to overlap of reasons entering care

It should be noted that these outcomes dispute the general belief that the majority of “foster children” are placed due to physical and sexual abuse by their parents/caregivers.





CHILDREN EXITING PLACEMENT WITH A COMING OF AGE FOSTER FAMILY AGENCY



A. AGES AT DISCHARGE

It should be noted that at the time of discharge from ACOA, the average age of our youth in 2021 was 7.06 years, regardless of the circumstances that led to their discharge from placement with our agency.

AVERAGE
AGE AT DISCHARGE

7.06

B. COUNTY OF DEPENDENCY

a.A Coming of Age FFA continues to serve children who are dependents of the court who are representative of one of three counties.

Those counties are Riverside, San Bernardino and Los Angeles Counties. At the time of discharge, it was noticed that more children (72%) were Riverside County dependents upon discharge rather than San Bernardino County (27%) and Los Angeles County (1%).



C. DISCHARGE HIGHLIGHTS

There were a number of successes that were noticed with regards to the manner in which children discharged from placement with ACOA. The following are the discharge outcomes for those children who left placement with A Coming of Age in 2021.



54% of children who discharged were able to reunify with family members



13% of children who discharged were able to find a forever family through being adopted



5% of children who were discharged were able to find a forever family through Legal Guardianship



4% of children who were discharged were able to successfully Emancipate out of foster care on their own accord



Of all the children who discharged in 2021, it was noticed that 75% of youth discharged from ACOA successfully achieved their court ordered case plan.

A successful attainment of a case plan is when a child is able to reunify with their parents/family members, find a forever family through adoption or legal guardianship or successfully emancipate from foster care by being able to support themselves independently or through living with a non-related extended family member that is court approved by the Juvenile Court Judge and Child Protective Services county social worker.

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FEEDBACK FROM SURVEY REPORTS: FEEDBACK FROM EMPLOYEES



FEEDBACK FROM EMPLOYEES

Opportunities for Personal Growth & Development

During this past year, the agency offered employees the opportunity to provide anonymous feedback about their general sentiments and feelings about working at A Coming of Age FFA. The information listed below is a consensus of the feelings expressed by our employees.

1. When asked whether or not there was someone who an employee believed encouraged their development, 100% of staff felt that there was a member of leadership who personally encouraged their growth.
2. When asked about whether or not employees receive feedback that helps them to improve in some manner, 100% of staff all believed that they received positive feedback.
3. When asked whether or not staff are encouraged to learn from their mistakes, 100% of employees responded that they do believe they are encouraged to learn from their mistakes.



FEEDBACK FROM EMPLOYEES

Teamwork

1. 82% of staff believed that the organization promoted a strong feeling of teamwork and cooperation.
2. 93% of staff also felt that teamwork was also practiced in the organization.
3. 87% of staff surveyed indicated that they are comfortable sharing their opinions about things with others without fear or concern.
4. 100% of all staff felt that the leadership at the organization "lead by example."
5. When asked if staff would recommend this organization to others, 100% of all staff surveyed indicated that they would indeed recommend the organization to others.



FEEDBACK FROM EMPLOYEES

Mission and Purpose

- When it came to understanding the organization's mission and desired results, 100% of staff surveyed indicated that they fully understood the mission and desired outcomes that the organization strives to achieve.
- When asked whether or not staff understand how their individual work contributes to the success of the organization, 100% of staff answered in the affirmative.



**100% OF STAFF FULLY
UNDERSTOOD THE MISSION AND
DESIRED OUTCOMES**

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FEEDBACK FROM SURVEY REPORTS: FEEDBACK FROM RESOURCE PARENTS



FEEDBACK FROM RESOURCE PARENTS

Resource Parents were asked to complete anonymous surveys to provide insight into their experiences in caring for dependent minors. The information gathered was then shared with the Board of Directors, Officers, and members as well as all organizational staff to ascertain ways in which the organization could positively enhance the services provided to those whom we serve.

Satisfaction with Experience of Being a Resource Parent:

- 97% of Resource Parents who responded reported that they were "Completely Satisfied"
- 3% of Resource Parents who responded reported that they were "Often Satisfied"





Willingness to Refer Others to ACOA?

 **100%**

of Resource Parents surveyed indicated that they would be “Extremely Likely” to refer a friend or family member to serve as a Resource Parent.





FEEDBACK FROM SURVEY REPORTS: FEEDBACK FROM CLIENTS SERVED



INSPIRATIONAL THOUGHTS

1. What's Most Rewarding about being a Resource Parent?

- a. "Being able to help children in need."
- b. "Helping kids succeed."
- c. "Seeing kids actually appreciate the help that you are giving them."
- d. "Being able to make a difference."

2. Advice to Give New Resource Parents:

- a. "Don't search out the child you want to adopt... instead find the child who wants you to adopt them."
- b. "Every child you care for needs your love and attention."
- c. "Don't hesitate to ask for help from the agency."



FEEDBACK FROM YOUTH

Youth placed at A Coming of Age (ACOA) FFA were surveyed and asked questions about the services that they were receiving, their general comfortability with their foster homes, and their beliefs about whether or not the agency has helped them to feel empowered in some aspect of their lives.

A. Number of Homes Residing in Since Placement

The number of homes that youth have resided in during their time in placement with ACOA.

B. Equity & Inclusion

Youth were asked about their feelings around equity and inclusion.

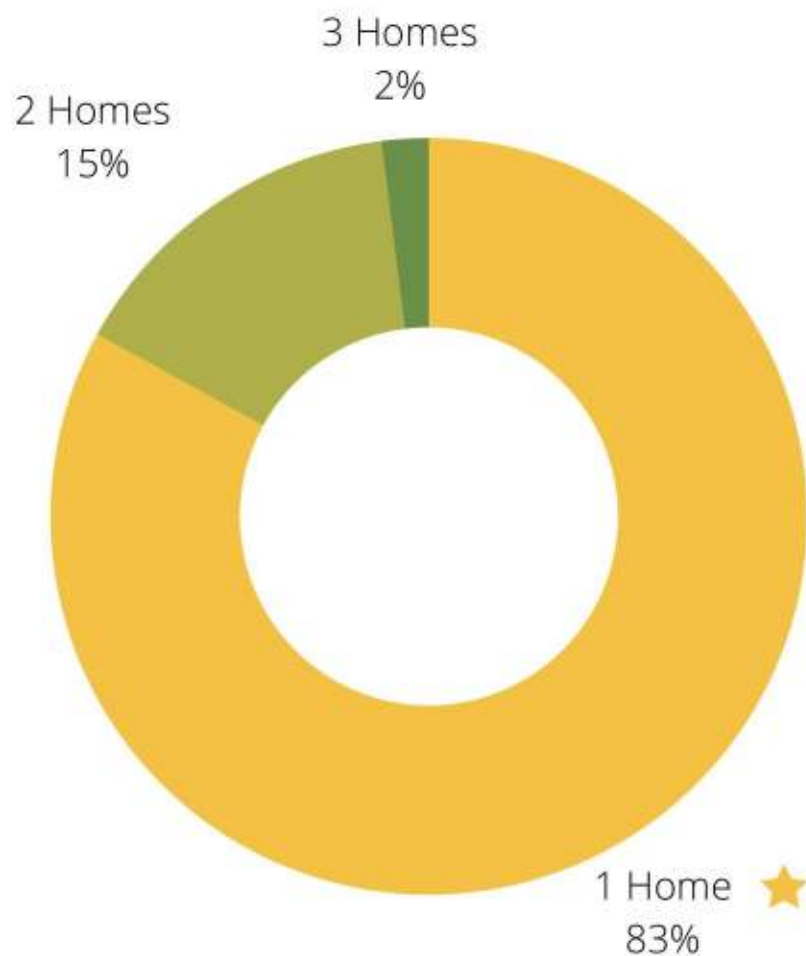
C. Feeling Empowered

Youth were asked if they felt empowered as a result of the support that they were provided by ACOA.



A. HOME PLACEMENT

When asked about the number of homes that youth have resided in during their time in placement with ACOA, 98% of the children placed at ACOA have only been in 1 or 2 placements at this time.





B. EQUITY & INCLUSION

When asked about their feelings of equity and inclusion, **a resounding 98% of youth in placement with ACOA believed that their cultural and ethnic background was acknowledged and respected** by those Resource Parents that were caring for them.

This is an important premise for the Board of Directors, Management and Staff of ACOA. As part of the initial training that prospective Resource Parents undergo, it is imperative that they realize that caring for children in foster care will often times mean caring for children who may not look similar to the Resource Family itself. It's important to remember that in order for children in care to thrive, they must feel that they are respected by those who are charged with caring for them. 2020 demonstrated that our youth in care believed that their caretakers truly cared about them insofar as equity and inclusion was concerned.



C.FEELING EMPOWERED

100% of our youth surveyed were able to acknowledge that they felt empowered as a result of the support that they were provided by A Coming of Age.

Empowerment was largely attributed to one of three main areas with these areas being:

1. Educational;
2. Behavioral/Developmental; or
3. Personal Accomplishments.

The agency did inquire of the caretakers of infants or youth who were unable to verbally express themselves as to what areas of accomplishment did these caretakers see in the children.

Their responses have been recorded on the following pages.



1. EDUCATIONAL

**“I CAN WRITE MY
FULL NAME NOW.”**

**“I GOT ACCEPTED
INTO COLLEGE!”**

**“I'M DOING BETTER
IN SCHOOL.”**

“I GOT ALL A'S.”



2. BEHAVIORAL/ DEVELOPMENTAL

**"I STARTED TO
WALK IN MY
WALKER."**

**"I CAN NOW GO
PEE-PEE IN THE
TOILET."**

"I GREW TALLER!"

**"I LEARNED TO
LISTEN BETTER."**



3. PERSONAL ACCOMPLISHMENTS

"I GOT A JOB ALL BY MYSELF."

"SUICIDE IS NOT AN OPTION FOR ME ANYMORE."

"I FINALLY LEARNED TO LOVE MYSELF."

"I AM NO LONGER AFRAID OF THINGS."

"THERAPY DOES WORK."



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