Dear Friends,

As I look on the accomplishments of Cambridge Family and Children’s Service (CFCS) over the past fiscal year, I am so proud of the high quality of care that we provided to our children and families. Our services continue to be in demand, and our expertise sought on policy issues. We are recognized not just for high quality services but for our commitment to a strong performance management process. The tragic deaths of several children in the care of the state greatly impacted our work this year. We have been vigorous in advocating for the funding and policy changes that will protect children and provide services to these families. These tragedies remind us of the critical importance of the home-based work our remarkable and dedicated staff perform every day, and of the need for communities that support their children.

Among the highlights this year, we launched several new programs. We introduced a new model for the young adults transitioning to adulthood from state custody that provides more clinical and vocational supports. We also began a program to prepare adults with intellectual disabilities for independent living. We quickly responded to a request to develop a supervised visitation program to ensure that children taken into state custody can maintain the bonds to their families. Our recently redecorated family room is providing the perfect space for these visits.

I had a milestone of my own this year. As I reflect on my five years as executive director of CFCS, I am so grateful for the support of our friends which enables us to provide our clients with all that they need to live up to their potential. I also want to thank all those who serve or who have served on the CFCS Board of Directors—their leadership has sustained the agency’s mission through three centuries. With your continued support we will continue to protect, nurture and launch children into a healthy adulthood.

Maria Z. Mossaides
Executive Director
CFCS provides a range of services for children and their families to help keep children safe and help to strengthen their families and prevent the removal of children from their home. The families we serve are struggling with a number of issues from poverty, to housing, to children with developmental disabilities, to situations of domestic violence and/or child abuse and neglect. Our clients come from all ethnicities, religions, sexual orientations, ages, and physical, emotional or mental abilities. The majority of our clients live in Cambridge, Boston, Somerville, Malden, Medford and nearby communities.

Agency Highlights

In Fiscal Year 2014, throughout all agency programs, CFCS provided services to 1,268 individuals, an increase in the number of clients served from the prior year.

Our Vision, Values and Beliefs

All programming at CFCS is based on the concept of permanency.

Our vision is a world in which all children are able to reach their full potential.

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

Our goal is to ensure that every child develops a sense of belonging and the continuity of family connections to support and sustain them throughout their lives.

Our focus is to provide support to children who have been or are currently at risk of being removed from their families due to abuse, neglect, behavioral health needs or developmental disabilities.

We honor the extraordinary generosity of families who open their hearts and their homes to children in need.

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

“The absence of an unconditional committed adult in a child’s life cannot be treated by medication or therapy.”

—Pat O’Brien, Executive Director, You Gotta Believe! The Older Child Adoption & Permanency Movement
Adoption Services

CFCS provides a range of services through its Adoption program. We provide adoption planning and case management services for children and teens in the custody of the Department of Children and Families. We typically work with those children who face the greatest challenges to adoption including older children and teens, sibling groups, and children with medical, developmental, emotional and/or behavioral special needs. We offer services to families who hope to adopt these children, providing training and home studies, guiding families through the matching and placement process, and offering post-placement family support. Finally, we provide consultation services to the Department of Children and Families. We are proud of our reputation as a provider of exceptional adoption services.

The adoption unit has remained focused on helping siblings to grow up together. While keeping brothers and sisters together is more challenging than separating children, requiring a greater investment of staff time and support, we have maintained our strong commitment to keeping siblings together whenever possible, no matter what it takes.

- Reunified a 5-year-old boy with his two older brothers in their adoptive family, ensuring that all three siblings will grow up together
- Placed a sibling group of two with their adoptive family
- Provided adoptive families for one sibling group of three, and for three sibling groups of two
- Finalized the adoptions of six siblings in the home of their grandparents
- Provided adoption planning and case management services to 23 children
- Provided services to 69 families interested in adoption
- 19 families were approved for adoption
- 73 consultation referrals were received and assigned

“The experience that I have had with CFCS has been wonderful. The MAPP classes were so informative… and the team leaders running the class have to be commended for their professionalism throughout the classes… my social worker could not do enough to make a good match for me. She has been in contact with me continuously to help me with any questions and resolve any issues. Everyone that I have met at CFCS is a dedicated worker who has respect for families and children. My experience with CFCS has been life-changing.”

- 2014 Adoption Client
Home Based Services

CFCS provides intensive support services to families referred by the Department of Developmental Services (DDS) and the Department of Children and Families (DCF). CFCS staff works in partnership with families to identify and work toward achieving goals that meet the needs of all family members. CFCS staff provides information, referral and guidance in child development, behavioral supports, parenting support, special needs and community supports.

- A total of 812 individuals were served; 670 in the Developmental Disabilities program
- The Family Support Center received 200 requests for information and referral
- A number of trainings were held for parents and caregivers of adults with disabilities
- A Teen Dating Violence Awareness event was held for the local community
- 18 special events were sponsored by the Family Support Center including cooking sessions and the annual Snowflake Dance
- The Adult Transition Group (ATG) was formed as a pilot with the goal of providing skills to adults so that they can transition to a non-family living arrangement
- Three siblings of children on the autism spectrum were matched with adult mentors in the “Heads Up” program

Intensive Foster Care

Intensive Foster Care provides transitional, therapeutic foster care for children referred by the Department of Children and Families (DCF). The IFC team of foster parents and social workers provides specialized, round-the-clock care, support, and guidance for the children placed in the program. Through this collaborative team effort IFC supports the child's successful transition into a permanent placement—reunification with their birth family, guardianship, kinship care, adoption, or independent living.

- There were 990 placement referrals, a 153% increase over the prior year
- 87 children were placed in care
- The average age of children placed was 10
- 100% of the children completed the school year successfully and 91% were promoted
INTENSIVE SUPPORT
Residential Programs for Adolescents

Putnam Place and Teen Learning Choices (TLC) are group homes for transition-aged youth (16-22) that provide a range of services and supports to assist in the transition to successful adulthood. Residents live in a diverse community where they are valued and given personalized attention according to their needs and abilities. The program provides a healthy space for youth to develop confidence to live independently and become contributing members of the community, creating opportunities that emphasize lifelong connections to supportive family and friends, education, vocational skills and personal responsibility.

- Employ a 1:4 staff resident ratio
- Received 62 referrals and served 43 clients including 28 new placements
- Average length of stay was 230 days
- 5 youth received a high school diploma, 2 received their GED
- 7 enrolled in college

Pathways/Life Skills Program

The Pathways program complements CFCS’ existing portfolio of residential programs serving as a tangible extension of services that drive toward specific, long-term outcomes for young adults. Based on credible research and best practice in the field, and guided by a program logic model that is definitive and realistic, the Pathways Program has specific and measurable long-term goals for participants that include developing a transition plan, attending weekly life skills group meetings and creating a portfolio that includes legal and work-related documents, writing samples, financial information and other resources.

- 7 youth were enrolled in an industry-recognized credentialing program
- 14 obtained jobs that were retained for at least 3 months
- 8 were placed in permanent jobs

Clinical Services

The Clinical Services Department was created in FY14 to ensure CFCS’ compliance with a new contract for our Residential Programs, and expanded to include consultation with all CFCS departments and to provide Human Rights advocacy. The focus changed from a community based Pre-Independent group home to a Group Home with multiple in-house services to provide more therapeutic interventions and greater healing for the residents.

- 43 clients were served
- 8 trainings were provided

“An “alum” sent the TLC staff an email with an update on her life. She thanked us for being a part of her new and improved extended family, always encouraging safe choices and respecting her regardless of her choices. She said, “I made some poor choices, but I felt worthy of getting back up because of your caring. I’m making better choices now—I want to make you proud.”

- Teens Learning Choices Staff
2014 Financials

Income & Expenses for the Year Ending June 30, 2014

Income FY2014

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<td>Program Revenue</td>
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<td>Investment Portfolio*</td>
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<td>Private Donations**</td>
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<td>Rental</td>
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Expenses

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<th>Description</th>
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<td>Program Expenses</td>
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<td>Rental Costs</td>
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<tr>
<td><strong>Total Expenses</strong></td>
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</tbody>
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*The agency maintains funds in an investment portfolio with an annual draw down of 5% of the previous 3 years balance. **Includes $45,000 of donated goods and services. An annual audit report is available upon request.

2014 Operating Support

![Pie chart showing 2014 Operating Support](chart.png)
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Harvard University

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Forest City Commercial Group-Boston
HC Productions, Inc.
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