

The mission of Children's Aid Society of Pennsylvania is to help at-risk children and families strengthen their future through culturally sensitive services that are professional, responsive, child centered and family focused.

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## A Mother Who Strives

Letia McGill is a lovely, 24-year-old woman with a warm smile and a twinkle in her eye. She carries herself with confidence and speaks proudly about her experience with CAS of PA programs. Her boys Michael (5) and Mahkel (2) are engaged and curious, and she is very good with them—attentive and patient. On her hip she carries little Nyasia (6 months), whom she is fostering temporarily for a relative.

“Letia is one of our stellar mothers,” says Lynne Hammond, a social worker for CAS of PA who has worked with Letia. “She is a motivated young woman, determined to do the right thing for herself and her children. She has been very receptive and open, and makes use of our services in her day-to-day life.”

“I don't know what I'd have done—what I'd be like—without the CAS of PA programs,” says Letia.

Letia's family was receiving Services to Children in Their Own Homes (SCOH) through CAS of PA when she became pregnant as a teenager. Their SCOH social worker first referred her to Time Out for Teens and Tots™ (TTT), a parenting and support program for teen mothers. Early on, Letia recognized that she needed help to raise her children to be healthy and successful.



**Letia McGill and family** take part in Family Night each week at the Madeira Family Center, adjacent to the Church of the Advocate at 18th and Diamond Streets. Hers is one of about 23 families participating this fall.

One of the major lessons Letia took away was a new outlook on discipline. “I was amazed that there were so many ways other than what I knew,” she says. During TTT Letia also first saw the importance of reading to her kids. Letia is excited about how this has influenced her son, “Now Michael wants to read books all the time!” Michael began attending Head Start when he was three and has just entered kindergarten. Next year Mahkel will enter Head Start. Letia understands that these preschool experiences are absolutely necessary for the boys to achieve in school.

When Letia turned 21, she sought help through The Family Project, meeting one-on-one with Lynne several times a month to work toward specific goals. Letia was then getting ready to move into her own place. “I was living check to check, and I thought, what if I get into a jam with the bills?” she says. “But I did learn to manage my money.”

Letia has now lived on her own for more than 2 1/2 years. “A lot of young women want this, but they don't know what it entails,” Lynne says. Having completed the training program at Orleans Technical Institute, Letia is also certified in culinary food service.

Currently she and her children take part in Family Night, a program that emphasizes family cohesion and includes a communal family dinner, followed by a session where parents discuss parenting issues and the boys participate in age-appropriate children's groups. Because of her own family's situation, Letia recognizes that she can use help and support for the responsibilities of single parenthood. Letia says she will do “whatever it takes to raise them the best I can.”

Would she recommend the CAS of PA services she's had to others? “I've told older friends and younger ones about my experience—and that you need to have open ears and an open mind. That you have to want to do something for yourself,” she says with a smile.

For more information about TTT, The Family Project, or Family Night, see page 5 or visit [www.caspa.org/pages/programs.htm](http://www.caspa.org/pages/programs.htm).





## President's Report

Investing in prevention programs like those offered by CAS of PA has never been more important. As the Greater Philadelphia area strives to move forward, research demonstrates that the time to impact educational success and workforce development is very early in a child's life, not once problems emerge. CAS of PA helps families strengthen their own futures and improve the outcomes for their children, before intervention by government agencies is needed or tragic violence has occurred.

In times as complicated as these, we are acutely aware of how charitable organizations like ours need to pay special attention to financial management as well as service delivery. Every newspaper headline about a mismanaged social service agency undermines the confidence of the public and interferes with the interests of the children we strive so hard to serve and protect. Our national recognition in July 2007 from the Council on Accreditation ensures our stakeholders—families and children, funders, and donors—that CAS of PA has achieved excellence in both service delivery and ethical, effective organizational management.

CAS of PA's business model is based on leveraging financial resources from diverse funding sources to maximize effectiveness. Government funding provides a basic level of service delivery, but this is often not adequate, as program evaluation demonstrates. A value-added approach, such as pre-literacy programming in Time Out for Teens and Tots™ through a grant from the national foundation First Books, maximizes program impact. Funding from our donors gives us the freedom we need to add program elements that improve the lives of families we serve. Our social workers can buy beds for children who are sleeping on dirty mattresses on the floor, or help a young mother, who is the first in her family to attend college, to buy books. In a city with rapidly deteriorating housing stock and limited affordable housing, CAS of PA can help a family move into adequate, stable housing—a precursor to stable employment.

As we celebrate 125 years of service to at-risk children and families, CAS of PA has accomplished so much, thanks to our stakeholders. This newsletter highlights some of those successes. However, we must also look to the future to continue our mission for the next 125 years and ensure that critical services for children and families are available and that the Greater Philadelphia area becomes a safer place to live and work.

Sidney V. Smith, Jr.  
President, Board of Directors



### Donors: Tell Us What You Think!

Donors are a crucial part of the mission of CAS of PA. You provide us with the flexibility to meet the individual needs of children and families and increase the impact of our services and programs. With technology, we have the opportunity to get your feedback quickly and easily.

Please visit [www.surveymshare.com/casofpa](http://www.surveymshare.com/casofpa) before December 31, 2007, and take a short survey about your experience as a donor to CAS of PA. We're eager to hear from you so that we can tailor future efforts to respond to your feedback. Thank you!

Please make a generous investment in a family's future.  
You will be changing the world...one child...  
one family...one generation at a time.

## REVENUE & EXPENSES

*Fiscal Year Ending May 31, 2007*

### REVENUES

Revenue from Program Fees	\$	539,123
Trusts & Bequests	\$	127,874
Public Foundations and Organization's Trusts	\$	57,653
Public Appeals & Contributions	\$	137,914
Deferred Revenue	\$	500
Income from Investments	\$	619,770
<b>Total Revenues</b>	<b>\$</b>	<b>1,482,834</b>

### EXPENSES

Post Legal Adoption Services	\$	11,646
The Family Project	\$	181,170
Time Out for Teens & Tots	\$	323,111
Madeira Family Center	\$	207,195
Service to Children In Their Own Homes	\$	365,172
Public Relations/Fundraising	\$	142,575
Administration	\$	251,964
<b>Total Expenses</b>	<b>\$</b>	<b>1,482,834</b>

*Wishing you good health and happiness this holiday season!*

## 1882 Legacy Society: Giving Beyond a Lifetime

Planned giving has been a crucial part of ensuring the mission of CAS of PA for 125 years. Planned gifts can extend your commitment to our mission, as well as provide you with tax and estate-planning benefits. There are several methods of making a planned gift, from a bequest in your will to more complex ways, such as a charitable remainder trust. Consult with your attorney, accountant, tax advisor, or financial planner about the most advantageous method for your particular tax and estate-planning situation.

### Mr. and Mrs. Walter Morgan



Mr. and Mrs. Walter L. Morgan of Bryn Mawr, who were married for 55 years, both made planned gifts to CAS of PA. Mr. Morgan passed away in 1998 at the age of 100, and Mrs. Morgan in July 2007 at the age of 99. Their tremendous generosity has had an impact on the lives of children and families we serve by making it possible for CAS of PA to expand programs and initiatives that adhere to values the Morgans held so closely.

Mr. Morgan, a graduate of Princeton University, was a mutual fund pioneer. He founded the Wellington Fund and Wellington Management Company, and other equity funds that ultimately became the nucleus of The Vanguard Group. Both Mr. and Mrs. Morgan were active philanthropists. Mr. Morgan, at the time of his death, was an honorary director of the Philadelphia Orchestra and the Academy of Music. Mrs. Morgan was active with numerous charities focusing on education and children's well-being. Both were collectors of early American antiques, and Mrs. Morgan was a supporter of the Philadelphia Museum of Art.

It was through his interest in fine wine that Mr. Morgan first learned about CAS of PA. He met Mr. James Oram, whose mother was then President of CAS of PA, at a Main Line wine tasting. Mr. Oram, now Treasurer of CAS of PA, and his sister Ms. Kathy Oram were making wine selections for a CAS of PA fund-raising event. Mr. Morgan became intrigued by the organization and its mission, making his first gift in 1966. Since that time, the Morgans' generous annual and planned gifts have established a legacy of caring that extends the mission of CAS of PA into the future.

### Mr. Stanley K. Hunt

Stanley K. Hunt, Vice President of Wealth Management at Smith Barney, joined the Board of CAS of PA in early 2006 at age 40. After reviewing their assets earlier this year, he and his wife Anika decided that, rather than terminating a life insurance policy they no longer needed, they would donate it to CAS of PA.

"As a financial planner, I was familiar with this way to make effective gifts to charitable organizations," Mr. Hunt says. "When I researched it more, I realized that this was a way for us to make a substantial gift that could have more impact than the more modest yearly donations we could otherwise give." Mr. Hunt continues to make the premium payments on the policy, which are fully tax deductible. Upon his death, the full benefits of the policy go directly to CAS of PA.

**“This is an excellent giving option for many individuals—young professional as well as older couples with grown children,” says Mr. Hunt. “It’s a way to leverage dollars for maximum impact.”**

The re-designation process is simple, he explains, and involves merely filling out a form that changes the ownership on the policy. It is also possible to split a policy, so that the family receives a certain percentage of the benefits and CAS of PA receives the rest. An additional benefit for the donor is that this creates deductions on estate taxes.

"I am strongly committed to the mission of CAS of PA to help diverse communities in Philadelphia, and my wife and I are glad to know that we have made a financial decision that is likely to impact the lives of children in the greatest way possible."

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**If you have made a planned gift to CAS of PA, please let us know so that we can recognize your generous commitment.**



## Bryn Mawr Honors CAS of PA with Lecture

On Thursday, November 8, the Bryn Mawr School of Social Work & Social Research (GSSWSR) honored the 125th anniversary of CAS of PA at a lecture by Janet Shapiro, Ph.D., Associate Professor and Director of The Center for Child and Family Well-Being at Bryn Mawr. This event was part of the GSSWSR 2007–2008 Scott Lecture Series.

The lecture, entitled “Attachment and Loss: Implications for Early Childhood Mental Health,” explored new findings from research in neuroscience and the neurobiology of attachment and their contribution to an understanding of how individuals regulate emotion across the life cycle. “This self-regulatory capacity is central to well-being,” explained Dr. Shapiro, “and affect dysregulation is a critical risk factor in many biopsychosocial difficulties.” Dr. Shapiro is currently researching the implications of cognitive neuroscience for infant mental health and clinical social work, and recently published a book on clinical practice in the areas of adoption and assisted reproductive technology. In 1990 CAS of PA and GSSWSR worked collaboratively on related research entitled *Developmentally Vulnerable Infants and Toddlers and Their Adoptive Families: A Follow-Up Study*.

The lecture was one of a year-long series of CAS of PA activities and programs celebrating 125 years of service to at-risk children and families. “We are proud to be affiliated with this special evening,” said Executive Director Gail Ober. “Research by GSSWSR and others has been critical in understanding issues affecting at-risk children and developing programs and services to meet their needs. Dr. Shapiro’s research is an excellent example of how knowledge can inform practice.”

## 125th Anniversary Party

To celebrate the beginning of our 125th year of providing services to children and families, CAS of PA held a birthday bash on May 31, 2007, at Franklin Square in Old City Philadelphia. On this gorgeous spring day, CAS of PA stakeholders—including Board members, staff, funders, donors, families, colleagues, and friends—joined in the fun. Franklin Square was the perfect setting for this historic celebration, with the Philadelphia Park Liberty Carousel, Philadelphia-themed miniature golf, playgrounds, and picnic area. Guests were treated to all the activities, hot dogs, pizza, and ice cream. Creative face-painting was provided for the children, but some adults got in line, too!



Anita Brikman, medical reporter from WPVI Channel 6, was the guest speaker. Anita highlighted the role families play in ensuring the health of children and in keeping Philadelphia healthy and strong. “Just as children need their families to grow up strong,” she observed, “families need the help of the larger community, which is why the commitment and mission of CAS of PA is so important.”

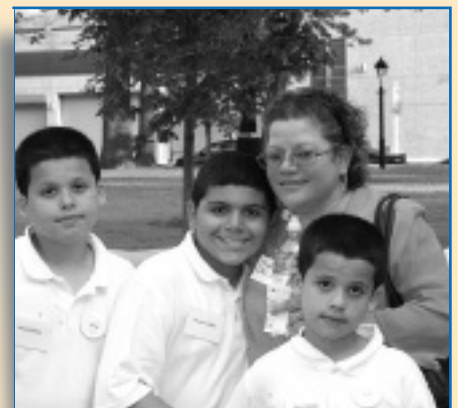
Pictured here:

Far left: Sabriya Wright

Top center: Avyion Cooley

Bottom center (left to right): Carolyn Lowe, James and Margo Bennett, Susanne Coffin, Gail Ober, Sid Smith, and Ann Nicholas

Far right: (left to right): Jose Nuñez, Hector Colon, Rosita Martinez, and Jason Nuñez



## 2006–2007 Program Reports

### ■ Time Out for Teens and Tots™ (TTT)

This parenting, education, and support program for at-risk teen mothers and their children celebrated its 21st year. TTT has evolved to provide a wide range of services, including:

- six community-based mothers-only discussion groups, alternating with mother/baby playgroups
- individual case management and supportive counseling
- a Career Directions workshop series
- peer mentoring / special events
- for the teens' children, an early literacy component and identification of those who may need early childhood intervention.

This year a pilot program with the Philadelphia Department of Human Services brought TTT to two Teen Centers at the Philadelphia Department of Recreation Centers and a privately funded Pre-Natal Teen Education/Support Group created a continuum of services. This past year, TTT served 90 teen mothers, 12 pregnant teens, and 95 young children.

#### HIGHLIGHTS of the 2006–07 TTT Program Report and Evaluation:

- Pre- and post-test scores show a statistically significant improvement in parenting skills and peer relationships.
- The Graduate Group, Peer Mentoring Program, Career Directions Workshop, and Teen Prenatal Education and Support Group all met or exceeded the benchmarks for their respective program objectives.
- 95% of the teen mothers who completed the six core parenting groups remained in school, completed their high school education, started college or other post high school training, or were employed.
- Attendance and retention for the six core parenting groups averaged 81% each and 48% of the teens returned from the previous year.

### ■ Programs of the Madeira Family Center

Opened in 1990 in the Susquehanna neighborhood of North Philadelphia, The Madeira Family Center is the locus of CAS of PA's community outreach and emergency assistance efforts.

**Family Night:** A 16-week program offered twice a year to families that are facing major challenges, such as homelessness, recovery from addictions, and poverty. In the first hour, families sit down to a communal meal that promotes positive parenting and positive social skills for children. After the meal, parents attend a series of interactive sessions on parenting

topics; children break up into age-appropriate groups with activities that build social and cognitive skills. In 2006–07, Family Night served 36 families, including 53 parents/caregivers and 63 children ages infant to 18.

To evaluate Family Night's effectiveness, staff developed nine benchmarks measuring improvements in various dimensions of parenting. Benchmarks for eight of the nine outcomes were met or exceeded. One benchmark, reporting new positive interactions in the family, was missed by 1%. The Parents' Focus group and satisfaction surveys give the program very high marks and families met attendance and retention goals.

**The Emergency Food and Formula Program:** One of the few local emergency assistance programs that consistently stocks infant formula, EFF provides emergency food to families in crisis. EFF served 477 families with 820 infants and children—a significant increase from last year.

### ■ In-Home Services

**The Family Project:** This program offers supportive counseling and case management to families with young children and connects them to programs providing medical, educational, and economic resources. The Family Project served 43 families (pregnant and/or parenting) and 77 children. Each family develops individualized goals with the social worker at the beginning of services. This program is then evaluated using a goal attainment scale at the time services end. Of the 17 families who ended services this year, 82% made moderate to optimal progress on their goals.

**Services to Children in Their Own Homes (SCOH):** Offered with the City of Philadelphia's Department of Human Services, SCOH counsels families who are at risk for breakdown and subsequent removal of children. Last year, SCOH served 57 families with 137 children. The major program outcome used for evaluation is family stabilization at the time services end. Fifty percent of these families were stabilized, which is slightly less than last year, but consistent with previous years.

### ■ Other Services

**Post Legal Adoption Services:** This service provides non-identifying information and referral assistance to families that have used CAS of PA's adoption services in the past. This past year, ten individuals received services.

## CAS of PA Is Nationally Accredited

In August 2007, CAS of PA was accredited by the Council on Accreditation (COA), an international, independent not-for-profit accrediting body focusing on social and behavioral healthcare services. COA accreditation is a rigorous evaluation and peer review process based on national "best practices" in the areas of ethical practice, governance, financial management, human resources, performance and quality improvement, risk prevention and management, and fundraising, as well as programs and services.

Following an extensive self-study process, including over one hundred stakeholder questionnaires, trained peer reviewers from other nonprofit organizations were onsite for three days of document reviews and interviews. They talked with clients, Board members, staff, funders, and colleagues to develop a comprehensive understanding of how CAS of PA organizes, manages, and delivers its services. "This experience helped us develop internal structures to ensure uniformity and improve communication, as well as strengthen areas such as risk prevention," says Gail Ober, CAS of PA Executive Director. Staff received affirmation of the quality of their service delivery. CAS of PA has joined COA's Community of Excellence.

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### United Way: As Easy As "497"!

If you are donating to United Way of Southeastern Pennsylvania, be sure to designate CAS of PA as the recipient agency. Just enter agency number 497 when you donate, or go online to [www.uwsepa.org/donate/](http://www.uwsepa.org/donate/). Thank you for your support!

# Helping Hands



Helping children at risk since 1882

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