

Title: All Things Are Possible: No Limits Adoption Recruitment for African American Children; Site Visit Report

Grantee: Department of Children and Families, Office of Family Safety, Tallahassee, FL

Award #: 90XW0011

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SUMMARY

In 2005, the Children's Bureau's National Resource Center for Adoption (NRCA) established the Minority Adoption Leadership Development Institute (MALDI) to enhance the leadership skills of minority adoption leaders from around the country. Florida's Department of Children and Families enrolled an adoption leader, Minnie Jenkins, in MALDI, and Ms. Jenkins was able to return to her State and apply her new skills to develop an adoption program for older African American children.

The program she created, All Things Are Possible: No Limits Adoption Recruitment for African American Children, involved child-specific recruitment for 10 African American youth, aged 9 and older. Ms. Jenkins provided training and technical assistance to the youths' case managers to help them with recruitment and with preparing the youth for adoption. She developed a number of tools, including:

- A 6-month individualized child-specific recruitment plan
- Placement log
- Traumatic events log
- Log of all prior caregivers and significant adults in the youth's life
- Form letter to send to prior caregivers and significant adults who could become committed caring adults in that youth's life

The child-specific recruitment plan included many ideas for identifying potential families, updating the youth's files, and using a variety of media to promote the youth and make his or her story known to as many families as possible. Ms. Jenkins helped the case managers implement the plans, serving as a mentor and resource. By the end of the project, two youth had finalized adoptions, one sibling group of three had been placed with an adoptive family, one sibling group of three had been matched with a preadoptive family; and two children still did not have identified families.

The success of this program led the State to take the program statewide with a project called The 100 Longest Waiting Teens Project: A Family for Every Teen. In this new project, case managers used the tools and practices from the All Things Are Possible program to recruit families for 104 Florida teens who had been in foster care for most of their lives. One year after this new project had launched, 49 of the 104 teens (13 years of age and over) had achieved permanence.. Recruitment activities are continuing for those remaining.

At a 3-day statewide adoption conference designed to celebrate both of these programs, case managers were able to share their success stories with other professionals and to

disseminate information about the programs. A national adoption expert provided training and workshops on realistic adoption. In addition, the State agency used the opportunity to announce a new program that will use the same techniques to identify permanent connections for youth who have been assigned a permanency goal of APPLA (Another Planned Permanent Living Arrangement).

Reprinted from *Children's Bureau Express*, "Site Visit: Child-Specific Recruitment for African-American Children" (<http://cbexpress.acf.hhs.gov>).

PROJECT DESCRIPTION

Abstract

Minnie Jenkins, Florida's Minority Adoption Leadership Development Institute (MALDI) participant, decided to develop a project that focused on recruitment for African American children who were waiting for adoptive families and to do more child-specific recruitment. The first step in implementing the No Limits Adoption Recruitment for African American Children project was for her to design several child-specific recruitment tools and protocols for case managers to use in seeking permanent connections for youth and in preparing the youth to accept those permanent connections. Those tools, which are included as attachments to this report, include:

- A 6-month individualized child-specific recruitment plan
- A placement log
- A traumatic events log
- A log of all prior caregivers and significant adults in the youth's life
- A form letter to send to prior caregivers and significant adults who may become committed caring adults in that youth's life

The individualized child-specific recruitment plan instructs and guides staff to:

- Review the child's case file and prepare a chronology of events in the child's life, using the placement log, the log of prior caregivers and significant adults, and the traumatic events log to record those events
- Identify and contact possible permanent connections from the child's life through review of the case file, talking with the child, talking with others who know the child, etc.
- Begin child preparation casework activities with the child
- Create and update a child study in order to get to know the child and his/her needs and interests
- Update all photos and narratives about the child on the various websites
- Respond to all inquiries from websites within 3-5 days
- Feature child in newspaper
- Feature child with local television network
- Prepare referral packets and distribute at local events
- Target special interest groups based on child's strengths or special needs (barber and beautician organizations; gyms and sports arenas; nursing organizations, etc.)
- Continue child preparation work with the child, ensuring that he/she understands what is happening and why it is happening

- Create video of the child talking about what he/she wants in a family to be shown in local MAPP (Model Approach to Partnerships in Parenting) classes

Since all child welfare services except Child Protective Services are privatized in Florida, Ms. Jenkins then contacted the Big Bend Community-Based Care (BBCBC) lead agency to enlist their participation in the pilot project. Ten African American waiting children and youth ages nine and older from four Florida counties served by BBCBC, six female and four male, were selected as the target population for the project. Case managers for these children and youth were provided training on the use of the recruitment tools and protocols referenced above. As the case managers conducted child-specific recruitment for and preparation of these children and youth, Ms. Jenkins also provided them with technical assistance and support through:

- Monthly meetings with staff
- Telephone support and encouragement
- Monitoring use of the child-specific recruitment tool
- Encouraging participation in monthly home finder's conference call
- In some cases, assisting with record reviews

In addition to employing the child-specific recruitment techniques listed above, including contacting prospective resource families identified through the case record review (see attachments for sample of contact letter), case managers were expected to spend considerable time doing child preparation work, beginning with a meeting with the child to discuss the recruitment process and what the child has identified as strengths needed in a prospective family. They talked with the child about possible resource families from former placements and learned as much as possible about the child and his/her strengths, interests, needs, and desires. Another critical step was to help the child understand why he/she cannot be with his/her birth family, why former foster care placements resulted in moves (not his/her fault), and why the current foster family is not a permanent resource if that is the case. If at all possible, they also had birth parents and foster parents help the child understand why a move was necessary and to give the child permission to move on and to attach to a new family.

Goals of Project

Among the specified roles and responsibilities of the National Resource Center for Adoption is that of promoting professional leadership development of minorities in the adoption field. MALDI aims to enhance the leadership and technical skills of its participants who are selected from States with high disproportionality rates and with the greatest number of children of color awaiting adoption. Trainees participate in two onsite learning institutes running 2 and a half days each over a 2 year period and covering a broad range of topics, including Preparing for Diversity: Challenges and Opportunities in Child Welfare; Executive Leadership; and Change From the Middle, to name a few. State Adoption Program Managers who are trained in effective mentoring and coaching work with the participants from their States as they complete 12 months of job-related project assignments (Action Research Projects focused on "problem solving by examining practices systematically and carefully") to increase their technical expertise and hone their leadership skills.

This report is of a site visit to the No Limits Adoption Recruitment for African American Children program, the Florida project developed by that State's Department of Children

and Families' participant in the MALDI training and her mentor. This project seeks the answers to two basic questions:

- What kinds of recruitment resources are effective in finding families for older African American children?
- Do the attitudes of adoption staff affect successful recruitment of adoptive families for older African American children?

The goals of the project are to:

- Find adoptive families for 10 African American children ages nine and older
- Conduct training on the use of a child-specific recruitment tool designed by the MALDI trainee
- Provide technical assistance and encouragement to adoption staff involved in the pilot on a monthly basis
- Analyze the data and report the findings from the survey to staff who participated in the pilot

Need for This Service *(adapted from the 2009 Program Announcement, materials located on the MALDI website, and information and materials provided by project staff)*

AFCARS (Adoption and Foster Care Analysis and Reporting System) data from 2007, reveals that there are approximately 496,000 children in foster care in the United States, 130,000 of whom are waiting for an adoptive family. African American children and youth are overrepresented in the child welfare population as a whole as well as in the population of children and youth waiting to be adopted. Additionally, when they do achieve adoption, they tend to have waited longer in foster care for their permanent families than other groups of children.

At the time the No Limits project began in Florida, the BBCBC was serving 1,949 children in out-of-home care and, of that number, 1,125 were African American, approximately 750 of whom were age nine and over. That is the reason Ms. Jenkins selected this community-based care agency to pilot the project, which is built on several premises:

- Older African American children wait longer than other groups for an adoptive family match.
- African American children continue to need and hope for an adoptive family.
- Adoption staff sometime lose hope when they are unsuccessful in recruiting adoptive families for older African American children.
- Child-specific recruitment provides structure and guidance for staff.

SITE VISIT HIGHLIGHTS

The site visit, which occurred January 20 through 23, 2010, consisted of meetings with project staff and participation in a 3-day conference on Creating Success in Adoption. The site visitor also had the opportunity to meet with Florida's Department of Children and Families' (DCF) Adoption Program and Policy Manager, who was the mentor to the Minority Adoption Leadership Development Institute participant, in August 2009, when she was in Washington, DC for the Children's Bureau-sponsored Agencies and Courts Conference. The No Limits Adoption Recruitment Project proved so effective in locating adoptive families for African American children and youth that DCF decided to take the

project statewide with the 100 Longest Waiting Teens Project: A Family for Every Teen, which involves all of the 21 community-based care (CBC) agencies in Florida. The purposes of the conference, which was planned as a special celebration for adoption staff of the 100 Longest Waiting Teens Project by Florida's Adoption Information Center and DCF, were threefold:

- To enhance the adoption skills of participating staff
- To recognize and celebrate the excellent work that individual staff members have been and are doing on behalf of older youth who are in need of permanent connections
- To give staff the opportunity to share with their peers stories of the more challenging youth for whom they successfully recruited permanent families in order to reinforce the belief that there is a family out there for every teen

Dr. Barbara Tremitiere was the featured trainer for the conference. Dr. Tremitiere is the former Director of the Tressler Lutheran Services Adoption Program in Pennsylvania, which specialized in adoption placements of children with special needs since 1971. She is nationally known as a strong advocate for children and youth and as a trainer, author, and lecturer on "realistic adoption," effective social work methods and techniques, and parent training and support issues. She also is the parent of 15 children, 12 of whom came to her as "special needs" adoptees, so she has "walked the walk" and speaks from personal experience as well as from theoretical knowledge.

Day One of the conference consisted of a series of informative and entertaining lectures by Dr. Tremitiere, covering the following topics:

- **Clarifying Expectations of Adoptive Families**, emphasizing the importance of parent preparation and support, working with them on their expectations and helping them to be realistic, preparing families for the worst so they will be prepared to handle whatever comes along. "You can't scare away good parents."
- **Emotional vs. Chronological Age of Adopted Children**, dealing with the significant trust issues these children have, having missed the Trust vs. Mistrust stage and other stages of development, leaving them developmentally delayed and needing to be allowed to go back to the developmental stages they missed.
- **Transracial/Transcultural Adoption**, emphasizing the importance of being sensitive to the implications of such placements on the child, who has not only lost family, friends, and community, but also has lost his/her cultural norms (i.e. familiar foods, customs, religious practices, etc.) and perhaps has even lost contact with other members of his/her own race.

During the lunch break, the DCF Adoption Program and Policy Manager talked about the successes of the 100 Longest Waiting Teens Project and recognized the case managers "who have done such a good job" of recruiting families for Florida's longest waiting teens. All staff with a child assigned to the project will receive a letter from the Governor in recognition of their work efforts. Some of the case managers at the conference also received special recognition for recruiting families for especially challenging youth, such as:

- A 17 year old placed with a single parent after a disruption
- A 16 year old who had been in foster care 14 years
- A 13 year old who had been in foster care 11 years
- A 16 year old who had been in foster care 15 years and in a group home since 11 months of age

- A 17 year old in foster care 3 and a half years, adopted with her 15 year old brother one week before she turned 18

There was a great deal of emphasis on the belief that there is a family out there for every child and that staff should not give up until that family is found.

Day One also included a panel presentation on postadoption services in Florida where agency representatives from four Circuits in the State presented their postadoption services programs.

On Day Two, Dr. Tremetiere lectured on the following topics:

- ***Preparing Child and Birth Family for Adoption***, focusing on how to help a child understand the concept of adoption and preparing adoptive parents, helping them to understand that when they adopt a child they are adopting an entire family; emphasizing that the more the parents and the child have to do with the choice, the more they will be committed to it and to making it work.
- ***Helping the Older Child Say Good-bye to Birth Family***, emphasizing the importance of the child understanding what is happening and why the parents' rights were terminated (let him/her read the court record); foster parents and birth parents must give the child permission to move on.

In addition, the DCF Adoption Program and Policy Manager made a detailed presentation on the Federal Fostering Connections to Success and Increasing Adoptions Act. She also introduced a new statewide project which will be launching soon. Based on the No Limits Adoption Recruitment and the 100 Longest Waiting Teens project model, the APPLA (Another Planned Permanent Living Arrangement) Project will address two populations of APPLA children, those whose parents' rights were terminated and those whose parents' rights have not been terminated. Each CBC agency will be asked to identify 10 children, 5 children for each group. They will then do a lot of the same work as with the Longest Waiting Teens Project. For example, they will search the foster care files to identify prior caregivers, foster parents, and other significant adults and make contact with them to explore their interest in becoming a caring adult in the child's life. They will help the child better understand the reasons for removal from home and other placements, and that those moves were not the child's fault. They also will review whether APPLA is the appropriate goal. "Age and disability alone do not equal a reason for an APPLA goal" was an important theme of this presentation. Only if a youth chooses to remain in foster care and has a permanent connection to a foster parent or other caregiver is APPLA appropriate." Efforts will be made to establish a permanent connection to an adult for these children. APPLA may remain the goal, but the child must have a permanent connection with a caring adult.

The kick-off for this project will be in March 2010. Case managers for these children will work as two teams, one team for the children whose parents' rights have been terminated and the other team for the children whose parents' rights have not been terminated. The teams will be identifying and exploring the ongoing casework activities that may help these children achieve permanent connections.

Finally, there was a question and answer period during which Dr. Tremetiere responded to questions that had been submitted by participants over the 2 days of the conference.

Day Three, which was on a Saturday, was tailored to adoptive families. Dr. Tremetiere made presentations on What Families Need to Succeed in Adoption, Talking to Children About Birth Family and Benefits of Adoption for Children.

LESSONS LEARNED

- Pulling case managers together for training on the recruitment tools and to set common goals of permanency for children and youth in their caseloads encouraged peer support among participating staff.
- Workers were motivated by having an effective recruitment tool to use.
- Making the child visible to as broad a spectrum of prospective families as possible really helps when seeking permanent connections for children and youth. "These children are their own best recruiters."
- For a recruitment project such as this one to be successful, staff must be committed and persistent. "You gotta believe there is a family out there for every child and you can never give up."

Unique and Innovative Features

- Ms. Jenkins had developed a detailed 6-month individualized child-specific recruitment plan that walks the case manager through the steps in preparing the child for adoption and the various recruitment tools and techniques to pursue. The tool proved so helpful to staff in planning and organizing their adoption recruitment and placement work that they continued to use it voluntarily after the pilot project had ended.

Challenges

- The availability of staff with large caseloads to meet and learn the new recruitment tool was an ongoing challenge.
- Staff workloads made it difficult for them to commit the time needed to search case files thoroughly.
- Staff turnover made it difficult to maintain momentum in recruitment on behalf of some children.
- Some staff entered the project having difficulty believing there is a family for every waiting child.

Successful Strategies and Keys to Success

- In recognition of their high caseloads and busy schedules, Ms. Jenkins, who is the Senior Human Services Specialist with the Florida Department of Children and Families, offered her time to assist case managers in searching the case records of the targeted children and youth. Now that the project has gone statewide as the 100 Longest Waiting Teens Project: A Family for Every Teen, some of the community-based care agencies are using interns to assist with the record searches.
- This was the second statewide conference at which staff were recognized for their successes in achieving adoption for some very challenging youth. Very brief bios of youth who had found families were shared with the audience, letting them

know that successful placements are possible, even for 17 year olds, for teenage siblings, and for institutionalized youth.

OUTCOMES

Summary of Activities and Accomplishments

- By the end of the No Limits Adoption Recruitment Project, of the 10 children and youth targeted by the initiative:
 - Two had been placed in adoptive families and their adoptions had been finalized
 - One sibling group of three had been placed with an adoptive family
 - One sibling group of three had been matched with a preadoptive family
 - Two children still did not have identified families
- Forty-nine of the 104 teens (13 years of age and over) targeted in the Longest Waiting Teens Project also had achieved permanence 1 year after the project launched. Recruitment activities are continuing for those who remain in the project.

Evaluation

Staff surveys were administered pre- and postpilot to the 10 case managers who participated in the No Limits Adoption Recruitment Project. The prepilot survey revealed that the staff relied on traditional recruitment practices such as word of mouth, the newspaper, foster parents, MAPP (Model Approach to Partnerships in Parenting) classes, and coworkers. Participants identified a need for adoption-specific training and for enhanced recruitment skills for older children and youth. In the postpilot survey, 100 percent of staff reported finding the child-specific recruitment tool effective and stated that they will continue using it. They felt it promoted thoroughness and organization in recruitment strategies, ease in collecting information and in detailing the child's history. In addition, 8 of the 10 children and youth targeted in the No Limits Adoption Recruitment Project found their permanent families as did 49 of the 104 targeted in the 100 Longest Waiting Teens Project.

Dissemination

The conference itself was a major dissemination effort about the work of the 100 Longest Waiting Teens Project. Not only did it target Adoption Case Managers from across the State of Florida as attendees, but it also targeted:

- Therapists
- Support group leaders
- Family counselors
- School guidance personnel
- Foster care workers
- Attorneys
- Public health professionals
- Teen pregnancy counselors
- Guardians *ad litem*
- Others interested in adoption

Sustainability

The No Limits Adoption Recruitment for African American Children Project proved so effective in achieving permanency for waiting African American children that DCF decided to take the program statewide as the 100 Longest Waiting Teens Project. Since child welfare services are 100 percent privatized in Florida, DCF began by contacting each of the 21 community-based care (CBC) lead agencies who provide child welfare services under contract with the State agency. Each CBC agency was asked to voluntarily identify the five youth (13 years and older) within their caseloads whose parents' rights had been terminated and who had been waiting the longest for permanent families. If those youth had siblings in foster care, whether older or younger, the siblings were included in the project as well.

Case managers for the targeted children and youth had to commit to being very involved in the project, participating in mandatory training and monthly conference calls. The State office provided case-specific consultation and technical assistance.

The CBC agencies identified 104 children and youth to participate in the project which launched on January 26, 2009. The same recruitment tools were used as had been used in the No Limits Adoption Recruitment for African American Children Project which had, in effect, become the pilot for this statewide initiative, which has proven equally effective in achieving permanent connections for older youth. One year after the project started, 49 of the original 104 participating youth had been placed with preadoptive families or were in finalized adoptions. Some had been placed with relatives, some with former foster parents, and some with their birth parents. The CBC agencies have been so pleased with the results that they are asking to refer additional waiting teens, and the Secretary of DCF has been so impressed that he has asked that the project continue for another year.

ATTACHMENTS

- Individualized Child-Specific Recruitment Plan
- Placement Log
- Prior Caregivers and Significant Adults Log
- Adult Connection Contact Letter
- Traumatic Events Log

INDIVIDUALIZED CHILD-SPECIFIC RECRUITMENT PLAN

Child's Name: _____

Date: of TPR _____

Document the Dates that each required activity was completed. The listed activities are the minimum requirements to be completed each month.

Activities for Month One

1. Review of child's case file for the purposes of determining possible connections, chronology and needed resolutions. Date Completed: _____

- Volume One
- Volume Two
- Volume Three
- Volume Four

2. Prepare child chronology from review of the case file. Date Completed: _____

COMMENTS:

INDIVIDUALIZED CHILD-SPECIFIC RECRUITMENT PLAN

Child's Name: _____

Document the dates that each required activity was completed. The listed requirements are the minimum of activities to be completed each month.

Activities for Month Two

1. Initial visit with child, inform child of your job duties Date Completed: _____

2. Contacts with possible prior adult connections from review of case file:

Letter sent/interview with former caregiver: _____ Date Completed: _____
- Desired involvement: _____

Letter sent/interview with former caregiver: _____ Date Completed: _____
- Desired involvement: _____

Letter sent/interview with relative: _____ Date Completed: _____
- Desired involvement: _____

Letter sent/interview with adult connection: _____ Date Completed: _____
- Desired involvement: _____

Letter sent/interview with adult connection: _____ Date Completed: _____
- Desired involvement: _____

Letter sent/interview with former counselor _____ Date Completed: _____
- Desired involvement: _____

3. Respond to all inquiries from websites within 3-5 days

1) Name: _____ Relationship: _____ Date: _____

Comment _____

2) Name: _____ Relationship: _____ Date: _____

Comment _____

3) Name: _____ Relationship: _____ Date: _____

Comment _____

INDIVIDUALIZED CHILD-SPECIFIC RECRUITMENT PLAN

Child's Name: _____

Activities for Month Three

1. Conduct second visit with child/complete questionnaire Date Completed: _____

2. Create or Update the following:

➤ Study of the child Date Completed: _____

➤ Adoption Exchange narrative, including photo Date Completed: _____

➤ AdoptUSKids Date Completed: _____

➤ CAP (Children Awaiting Parents) Date Completed: _____

3. Additional contacts with former significant adults Date Completed: _____

Letter sent/interview to significant adult: _____ Date Completed: _____

- Desired involvement: _____

Response to a letter sent: _____ Date Received: _____

- Desired involvement: _____

Response to a letter sent: _____ Date Received: _____

- Desired involvement: _____

4. Respond to all inquiries for websites within 3-5 days

1) Name: _____ Relationship: _____ Date: _____

Comment _____

2) Name: _____ Relationship: _____ Date: _____

Comment _____

3) Name: _____ Relationship: _____ Date: _____

Comment _____

INDIVIDUALIZED CHILD-SPECIFIC RECRUITMENT PLAN

Child's Name: _____

Activities for Month Four

1. Third visit, begin child preparation work with child Begin Date: _____
What family information does the child know? Does not know?
What does the child know about why he/she cannot go home?
What does a permanent connection to an adult mean?

2. Prepare referral packets and

send to neighboring MAPP trainers Date Completed: _____
send to neighboring Wendy's Wonderful Recruiters Date Completed: _____

3. Ask child for recommendations/ideas of adults to contact: Date Completed: _____

1) Name: _____ Relationship to child: _____

Contact information: _____

2) Name: _____ Relationship to child: _____

Contact information: _____

4. Additional letters/interviews of adults as recommended by child.

Name: _____ Date Completed: _____

- Desired involvement: _____

Name: _____ Date Completed: _____

- Desired involvement: _____

5. Respond to all inquiries within 3-5 days

1) Name: _____ Relationship: _____ Date: _____

Comment _____

2) Name: _____ Relationship: _____ Date: _____

Comment _____

INDIVIDUALIZED CHILD-SPECIFIC RECRUITMENT PLAN

Child's Name: _____

Activities for Month Five

1. Fourth visit to continue preparation of child and ask about making a video, show example.

2. Feature child in newspaper, if appropriate

Where featured: _____ Date: _____

Where featured: _____ Date: _____

3. If child is ready, make video to be shown in MAPP classes locally and neighboring areas.

Video is shown at: _____ Date Shown _____

Video is shown at: _____ Date Shown _____

Video is shown at: _____ Date Shown _____

4. Target special interest groups based on child information:

Group: _____ Date Completed: _____

Group: _____ Date Completed: _____

5. Respond to all inquiries 3-5 days

1) Name: _____ Relationship: _____ Date: _____

Comment _____

2) Name: _____ Relationship: _____ Date: _____

Comment _____

3) Name: _____ Relationship: _____ Date: _____

Comment _____

4) Name: _____ Relationship: _____ Date: _____

Comment _____

INDIVIDUALIZED CHILD-SPECIFIC RECRUITMENT PLAN

Child's Name: _____

Activities for Month Six

1. Fifth visit with child, continue preparation and encouragement Date Completed: _____

2. Update exchanges and CAP Book, if needed Date Completed: _____

3. Arrange for Wednesday's Child filming
Station: _____ Date Completed: _____
Station: _____ Date Completed: _____

4. Check bulletin board sites Date Completed: _____

5. Send referral packets to more MAPP and Wendy's Recruiters Date Completed: _____

6. Establish a permanency team and schedule meeting

7. Respond to all inquiries within 3-5 days

1) Name: _____ Relationship: _____ Date: _____

Comment _____

2) Name: _____ Relationship: _____ Date: _____

Comment _____

3) Name: _____ Relationship: _____ Date: _____

Comment _____

4) Name: _____ Relationship: _____ Date: _____

Comment _____

December

Dear Mr. and Mrs. _____,

I am the social worker for _____ and he has been in foster care for many years. The court has determined that _____ cannot safely return home. It is my responsibility to request of all his prior caregivers or adults he was related to or connected with, assistance in establishing a permanency plan. It is essential that _____ has a permanent connection to a caring adult.

I am requesting your assistance and:

- If you would like to have contact with _____ to give encouragement and support, please contact me.
- If you would like to consider being a caring adult who will be committed to _____, please contact me.
- If you are aware of a relative or another adult who I should contact because he or she may want to have contact with or be a committed caring adult to _____, please contact me.

I greatly appreciate your attention and hope to hear from you soon. My telephone number is _____ and my email address is _____.

Thank you.

Sincerely,

TRAUMATIC EVENTS

Name of Child: _____

Date of Event	Type of Event	Description
	Removal	

TRAUMATIC EVENTS

Name of Child: _____

Date of Event	Type of Event	Description