



# Performance, Quality & Improvement

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*Quarterly Report – Q4 2025*  
*October-December*



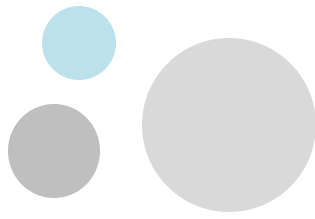
## INTRODUCTION

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Welcome to our Performance, Quality & Improvement (PQI) Quarterly Report! This report is for all stakeholders, including clients, staff, community members, board members, funders, and any individual who is interested in the great work we do. PQI is an integral part of our organization. We are always open to new opportunities to change, grow and improve.

We hope this report demonstrates our commitment to making a positive impact in the lives of the children and families we serve, our commitment to constantly working to operate more effectively, and our transparency to our stakeholders. If you have ideas on how this document can be improved, please let us know!





## MISSION STATEMENT

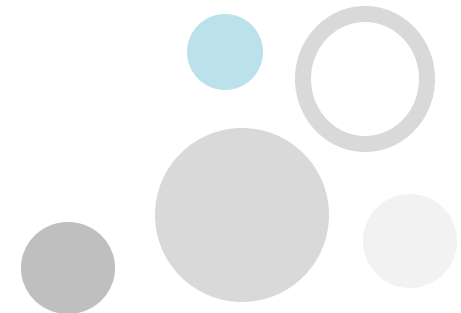
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To provide foster and adoptive children a stable, loving and nurturing family environment by support and advocacy for abused and neglected children and the families caring for them.

## CORE BELIEFS

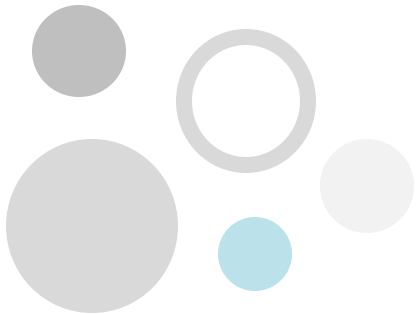
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- All children deserve to be valued, nurtured and provided with the opportunity to be the best that they can be.
- Families are the key to successfully impacting children in child welfare. Everyone else on the team: social workers, therapists, attorneys, medical providers, judges... are less important than the family in terms of making a difference for the child.
- All families are valuable, no matter how dysfunctional, to the members of that family.
- People almost always do the very best that they can in the moment. Often, when they know better, they can do better.
- Commitment is the most important competency for foster, adoptive, kinship and relative families.
- If it is the right thing for a child, there is probably a way to make it happen.





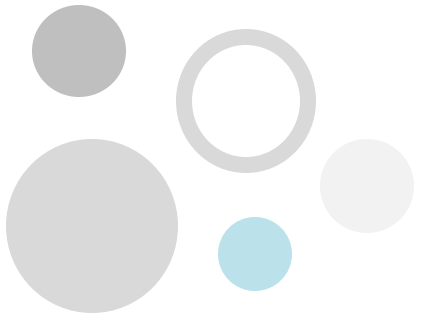
# CORE VALUES



# ORGANIZATIONAL IMPACT

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## *Section 2*

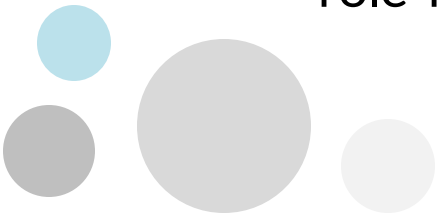




## BEHAVIORAL INTERVENTIONIST

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The BI program provides intensive one-on-one services within the family home to children who struggle with behavioral and emotional management to the degree that the behaviors threaten the stability of their current placement. Direct care staff use role-modeling, coaching, re-direction, to develop self-regulation, de-escalation techniques, and developing independence in daily living activities.



## BEHAVIORAL INTERVENTIONIST PROGRAM – Q4 2025

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- 113 youth served this quarter
- Number of BI hours provided this quarter: 12,037
- 94% of youth served avoided residential treatment and/or hospital admissions this quarter
- 96% of youth served avoided placement disruption due to behavioral concerns

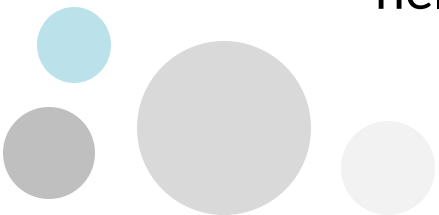




## COMMUNITY CONNECTIONS YOUTHRIVE

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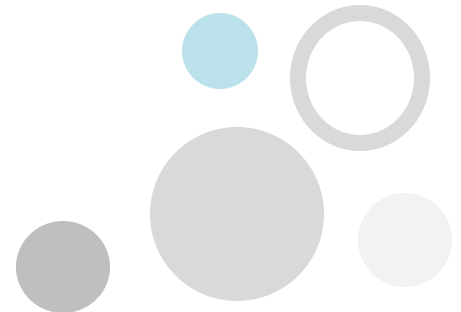
Community Connections YouthThrive helps connect youth to resources in several areas including housing, higher education, employment, healthcare, finances, social supports, transportation, legal advocacy, and more. The goal of this program is to help young adults find stable housing, secure employment, and develop the necessary skills to thrive in adulthood.



## COMMUNITY CONNECTIONS YOUTHRIVE – Q4 2025

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- 131 youth served through the CCYT program
- 52 clients were employed part-time or full-time
- 36 clients received financial education on monthly budgeting
- \$11,217.81 were allocated to serve these young adults to aid them in their successful transition into adulthood\*
- \*Resource Allocation: Donations received from community to FosterAdopt Connect to assist in securing permanent, safe housing including furniture, bedding, household items, kitchen/cooking items, etc.

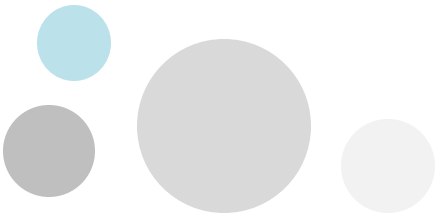




## FAMILY ADVOCACY

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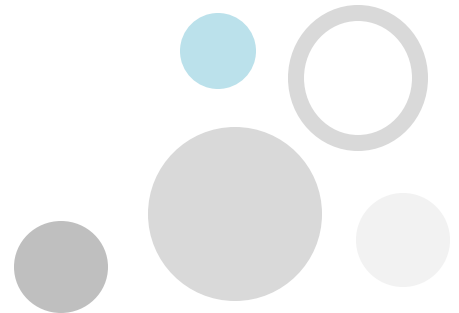
The advocacy program assists foster/adoptive parents to navigate the complex issues within child welfare when they experience problems or barriers. The advocate staff are experienced foster parents themselves who can help address specific concerns and quickly implement action plans.



## FAMILY ADVOCACY PROGRAM – Q4 2025

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- 80% of clients reporting the service provided reduced their stress level
- 288 families served

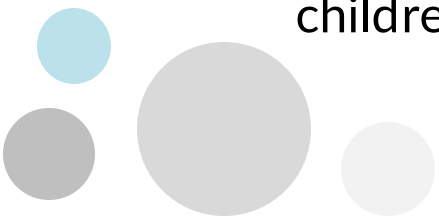




## KINSHIP NAVIGATOR

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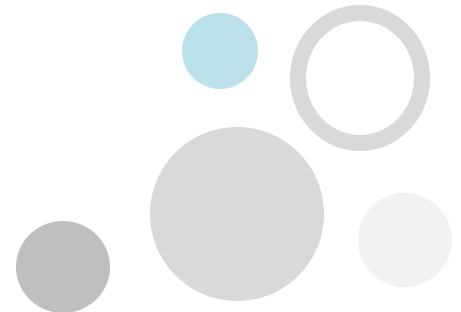
The overall goal of Kinship Navigator is to build and/or enhance protective factors for kinship families that are not actively involved in the child welfare system, but are caring for relative children and youth at risk of entering or reentering foster care. The program helps reduce or eliminate barriers for access to needed services and supports so children can be safely maintained in their homes to reduce the likelihood of placement disruption and child welfare involvement.



## KINSHIP NAVIGATOR PROGRAM – Q4 2025

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- 656 relative/kinship caregivers and the children they care for were served through the Kinship Navigator Program
- 90% of relative/kinship caregivers who completed the program in the past quarter improved their ability to meet the basic needs to safely care for the children in their home, as measured by a reduction in Family Needs Scale Assessment score





## PARENTING SUPPORT & PREVENTION

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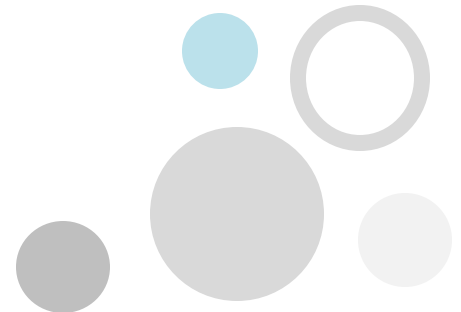
The mission of Parenting Support & Prevention is to strengthen parents' capacity to provide safe, permanent, and nurturing homes for their children. The program provides evidence-based parenting curriculum, resource identification and connection, support, and advocacy to families who are coping with significant hardships. The goal of Parenting Support & Prevention is to prevent children from unnecessarily entering foster care.



## PARENTING SUPPORT & PREVENTION PROGRAM – Q4 2025

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- 100% of children living with the Parenting Support & Prevention parent that maintained placement stability
- 178 caregivers served
- 340 children served

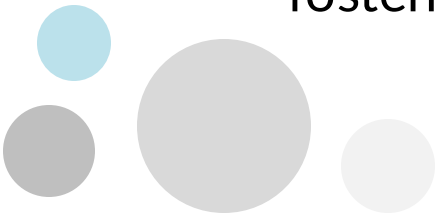




## LICENSING

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This program works directly with families to complete the requirements of licensure for pursuing fostering and adopting children from the child welfare system Missouri. After licensing approval, staff continue to assist families as they begin the fostering process by providing advocacy, support, resources, and ongoing training.



## LICENSING PROGRAM – Q4 2025

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- 6 households licensed
- 2 adoptions
- 29 referrals in process
- 165 licensed homes
- 250 advocacy hours provided

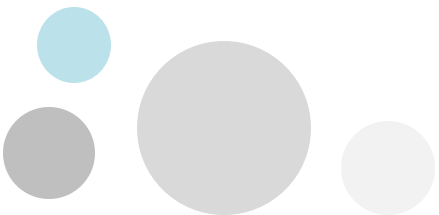




## PARENT TRAINING

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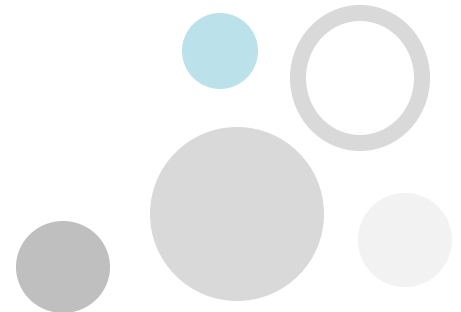
Parent training classes that help foster parents earn credits to maintain foster home licensure in Missouri. We offer a variety of in-person and virtual training options for families.



## MISSOURI PARENT TRAINING – Q4 2025

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- 150 participants trained this quarter
- 102 brand-new training participants this quarter
- 123 training hours provided this quarter

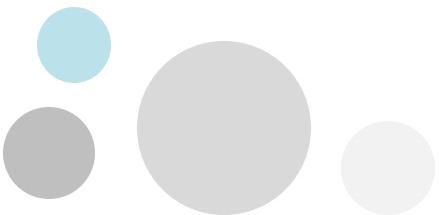




## EXTREME FAMILY FINDING

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This program puts a team of recruiters and private investigators to work finding multiple extended family members and kin relationships for children most at-risk of aging out of foster care without an adoptive resource, such as older youth, large sibling groups, and children with significant medical or mental health issues.



## EXTREME FAMILY FINDING PROGRAM – Q4 2025

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- 50 children served this quarter

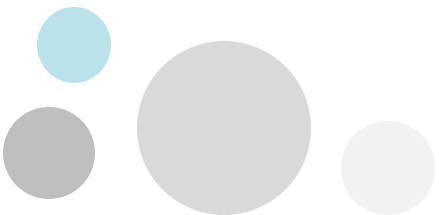




## **30 DAYS TO FAMILY**

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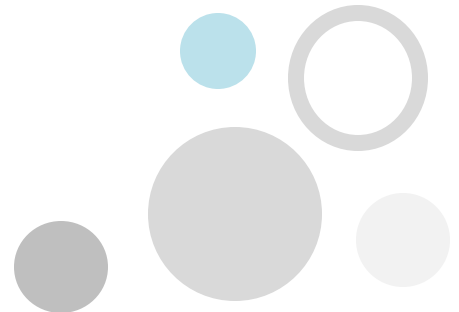
This program provides an intense, short-term intervention designed to increase the number of children placed with family or friends within the first 30 days of children entering foster care.



## 30 DAYS TO FAMILY PROGRAM – Q4 2025

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- 13 children served this quarter
- 80% of those who were placed with relatives stayed with the relative for the full length of the program (12 months) or were reunified with biological parents in less than 12 months

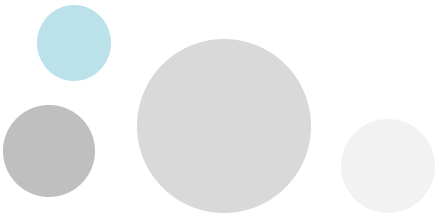




## SAMMY'S WINDOW

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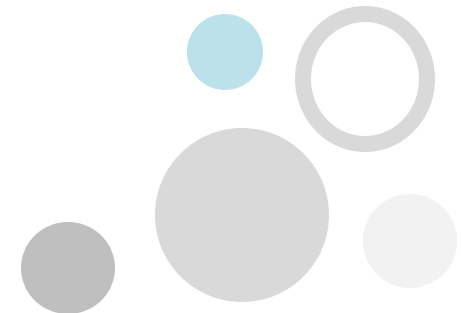
A hybrid clothing closet and food pantry program, Sammy's Window helps lift the financial burden of caring for foster and adopted children and enhances the capacity of regional foster homes to provide care to an increasing number of children in Missouri and Kansas.



## SAMMY'S WINDOW – Q4 2025

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- 7,023 individuals served this quarter
- Estimated value of resources/goods given to families
  - Branson: \$25,749
  - Cape Girardeau: \$40,380
  - Chillicothe: \$26,617
  - Hannibal: \$2,403
  - Independence: \$93,611
  - Joplin: \$22,190
  - Kirksville: \$3,885
  - Mountain Grove: \$37,742
  - Pittsburg: \$642
  - Poplar Bluff: \$87,996
  - Springfield: \$150,384
  - Wichita: \$9,183
  - North Missouri Sammy's Window Mobile Unit: \$9,657
  - Southwest Missouri Sammy's Window Mobile Unit: \$84,610

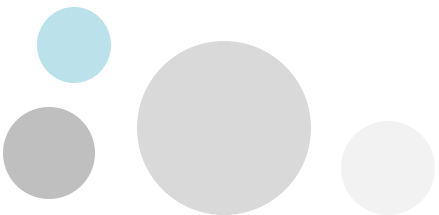




## LEGAL ADVOCACY

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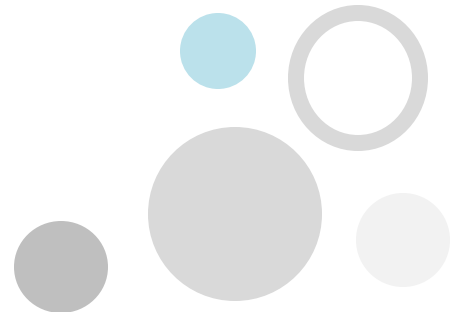
FosterAdopt Connect's legal advocacy team connects current or former foster youth with attorney representation to aid with minor legal issues, which then frequently become barriers to living a healthy and fulfilling life.



## LEGAL ADVOCACY PROGRAM – Q4 2025

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- 20 individuals served this quarter
- 19 court appearances this quarter
- 27 legal cases resolved



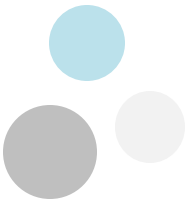


## Adopt Kansas Kids

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Adopt Kansas Kids is the Adoption Exchange for Kansas. The program raises awareness about the need for adoptive families for children who currently are in foster care as well as providing coaching and consultation to other child welfare professionals to better prepare children and families for adoption from foster care. Adopt Kansas Kids also supports families who are interested in becoming an adoptive parent for a child in foster care.

As people inquire about their interest in adopting, Adopt KS Kids will: 1) provide education about the adoption process; 2) answer all questions while trying to decide if adoption is their option; and 3) connect families to an agency in their state who is able to support them and prepare them for the next steps of adoption.

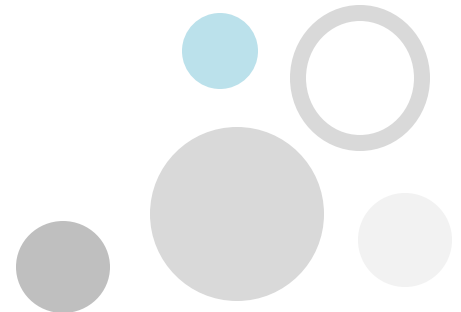


## ADOPT KANSAS KIDS (AKK) – Q4 2025

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- Number of child-specific inquiries made by prospective adoptive parents: 223
- Number of New Families Registered on Adopt Kansas Kids Website: 172
- 8 adoption finalizations\*

*\*siblings adopted together counted as one finalization*





## KANSAS POST ADOPTION RESOURCE CENTER (K-PARC)

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K-PARC is a program dedicated to strengthening kinship and adoptive families in Kansas through advocacy, peer to peer support groups and networking, as well as training opportunities.



## KANSAS POST ADOPTION RESOURCE CENTER (K-PARC) – Q4 2025

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- 21 families served via family advocacy and support
- 6 Support Groups offered
- 5 Training Sessions offered
- 1 Training Retreat – *Dysregulation and Sensory Needs in Adoptive Children*
  - 24 adoptive parent attendees

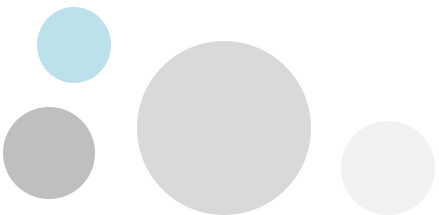




## KANSAS CAREGIVERS SUPPORT NETWORK (KCSN)

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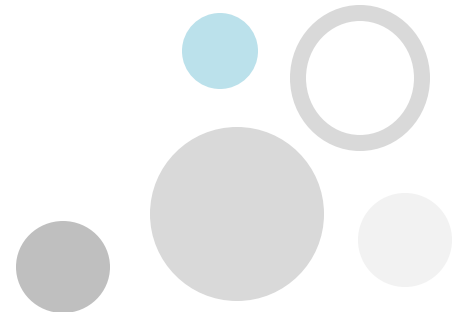
KCSN provides meaningful representation and a voice to those providing care for children not born to them. KCSN works to provide for caregivers' needs in a variety of ways including peer to peer support and mentoring, education and training opportunities, and information and resources to assist all caregivers in feeling equipped to handle the needs of children in foster care.



## KANSAS CAREGIVERS SUPPORT NETWORK (KCSN) – Q4 2025

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- 26 families served via family advocacy and support
- 6 Support Groups offered
- 5 Training sessions offered

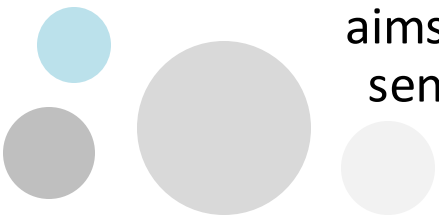




## YOUTHCONNECT CENTER

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The YouthConnect Center (YCC) is a drop-in center for school aged youth 13-18 years old. The YCC aims to eliminate any obstacles that youth face accessing different community resources by partnering with other service providers in the community and providing a safe space for them to meet with youth and their families. The YouthConnect Center aims to provide quality and meaningful opportunities for youth that will give them a sense of pride and accomplishments while honoring their families and caregivers.



## YOUTHCONNECT CENTER – Q4 2025

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<u>October-December 2025</u>	<u>Total</u>
Total Youth Served	189
Total Caregivers Served	16
Total Youth Sheltered	30
Total Services Provided (Bus Passes, Clothing, Food, Hygiene, Laundry, Medical, Shelter, Transport)	2,074





## CLINICAL SERVICES

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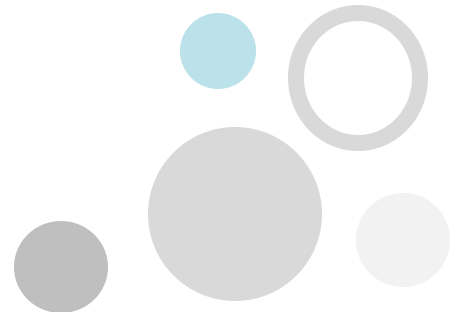
Children in foster care have usually experienced an immense amount of trauma, whether that be inter-generational, chronic, or acute trauma related to abuse, neglect, or being removed from their homes. Prior to seeking support, many youth and their families have participated in years of therapy services that have not been effective in addressing trauma or truly reaching a point of healing to be successful in life. Our clinical services are specifically designed for these foster and/or adoptive youth and families.



## CLINICAL SERVICES – Q4 2025

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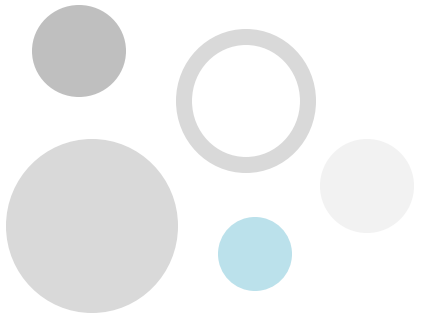
- Number of clients served: 38
- Individual sessions: 115
- Family sessions: 44
- Total number of sessions (individual, family, intake, assessments): 116



# MISSION MOMENT

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## *Section 3*



## MISSION MOMENT – Q4 2025

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A staff member was able to assist a family just prior to Christmas Eve through the Northern MO Sammy's Window Mobile Unit program. Her story is as follows:

The day before Christmas Eve, the office stood silent and empty except for me. When the phone rang, I was met with heart-wrenching sobs from a grandmother whose voice cracked with anguish. She shared that her three precious grandchildren had just been placed in her care, arriving with nothing but the clothes on their backs—no shoes, no comfort items, and no hope of presents that Christmas. They came with no other belongings.

She explained that she had desperately reached out to countless providers, but her calls went unanswered. With Christmas looming, she felt an ache in her heart knowing she could not give these children a celebration or the gifts they deserved. She was also facing her own health challenges and had no transportation to pick up items, leaving her with no way to bring even a small light into their dark season.

In that moment, something awoke within me. I stayed on the line with her, holding space for her pain, her helplessness, and her desperate hope. I asked questions, listened closely, and committed myself to making a difference. For hours, I scoured stores—not just for toys, but for meaningful gifts: clothing chosen with love, items meant to help the children feel safe and treasured. I carefully packed every item, each one filled with compassion, and drove miles through the cold night to reach her doorstep.

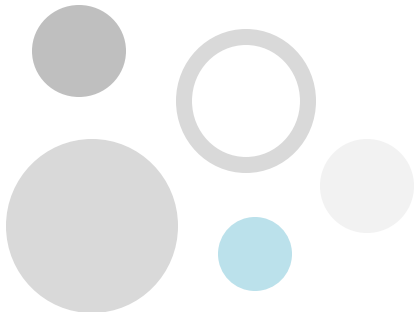
When I finally arrived, her tears of gratitude and relief broke my heart wide open. She held my hands, trembling, and whispered through streaming tears, “Thank you, thank you so much.”



# STAFF RECOGNITION

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*Section 4*



## OCTOBER EMPLOYEE OF THE MONTH

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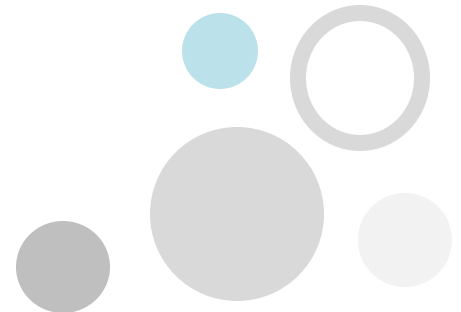
**Leslie Manor**

**Title: Development Director**

**Branch: Springfield**

**Leslie Manor** joined FAC as the Development Director for the Springfield Branch in January 2024. Leslie has 17 years of experience in marketing, development, and grant writing. Prior to FAC, Leslie was the Grant Administrator for CoxHealth and the Development and Marketing Director for organizations serving people with disabilities. Leslie has a Bachelor's Degree in Psychology and, prior to her work in development, she was a social worker for Children's Services and people with disabilities. Working in nonprofit development has allowed Leslie to merge her experience in social work and marketing, while continuing to make a difference in people's lives and serve her community.

In her free time, Leslie enjoys traveling and trying new cuisines with her kids (Emerson, 17 and Miles, 22), exploring new big cities, kayaking, hiking, reading, watching movies, and cooking. She also has two rescue dogs, Annie (10 year old golden retriever) and Lola (4 month old Pug).



# OCTOBER EMPLOYEE OF THE MONTH

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**Rene Ludeman**

**Title: Parenting Support & Prevention Program Manager**

**Branch: Pittsburg**

**Rene Ludeman** joined FAC in October of 2023 as the Program Manager for Parent Support and Prevention Services. The office was brand new so, in addition to a crash course in the agency and the program, she was tasked with hiring and setting up the agency for success in the Southeast Kansas region. Rene comes from a background that includes Business Administration, Education, Homeless Transitional Housing, Foster Care case management and licensing, and Child Protective Services.

Rene and her husband Michael have been married over 39 years and were foster parents in Colorado for several years. They are the parents of three adult biological children, one adult adopted daughter, and are in the process of adopting a grandchild. They are the grandparents of nine perfectly delightful souls. She and her husband Michael moved to Kansas from Colorado to find a better life for their IDD daughter six years ago and are enjoying the much more relaxed and affordable lifestyle in America's Heartland.

She doesn't have any spare time, but if she did, she would spend it reading and writing books and teaching her grandchildren to cook and sew. Rene has enjoyed traveling with short-term mission trips to better the lives of children in Haiti, Jamaica, and Romania and would do that full time if anyone would like to pay her to do so.



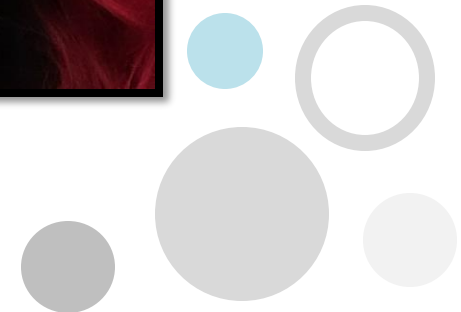
## NOVEMBER EMPLOYEE OF THE MONTH

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**Mary O'Neal**  
**Title: BI Program Manager**  
**Branch: HQ**

**Mary O'Neal** joined FAC in 2021 as a Family Coordinator for the BI program after working 4 years with Children's Division. In 2025 she was honored to step into the Program Manager role for the HQ BI Team and continue spreading the good word of BI.

Mary has two Corgis (Gimli and Durin) and enjoys playing board games, video games, and rooting for the Chiefs!



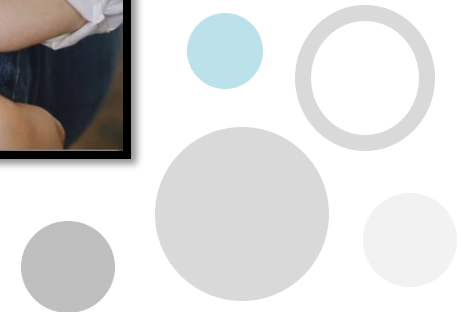
## NOVEMBER EMPLOYEE OF THE MONTH

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**Alyssa Alger**  
**Title: Branch Director**  
**Branch: Cape Girardeau**

**Alyssa Alger** joined FAC in May 2025 as the Branch Director for Cape Girardeau. Prior to joining FAC, Alyssa spent 10 years teaching at Southeast Missouri State University, where she developed a strong foundation in mentorship, education, and supporting others. Working at FAC has allowed Alyssa to continue using these skills while contributing meaningfully to the organization's mission.

When not at work, Alyssa enjoys expressing her creativity through baking and making dancewear. She also loves spending time with her two dogs and taking on creative projects of all kinds. A proud Detroit Lions fan, Alyssa brings enthusiasm, creativity, and dedication into both her professional and personal life.



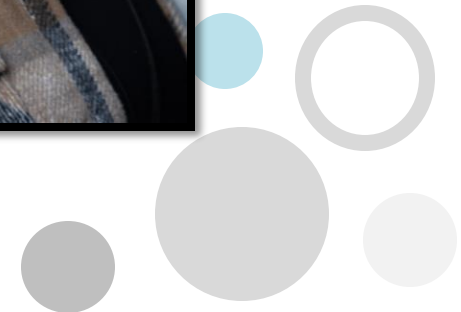
## DECEMBER EMPLOYEE OF THE MONTH

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**Mary Martin**  
**Title: Office Manager**  
**Branch: HQ**

**Mary Martin** joined FAC in September of 2024 as the Office Manager for the Independence Headquarters office. She comes from an extensive administrative background that includes seven years with a private adoption agency working on their licensing, accreditation, and document review processes. It had been her dream to return to working with families when the opportunity presented itself here. Mary feels as though this organization enables her to contribute to helping children and families who truly need it.

When not working, Mary is very much a homebody much of the time. She does love spending as much time as she is able to with her daughter, whether they are cooking, playing games, or watching movies together. She loves children and animals more than anything, causing her voice to go up an octave or two if either are in the vicinity.



## DECEMBER EMPLOYEE OF THE MONTH

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**Terri Goddard**

**Title: Director of Corporate Engagement**

**Branch: HQ**

**Terri Goddard** joined **FosterAdopt Connect** in June of 2024 as the Director of Corporate Engagement, where she leads fundraising and engagement efforts in the corporate community. She is currently working on a new event called **Elevate: A Night Above the City**, which will be held on May 2. Additionally, she's working on a new peer-to-peer initiative called the **Superhero Challenge**, and this year's **Road to Home Gala - Casino Royale** which will be held on Oct. 3.

Last year's efforts included the **Silver Jubilee** and mentoring in several of our branch offices. With a career rooted in nonprofit development, Terri brings a passion for community partnerships and mission-driven impact.

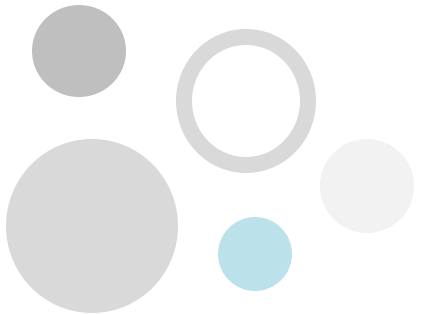
Outside of work, she enjoys serving on the boards of the AIDS Service Foundation and Hope Care Center and is a member of Soroptimist International. She loves to attend social events, reading, traveling, cheering on the Chiefs, and finding joy in all things that sparkle.



# CONTACT US

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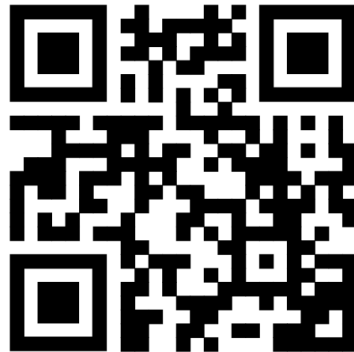
*Section 5*



## CONTACT US!

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- If you have any feedback about this report, please contact Meredith Greenfield via email at [meredith.greenfield@fosteradopt.org](mailto:meredith.greenfield@fosteradopt.org).
- If you are a current or past client, we always welcome your feedback via the Client Satisfaction Survey.



SCAN HERE





# EVERYONE CAN DO SOMETHING FOR A CHILD IN NEED.

*Join us.*

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