

Foster Parent Retention and Recruitment Plan

2025-2026



**Foster Hope
Foster Love
Foster a Child**

INTRODUCTION

Family Partnerships of Central Florida (FPOCF) recognizes the importance of ensuring that children and youth served are placed in the safest, least restrictive and most appropriate settings, and that the recruitment of quality and committed caregivers is our highest priority. Caregivers play a critical role in our System of Care (SOC) and are dedicated to the safety, permanency and well-being of children entrusted to our care.

FPOCF continually strives to improve organizational effectiveness regarding placement, resource development, foster parent recruitment and retention, and placement matching. FPOCF embraces a strength-based philosophy focusing on family strengths and child safety, well-being, and permanency. The continuity of relationships between the child and caregiver is the primary goal of the service delivery system (F.S. Chapter 39).

FPOCF matches each child with a family that best suits the child's needs, considering many factors that impact a child's quality of life. These include family and sibling bonds; education; friends; cultural, ethnic and religious values and practices; physical, medical, nutritional and developmental needs; emotional well-being; mental health; and personal growth. In addition to the Comprehensive Placement Assessment, each child entering the FPOCF SOC receives a trauma screening after experiencing a removal episode. Based on those results, the child is referred to services and interventions as appropriate.

FPOCF recognizes that minimization of trauma associated with removal is essential. To that end, the agency operates a trauma-informed, trauma-responsive SOC focusing on protective factors fostering the healthy development of children and youth. FPOCF Placement Department recognizes that children who experience multiple placements are vulnerable to developing an attachment disorder, and sudden separation from a primary caretaker, confounded with these variables, may contribute to a child's perception that the world is unsafe.

FPOCF is excited to announce the launch of our new tagline: Foster Hope. Foster Love. Foster a Child.

This tagline is more than just words—it reflects the heart of our mission and collective impact. FPOCF new tagline was created to re-energize our work, engage the community in meaningful ways, and more clearly communicate the deep purpose behind foster care.

We challenged the FPOCF staff to help shape this vision, and we're proud that the final selection came directly from their voices. Their insights and passion made it clear: every child deserves hope, love, and a family—and we all have a role to play in making that possible.

Every conversation, every connection, every effort matters in finding and keeping quality foster homes. We will continue working together to spread this message, and grow our network of foster families, to ensure every child thrives in a safe, loving home.

Placement Approach

FPOCF's placement philosophy is based on several key governing principles:

- FPOCF family foster homes are high-quality, safe, stable environments that do not have early identifiable issues indicative of placement disruption.
- Each family foster home meets the child's specific needs, safety and well-being. Reunification is the primary focus.
- Relationships, collaboration and partnerships are the foundation to achieve positive outcomes for children and their families.

FPOCF's placement continuum of care summarizes the training, services, skills, and competencies required of foster parents to serve at each level. Our dedicated foster parents ensure that each child's educational, medical, social, recreational, spiritual, and emotional health needs are met. Each home is consistent with the child's best interests, special needs, and cultural characteristics and preferences.

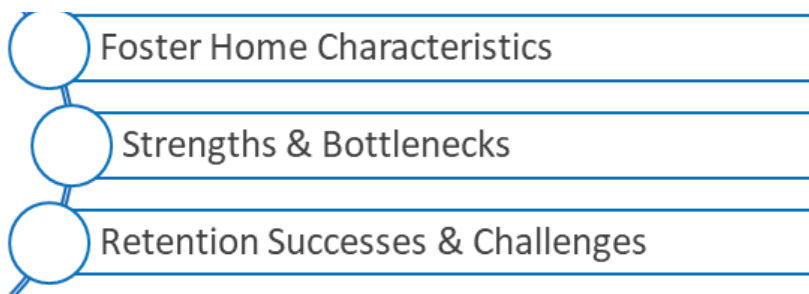
FPOCF identified the following demographics as the highest areas of need for targeted recruitment.

- Teens
- Specialized youth (those with more challenging behaviors and higher acuity of behavioral, mental health and special needs)
- School-age youth
- Sibling groups

Evaluation and Analysis

FPOCF recognizes that recruitment of high-quality, committed foster parents is fraught with challenges but also presents many opportunities for new strategies and techniques. FPOCF's team has expertise across all domains, with a continued commitment to diligent recruitment and a systematic approach to recruiting, retaining, developing and supporting foster families to meet the needs of children and youth in our communities. FPOCF evaluated key data points to make informed decisions and drive our recruitment effort.

FPOCF collects and critically analyzes data in the following three tracks:



FPOCF continues to include feedback and input from key stakeholders on an ongoing basis. This includes survey questionnaires, supportive meetings, in-depth discussion, and the expansion of our Foster Parent Advisory board. This data and information collection is used to evaluate processes and facilitate cross-collaboration.

Continually collecting and analyzing data regarding strengths and weaknesses of current recruitment processes, any increase in effectiveness, including timeliness of the licensure process. The following data points are essential in assessing recruitment practices to meet the unique needs of children served:



- Number of inquiries received in a specific time period (past six months, past year, etc.).
- How inquirers learned about FPOCF's foster-care program.
- Who responded to the inquiries and timeliness of response.
- Number of families that attended orientation.
- Number of families that attended orientation and started and completed pre-service training.
- Number of families that completed the training and were successfully licensed.
- Time in which parents accepted their initial placement.
- Percentage of inquirers who were licensed within a given time.
- Reasons given by families who dropped out of the process.
- Effectiveness of using technology and virtual platforms to assist with social distancing and convenience as appropriate.

ROI - FPOCF evaluates our Return on Investment (ROI) lens on all activities and initiatives to ensure that our time, resources, and efforts are strategically aligned with measurable outcomes. By evaluating impact, cost-efficiency, and long-term value, we are prioritizing actions that yield the greatest benefit.

Post-Session Surveys to Enhance Engagement and Retention:

Following each foster-care information session, FPOCF administers targeted surveys to gather feedback from attendees. These surveys help identify areas of strength, gaps in understanding, and opportunities for improvement. Analysis of this data enables us to refine messaging, address common concerns, and tailor follow-up support to better meet the needs of prospective foster families. This responsive approach is designed to improve engagement, increase the number of licensed homes, and strengthen retention by ensuring families feel informed, supported, and valued from the very beginning of the process.

Website and Social Media

To reach an even greater audience of potential foster families, especially teenagers, FPOCF utilizes several outreach methods. We created a strong digital and social media presence that focuses on answering frequently asked questions, dispelling myths around fostering children in care, showing the broad range of ways someone can be involved in the foster care system, and sharing enjoyable activities families can do with their foster children. These efforts include:

- Enhancing organic social media posting, as well as paid ads and boosted posts, via FPOCF's Facebook, Instagram and LinkedIn channels.
- Featuring greater numbers of foster parent stories and promotional videos on the FPOCF website and social media channels.

Developing a strong network of foster parents who can share their lived experience through Q&As, testimonials, informational events and supported outreach within their communities. The target demographics for this support include teachers, coaches, those involved in a variety of faith-based communities and the LGBTQ+ community.

- Hosting virtual and in-person foster care information sessions.
- Supporting, engaging and promoting the FPOCF Youth Leadership Council to provide more insights into their needs and how FPOCF can recruit quality foster parents for teens.

Foster Parent Voices: Real Stories, Real Impact: As part of our ongoing efforts to recruit and retain quality foster homes, FPOCF is launching a new storytelling initiative in collaboration with active foster parents who have graciously agreed to share their experiences through blog posts. These blogs will offer a powerful, firsthand look into the journey of fostering—highlighting the joys, challenges, and life-changing moments that come with opening your home and heart to a child in need. We believe that storytelling is one of the most meaningful ways to connect with potential foster families, and there is no better messenger coming from someone living this mission every day. This targeted recruitment effort is designed to engage the broader community, break down misconceptions, and inspire others to consider how they can make a difference.

Summer Reading + Foster Care Awareness: QR Code Bookmarks Launch: As part of our continued efforts to raise awareness and engage families in our community, we're excited to announce a new outreach initiative in collaboration with libraries across Central Florida and the Space Coast. This summer, we are launching custom-designed bookmarks that feature unique QR codes linking directly to our foster-care information page. These bookmarks will be distributed to parents and children attending Summer Reading Programs at participating libraries. This effort is designed to meet families where they are—creating a gentle but meaningful entry point for those who may be curious about fostering but haven't taken the first step.

Each bookmark includes:

- A warm message promoting the benefits of fostering
- A quick-scan QR code for easy access to learn more
- A subtle but effective reminder that everyone can play a role in changing a child's life

Using our website inquiry links to drive families to immediate auto responses, providing them with access to links for foster parent testimonials, FAQs, and other relevant information

Sharing impactful data regularly: FPOCF Facebook page monthly stats that reflect the number of children entering care, sibling groups, etc. This data serves as a way to educate the public and highlight the continued need for foster homes.

Preparation & Resources

FPOCF engages a cross sector of representatives to best prepare families who are new to fostering. As an organization, we are focused on both requirements and retention of quality foster parents and place the highest value on preparation, support and engagement. Strategies employed include:

- **Youth input and engagement.** Solicitation and feedback from the Brevard Youth Leadership Council and/or from local groups or family foster homes to participate in appropriate recruitment activities and pre-service training.

Placement team members are invited to attend pre-service training panel nights. The OOHC specialist introduces the team to incoming families and provides an overview of the need's youth and teens in care often experience to best prepare them for future placements.

Our system of care partners including Medical Foster Care, Case Management, GAL, foster parent mentors and licensing staff are also in attendance to explain their roles, discuss support and answer questions.

Self-Care for Foster Parents

FPOCF believes it is important for foster parents to take care of themselves, for their own well-being and the well-being of their family and the children in their care.

Fostering is both rewarding and challenging, so it is imperative to have a strong network of foster parents to support each other. A variety of initiatives have been implemented to provide support.

In July 2021, we launched our foster-parent hotline. This 24/7 resource was designed to improve overall health, wellness and retention within the fostering community by providing access to free mental health care, calming strategies and interventions, and education through training and therapeutic support.

FPOCF recognizes the importance of and encourages self-care during pre-service training and throughout the time our families serve. Self-care often is essential as foster parents establish tenure and navigate the system of care. As part of the quarterly contact with foster parents and the foster parent support groups, additional resources are promoted.

Each county has established unique partnerships with local churches and community organizations to provide support for families and children. These partnerships provide everything from school supplies and community enrichment activities to training and support services.

Commission 127 provides an array of support and resources within the foster-parent community, including building relationships among foster parents, supporting groups for foster parents of teens and teens in foster care, and providing training, foster-parent retreats and tangible items, such as diapers. Commission 127 is a referral source for foster parents in the tri-county area.

Love Made Visible, an organization supported by Mosaic Church in Winter Garden, is in the process of licensing large family foster homes for teens. Mosaic Church and its members support the homes and provide volunteer services and mentoring so the teens can build a network of support. Mosaic Church also has many foster parents as members and provides support, both tangible and intangible.

FPOCF entered a memorandum of understanding with Fostering our Future in July 2023 to partner in recruiting, training, licensing and supporting families. Fostering our Future recruits and trains families interested in fostering. In addition, the organization offers monthly in-service training that is open to all foster parents.

Equipped and Encouraged, a non-profit organization that provides monthly Foster Parent nights out, quarterly foster-parent events, bi-monthly peer-to-peer support groups, "Because You Care" packages and "Care Carries," which are bags they supply to new and existing foster parents for children in their homes.

Brevard County Foster and Adoptive Parent Association, a non-profit organization that provides support to foster parents through “No School Let’s Hang,” and member-only events that allow foster parents to interact with one another.

Twinkle Toes agreement for babysitting donates four hours a month and FPOCF pays for additional families each month.

Placement Matching

The Placement Team meets daily to assess needs, discuss upcoming placement moves, assign tasks and evaluate any on-call placements, including disruptions and unplanned moves that occurred the day prior. In addition, the Placement manager and/or director review ongoing tasks, assign a champion for children and ensure communication occurs with the behavioral health team as needed for service implementation.

FPOCF placement and licensing division leaders meet monthly to discuss patterns and trends, assess capacity needs, and identify families that may need additional support due to behaviors their children are displaying. Discussion also includes review of over-capacity waivers, homes on hold and other trends identified.

Support & Services for Families to Maintain Placement

Family Partnerships of Central Florida encompasses the principles of wraparound in all aspects of our engagement and interaction with the children, youth and families we serve. Although not every child may be actively engaged in the wraparound process, the team is able to check on services and review progress notes entered by the provider with assistance from the clinical services coordinators and dependency case managers and through the utilization of our referral systems (Argos/Mindshare).

Clinical services coordinators attend the case transfer staffing to review the needs of the child and family and offer insight, clinical guidance and suggestions regarding services to ensure strength- and needs-based planning is occurring for the parents, children and youth. Placement team members participate in shelter calls during business hours, which also allows for early engagement in services prior to the case transfer of staffing. Behavioral health coordinators provide the completed Comprehensive Behavioral Health Assessment, along with recommendations and concerns for the child, to the clinical services specialists, dependency case manager (DCM), dependency case manager supervisor (DCMS) and the Guardian ad Litem program. The behavioral health coordinators conduct staffing with all relevant parties biweekly to ensure all behavioral health assessments are reviewed and all recommendations are followed. The behavioral health coordinators also consult with the clinical services coordinators to assess services to ensure they are meeting the needs of the youth and/or determine if the case needs to be escalated or flagged for a high-end review.

We hold daily morning huddles and afternoon “Close the Loop” meetings that include both licensing representatives and placement staff. These meetings serve as critical touchpoints to identify children who have been newly placed as well as those who may need additional support or further exploration of their needs. This collaborative approach ensures we respond in real time to support both our foster parents and the children in their care, fostering stronger communication, quicker problem-solving, and more consistent, informed support.

Recognizing the importance of retention and meaningful support, FPOCF developed a new position centered on elevating the foster parent experience through lived experience. We are proud to introduce the Foster Parent Retention Specialist—a role specifically designed to support, retain, and empower foster families who are vital to our system of care. This specialist will focus on developing and implementing strategies to improve foster parent satisfaction, deepen engagement, and strengthen retention. Serving as a trusted liaison between foster parents and the agency, the Foster Parent Retention Specialist will provide dedicated support, essential resources, and advocacy. This role reinforces our commitment to creating a positive, responsive, and enriching foster care experience for families who open their homes and hearts to children in need.

Residential Group Care Population Versus New Teen Family Foster Homes

FPOCF employs a youth-centered approach to ensure that all youth placed in residential group care are assessed on an ongoing basis. Through youth engagement and utilization of the Comprehensive Placement Assessment, Comprehensive Behavioral Health Assessment and all current mental health assessments when applicable, an appropriate placement is identified. FPOCF placement teams continually assess the needs of children and youth placed in licensed out of home care.

Multi-tiered Approach for Placements and Assessments for Teen Stabilization

FPOCF utilizes multiple facets of its system of care to ensure that placement stabilization is a priority, whether it be in a family foster home, group home, and/or relative/non-relative care.

As our system focuses on the children and families, we serve through a trauma-informed lens. It is imperative that all placements are supported in ways that reduce any secondary trauma that results from a disruption.

As a preventive measure and support to our families, all foster homes are contacted by the placement team within one to two business days of a placement, even if the placement is initially determined to be temporary. This check-in serves multiple purposes, but the primary reasons are to: a) ensure the family has all they need to feel successful and not “alone” in the fostering process and b) continue to assess the needs of the child/youth, including service needs and/or if it is necessary to temporarily locate a better and more appropriate match. This check-in also allows the foster family to establish a relationship with the team and reinforces that they should not hesitate to make contact if any needs arise.

If a family needs additional supportive services to manage and/or support a youth’s behaviors, the placement stabilization specialist and/or Mobile Response Team may be deployed to assess needs and assist in linking services. If a family feels placement should be changed, families are alerted that a placement stabilization multi-disciplinary staffing will be held with all parties to discuss and brainstorm ways to support the family and youth. Through this process, if the family is unable to support the youth, the team requests notice of 45 days, and a transition plan is developed. The team will meet as frequently as needed, and at a minimum bi-weekly, until the transition occurs. Utilizing this approach allows our youth and families to feel supported and our placement team to gain more insight about the youth to make the most appropriate placement match.

FPOCF utilizes a Level of Care Placement Array, which correlates with the interventions that a family is providing with the youth’s behaviors or needs.

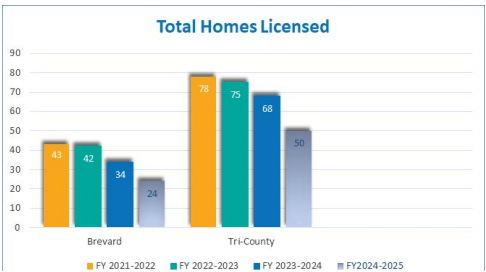
Through ongoing communication, as well as the formal monthly joint meetings with licensing and OOHC staff, family foster homes experiencing challenges are discussed and reviewed. Many times, this leads to staffing and/or check-in conducted by the team. The licensing team is also invited to staffing that occurs with the foster home and the team.

Multi-Disciplinary Staffing

Multi-disciplinary Staffing (MDT) occurs at critical junctures to ensure all voices within the team are heard and captured regarding decisions made about the children, youth and families we serve. This process is family focused to help minimize any trauma caused by the many decisions made regarding children in care, from placement changes and educational needs to separation of siblings. This ensures that timely intervention is occurring in the least intrusive manner. The MDT process is a collaborative one that seeks input from all team members, including, but not limited to, youth, foster parents, caregivers, providers, and others who play significant roles in the lives of our youth. All moves related to our children and youth require MDT staffing. The MDT staffing is facilitated by MDT coordinators who are trained, strength-based, family-focused facilitators who use a proactive approach to ensure the best outcomes.

EXISTING ENVIRONMENT

FPOCF began the year with 415 homes. We currently have 361 Level 2-5 family foster homes and a bed capacity of 884. During FY 2024-2025, an average of five homes closed per month, and a total of 55 homes closed. Using exit interviews conducted on all homes, FPOCF aggregates and analyzes any trends for continuous quality improvement.



We continue to strive to retain as many families as possible and utilize closure data to drive our processes and implementation of new strategies. FPOCF has set a retention goal of 75% for FY 2025-2026, based on evaluation of the previous seven years of retention data reviewed.

Reasons for foster family closure are tracked by the licensing supervisor. On an ongoing basis, information is reviewed and analyzed to identify retention patterns and brainstorm new innovations that will support and retain foster families. The most common frequently reported closure reasons are adoption, relocation, loss of interest/desire to foster, and health concerns. FPOCF continues to strategize ways to retain licensed foster homes. We provide comprehensive, ongoing support, resources, and training opportunities to help foster parents cope with the unique challenges they often face. This includes regular check-ins and the following practices:

- Licensing supervisors contact families who have expressed an interest in closing their home to discuss their current needs, as well as the opportunity to become relicensed in the future.
- FPOCF coordinates quarterly retention events, focus groups, foster parent support groups, and community support.
- Exit Interviews which are used to analyze, assess and make changes based on feedback and identified trends

Assessment of Need

At the end of FY 2024-2025, Circuit 18 reported the following breakdown of licensed caregiver foster homes and total youth in out-of-home care:

- Total homes: 150
- Total beds: 373
- Total beds occupied: 51.2%

At the end of FY 2024-2025, Circuit 9 reported the following breakdown of licensed caregiver foster homes and total youth in out of home care:

- Total homes: 191
- Total beds: 471
- Total beds occupied: 48.2%

Circuit 18 and 9 licensing divisions have set a goal of reducing the number of beds not utilized and increasing utilization to at least 70% during FY 2025-2026. Through ongoing analysis, outreach and support of families, it is intended that all homes will engage and provide foster care placement for children in need.

As part of our ongoing efforts to fully utilize all available foster home beds whenever possible, we implemented a new process of bi-monthly reviews conducted jointly by our Licensing and Placement teams. Once such homes are identified, a member of the Placement and Licensing team will reach out to the family to initiate a “capacity conversation.” This conversation is intended to explore any barriers that may be preventing the family from accepting placement and to assess whether the best match can be made between the family’s strengths and the needs of children currently awaiting placement.

This proactive approach supports better alignment between child needs and caregiver capabilities, while also ensuring we make the most of our available foster-care resources.

Recruitment & Retention Goals through June 30, 2026 Level 2-5

The FY 2025-2026 target was calculated based on several data points and areas of need assessment. The current capacity of family foster homes based on patterns of age, geographic location, specialty categorization (medical, traditional, enhanced, etc.) and length of stay was analyzed. The utilization of group care separated siblings and homes placed on over-capacity waivers was also reviewed.

Brevard	50
Tri-County	80
TOTAL	130

To respond to the changing needs our community, FPOCF has contracts and rate agreements with multiple child-placing agencies across the four counties:

Devereux specializes in special interest foster homes and serves children with emotional, behavioral and medically complex challenges. It is also the Conflict-of-Interest CPA.

One More Child provides Christian-centered services to children and families in need.

Key Haven provides enhanced Level 2 family foster home services.

Love Made Visible provides enhanced Level 2 family foster home services.

Division Goals FY 2025-26

Increase the number of family care and specialized therapeutic foster care (STFC) homes in our system of care and increase utilization of available beds for kids.

Increase retention rate through increased communication, engagement, and support for foster parents.

Reduce the number of short-term placements through improved service delivery and wraparound supports for children to maintain and strengthen placement and reduce the number of placement stabilization staffing's needed.

Increase the number of enhanced foster homes able to care for children and youth who present with higher behavioral and mental health acuity and need.

Increase the number of foster homes willing to accept siblings .

Strategies for Success FY 2025-26

Increase capacity through partnerships with Fostering Our Future, Love Made Visible and Commission 127.

Increase retention activities with foster parents, including increased communication, foster parent advisory board participation, and support activities.

Link families in the process of becoming licensed to the foster parent community for support early in the training process and continue to foster those relationships throughout licensure.

Collaborate with Devereux to recruit STFC and family care homes by supporting their recruitment efforts and assessing existing licensed homes for the ability to grow into a specialized foster home setting.

Share medical foster-home information in the pre-service class and discuss it during licensing with families who have medical experience or experience caring for kids with medical issues.

- Partner with the CMA Family Match Recruitment program to increase awareness about the medical foster care program.
- Expand our support offerings for foster parents by increasing access to Lunch and Learn training, designed to provide practical tools and strategies they can apply immediately.
- Introduce book clubs focused on relevant topics to encourage shared learning and community building. These initiatives are part of our broader commitment to equipping foster parents with meaningful resources and ongoing development opportunities.
- Develop a centralized resource portal to ensure foster parents have immediate and ongoing access to the tools and support they need. Every foster family will receive a comprehensive resource packet—available both digitally via a link and in paper format—designed to provide clear guidance, key contacts, essential policies, and supportive services. This effort is aimed at promoting confidence, consistency, and connection for families at every stage of their fostering journey.

Level 1

FPOCF provides a specific child-specific foster-care licensure. The caregivers of Level 1 child(ren) are intended to be a temporary resource while the children's parents work through the challenges, they need to safely return children home. These caregivers can be relatives or non-relatives with a kinship bond to the child. Should the Court close the case to Permanent Guardianship, the Level 1 benefit becomes the GAP benefit, and the services continue until the child reaches 18, or in some instances until the child reaches the age of 21.

Caregiver support specialists help caregivers navigate the system of care. They work closely with the Department of Children and Families (DCF), child protective investigators, ACCESS caseworkers, Guardians ad Litem DCM, DCMS and the agency's clinical team. The caregiver support specialists help caregivers apply for benefits from such programs as Temporary Assistance for Needy Families and Supplement Nutrition Assistance Program. Clinical services specialists contact every caregiver to discuss the immediate needs of their children and inform them about the programs available, including Level 1. Caregiver support group meetings are held on the second Tuesday of each month. Flexible funding allows FPOCF to help caregivers make their home compliant when they cannot financially afford to do so. Ongoing meetings with DCF, child protective investigators and case management leadership are held to review barriers.

The Level 1 team utilizes an automated report for notification of new relative and nonrelative placements.

We are in the process of automating the referral process through the utilization management system ARGOS to ensure consistency, transparency, and continuity in the referral process, FPOCF utilizes the ARGOS Utilization Management System for all Level 1 licensing referrals. This centralized system allows referrals to be received seamlessly from any Case Management Agency (CMA), regardless of the assigned Dependency Case Manager (DCM).

Each referral is time-stamped upon entry, enabling us to accurately track the date and time of assignment, monitor progress, and measure the number of days to licensure with greater precision. This approach eliminates potential disruptions in referral flow, enhances accountability, and supports a more efficient and data-informed licensing process.

To drive progress toward our goal of achieving 40% Level 1 utilization, FPOCF will begin setting monthly individualized case assignment targets for each Licensing Support Program (LSP) team member working in Level 1.

This approach will promote equity in workload distribution, help identify areas of opportunity, and ensure consistent forward movement across all geographic regions. In addition, it will allow us to recognize and elevate high-performing staff, creating valuable leadership opportunities, and supporting the sharing of best practices throughout the program.

Tracking Effectiveness of the Plan

FPOCF continues to utilize Binti to track prospective parents through the recruitment, training, and initial and re-licensing home study process. Families complete licensing forms and upload documents that licensing specialists can easily access in real time. The specialists review the status of their families and focus efforts on moving forward with families who are making progress, as well as identifying families that need additional help or encouragement to move forward. Families report that this system allows them to complete their tasks quickly and easily. Licensing staff report an increase in receiving documents in a timely manner and accuracy of forms completed. This has resulted in overall increased efficiency of the licensure process.

The foster care recruitment team will assess opportunities for community engagement and recruitment that align with targeted populations to meet the greatest needs of our system. Activities will be assessed after completion for their overall impact and value to meeting the recruitment and retention goals of the agency. Questions to be asked include:

- Was the recruitment activity successful and what defines this success?
- Did the activity reach its intended audience?
- Are there any changes or revisions that could make it more successful?
- Could this activity, with revisions, be used with another targeted audience?
- Should this strategy be discontinued?
- Was the effort (staff time/costs) worth the outcome?

FPOCF completes monthly, quarterly, and annual reports and critically analyzes the outcomes of past recruitment efforts. We will be utilizing our new tag line to run campaigns ongoing promoting the need for foster care in our communities.

Recruitment Tracking Measures July 1, 2024–June 30, 2025

People Attended Orientation Session	Foster Care Inquiries (Website)	Total Inquires	Families Invited to Pre-Service	Families Completing Pre-Service	Homes Licensed
114	147	345	71	100	74

FPOCF completes quarterly/annual reports and critically analyzes the outcomes of past recruitment efforts to improve and strengthen processes.

Recruitment Meetings, Events and Activities

Total Faith-Based Events	Total Community-Based Events	Total Presentations
2	12	33

Educational Resources

FPOCF provides pre-service training classes annually throughout the four-county area to prospective families interested in fostering. Classes are added to the training schedule as needed to expedite foster parent training and better accommodate prospective foster parents' needs, including location and cultural and socio-economic factors.

In FY 2024-25, FPOCF transitioned from the PRIDE curriculum to the National Training and Development Curriculum (NTDC), a new curriculum based on research and input from experts, families who have experience with fostering or adopting children, and former foster and adoptive youth. It is a state-of-the-art classroom and online program that helps prepare prospective foster and adoptive parents and provides access to information and resources needed to continue building skills once they have a child in their home. FPOCF requires participation and attendance in training classes. The NTDC model is now credentialed on the California Evidenced Based Clearinghouse as a Promising Practice.

At the end of each pre-service training cycle, Panel Night offers prospective foster parents the opportunity to ask questions of experienced foster parents and other stakeholders within the system of care.

Medical Foster Care

Becoming a trained medical foster home is an option available through Children's Medical Services (CMS). FPOCF works in partnership with CMS to recruit and identify foster homes for medically complex children, as well as monitor, support and provide services as needed (from both a licensing and clinical standpoint). This collaboration helps maintain medically complex children in the least restrictive and most nurturing environment available.

We hold monthly all-county collaboration meetings that bring together placement, licensing, and medical foster care staff. These meetings are focused on identifying new families interested in becoming trained, promoting the ongoing need for more medical foster homes, and strengthening our collective relationships across teams. By working together, we can better coordinate efforts, share insights, and ensure consistent support for our families and one another.

Enhanced Foster Care

FPOCF Enhanced Level 2 homes are required to complete the Critical Ongoing Resource Family Education (CORE) Teen Curriculum or Trust Based Relational Intervention (TBRI®) training to better prepare foster parents for more challenging children in care.

In 2021, CORE Teen Curriculum was added for children who meet criteria for an enhanced level of care. The curriculum supports older youth in the child welfare system who have moderate to severe emotional and behavioral challenges.

TBRI® is provided across the four counties as training is available. This curriculum, which is an attachment-based, trauma-informed intervention, is designed to meet the complex needs of vulnerable children. TBRI® uses empowering principles to address physical needs, connecting principles for attachment needs, and correcting principles to disarm fear-based behaviors.

We are proud to share that our foster care program continues to strengthen its commitment to trauma-informed care by expanding our use of Trust-Based Relational Intervention® (TBRI®).

We currently have two certified TBRI® trainers on staff who provide a series of training sessions throughout the year for our foster families. We’re thrilled to report that 28 families successfully completed our first training series, an incredible step toward equipping caregivers with tools to support healing and connection.

In addition, our pre-service trainer has been selected to receive training to become a certified TBRI® Practitioner. Once certified, they will offer enhanced TBRI®-based support and services to families from the very start of their foster care journey.

We also actively support and promote outside TBRI® training opportunities for our families, ensuring that every caregiver has access to this valuable, research-based approach.

Through these efforts, we’re building a stronger foundation of support, understanding, and healing for the children and families we serve.

Referral Sources

A starting point for decision-making is an evaluation of referral sources that have paid dividends by driving awareness, interest in fostering and participation in required training. Our recruitment team regularly collects data to assist in this decision-making process.

Data indicates that the top two referral sources identifying families who register and attend the first class of the NTDC training are the lead agency website and DCF internet sites.

TOP LEAD SOURCES	
My Florida Families (DCF)	235
Internet (CBC website)	158

TOP PERFORMING SOURCES	
My Florida Families (DCF)	
Foster Parents/Friends/Family	
Website/Internet	

Targeted Social Media & Marketing Campaign

The licensing department is partnering with FPOCF’s public relations team to gather stories and images from current foster parents for earned and social media outreach opportunities. These stories will be aimed at motivating prospective families to start their journey in fostering. Stories highlighting teens and harder to place youth, various age groups and diverse family dynamics, and families that have reunified will be shared on Facebook, Instagram and LinkedIn and pitched to local media when possible.

Efforts will also focus on recruiting millennials and LGBTQ+ families by utilizing a combination of earned media and digital and social media marketing that targets these audiences. Strategies include, but are not limited to, geographic targeting, digital ad placements and media pitches. Because this strategy involves paid advertising, a funding source, ideally in the form of an individual or business donor, may be needed to fund all or a portion of the campaign.

Additional Strategies

Prioritize earned media placement of stories that reach targeted demographics and focus on families that are successfully fostering children who are hard to place.

Partner with social media influencers within our network and who represent various ages, genders and family dynamics who would be willing to serve as foster-parent ambassadors by posting:

About their experience fostering and tagging FPOCF's social channels.

FPOCF stories on their social pages and platforms.

FY 2024-2025 Results Earned Media

Forever Families Maitland Interviews — WFTV News



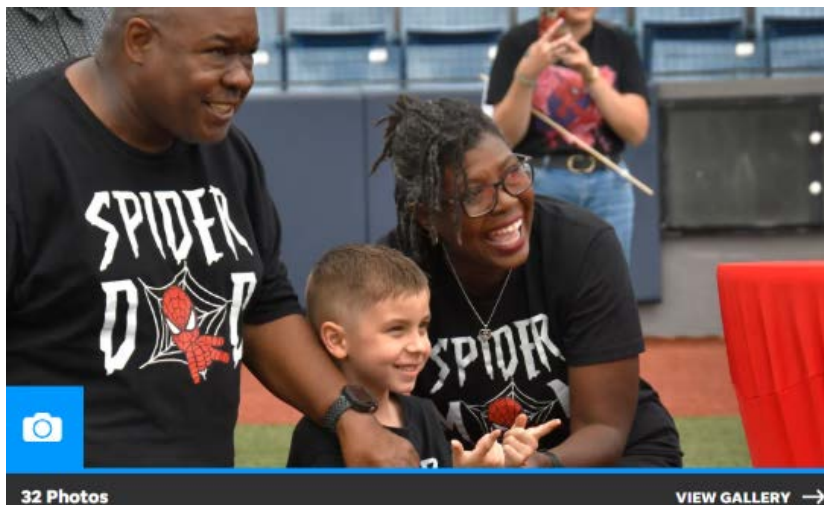
Comfort Cases media interviews with News 6 Orlando



Channel 9 Orlando Interview with foster parent Melanie Holt



Florida Today coverage of National Adoption Day Event in Viera, Florida



WFT Orlando reporting on DCF streamlining process to get children into foster homes faster



Website

During fiscal year 2024 - 2025, there were 6,373 visits to the (Foster Care - Family Partnerships of Central Florida) landing page. Additionally, the content had the highest engagement rates on the site at an average visitor viewing time of one minute and twenty-six seconds.

- [Complete Screening Questionnaire](#)
- [How to Become a Foster Parent](#)
- [Frequently Asked Questions](#)
- [Relative and Non-Relative Caregivers](#)
- [News You Can Use Foster Parent Newsletter](#)

If you're interested in learning more about how you can help a child in our community, please [contact us](#) or email foster@brevardfp.org.



— KihmDonough Family



Stay Connected



Get our updates right to your email

Digital Ads

Visit your Local NCG Theater this
4th of July Weekend!



ANGEL
STUDIOS
SOUND OF HOPE
THE STORY OF POSSUM TROT
IN THEATERS JULY 4TH

**NCG is Partnering with Family Partnerships
of Central Florida.**

Family Partnerships of Central Florida is committed to protecting children, strengthening families and changing lives through a comprehensive, integrated, community-based system of care that provides adoption, foster care and independent living services for children and families in Brevard, Orange, Osceola and Seminole counties.

Contracted with the Florida Department of Children and Families as the lead child welfare agency in the four-county area, Family Partnerships of Central Florida's mission is to ensure that the children it serves thrive in safe, healthy and loving families.

Please contact us at <http://www.fpocf.org/> if you would like to learn more about foster care and adoption.

NCG
CINEMA



Social Media Impact

Facebook

Followers: 5.6K

Likes: 4.7K

LinkedIn

Followers: 2,825

Public Awareness Campaigns



Foster Recruitment Community Event



Event Overview

Our Foster Care Recruitment Team attended a Community Resource Fair at the Brevard County Library in Cocoa, Florida to share information with the community about how to become a foster parent.



Event Overview

Our Foster Care Recruitment Team attended the city of Palm Bay Health & Wellness Fair with their Casino Royale-themed table and WON Best Decorated Table! Everyone who stopped by the table learned more about how to become a foster parent and other Family Partnerships of Central Florida provided programs.

External Printed Materials —

About Us Flyer and Post Card



EVERY CHILD DESERVES A SAFE, LOVING PLACE TO CALL HOME

At Family Partnerships of Central Florida, we believe all children deserve to grow up in safe, healthy and nurturing families that love and care for them. That's why we partner with the community to provide foster care, adoption, child abuse prevention and independent living services for children and families in Brevard, Orange, Osceola and Seminole counties. Our family-centered, strength-based system of care has one goal: to help our community's kids have the loving families they need and deserve and a bright future ahead.

Family Partnerships of Central Florida
Protecting Children, Strengthening Families, Changing Lives.

YOU CAN MAKE A DIFFERENCE

FOSTER	ADOPT	CHANGE LIVES
Children in our community need a safe, loving, temporary place to call home while their family situation stabilizes. Family Partnerships of Central Florida manages foster care services for children and youth who have been removed from their homes. You can make a difference in our community and in the life of a child by becoming a foster caregiver.	Adoption is permanent. It means a child has a forever family that will be there for them through the good times and the challenges. The adoption process makes the child a legal member of the adoptive family, with all the rights and privileges of a biological child. Adoption gives children the love and security they need.	You can make a difference in the life of a child today. Here's how: donate and volunteer. Consider joining our mission to protect children, strengthen families and change lives. By partnering with Family Partnerships of Central Florida, you'll foster hope for thousands of Central Florida children and youth.

www.FPOCF.org BREVARD COUNTY: 321-752-4650 TRI-COUNTY: 321-441-2060

380 Commerce Parkway, Suite 120, Rockledge, FL 32955 | 901 North Lake Destiny Road, Suite 400, Maitland, FL 32751

Postcards

Distributed throughout four counties at community events.



Foster Love

What if you could make a difference in the life and future of a child?

What if that child went on to become a scientist, an engineer or a health care professional? A loving mother or father? And, what if, when that child grew up, they also made a difference in the life of another child?

It all starts with you

Being a foster parent is a rewarding experience. You will be caring for children who are unable to remain safely in their homes due to abuse and neglect or family instability. And you'll be serving as a role model for families who are working to be reunified with their children.

Family Partnerships of Central Florida is looking for caring adults who are willing to open their hearts and homes to a child experiencing foster care.

"To the world you may only be one person, but to one person you may be the world." — Dr. Seuss

As the lead child welfare agency for Brevard, Orange, Osceola and Seminole counties, we work to protect children, strengthen families and change lives. We provide adoption, foster care and independent living services for children, as well as preventive and early intervention resources to strengthen and preserve families, all while ensuring the safety of the children we serve.

Storytelling Successes

#FosterFamily Awareness Month



Wendy and Duvel Fider have been licensed Foster parents in Brevard County since 2020. They are outstanding examples of compassionate and committed caregivers. Known for mentoring both new and experienced Foster parents, in addition to providing respite care and emotional support, the Fider's are especially passionate about working with biological families. They prioritize co-parenting and maintaining strong connections between children and their birth parents, offering reassurance and support throughout the reunification process. Their guiding belief is that "no one is their mistake" and that every family deserves understanding and a second chance.

Fider Family



#Foster Care Awareness Month



The Garcia's shared "Partnering with families has been our greatest joy! To see families put back together has been beautiful to witness. For us, seeing the love and care from our supportive loved ones has been the greatest blessing as they, too, have embraced this journey we are on".

Garcia Family



#FosterFamilyAppreciation Month



Tracie and Joe embody the true spirit of foster parenting through their unwavering dedication to supporting children and families on the journey to reunification. They excel in meeting families where they are, fostering empathy, understanding, and collaboration to ensure the best outcomes for the child. Even as they navigate the inevitable grief of saying goodbye when children transition back home, they remain a steadfast resource and support for both the children and their parents.

Romandetti Family



Future Project - Podcast



Family Partnerships of Central Florida plans to launch its Fostering Futures podcast in 2025. Following are projected show themes:

Episode 1: “Back to School- How Can We Best Support Children Inside and Outside the Classroom?” airing in August

Episode 2: “At the Forefront of Families – Caseworker Champions” - September

Episode 3: “Youth Voices – Visions of an Ideal Foster Home” - October

Episode 4: “Forever Families – Uncommon Journeys” - November

Episode 5: “Home for the Holidays - What to Expect with Adoption” - December

Episode 6: “Resolutions and Revelations – How Giving is Made Easy” - January

Episode 7: “Child Abuse Prevention” - February-March

Episode 8: “Myths of Foster Parenting” - April-May



Wraparound Support

Additional Planned 2025 Activities

Family Partnerships is developing a Why I Said Yes foster care recruitment campaign, helping to achieve FPOCF goal of recruiting 150 foster families by year end.

Internal Communication and Staff Engagement

Internal communication ensures an ongoing exchange of information among key stakeholders within FPOCF's system of care, including staff and current foster parents. Engaging foster parents and staff as partners is a key factor in recruiting and retaining foster families.

FPOCF offers a \$250 referral incentive to foster families who refer new foster families to the system of care. Incentives are distributed upon completion of licensure and placement of the first child.

FPOCF also offers a foster care recruitment incentive program for staff. Those who refer a foster family receive a \$100 gift card upon licensure and first placement of a child.

Community Involvement and Engagement

The community engagement and development team work in the community to facilitate, strengthen and grow community partnerships and develop resources for our four-county foster families. These efforts support FPOCF in expanding collaborations with faith-based organizations, identifying untapped resources that empower individuals to affect change, leading special projects, coordinating celebratory events, and seeking donors and sponsors.

Team members lead and partner with staff internally to provide education and awareness in a variety of community forums to maintain a positive community presence by:

- Developing and implementing a schedule of recruitment events for prospective foster and adoptive families, including live and virtual events.
- Fostering relationships with local community groups to garner continued support, provide education and create greater awareness of the need for foster parents.
- Maintaining a consistent presence at community events, community partnership meetings and association gatherings to express the need for quality foster parents.
- Recruiting foster care ambassadors from FPOCF's Youth Leadership Council, current foster parents and staff members to encourage, educate and dispel myths about fostering during pre-service training panel night, information sessions and recruitment events.
- Continuing to develop and expand the JUST ONE campaign, a faith-based initiative that identifies partners with faith-based organizations to encourage recruitment and support of foster families within their faith communities.
- Partnering and collaborating with such community organizations as libraries, schools and hospitals to promote and support foster families.

Recruitment Follow-Up and Prospective Family Engagement

The foster parent recruitment specialist receives information on prospective foster parents, aggregates the information, and monitors and tracks progress and timelines for engagement. The specialist also:

- Schedules the prospective family for the next pre-service training class that is conducive to the family's scheduling needs.
- Engages in a pre-screening process, including a preliminary background screening and fingerprinting, and completes the screening questionnaire for each family.
- Confirms the family's attendance at pre-service training 72 hours in advance of the training.

Prior to pre-service training, prospective foster families are assigned an initial licensing specialist to start the assessment and home study process.

FPOCF will continue to increase awareness around the need for foster homes through increased community outreach, up-to-date marketing materials, and the creation and launch of a new foster care recruitment campaign. Staff are also encouraged to actively recruit foster families at the community and educational events they attend.

Other Recruitment Initiatives

Mix and Mingles

During FY 2024-2025, FPOCF re-introduced Mix and Mingles to assist with recruiting foster families. Held at an existing foster parent's home or church, Mix and Mingles is an opportunity to use current foster parents as credible messengers to recruit prospective foster parents from within their own networks. We plan to expand this approach by launching quarterly Foster Parent Q&A Networking Sessions. These events will feature a panel of foster parents with lived experience, alongside key system partners such as Case Managers (CM), Guardian ad Litem (GAL), Medical Foster Care (MFC), and Children's Legal Services (CLS). This interactive format will offer prospective foster parents a real-world view of the System of Care, allowing them to ask questions, gain insight, and build connections before becoming licensed. Our goal is to create transparency, foster trust, and better prepare families for the fostering journey.

JUST ONE Faith-Based Initiative

Launched in late 2018, the JUST ONE initiative was designed to bring a personal level of awareness of faith-based agencies to serve as advocates in helping recruit foster parents. The JUST ONE campaign identifies partners with faith-based organizations to find additional foster homes.

Through JUST ONE's outreach and relationship building within the faith community across all four counties, FPOCF continues to increase recruitment opportunities among faith-based organizations.

In addition to expanding our outreach to new faith-based organizations, FPOCF is strengthening our partnership with Commission 127, an organization with established relationships with over 95 churches across the tri-county area. This collaboration is a key part of our strategy to expand our faith-based footprint and increase the number of foster homes available to children in need.

We also partner with Fostering our Future (FOF) at Grace Landing, who is a community-based, faith-led partnership working to support Florida's foster care needs by increasing the number of high-quality foster families and by working with families in crisis to safely reduce the number of children who enter foster care.

Outreach/Partnerships

FPOCF's tri-county area utilizes multiple outreach strategies to cultivate individuals and groups within target market segments. This includes partnering with organizations and school systems to engage in information-sharing and relationship building for recruitment of foster homes for teens and kids with special needs.

In addition, partnerships with faith-based organizations such as Mosaic, Fostering our Future and Commission 127 will help FPOCF recruit, provide services to and retain foster families through church, chamber and fellowship meetings that foster information-sharing and recruiting on-site and/or at events hosted by the partner.

With expansion of resources and support, additional efforts will be made to engage the faith-based community in providing wraparound support to families in their area. This will include, but is not limited to, babysitting, providing meals and offering overall support.

Foster Parent Retention

Retaining quality foster homes is an integral part of our system of care, providing stability, lived experience expertise, and fostering support networks and meaningful relationships for foster children. Research confirms that families who feel engaged and valued are more likely to remain committed to the important work we do every day.

FPOCF regularly evaluates retention rates and hosts activities to boost foster parent engagement. An annual foster parent survey is distributed and exit interviews are conducted on homes that voluntarily close to identify any opportunities, gaps in the system, and how services and support of foster families may be enhanced.

Foster Parent Support Group Meetings

FPOCF is represented at the Foster Parent Support Group monthly meetings and works with its members to connect and communicate on an ongoing basis. Together, FPOCF and support group leaders plan training and activities to recruit, support and recognize foster parents, including picnics, book clubs, resource giveaways, birthday baskets, foster parent mentoring programs and more. Foster parents are key partners in all major initiatives.

Partnership with Faith-Based Foster Family Care Teams

FPOCF will continue to partner with faith-based and community organizations and recognize their support through posts on various forms of social media, showing appreciation for those who give their time, efforts, tangible items, financial support and more to create positive outcomes for children in care. Examples of services include delivering meals, providing respite care (background check required), donating goods or services, and assisting with household tasks.

Foster Parent Advisory Board

FPOCF is our Foster Parent Advisory Board during the upcoming fiscal year to ensure we have cross representation of all levels of care and areas. Foster Parent Advisory Board (FPA) serves in all areas to meet the unique needs of each county. The FPAs meet on an ongoing basis to develop initiatives, assess areas of need, identify barriers, and develop strategies to best support the foster parent network.

QPI Initiative

Through the QPI Initiative, FPOCF ensures active participation and involvement from leadership, engages foster parents to collaborate in meetings and staffing's (transparency), provides open and honest communication between all parties (open-door policy), ensures foster parents have a voice and issues are resolved (notification), and provides support and empathy. FPOCF expanded our commitment by adding an additional three QPI champions during FY 2024-2025. The champions serve as advocates and change agents who ensure every child and youth in foster care receives excellent parenting every day.

Foster Parent Mentoring Initiative

This initiative connects newly licensed families with foster parent mentors for short-term and intensive coaching, training, encouragement, support and skills reinforcement. This innovative approach provides real-time coaching and resources to families that are learning to navigate the foster care system.

Foster Parent Support Hotline

The Foster Parent Support Hotline is a counseling program developed to be responsive to the needs direct feedback provided by foster parents. The program provides therapeutic aid and support to foster parents facing personal or foster-related concerns and issues.

Services are delivered by master's level or licensed therapists who provide help and support to meet a wide range of needs, such as coping with daily stressors, loss and grief, depression, anxiety, and other mental health- and fostering-related issues. Treatment and recommendations are tailored to each foster parent's individual needs, symptoms and lifestyle.

Like other forms of traditional counseling, the Foster Parent Support Hotline is confidential, and a counselor cannot provide any information without the foster parent's consent.

Take Me Table

The Take Me Table was launched in FY 2023-2024 to support Level 1-5 foster families and kinship caregivers. These resource opportunities for parents are held quarterly at the Brevard administrative office to provide such items as diapers, wipes, clothes, shoes, books, and other related items that have been donated by individuals within the community.

Equipped and Encouraged

Equipped and Encouraged, a local charity founded and run by an adoptive/foster parents with more than two decades of lived experience, partners with FPOCF to support foster parents in Brevard County and share information about community resources available to them. The group was organized to advocate for, train and mentor local foster parents and build community support through awareness, education, and involvement. It shares a passion for improving morale among foster parents, encouraging respectful relationships between foster parents and those with whom they work in the child welfare system, and improving foster parent retention.

Additional community support includes City Church in Palm Bay that provides a foster closet run by a Level 1 foster parent. The Grove Church in Titusville has a foster closet to support all levels of care. In addition to their donation closet that host Foster Parent Nights Out. FPOCF has a foster closet that is available to families in Brevard County and surrounding area.



CONCLUSION

FPOCF continues to monitor and evaluate foster family recruitment and retention activities to seek opportunities in the community to better support our foster homes and ensure their continued involvement for the children entrusted to our care. It is a multi-faceted approach that combines community partnerships, online presence, informational sessions and ongoing support to effectively recruit and retain foster parents.





Family Partnerships of Central Florida

BREVARD | ORANGE | OSCEOLA | SEMINOLE

BY DIRECTION OF THE VICE PRESIDENT AND COO

Dr. Valerie Holmes, PhD
Vice President and Chief Operations Officer



901 North Lake Destiny Road, Suite 400, Maitland, FL 32751 (321-441-2060) | 389
Commerce Parkway, Suite 120, Rockledge, FL 32955 (321-752-4650) | www.FPOCF.org