

**FOSTER**  
\*\*\*  
**AMERICA**

**20**  
**22**

ANNUAL REPORT

# CONTENTS

**FOSTER** | **20** **ANNUAL**  
AMERICA \*\*\* | **22** **REPORT**

# DEAR FRIENDS,

**2022 WAS A YEAR MARKED BY reflection and reimagining, as Foster America developed a new strategic framework.**

Through an inclusive, collaborative process with our staff, board, and broader communities, we aligned around our core mission and envisioned expanded offerings for changemakers and for family- and community-centered innovation.

We are honored to continue our work for a world in which today's child welfare system, with its focus on investigating and separating families, is radically reimagined and diminished. We are committed to devoting our expertise toward working to create community-driven resources and equitable approaches that strengthen relationships and give every family the resources they need to thrive.

As we look forward to the rest of 2023, we are excited to continue enhancing our capacity and programming. The team is growing, after welcoming leaders in finance, operations, programming, and talent in the final months of 2022. Our offerings are also expanding as we launch our National Leadership Circle, which invests in the leadership development

of early professionals who have experienced the child welfare system. This effort is our first attempt to scale our leadership development curriculum, coaching, and cohort model – and continue to invest in knowledge sharing with the broader field. We're excited to share more details about these and other initiatives throughout the coming year.

With deep gratitude, we know this vision is possible because of your support as our colleagues, collaborators and champions. Thank you for all that you have done – and continue to do – to advance a future where every child, family, and community thrives.

In community,



Susan Notkin  
Board Chair



# DEAR FRIENDS,

I'M HONORED TO SHARE *Foster America's annual report for 2022, a story of dedication, collaboration, and innovation.*

We hope you will be as inspired as we are by everything our fellows and collaborators have accomplished.

In May 2022, we celebrated the graduation of our fifth cohort of fellows who worked in and with communities across Oklahoma, Ohio, California and Washington. Together, these fellows expanded resources for kinship caregivers, amplified family voices in program design, designed strategies to operationalize racial equity values, and advanced data-driven approaches to connect children and families with all they need to achieve well-being.

Our sixth cohort of fellows graduated in October 2022 as the first cohort to spend its fellowship term working in teams – our most collaborative effort is to

date and an early step in our evolving strategic model. One team of fellows worked across states to expand opportunities for children to live with relatives while in foster care and another team worked in California's Bay Area with partners at Tipping Point to amplify economic resources and educational opportunities for older youth. And, serving on a local team in service of the national Thriving Families, Safer Children movement, one fellow built approaches to meaningfully engage families and voices with lived experience in transformation efforts in Colorado.

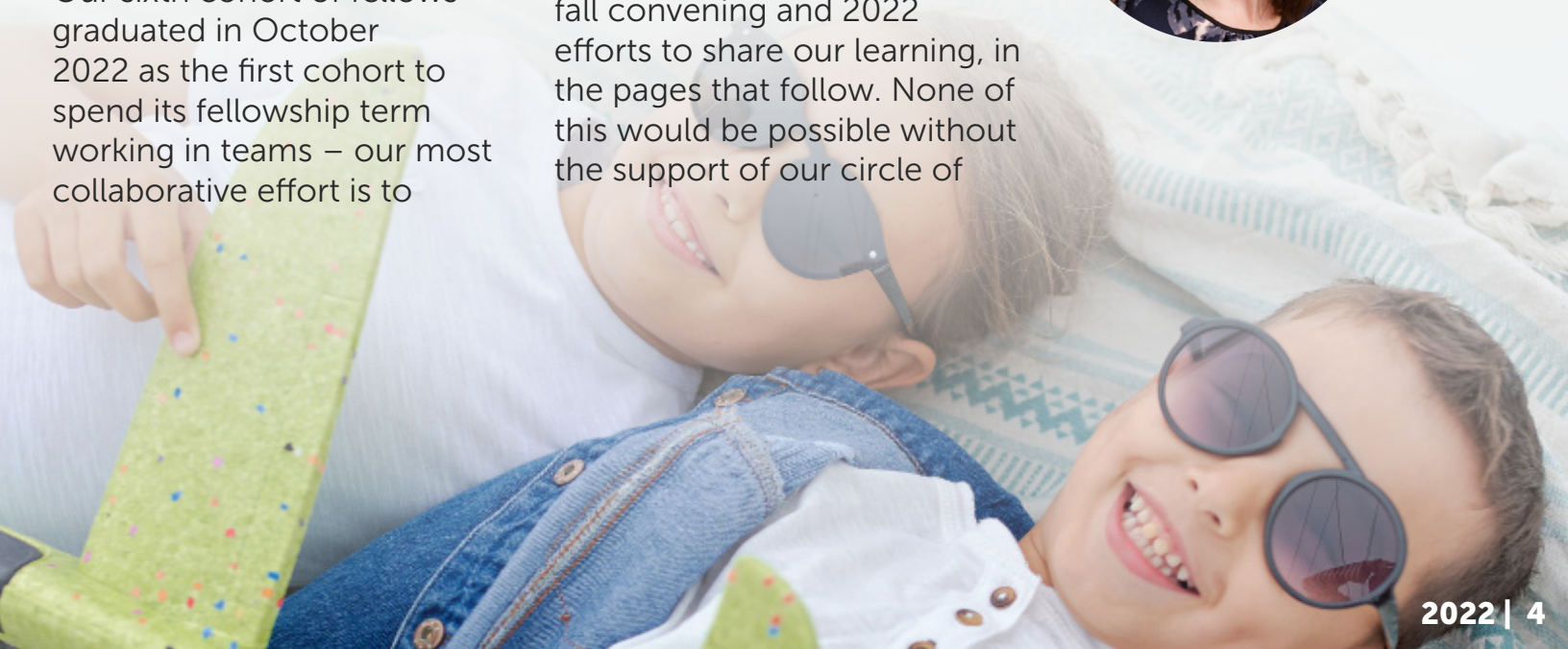
We invite you to learn more about these important contributions, as well as our fall convening and 2022 efforts to share our learning, in the pages that follow. None of this would be possible without the support of our circle of

friends and supporters as well as the dedication of our staff and board. We are deeply grateful for your ongoing commitment to Foster America – and to the well-being of our nation's children and families.

With appreciation,



Marie Zemler Wu  
Co-Founder & Executive Director





# FOSTER AMERICA

boosts innovation and builds local strength to break through barriers and open opportunities for all children, families, and communities to build thriving futures.



## OUR APPROACH

### WE INNOVATE FOR EQUITABLE IMPACT

We champion innovative ideas and equitable approaches to shape new and better ways forward for all children and families.

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### WE SEEK OUT AND SUPPORT CHANGEMAKERS

We identify and invest in people who have the experiences and expertise to recognize the realities of the child welfare system and realize the possibilities for transformational change.

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### WE SHARE IDEAS AND SCALE KNOWLEDGE

We actively listen to and learn with communities, so we can share and scale knowledge that benefits all.

Visit [www.foster-america.org](http://www.foster-america.org) to learn more about our approach.

# BOARD OF DIRECTORS

BOARD CHAIR



**Susan  
Notkin**

Senior Vice President  
*Center for the Study of Social Policy*



**Lola  
Adedokun**

Executive Director  
*Aspen Global Innovators Group*



**Jolie  
Bales**

Vice President  
*TechSoup*



**Sandra  
Gasca-Gonzalez**

Vice President  
*Annie E. Casey Foundation*



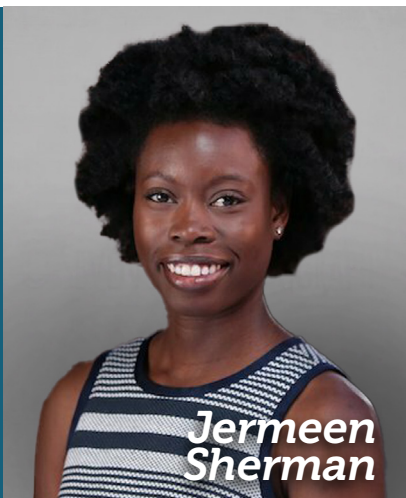
**Allegra  
Lawrence-Hardy**

Partner  
*Lawrence & Bundy LLC*



**David  
Sanders**

Executive Vice President  
*Casey Family Programs*



**Jermeen  
Sherman**

Founder  
*Community Up*



**Daniel  
Stephens**

Partner  
*McKinsey & Co.*



**Peter  
Treadway**

Founder and CIO  
*Metavasi*

# FELLOWS

To date, Foster America has placed 63 fellows in 17 states and territories across the nation.

5

years

63

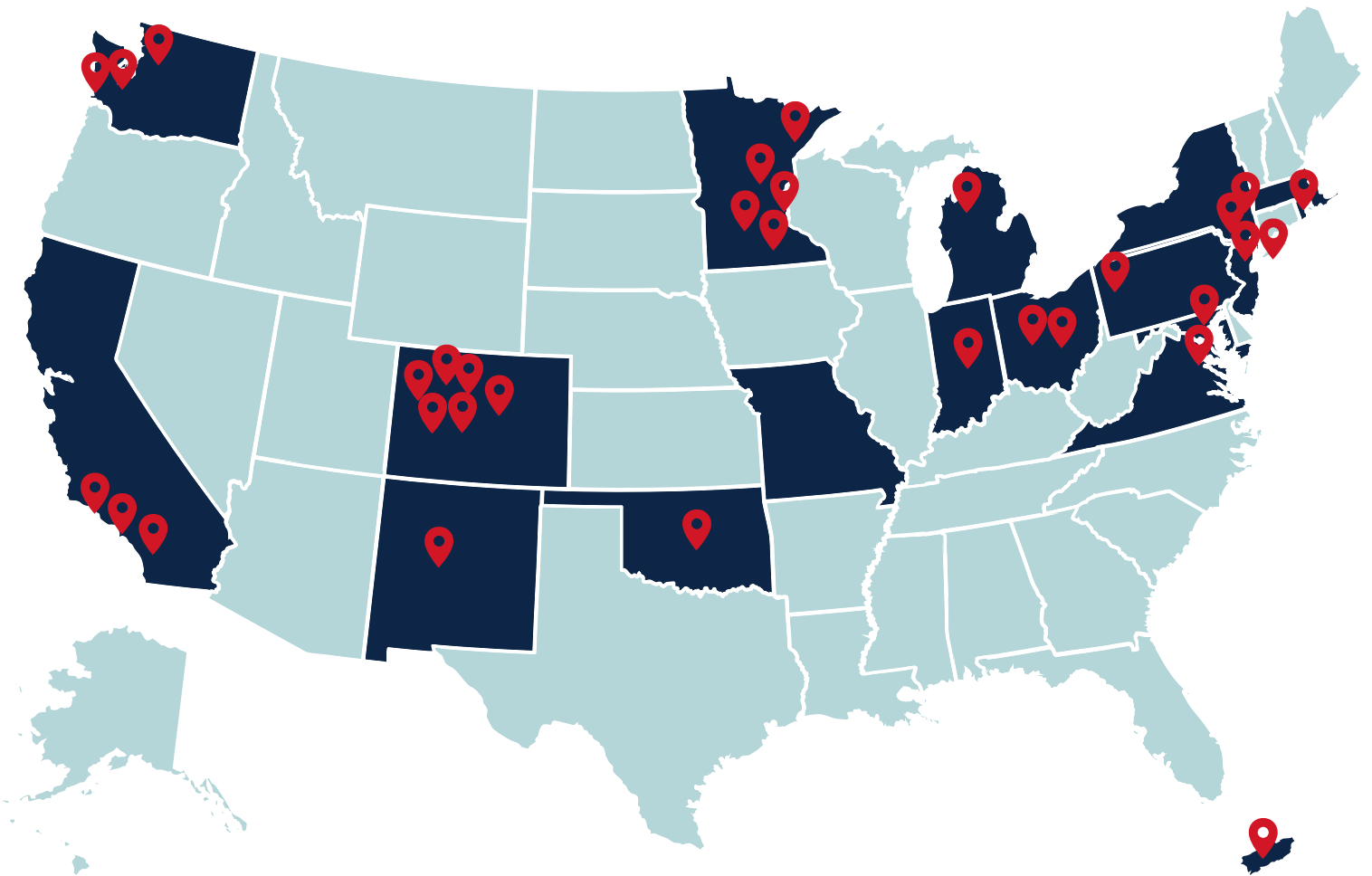
fellows

38

agencies

17

states/territories



Together, they lead transformational change locally — and inspire a ripple effect throughout the field.



# CHANGEMAKERS

## IN ACTION: COHORT 5

**FELLOWS IN FOSTER AMERICA'S FIFTH COHORT** expanded resources for kinship caregivers, amplified family voices in program design, designed strategies to operationalize racial equity values, and advanced data-driven approaches to support child and family well-being. Some highlights:



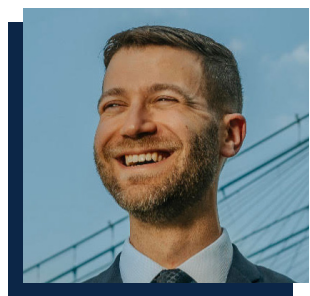
In Washington state, **Amy Keltner** worked with private foster care agencies to improve their racial and gender equity initiatives. She led focus groups to shift mental models within agencies, helping build the investment and capacity needed to truly listen to and rebuild trust with families.



In Oklahoma, **Madel Leal** worked to elevate community voices in decision-making and design by hiring a parent liaison and recruiting a coalition of lived experts — individuals with direct experience in the foster care system — to guide innovation efforts.



Working in Santa Clara County, CA, **Danielle Savage** built predictive statistical models to inform evidence-based prevention strategies, predicting what types of services are most effective in helping families keep their children safely at home.



**Aaron Slovin** worked in Hamilton County, OH, to increase financial and other support for kinship and relative caregivers — so more children can benefit from the measurable benefits of being placed with a known, trusted adult. Through his efforts, alongside colleagues and community partners, Hamilton County increased kinship caregiver supports from \$350 per month to \$700 per month.





# CHANGEMAKERS

## IN ACTION: COHORT 6

**FOSTER AMERICA'S SIXTH COHORT** of fellows worked together in teams to reimagine resources for teens in foster care, prevent family separation and increase support for kinship caregivers.

### **SUPPORTING YOUNG PEOPLE IN CALIFORNIA'S BAY AREA**

Foster America fellows **Denicia Carlay, Connie Chung, McKenna Cole and Royce Conner** partnered with Tipping Point, a nonprofit support organization that invests in poverty-fighting innovations. Together, they worked to improve educational and employment outcomes for teens and young adults affected by California's foster care system. By building partnerships with public sector organizations, they helped to ensure young people have more support in building thriving adult lives.

### **NATIONWIDE PARTNERSHIPS IN COLORADO**

**Krishna Dahya** worked in collaboration with the Thriving Families, Safer Children initiative, a partnership among the federal government, Casey Family Programs, the Annie E. Casey Foundation and Prevent Child Abuse America. In her work, she advanced a statewide collaborative to strengthen family well-being and safely reduce the number of children placed in foster care.

### **ADVANCING KINSHIP CARE ACROSS THE COUNTRY**

Through local partnerships in Washington state, Oklahoma, and San Diego, **Aanchal Dhar, Melisa Henry and Mariah Williams** advanced initiatives to increase the placement of children with kinship caregivers — from developing strategies to engage extended families to increasing the number of children with high needs placed with family rather than in institutions.

# 2022 CONVENING

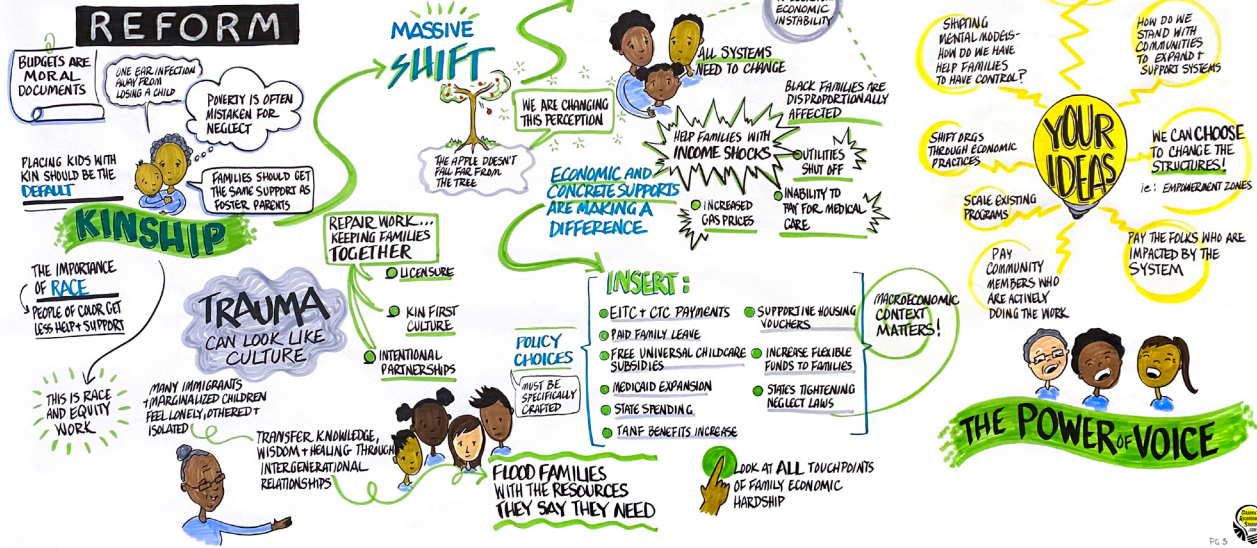


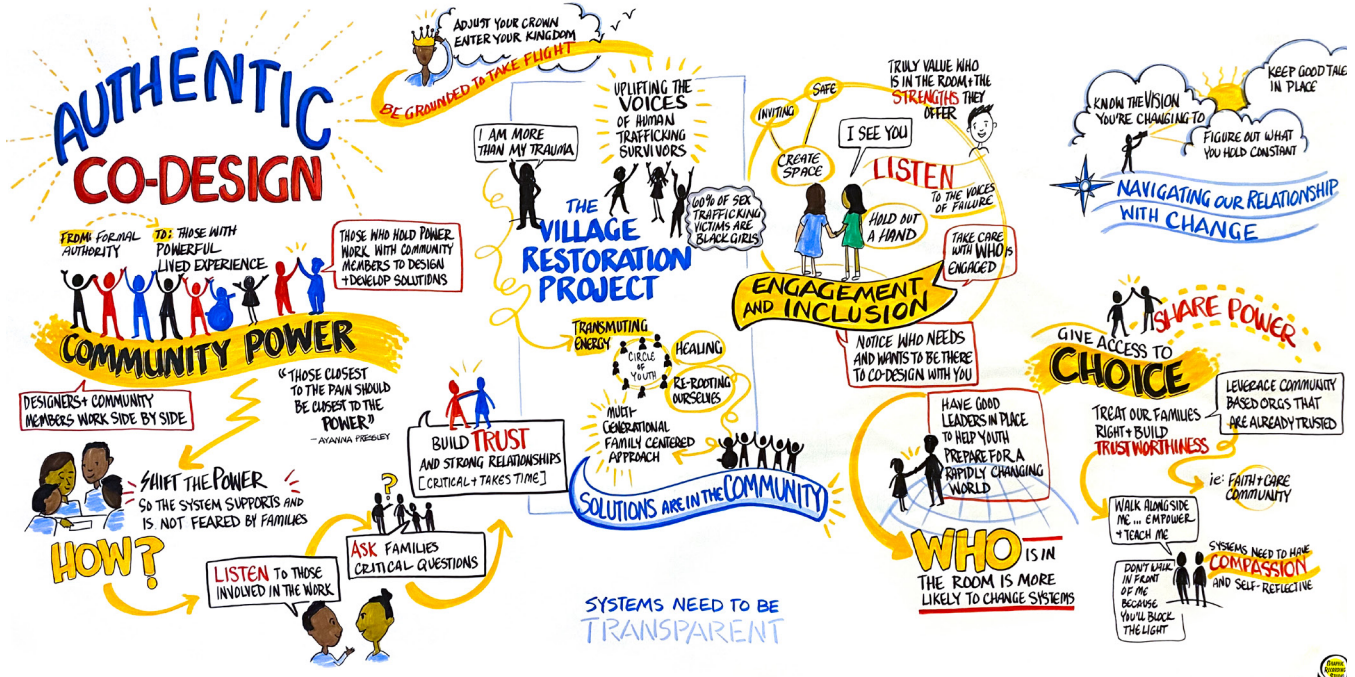
At our first in-person convening since January 2020, Foster America staff, fellows, alumni, and partners gathered to share perspectives and plan for the future. Together, we assembled insights on the unprecedented opportunity for child welfare transformation, authentic co-design, cross-sector collaboration, financial resources, the role of talent and pathways to innovation.



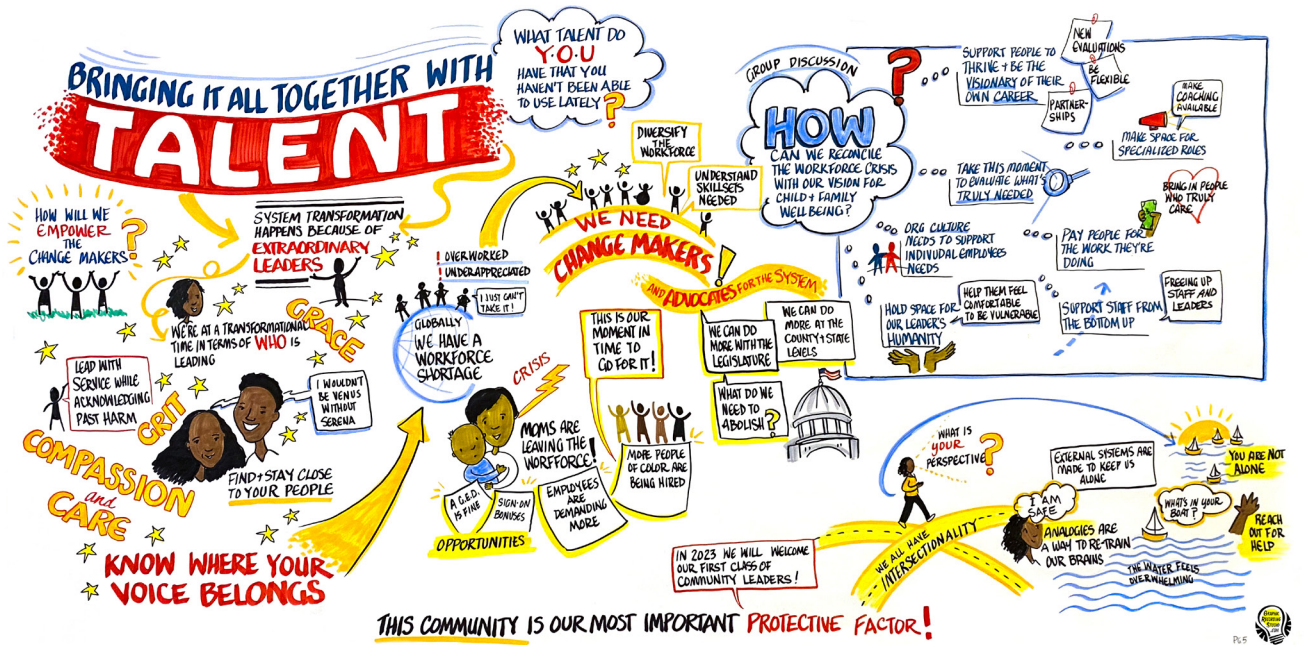


## RESOURCE REFORM





USE COMMUNITY VOICE TO DRIVE CHANGE!



# DIAL FELLOW

## SHARING OUR LEARNING AND IMPACT



We appreciate any opportunity to share and spread what we've learned.

**Executive Director Marie Zemler Wu** was selected by the Emerson Collective as a Dial Fellow. She had the opportunity during this mainstage talk to share her vision for a world where foster care becomes obsolete.

Fellowship alumni **Sonya Soni, Jermeen Sherman,** and faculty member **Jessica Mason** published their framework on community-centered design in child welfare transformation, including a call to action to move toward anti-racist approaches, in the

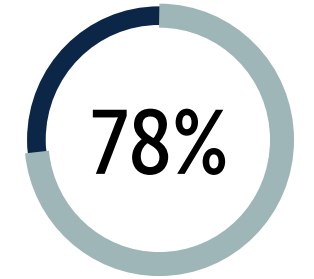
Child Welfare League of America's peer reviewed journal.

Senior fellow **Mathangi Swaminathan** published *Let CPS Focus on Child Safety, Not Everything Well-Being-Related in Family Integrity and Justice Quarterly*, drawing upon her research of a Black-led community organization that creates a safe, impactful, cost-effective alternatives to child protection responses for children and parents experiencing educational challenges.

With co-authors from Prevent Child Abuse America, alumni **Takkeem Morgan** published *Using the Core Components of a Public Health Framework to Create a Child and Family Well-being System: Example from a National Effort, Thriving Families, Safer Children*. The article features case studies from sites embracing core values for community- and family-driven approaches, with Thriving Families, Safer Children's coalition of national partners.

# FINANCIAL REVIEW

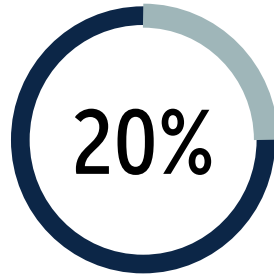
**TOTAL REVENUE: \$3,426,119**



**78%**

**\$2,674,489**

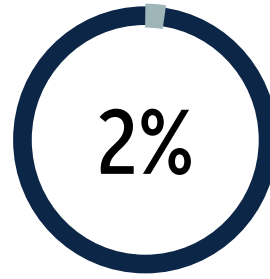
FOUNDATION  
CONTRIBUTIONS



**20%**

**\$682,608**

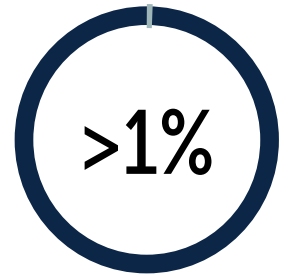
GOVERNMENT  
CONTRACTS



**2%**

**\$66,522**

CONTRIBUTED  
SERVICES



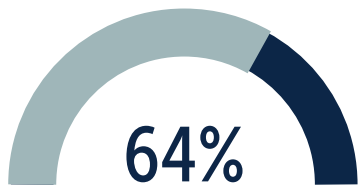
**>1%**

**\$2,500**

INTEREST  
INCOME

**FOSTER AMERICA** is a 501(c)3 nonprofit organization, and our work is made possible by the generous support of agency partners, individuals, foundations, and corporations.

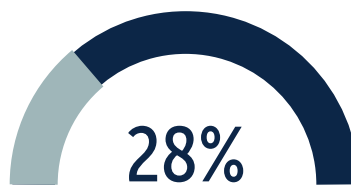
**TOTAL EXPENDITURES: \$3,903,718**



**64%**

**\$2,489,311**

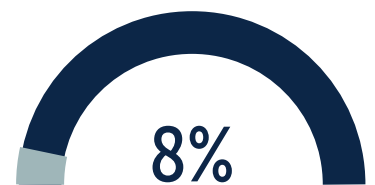
PROGRAM  
EXPENSES



**28%**

**\$1,099,344**

GENERAL &  
ADMINISTRATIVE



**8%**

**\$315,063**

FUNDRAISING  
EXPENSES

# Thank you!

Thank you to all our partners, friends, colleagues and advocates. With your support, transformational change is possible. Together, we're opening opportunities for all children, families and communities to thrive.

From 2016 to 2023, Foster America placed fellows in agencies in 17 states and territories. The following agencies at the state and county level are invaluable partners to our work:

## California

Alameda County Social Services Agency  
Contra Costa County Office of Education  
Freedom Forward  
Los Angeles Department of Children and Family Services  
Los Angeles Department of Mental Health  
Santa Clara County Office of Education  
Santa Clara County Social Services Agency  
San Diego County Health and Human Services Agency  
San Mateo County Human Services Agency

## Colorado

Colorado Human Services Directors Association  
Department of Human Services  
Denver County Department of Human Services  
Douglas County Department of Human Services  
Illuminate Colorado  
Larimer County Department of Human Services

## Connecticut

Office of Early Childhood

## Indiana

Department of Child Services

## Maryland

Baltimore City Department of Social Services

## Michigan

Department of Health and Human Services

## Minnesota

Olmstead County Health, Housing, and Human Services  
Department of Human Services  
Scott County, MN Department of Health and Human Services  
St. Louis County Health and Human Services  
Minnesota Association of County Social Services Administrators

## Missouri

Children's Division

## New Mexico

Santa Fe Children, Youth, and Families  
Department

## New York

Administration for Children's Services  
The Door, New York City

## Ohio

Department of Job and Family Services Hamilton  
County Job and Family Services

## Oklahoma

Department of Human Services

## Pennsylvania

Allegheny County Department of Human Services

## Puerto Rico

Departamento de la Familia

## Rhode Island

Department of Children Youth and Families

## Washington

Department of Children, Youth and Families  
Office of Homeless Youth  
Washington Association of Children and Families

## Washington, D.C.

Child and Family Services Agency  
Youth Villages

