

# *NEIGHBOR TO FAMILY, INC.*



*Presented to*

Gabriel Myers Work Group  
Florida Department of Children  
& Families

*January 29, 2010*



*Gordon Johnson*  
*Founder, President & CEO*

- NTF History
- Mission
- Locations
- Unique Program Features

# *Siblings in Out-of-Home Care*



Of the **588,000**  
children in foster  
care in the United  
States

**55% - 69%**  
have siblings

Source: Statistics on Siblings in Out-Of-Home Care  
(update 2002). Casey Family Programs.

# *Percent of children placed in foster care with ALL siblings*

2 Children -  
**54.5%**

3 Children -  
**38.7%**

4 Children -  
**27.1%**

5 Children -  
**17%**

6+ Children -  
**11.2%**



Source: Statistics on Siblings in Out-Of-Home Care (update 2002). Casey Family Programs.

## *Impact of Sibling Separation in Foster Care*



Research suggests that:

- Siblings are more likely to remain in their first placement without disruption if they are placed together
- If siblings are *not* placed together initially, the chance of reunion in a permanent placement is *greatly diminished*.

# *Neighbor To Family History*

Created by Gordon Johnson in  
1994 as a sibling foster care  
program at Jane Addams Hull  
House Association in Chicago

Program came to Daytona Beach,  
Florida in 1998 via legislation  
authored by Florida State Sen.  
Evelyn Lynn

Accredited by COA  
2005  
Reaccreditation  
2009





## *Neighbor To Family's Mission*

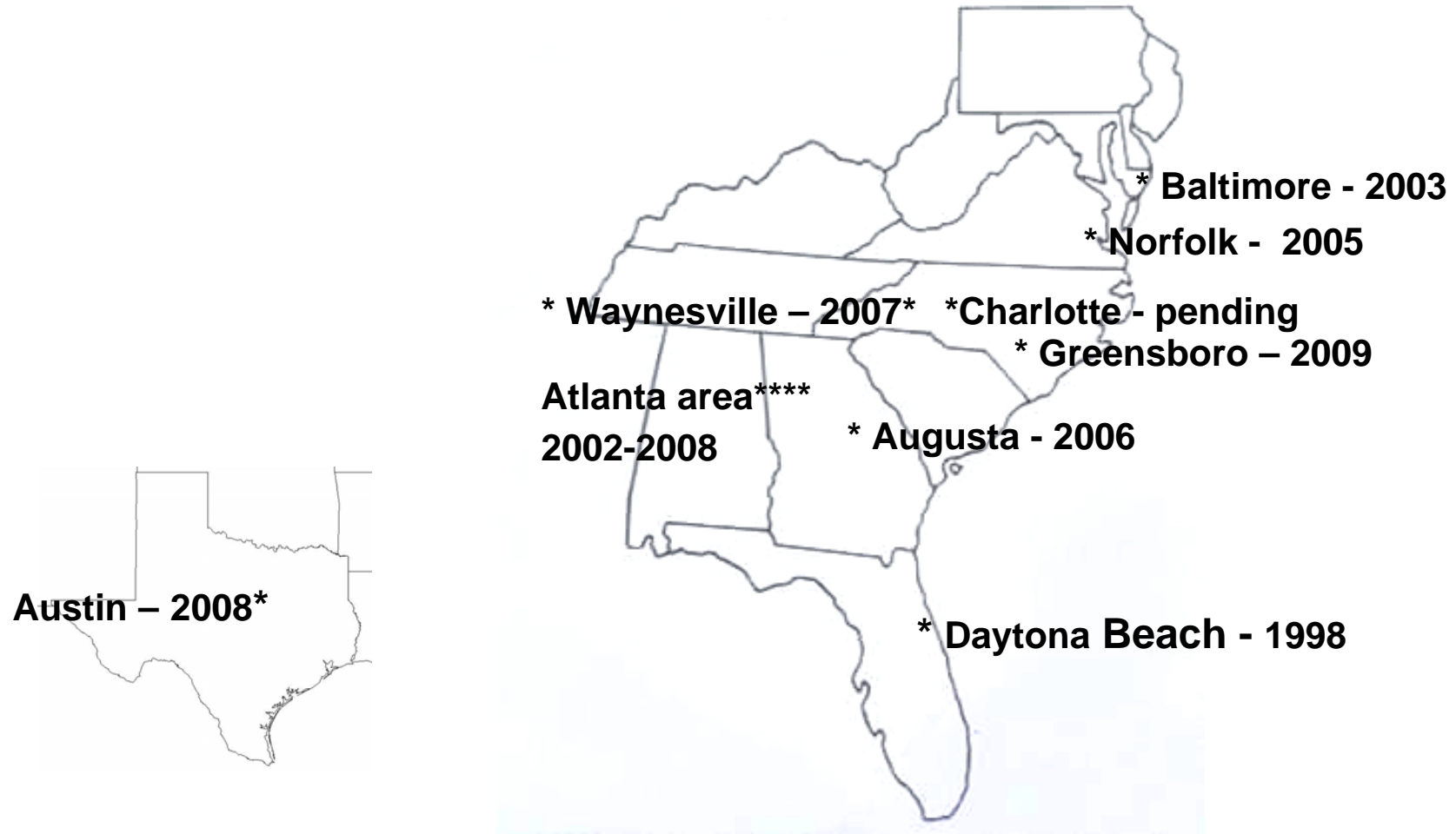
Revolutionize foster care by  
**keeping siblings together** while  
building healthier families and  
stronger communities.

# *NTF National Statistics*

- Average Length of Stay in Foster Care:
  - United States: 33 months
  - NTF: **7.96 months**
- NTF Average # placements per child: **1.3**
- NTF Foster Parent Annual Turnover: **13%**
- NTF currently serving **500 children** in **6 States**; served more than **5,000 children** since inception.



# *Program Locations*



# *Unique Program Features*

Siblings are  
placed  
*together* with  
*one foster*  
*family at a*  
*time*



# *NTF's Distinctive Features*

- Carefully selected, well trained **professional foster parents** with 50 hours annual training, Emotional Quotient Inventory (EQI) testing and random drug testing required of all.
- NTF Team Conferencing
- Strong engagement of biological families, including birth father
- 24/7 emergency intake
- No reject/No eject placements
- Sibling Adoptions
- 6 months after care – no cost to funder

*Nina Johnson*  
*NTF Training Manager*

# NTF's Training Program & Sexual Safety Requirements



# *NTF Training*

- Initial training for direct care staff receive a minimum of 90 hours of comprehensive training
- Foster Caregivers
  - Trained as professionals
  - 50 hour annual training requirement
  - Performance Evaluation
- Annual Training Needs Assessment

# *Basic Training Requirements*

- Orientation to NTF
- Comprehensive Pre-service Training
- Importance of Sibling Bonds
- Foster Caregiver Training
- Engaging Birth Families
- Security Awareness/HIPAA
- Family Team Meetings
- Non-Violent Crisis Intervention
- Universal Precautions
- CPR/First Aid
- Sexual Safety Planning
- ICWA
- Americans with Disabilities Act
- Psychotropic Medications
- Childhood Trauma
- Supervisor Training

# *Sexual Safety*

## ***How Is The Training Delivered***

- Annual requirement for all Direct Care Staff (i.e. Foster Caregiver, Case Manager, Family Advocate, Family Engagement Specialist, Therapist and Recruitment Staff)
- Live training, led by an authorized facilitator who uses video, interactive workbook, discussion, and/or case scenarios



# *Sexual Safety Training Components*

## **Basic Assumptions**

## **Special Needs of Sexually Abused Children in Foster Care/Adoption**

## **Risk Reduction, Disruption, and Safety Issues in Adoption/Foster Care**

## **Assessing Past Sexual Abuse Probabilities of the Child in Foster Care/Adoption: The Unidentified Victim in Placement**

- Incident vs. Prevalence Studies
- Family Dynamics of Children Traumatized by Sexual Abuse

## *Sexual Safety Training, continued*

### **Sexuality and Sexual Learning in Childhood: A Developmental Framework for Understanding Children's Behavior Child Sexual Abuse**

- Dynamics
- Psychological Impact
- Behavioral Manifestations

### **Special Needs of Sexually Abused Children in Adoption/Foster Care**

### **Preparing the Foster/Adoptive Family to Parent the Sexually Abused Child**

### **Creating Safe Adoptive/Foster Care Homes: A Prerequisite for Recovery**

Certificate of Participation Awarded to:

**JANE DOE**

Who has completed 3 hours of training in:

**SEXUAL SAFETY: PARENTING/FOSTERING SEXUALLY  
ABUSED CHILDREN**

January 29, 2010

**Presenter(s):**

Sheryl Stokes, M.S., Ed.S., LAPC & Constance Wallace, M.S., LPC  
Georgia Center For Child Advocacy

Nina M. Johnson, LMSW  
Neighbor To Family, Incorporated

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Training Manager, Neighbor to Family, Inc.

January 29, 2010  
Date



*Gail Biro*  
*NTF Vice President for Policy &  
Program Development*

**Creating Sexual Safety**

# *Safety as Prerequisite to Healing*



**Child Abuse as a Traumatic Happening**

# *Traumatic Event*

Unexpected Event that changes the view of the world

Uncontrollable Event that renders feelings of helplessness

**Child Abuse a Traumatic Happening**

# *Emotions Relating to Loss*

Anger/Rage  
Grief/Sadness  
Fear  
Shock  
Guilt





# *Prerequisite for Recovery*

Support System:

- Believes Abuse Occurred
- Validates Feelings
- Ensures Safety

Education System:

- Answers the why

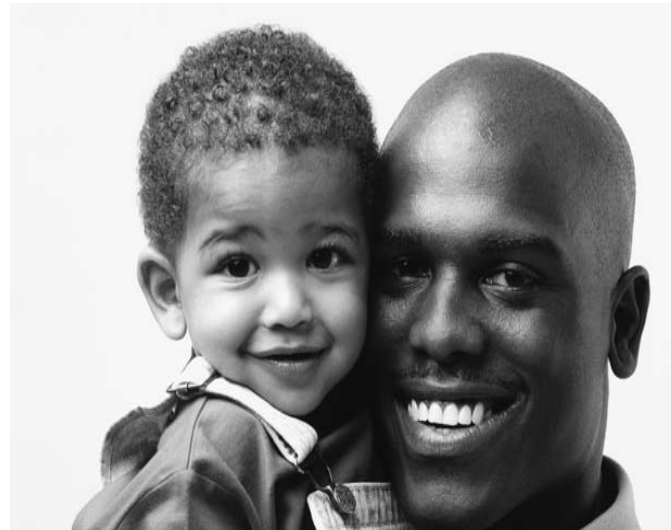


If children do not have a support system and an educational system: **Recovery rate is 28%**

# *Recovery*

**Recovery Rate is 94%**

**Recovery** is defined as when the past trauma no longer effects how you see the world i.e. your daily living



- 1) Crisis Debriefing – NOVA Model: “Safety and Security, Ventilate and Validate, Prepare and Predict”
- 2) Trauma Resolution – Working with PTSD and Complex PTSD – Dr. Deuhn, et al
- 3) Recognizing and Treating Infant Mental Health Needs – Zero to Three Foundation, Bruce Perry

# *Why Deal Rules Around Sex?*

Develops Healthy Relationships

Fosters a sense of felt safety

Gives Children the Permission to Disclose

Decreases Disruptions

Protects the Foster Care Giver from False Allegations

# *Creating Sexual Safety*

## Role Play

Family meeting with children

Discussing the rules

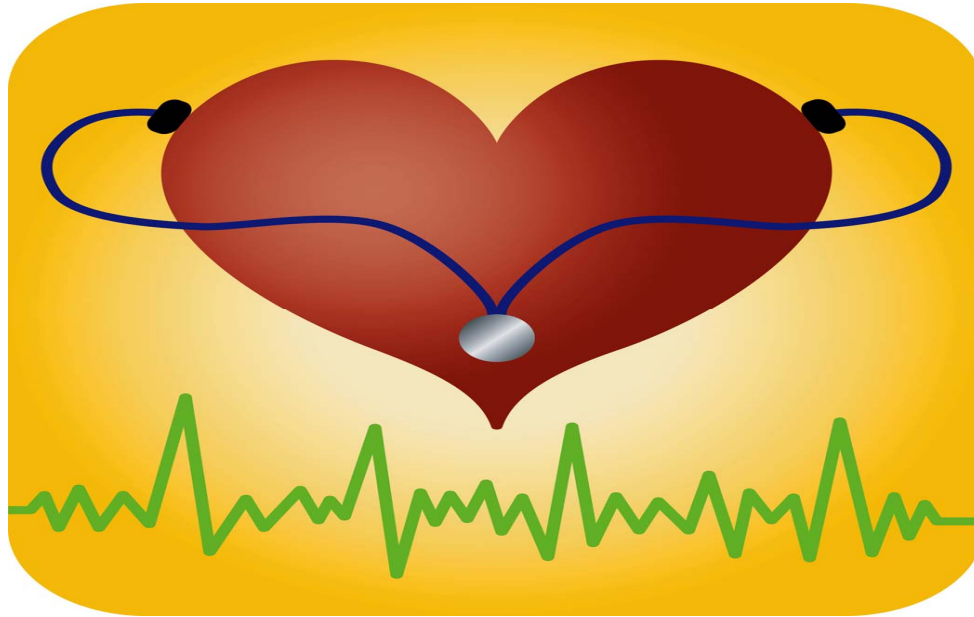
Developing the Family Sexual Safety Plan

Negotiating Individualized Touch Contracts

*Motion detectors in each bedroom*



*Caregivers are the true healers*





*Thank you...*

Questions or Comments?

