Recruiting Homes for Teenagers and Older Youth

Standardized Targeted Recruitment Plan # 1

In 2009, 13,291 Oregon children spent at least one day in foster care. Of those children in foster care, 30% or 4,000 were over the age of thirteen (2009 Child Welfare Data Book, DHS). While this number represents one third of children in care, far fewer than one third of current foster parents are willing to parent teens. This creates a problem in placing teens when they come into care. Instead of being placed with families, many teens are placed in group homes or residential settings.

Finding foster and adoptive homes for Teens and Older Youth in state care has been identified as one of the greatest recruitment challenges in the state. A recent survey conducted of Oregon DHS branches overwhelmingly identified teen recruitment as an area in need of targeted attention. Potential resource families often request younger children, leaving many older youth without the stable caring adults they need at this critical time in their lives.

Boys & Girls Aid has assembled this plan to assist DHS staff in efforts to recruit foster parents for teenagers. We urge you to pick it up, take a look and find what will work best for you in your branch. Boys & Girls Aid recruiters are available to provide a training in each county to further assist you in using this information to recruit homes for teens.

Please email us at oregonkids@boysandgirlsaid.org if you have comments or questions, or if you wish to set up a training date.

December 30, 2010
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I. Why is it Difficult to Find Homes for Teens?

Common Perceptions Around Teens in Care That Make Placement Difficult:

- Teens in foster care are difficult to manage
- Teens in foster care are already beyond help
- Teens in foster care will be a bad influence on younger biological children in the home.
- Foster families feel unprepared to foster teens and fear they are violent and uncontrollable.

The Real Story
To attract new resource families, it may be useful to directly counter these perceptions with a different perspective. Some major points of information to counter these perceptions include:

- While teenagers are known to push boundaries, this is common to all teens not just those in care.
- The major difference between teens who are in foster care and those who aren’t is the presence of a stable, loving family who cares enough to stay through the good times and bad.
- Adolescence is a time of immense transition and without a consistent support system during these changes, teens in care do the best they can to adapt with the knowledge and experience they have. Though each teen in foster care faces a number of challenges, each also has his or her own set of strengths and some exhibit an amazing resiliency. Teens in care still need the same thing that everyone needs in order for their strengths to manifest — stability, a nurturing family, a good education, health care, and hope for the future.
- There are many services available just for teens. Independent Living Program offers services to teens beginning at age 14, and continues until they are 21. Many go on to attend colleges and training programs.

Tips and Tools
1. Point out the ways that fostering teens can be easier.
   - No childcare is necessary
   - No diapers to change, potty training or bottle feeding
   - Teens have reasoning capabilities and understand cause and effect
   - Teens can help around the house
   - Teens and foster parents may share a relationship based on friendship and mentoring
   - Teens are motivated to learn life skills and may appreciate the foster parents’ support.
2. Use the Myths vs. Facts About Teens in Foster Care sheet (see page 16) when talking about teens.
II. Where Should I Look for Good Foster or Adoptive Parents for Teens?

Child Specific Homes

Teenagers in the system are most often fostered or adopted by people who are already connected to them in some way. Because of this, teenagers should be included in their own recruitment efforts.

Tips and Tools:
1. Allow teens to drive their recruitment process. Ask them who they would like to live with. Ask for the names and numbers of family friends, old neighbors, teachers, mentors, etc. Mine their case files for connections either undiscovered or those that may have changed over the years the youth has been in care. Contact family members, their school, church and friend’s families. Be persistent and thorough. This is your best option in locating foster families for teens.

2. Teen self recruitment cards have been a success in several teen permanency programs. These cards allow youth to approach people they know with a tangible tool to assist them in recruiting a home for themselves. Teens are given cards with their caseworkers contact information and a place to write their own name. Teens can pass these on to people they feel connected to, allowing easy contact with the caseworker (see page 20).

Target Groups Likely to Foster Teens

Foster parents of teens typically have prior experience with teenagers either through their professional or in their personal lives. People such as parents with high school students, current foster parents, coaches, teachers and group leaders, mentors of teens, school counselors and CASAs are all excellent possibilities. These people are most likely connected with teens in foster care and are a good place to begin recruitment efforts. Even if these specific people are not able to foster an older youth, they may be able to connect you to people who can.

A guide on these groups, where to find them and how to reach them are in the table on the following page. Following the table are brief explanations as to why these groups are good targets and the specific tools that will be helpful in recruiting them.
Standardized Recruitment Plan #1
Recruiting Homes for Teenagers and Older Youth

Target Groups for Recruiting Homes for Teens in Foster Care

<table>
<thead>
<tr>
<th>WHO</th>
<th>WHERE</th>
<th>HOW</th>
<th>TOOLS</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Staff and Parents</td>
<td>PTOs</td>
<td>- Present a realistic portrayal of teens in care and the need for caring homes at PTO, School Board and Special Education meetings. - Arrange for a panel of teens or foster parents to present at a PTO or other school meeting or event. - Place text in school newsletters and event programs. - Request that an insert be mailed along with student report cards or other correspondence. - Connect with a leader in the school community who will carry on the recruitment message. - Look for opportunities to set up a recruitment table with 1 or 2 teens.</td>
<td>- Letter to school - Posters - Fliers - Inserts - Display ad. - Speakers Panel</td>
</tr>
<tr>
<td></td>
<td>Athletic, Music and Theater Events</td>
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<td></td>
<td>Teachers Associations</td>
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<td></td>
<td>Special Education and Counseling Departments</td>
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<tr>
<td></td>
<td>Family Resource Centers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>After school programs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faith-Based Organizations</td>
<td>Local Leadership Foundations</td>
<td>- Ignite passion and interest in the issue by partnering with a respected member of the community who will aid in spreading the message. - Use a panel to provide a teen specific presentation to faith leaders and</td>
<td>- Letter to faith-based organizations - Insert for church bulletin - Fliers - Posters</td>
</tr>
<tr>
<td></td>
<td>Churches of all denominations</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Church youth groups</td>
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</tbody>
</table>
| People/Organizations who work with teens | Girl/Boy Scouts of America  
Big Brother Big Sister  
Treatment Centers/Group Homes  
4-H Clubs  
Team Sports Clubs  
City Clubs  
University Women’s Organizations | -Encourage pastors or other leaders to make teen recruitment a mission and focus in their sermons and readings.  
-Place text in the church bulletin.  
-Request approval to attend a church group such as a Bible study group or a women’s group.  
-Display ad  
-Speakers Panel | -Display ad  
-Speakers Panel |
| Empty Nesters and Parents with Teens | Civic organizations  
Salons  
Gyms  
Banks  
Grocery and department stores  
Recreation Departments  
Theme parks, bowling alleys, regional parks and other family attractions | -Ask to attend district and statewide leadership meetings to present on the need for teen homes.  
-Request inserts be mailed out with correspondence to families and community partners.  
-Letter to businesses and organizations  
-Posters  
-Fliers  
-Insert  
-Display ad  
-Bookmarks  
-Teen business cards | -Letter to businesses and organizations  
-Posters  
-Fliers  
-Insert  
-Display ad  
-Bookmarks |
| Lesbian, Gay, | Community of Welcoming | -Work with organizations public relations  
-Work with organizations public relations | -Letter to businesses and organizations  
-Posters  
-Fliers  
-Insert  
-Display ad  
-Bookmarks |
<table>
<thead>
<tr>
<th>Bi-sexual, Transgendered, Queer/ Questioning Community (LGBTQ)</th>
<th>Congregations Parents, Families &amp; Friends of Lesbians and Gays (PFLAG) Oregon Safe Schools and Communities Coalition (OSSCC)</th>
<th>staff to have text inserted in newsletters and on websites. -Hang posters and recruitment displays -Ask to make a teen specific presentation to committee members and LGBTQ groups.</th>
<th>organizations -LGBTQ flier -LGBTQ resource list</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media</td>
<td>Local Newspapers Magazines Radio Television</td>
<td>-Contact media to arrange for positive coverage of foster care issues. -Send display advertisements to local weekly/monthly newspapers. -Send public service announcements to radio and television stations. -Ask if radio stations have community service time and ask for time on the program.</td>
<td>-Display ad, -Text for public service announcement (PSA)</td>
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</tbody>
</table>
**High School Staff and Parents:**

High school staff and parents of high schoolers often have direct contact with youth in foster care. Youth in care may be their students or friends with their kids. Oftentimes they are unaware that the youth are in need of a temporary home. This group is experienced with teens and familiar with the responsibilities associated with parenting a teen.

**Tips and Tools**
1. Contact school administrators, PTOs or other school groups. Ask to have an ad placed in a school publication such as an athletic program or a flier be mailed out with report cards. A sample letter to schools including a text insert can be found on page 13.

2. Use the voice of current foster youth in presentations at PTO meetings and other school events. See page 17 for details on how to do this.

**Faith-Based Organizations:**

Studies show that the number one commonality among people who foster is altruism. A great number of Oregon’s current foster parents are involved in communities of faith and many workers reflect that some of their best foster parents are members of the faith community. It is important when working with communities of faith to remember that they are all different. Each community has its own set of priorities and beliefs. Understanding what the community believes to be important is the best way to develop common ground. Trust must first be built before the “real” work can happen. Work to partner with a leader in this community should be in the forefront of your recruitment work.

**Tips and Tools**
1. Contact churches and other religious organizations in your community requesting their assistance in finding new homes for teens. Go in person or send a letter asking that text be placed in church bulletins and posters and other print materials be disseminated. A sample letter and a text insert written for faith based organizations can be found on page 14.

2. Use the voice of existing foster parents or youth in panels in a church group meeting, event or mission moment. See page 17 for information.

**People/Organizations Who Work With Teens:**

Oftentimes, teens in care experience difficulty due to the instability that a life of abuse and chaos can create. Typically professionals who work with teens understand the developmental processes that teens are experiencing and can differentiate between coping behaviors and
normal teen behaviors. This may mean that people who work with teens would be better equipped to successfully parent a teen.

**Tips and Tools**

1. Approach organizations who work with teens by either asking for their help in person or sending a letter detailing the ways their organization can help. Make your requests simple and specific. Use the Sample Letter for Businesses and Organizations on page 15, which identifies simple ways busy professionals can assist in the recruitment effort.

2. Make Teen Business Cards available to workers with teens on their caseloads. Teens can pass these cards out to people they know who they think would make a good foster parent.

**Empty Nesters:**

This group of experienced parents tend to understand the normal developmental processes of teens and how to access school and community based resources. This target group has not only parented before, bringing with them a wealth of knowledge about successfully parenting, there is also a good chance they miss having kids in the house and would enjoy the companionship a teen would bring.

**Tips and Tools**

Request that grocery stores, department stores, coffee shops and salons distribute fliers to their customers and hang posters on their bulletin boards or windows. Use the Sample Letter for Businesses and Organizations to make specific requests (page 15).

**Lesbian, Gay, Bi-sexual, Transgendered and Queer/Questioning Community (LGBTQ)**

The LGBTQ community is a resource that has gone virtually untapped until recently. Research to date has shown that children raised by LGBTQ parents grow up as successfully as the children of heterosexual parents. LGBTQ home environments are just as likely to support a youth’s successful development. Additionally, 75% of LGBTQ couples that inquire about foster care or adoption follow through to completion of the certification process, a number far greater than heterosexual couples.

**Tips and Tools**

1. Contact LGBTQ organizations in Oregon to find out specific ways to access this population.

2. An LGBTQ resource list, which can be used to locate LGBTQ friendly agencies and churches in your community, can be found on page 18. Training around LGBTQ issues is also available.
III. How do I get started in finding new homes for teens?

We have included numerous tools to assist you in your recruitment efforts. You may wish to make a plan by first using the Blank Recruitment Plan sheet to map out your goals and key players, then reference the Recruitment Chart to decide on your target audience and how you’ll go about reaching them. All of the tools you’ll need are included right here. For copies of these materials or modifications such as including the name of your county, contact Boys & Girls Aid at oregonkids@boysandgirlsaid.org.

Tools for Teen Recruitment

1. Blank Teen Home Recruitment Plan
2. Sample Teen Home Recruitment Plan
3. Sample Letter to Schools
4. Sample Letter to Faith-Based Organizations
5. Sample letter to Businesses and Organizations
6. Myths VS Facts About Teens in Foster Care
7. How to Organize a Speakers Panel for Presentations
8. LGBTQ Recruitment Recommendations and Resource List
9. Public Service Announcement (PSA)
10. Teen Self Recruitment Cards
11. Teen Print Materials
12. Material Formats
Teen Homes Recruitment Plan

_________________________County

_______# of teen homes needed

Who will recruit for these homes? __________________________________________________

Who can we access to help (businesses, community partners etc)? __________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

<table>
<thead>
<tr>
<th>Target Audience(s)</th>
<th>How will we reach them?</th>
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</table>

How are we keeping our current teen foster homes? _________________________________

______________________________________________________________________________

Retention efforts we could improve upon___________________________________________

______________________________________________________________________________
SAMPLE Teen Homes Recruitment Plan

Tillamook County

# of teen homes needed: 10

Who will recruit for these homes? Certifier J. Smith

Who can we access to help (businesses, community partners etc)?

First Presbyterian Church, Community Services Consortium,

Tom Rinearson (Lincoln Co. School Superintendent)

<table>
<thead>
<tr>
<th>Target Audience(s)</th>
<th>How will we reach them?</th>
</tr>
</thead>
</table>
| High School Parents and Staff | - Letters to Tom Rinearson and high school administrators requesting fliers and posters be hung in schools and text insert be included in school bulletins and programs.  
                              |   - Organize a panel of speakers for an assembly or PTO meeting                                           |
| Churches                    | - Contact First Presbyterian to set up presentation.                                                      |
|                             |   - Ask them to insert text into their Sunday Bulletins for a month.                                     |
| Media                       | - Contact Newport News, KNPT, KYTE, KCUP and ask that PSA be featured.                                   |

How are we keeping our current teen foster homes? Thank you cards

Retention efforts we could improve upon: Timeliness of responses to inquiries
Sample Letter to Schools

[Date]

Dear ________________,

On any given day, there are approximately 8,500 children and youth in Foster Care in Oregon. Of those, 30% are teenagers. While teens are highly represented within the foster care system, foster families who are willing and able to parent teens are difficult to come by often making it impossible for youth to remain in the communities they come from. Youth in your community, schools and neighborhood need your help!

The Oregon Department of Human Services (DHS) and Boys & Girls Aid are working in partnership to recruit homes for youth in foster care. Every community needs more homes for children of all ages, but right now teens in [NAME] County are particularly in need of loving, stable, patient homes. I am writing to request the support of your schools in finding more foster families for teens in your community. It takes a village to raise a child, and children in your village need you now! Anything you can do, big or small, will aid in locating more foster families for youth in care.

I ask for your willingness to spread the message about the need for foster parents in your school hallways, newsletter and athletic and music programs. Included below is a short text that we ask you insert in newsletters, announcements and programs.

Foster Families Needed! Last year over 13,000 Oregon kids spent at least one day in foster care, including kids right here in your community. Of those, 4,000 were teenagers. Make a difference for them by offering a safe and welcoming home. Call 1-800-331-0503 or go to fosterORadopt.com to learn how you can become a foster parent today.

Color posters and fliers are also available for distribution. Can you send information home to parents and hang posters in your hallways? Speakers are also available to present at appropriate events or committee meetings. We urge you to help kids in your community now!

[CALL TO ACTION] If you are ready to help, please contact me at [(XXX)XXX-XXXX] or xxx@xxxx.xxx.

Thank you immensely for your assistance in this important effort.

Sincerely,

[NAME]

[CONTACT INFORMATION]
Sample Letter to Faith-Based Organizations

[Date]

Greetings,

On any given day, there are approximately 8,500 children and youth in Foster Care in Oregon. Of those, 30% are teenagers. While teens are highly represented within the foster care system, foster families who are willing and able to parent teens are difficult to come by often making it impossible for youth to remain in the communities they come from. Youth in your community need your help!

The Oregon Department of Human Services (DHS) and Boys & Girls Aid are working in partnership to recruit homes for youth in foster care. Every community needs more homes for children of all ages, but right now teens are particularly in need of loving, stable, patient homes in [NAME] County. I’d like to enlist the support of your faith community in recruiting new homes for youth in care.

There are many ways your congregation can help. The simplest is to hang a poster or flyer on your church bulletin board and to insert text about the need for new foster parents into your Sunday church bulletin. We have included a preferred text below along with some printed recruitment material for your use. We have other ideas about the ways you can get the message out. I encourage you to call me to arrange a time to talk more about the simple actions your congregation can take to help children and families in your community.

Foster families like you are needed for youth in your community! Last year over 13,000 Oregon children spent at least one day in foster care. Of those, 4,000 were teens. Answer the call and offer a safe and welcoming home to a teen in your community. Call 1-800-331-0503 or go to fosterORadopt.com to learn how you can become certified to be a foster parent today.

[CALL TO ACTION] If you are ready to help, please contact me at [(XXX)XXX-XXXX]) or xxx@xxxx.xxx.

Thank you immensely for your assistance in this important effort.

Sincerely,

[NAME]

[CONTACT INFORMATION]
Sample Letter to Businesses/Organizations

[Date]

Greetings,

On any given day, there are approximately 8,500 children and youth in Foster Care in Oregon. Of those, 30% are teenagers. While teens are highly represented within the foster care system, foster families who are willing and able to parent teens are difficult to come by often making it impossible for youth to remain in the communities they come from. Youth in your community, schools and neighborhood need your help!

The Oregon Department of Human Services (DHS) and Boys & Girls Aid are working in partnership to recruit homes for youth in foster care. Every community needs more homes for children of all ages, but right now teens are particularly in need of loving, stable, patient homes in [NAME] County. I’d like to enlist the support of your business in recruiting new homes for youth in care. It takes a village to raise a child, and children in your village need you now! Anything you can do, big or small, will aid in locating more foster families for youth in care.

There are many ways your business can help. The simplest is to hang a poster or flyer on your company bulletin board and to insert text about the need for new foster parents into your company newsletter. We have included a preferred text below along with some printed recruitment material for your use. We have other ideas about the ways you can get the message out. I encourage you to call me to arrange a time to talk more about the simple actions your business can take to help children and families in your community.

Foster families needed. Last year over 13,000 Oregon children spent at least a day in foster care. Of those 13,000, 4,000 were teens. Some of these teens are a part of your own community. Make a difference to them by offering a safe and welcoming home. Call 1-800-331-0503 or go to fosterORadopt.com to learn how you can become a foster parent today.

[CALL TO ACTION] I can be reached at [xxx-xxx-xxxx] or [xxxxx@xxx.xxx]. I will follow up with you next week.

Thank you immensely for your assistance in this important effort.

Sincerely,

[NAME]

[CONTACT INFO]
Myths VS Facts About Teenagers in Care

**Myth:** *Teens are too old to need a family. They will be out on their own soon enough.*

**Fact:** Only 5-10 percent of 18 year olds nationwide can live independently. Most individuals do not complete their emotional, psychological, or financial development until the ages of 23-25, and rely on family support in many ways for years after they turn 18. The added stress of residing in foster care and having less family support reduces even further teens’ abilities to become independent. Simply because an individual turns 18 years old does not mean that they are prepared for the adult world, or that they do not need family ties. In Oregon, youth can stay in foster care until the age of 21, time they need to get settled in a job, finish high school or move on to college. We all need family ties, forever.

**Myth:** *Nobody wants to parent teens.*

**Fact:** There are families who are very happy to add teens to their households. These may be people who, for various reasons, do not want the care involved in caring for a younger child, or who relate better to older children. They may be families who already have teens in the home and want to carry on caring for teens. Often, a family who is able to meet and interact with a waiting teen will develop an interest in adopting that teen.

**Myth:** *Teens don’t want a family.*

**Fact:** Most teens do want a family to call their own into adulthood. Teens may express fears about their identity, biological family ties, or established relationships when discussing foster care and adoption, but these are fears that can be allayed with guidance, involvement of the foster or adoptive family, and reassurance about what life will look like for the teen after they are with a family. Teens are able to navigate interpersonal relationships to a degree that they can accept and embrace a new family while maintaining ties to their biological family, if the situation requires it. Never underestimate the abilities of a teen!

**Myth:** *Teens from foster care are too hard to parent and have a lot of significant problems.*

**Fact:** Foster care, and the instability that a life of abuse and chaos create, can cause some difficulties for children, but not all teens in foster care have significant problems. Teens are also able to articulate their needs/wants better than a younger child, and can play a more active role in their therapeutic services, if needed, than a younger child. There are many services available to teens such as counseling, mentoring and Independent Living Programs. As youth age and mature, it is common for them to resolve old issues and as a young adult develop coping skills.
How to Organize a Speakers’ Panel for Presentations

A speakers’ panel is often a powerful tool to use for presentations. When recruiting foster families for teenagers, panels consisting of teens in care and/or current foster parents of teens can be helpful in demystifying teenagers and normalizing their experience. Current foster parents can aid by giving an accurate picture of what it’s like to be a foster parent for a teen. It is important to keep in mind when planning a panel that those who are asked to speak are there to aid you in recruitment efforts not to express their dissatisfaction with DHS. Below is a helpful framework to use when planning your panel discussion.

1) Decide who will be on the panel.

*Youth:* Use foster youth you know to be good speakers or contact Children First for Oregon at (503) 236-9754 or www.cffo.org for recommendations. All teens used in panels should receive some coaching on how to tell their story in front of an audience, how to handle difficult questions and what basic information to offer.

*Current Foster Parents:* Check in your own county for strong foster parents of teens that you know will paint a realistic, yet positive picture of being a foster parent for a teen. People are more likely to relate to someone from their own community. If a local resource is not available, contact the Oregon Foster Parent Association at (503) 361-3906 or ofpa.com for recommendations.

2) Decide how the panel will work.

You may decide to have an open discussion with predetermined questions or topics identified by the organizing committee, much like a presidential debate. Or, you may choose to have the panel respond to questions from the audience, submitted either before or during the discussion.

Meet with the panel of speakers before the presentation begins to ensure that everyone is familiar with the format and that all speakers feel comfortable with the topics to be addressed.

3) Select someone to run the discussion.

Select someone from the organizing committee to introduce the panel and topic, monitor and moderate the discussion, keep the panelists and discussion on track, and ensure that time limits are met. The speakers may have some difficult experiences related to why they are in foster care, and it is important to have someone in charge of guiding the questions and the discussion.
LGBTQ Recruitment Recommendations and Resources

The Lesbian, Gay, Bisexual, Transgender & Queer/Questioning (LGBTQ) community could be a valuable resource for locating new foster families for older youth. Before launching a recruitment campaign targeting the LGBTQ community it is important to consider the following:

- Have staff been trained to work with LGBTQ clients in a culturally sensitive manner specifically surrounding communication methods?
- Are DHS staff conversant with LGBTQ terminology, abbreviations, etc?
- Have staff been adequately informed about resources available to help support LGBTQ families?
- Do media and marketing materials reflect an accepting attitude toward the LGBTQ community?

If you said “No” to one or more of these questions, there are organizations that offer training and resources to help you access this community.

Resource List for LGBTQ information and training

The following is a list of organizations that offer educational, support, and advocacy resources that may be useful to those working with LGBTQ families.

**PFLAG (Parents Families and Friends of Lesbians and Gays):** [http://community.pflag.org](http://community.pflag.org)
Contact them for: Referral to local chapters offering support groups (support groups are open to foster parents), advocacy, and information.

**Sexual and Gender Minority Youth Resource Center (SMYRC):** [http://www.smyrc.org/](http://www.smyrc.org/)
Contact them for: Consultation, resources and support, and to schedule a training in your town.

**TransActive:** [http://www.transactiveonline.org](http://www.transactiveonline.org)
Contact them for: Information, education and support surrounding gender identity. Website includes links to a variety of resources relating to family, education, health, and legal issues for transgender children.

**Community of Welcoming Congregations:** [http://www.welcomingcongregations.org/](http://www.welcomingcongregations.org/)
Contact them for: Listings of welcoming church communities statewide. Member congregations are listed by denomination.
Public Service Announcement

Local radio stations and newspapers are often willing to play or publish short public service announcements. The following text is an example of what you might ask them to play:

_Foster families for teenagers in ________ County are needed. Last year over 13,000 Oregon children spent at least one day in foster care. 4,000 of them were teens. Just like any other child, teens in care need a safe and welcoming home to give them the opportunity to grow and learn. Can you make a difference to a teen in our own community by opening your home? Call 1-800-331-0503 or go to fosterORadopt.com to learn how you can become a foster parent today._
Teen Self Recruitment Card

Youth Name

thinks you would make a great foster parent.

There is an urgent need for safe and caring homes for teens. Reach out to a teen in our community by becoming a foster parent.

Youth Caseworker

Caseworker Phone and/or Email

fosterORadopt.com 1-800-331-0503

Billy Cordero Youth Caseworker 503.378.4722 Caseworker Phone and/or Email

fosterORadopt.com 1-800-331-0503


Envelope Holder
who will take me
dress shopping for
my first dance?

who will help me learn
from my mistakes?

Will you be the one?

 Teens in foster care are just like other teens. They need a strong, stable and caring adult like you who will help them become the people they want to be. Reach out to a teen in our community. **Become a foster parent.**

[Links and contact information]

*Oregon Department of Human Services: Children, Adults, and Families Division*
who will cheer for me at my basketball games?
who will care if I'm home for dinner?

Will you be the one?

Teens in foster care are just like other teens. They need a strong, stable and caring adult like you who will help them become the people they want to be. Reach out to a teen in our community. **Become a foster parent.**

[Website Link] fosterORadopt.com

DHS | Independent. Healthy. Safe. 1-800-331-0503
who will come to my friday night football games?

who will show me how to be the man I want to be?

Will you be the one?

Teens in foster care are just like other teens. They need a strong, stable and caring adult like you who will help them become the people they want to be. Reach out to a teen in our community. Become a foster parent.

fosterORadopt.com

1-800-331-0503
Print Material: Teen #1

OREGON DEPARTMENT OF HUMAN SERVICES: CHILDREN, ADULTS, AND FAMILIES DIVISION

who will help me with my math homework?
who will care enough to ask me about my day?

Will you be the one?

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IV. How do we hang on to the great families we already have?

While recruitment may bring interested families to the table, retention efforts are just as crucial in the recruitment process. When current foster families are strong partners with the child welfare system, they are much more likely to continue providing care for youth in the system and are also more willing to help with the recruitment of new families.

To keep prospective and current parents engaged:

• Have a timely and appropriate inquiry response strategy. First impressions are extremely important in keeping families interested and invested.

• Have a timely training and certification process established so that families are not lost during the period between inquiry and placement.

• Provide additional training and support to families fostering teens. Such opportunities could include a training on problem solving issues that occur with teens or a teen foster parent support group.

• Recognize and honor foster parents for a job well done.
Oregon Department of Human Services has partnered with Boys & Girls Aid, Oregon’s oldest nonprofit child welfare agency, to create Oregon Family Outreach. Our campaign is dedicated to recruiting foster and adoptive families for Oregon’s children.