



BOARD OF CHILD CARE



2022/23
FISCAL YEARS
ANNUAL REPORT

Joy & Purpose

Board of Child Care’s Strategic Plan

Every action we take today lays the foundation for a brighter, safer, and more hopeful tomorrow. At Board of Child Care (BCC), we are committed to making a lasting difference in the lives of children and families. As we navigate the challenges and opportunities that come our way, we are guided by our strategic plan and our unwavering dedication to providing the highest level of care and support to those who need it most.

The strategic plan is comprised of our purpose, values, commitment, leadership mindset, promises, and goals. Collectively, we refer to this as BCC’s Compass. Our Purpose is our North Star. It guides every move and inspires every choice. When faced with a fork in the road we are guided by our purpose. Our Core Values are the beliefs that ground our journey, actions, and intentions. Our Commitment is the stand we take for each other. Our Leadership Mindset is how we make things happen during the journey. Our Central Goals represent our highest-level strategic objectives as an organization.

OUR PURPOSE

We are guided by our singular purpose of **enriching communities, one family at a time.**

We believe that by empowering children and families, we can break the cycle of adversity and give every child the opportunity to reach their full potential.

OUR CORE VALUES

Our values guide each of those stakeholders in how to behave and are structured to ensure that they are at the forefront of every decision and action.

- **SAFETY** as a mindset.
- Listen and respond with **EMPATHY**.
- Foster **RELATIONSHIPS** within our community.
- **IMPACT** drives lasting change.

OUR COMMITMENT

The Board of Child Care is committed to honoring differences, acknowledging uniqueness, and amplifying all voices. A culture of inclusivity empowers individuals at every level to enrich communities, one family at a time.

OUR LEADERSHIP MINDSET

Choose kindness. Solve problems and learn together. Make it happen.

Choose Kindness

Take responsibility for your impact on the people around you. Recognize that being right without being kind isn’t enough. Promote an environment of trust, healing, and recovery that builds resilience and understanding.

Solve Problems and Learn Together

Be curious, open to new ideas, and willing to collaborate. Explore paths that address how something can work, not why it won’t. Step back to gain perspective both individually and as a group. Share innovative ideas and lessons learned.

Make It Happen

Waiting and hoping is not a strategy. Build momentum by defining clear ownership and timelines. Model a mindset of accountability through your actions. Close loops by keeping others informed of your goal and progress to date.

OUR CENTRAL GOALS

Unite together to magnify our impact.

- We unite our teams, partners, state and federal entities, and stakeholders to magnify our purpose and drive impact that improves child, family, and community well-being.
- We collaborate on systemic social problems through leadership, education, and advocacy.

Foster a healthy culture where we engage with joy and purpose.

- We focus on recruitment and retention to lower vacancy rates across all teams.
- We bring employee wellness and engagement efforts to all positions and all locations at BCC.
- We deploy more structured management and leadership training programs to better support new and experienced teammates in leadership positions.

Remove barriers. Build momentum.

- We utilize feedback from employees and our partners to identify the policies and workflows that create frustration and barriers to accomplishing our work more efficiently.
- We invest in new systems that bring automation, real-time notifications, and useful reports to our teams and leaders.
- We utilize and share data to ensure the ability to make informed decisions both in and outside the program teams.

A message from President & CEO, Laurie Anne Spagnola and Board of Directors Chair, Kerwin Stetler

Hello, friends!

It is with immense joy and heartfelt gratitude that we extend our warmest greetings to each and every one of you as we unveil our FY22/23 Annual Report. We couldn’t be more thrilled to share the remarkable milestones and achievements we’ve accomplished **together** throughout this past year.



As we reflect on the journey of nearly 150 years of serving children and families, we are filled with overwhelming pride for the positive impact we have collectively made in the lives of the most vulnerable members of our communities. It is through your unwavering support, dedication, and generosity that we continue to stand as a beacon of hope for the youth and families entrusted to our care.

Through our innovative programs and dedicated team of compassionate professionals, we offer comprehensive services to children and families, encompassing residential programming, specialized education, mental health support, and much more. Each success story we’ve witnessed is a testament to the power of collective compassion and the boundless potential of every family.

We are proud to report that our collaborative efforts have resulted in a significant and positive impact on the communities we serve. In this report, you’ll learn about the explosive growth and broad impact of our Caminos programs serving recently migrated youth, meet some of the donors and volunteers that make our special work possible, and hear about our journey to continuously improve our staff onboarding, training, and retention efforts – enhancing joy and purpose, all around.

None of this is possible without the unwavering support from donors, volunteers, partners, and the tireless dedication of our remarkable staff. Together, we create a community of care and love that empowers people to rise above challenges, providing safe and nurturing environments where they can blossom into the best versions of themselves.

As we venture into the future, we remain steadfast in our commitment to causes that matter, and creating a world where everyone has the opportunity to thrive. Your continued support is what keeps us inspired, motivated, and eager to face any challenge that lies ahead – approaching this special work with joy and purpose. Thank you!

With boundless gratitude,

A handwritten signature in blue ink that reads "L A Spagnola".

Laurie Anne Spagnola, MSW
PRESIDENT & CEO

A handwritten signature in blue ink that reads "Kerwin Stetler".

Kerwin Stetler
CHAIR, BOARD OF DIRECTORS

BOARD OF DIRECTORS (FY23)

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Kerwin Stetler, *Chair*
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Guy Everhart
Jan Hayden
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\$13,885
OF ALUMNI GRANTS
AWARDED



\$17,500
IN REFERRAL BONUSES
FOR RECRUITMENT



1,443
YOUTH STEPPED
DOWN IN CARE



3,351
CLIENT REFERRALS
TO ALL PROGRAMS



\$25,686
IN TUITION REIMBURSEMENT
DISPERSED TO BCC EMPLOYEES



2,789
STAFF TRAINING HOURS
DEDICATED TO EDI



2,515
YOUTH SERVED

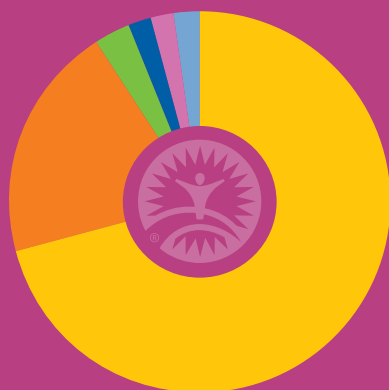


104
ACTIVE MEMBERS OF
THE VOLUNTEER CORPS



87,927
STAFF TRAINING
HOURS

DONORS



- Friends - 71%
- Churches and Church Groups - 20%
- Corporations and Foundations - 3%
- Current and Former Board Members - 2%
- Estates - 2%
- Other - 2%

Behavioral health continued to be a focus among kids, families, and care teams. Some of the most common conditions addressed:

- Attention-Deficit/Hyperactivity Disorder (ADHD)
- Disruptive Mood Dysregulation
- Depression
- Anxiety
- Trauma and Stressor-Related Disorders

BEHAVIORAL HEALTH STATISTICS

Number of In-Person and Telehealth Therapy Sessions

- Total Therapy and Psychiatry Services Delivered: **20,048**
- Individual Therapy Sessions: **12,661**
- Family Therapy Sessions: **1,518**
- Psychiatry Sessions: **1,403**
- Services Delivered In-Person: **17,131 (85%)**
- Services Delivered via Telehealth: **2,917 (15%)**

Providing Safe, Supportive Spaces for Recently Migrated Youth

According to the US Customs and Border Patrol, the agency encountered more than 152,000 unaccompanied minors at the southern US border in fiscal year 2022 (FY2022), an all-time high. These children travel to the US, seeking a safer future, away from the violence, economic instability, environmental challenges, and other hardships they face in their home countries. Upon their arrival, there are few resources available that would give them the support and guidance they needed to reunite with family and integrate into American society. Board of Child Care saw an opportunity to respond to the needs in the communities that we serve – places rich with diversity supported by immigrant and recently migrated populations – and the Caminos® Program was born.

"I am thrilled that as an organization, we stepped into that space to provide those services. And [we] did it not knowing how much of a need would come over the decade. We have now been serving the population; there was a tremendous need in 2014 and that need has only multiplied over the past 9 or 10 years," said Kelly Berger, the Executive Director of Caminos® Programs. Unfortunately, the need for such a program continues to grow as children flee their countries, driven by fear and the inability to feel safe.

The Caminos® Program provides short-term shelter care, long-term foster care, and home study/post-release services, designed to facilitate safe, secure placement options for children who have recently migrated to the United States and are seeking opportunities for reunification with family, as well as the chance to pursue their education and legal immigration cases. One of the most important aspects of the program is consistency and the relationship and

trust that Caminos® Program staff can develop with the children in the program's care.

Beyond providing these children with a place to live, the Caminos® Program is designed to ensure that recently migrated youth can acclimate to the cultural differences of the United States. "I think the greatest need is really acclimating them into society in the United States. I think many times, cultural differences would entail language barriers, how we celebrate holidays, our verbal and nonverbal gestures, and communication skills. I think, while respecting where these youth come from, it's also very important to teach them what could be respectful or disrespectful in the United States," said Jordan Jones, Program Director for Caminos West (Pennsylvania and West Virginia).

As Jordan recounted, much of the program staff are either immigrants or first-generation Americans themselves, so they are all extremely committed to the mission. As a child, Yefri Moya Gamez, a Case Aide on the Case Management team for the BCC Baltimore Shelter program, immigrated to the US alone. "When I first applied for this [role with BCC], I had already been through what the kids are going through right now. So, I'm driven just to try to help and share my experience with the youth. I explain to them if they stay focused in school and you learn English, they will do something here and have more opportunities here than back in our countries. So that motivated me to work here," explained Yefri.

With everything that the Caminos® Program does, it is designed to ensure that these children do not feel alone. "It's a care plan to help them. It's not like we're just getting them in and we're just reuniting them but they have a plan, not just for reunification, but we're setting them up for success – whether it

is with the sponsor, making sure that the home is safe, making sure that the home is appropriate, or making sure that they have access to transportation and school. We're not just shell-shocking them but taking them along the journey. They're never blindsided; we don't keep anything from them, but we very therapeutically approach them in their situation," said Sharnett Kelly, Program Director, Caminos® (Maryland).

The Caminos® Program also offers unique services to the children it serves. "We also have two therapists in-house, which is my first experience working in a program where we actually provide [therapy] to our clients in the community, which is amazing. These kids get therapy once a week – in their house or at Starbucks or on a basketball court – just to process the trauma and the violence that made them leave their countries. It's called peri-migration trauma," explained Michael Lynch, the Assistant Program Director for Caminos® Home Study/Post-Release Services.

Ultimately, the Caminos® Program is not just about providing recently migrated youth with a place to stay but placing them in a supportive, compassionate environment that can enable them to thrive despite the trauma and hardships they have faced. BCC scales this work through the Caminos Nacional program, which utilizes the skills developed by BCC in delivering the program and extends its reach by providing guidance, consultation, and grant management to accredited partner organizations so that they may also offer the Caminos service to these at-risk children.

"I think that a huge goal, for me, would be to establish ourselves as a stronger federal partner outside of



The Caminos® program provides safe, secure placement options for children who have recently migrated to the United States and are seeking opportunities for reunification with family, as well as the chance to pursue their education and legal immigration cases.



**SHORT-TERM
SHELTER
CARE**



**LONG-TERM
FOSTER
CARE**



**HOME STUDY/
POST-RELEASE
SERVICES**

just the Subgrantee relationship. I think we have the capacity to provide technical assistance at a national level on standards for training in this type of programming, especially in some of the areas that we already operate in, and balancing state licensing regulations. So, I think that there's an opportunity to create a BCC Caminos® online resource center or technical assistance platform that could be branded for Caminos® and used outside of our network to further increase our impact," concluded Emily Claire, the Program Director for Caminos® Nacional.

Stacey Nickerson's adult life has been dedicated to the Board of Child Care, serving as a board member, employee, volunteer, and scholarship sponsor. She seeks to keep the memory of her mother, father, and aunt—all lifelong educators dedicated to their faith—alive through the St. Nick Scholarship.

Thelma Nickerson O'Grady, Dorothy Nickerson, and Fred Nickerson all supported Board of Child Care in their lifetimes and promoted and inspired support from others in service of BCC's mission to enrich communities, one family at a time.

During her tenure with BCC, "I would hear the presentation of scholarships, and I would sit there and think that would be really great someday to be able to do that, and I never dreamed that it would come true, but the idea was planted in my heart during those years."

For more information about the St. Nick Scholarship Fund, please visit boardofchildcare.org/saintnickfund.

If you would like to speak with a member of the Development Team about establishing a fund in support of BCC's special work, please call (410) 922-2100 or e-mail communications@boardofchildcare.org.

REVEREND STACEY NICKERSON

Memorializing a Lifetime of Service

Stacey Nickerson's life has been closely intertwined with the Board of Child Care (BCC) for as long as she can remember. Her parents, both lifelong educators, always placed faith as an integral part of their lives. Stacey recalls hearing stories about BCC from her parents as a young girl. Her father was a guidance counselor at the high school across the street from the original campus, where he worked with students that lived at the Board of Child Care. Her church was an active donor – Stacey remembers filling up red stockings at Christmastime for the kids at BCC.

Faith, education, and the Board of Child Care happened to be part of Stacey's upbringing, which would have a profound impact on her future. After high school, Stacey attended theology school. During her first summer home she sought to gain ministry experience with the Board of Child Care and was assigned to a shelter for young women. "All of them had gone through experiences of trauma and needed a place that was safe for them. I worked all summer, and it was transformative. Having one year of theology school behind me and a couple more working with those young people and listening to their stories made such an impression on me. I never forgot those young women and the stories they shared," said Stacey.

Since these experiences with BCC, Stacey has served as a volunteer, board member, employee, and now a donor. She dreamed of being able to offer a scholarship to BCC children that memorialized her family's long-standing connection with the organization. The St. Nick Scholarship is awarded to any student obtaining post-secondary education through a community college, university, or vocational school, echoing the immense value Stacey's family has always placed on education.

CARL OLSEN

A Journey from Alumnus to Advocate

“My story started, probably back in 1947, when I was born and put into an orphanage. My first memory is realizing I had a brother,” said Carl Olsen, Board of Child Care alumnus and current volunteer. By four years old, Carl and his brother were adopted by a family in New Hampshire. However, Carl’s youth was tumultuous. His adoptive parents divorced, and he was raised by a single mother.

His mother had a decent job working as a nurse, but long hours left Carl and his brother with a lot of freedom. Eventually, Carl wound up in a juvenile detention center for breaking and entering. A Methodist minister from a church that Carl attended learned of Carl’s situation and advocated for his enrollment in the Board of Child Care’s programs. Carl resided with the Board of Child Care for three years until just shy of graduating from high school.

Carl sought out his brother and adoptive father but always felt like something was missing—understanding who his biological family was. Meeting his family was an unforgettable event that transformed his life, giving him a sense of where he came from. These experiences shaped the course of Carl’s life. After having children, he and his wife became foster parents, adamant about ensuring the children they took in could maintain relationships with their families.

It also resulted in his reconnection with the Board of Child Care. After visiting and observing BCC’s present operations, Carl was inspired. “I’m in a position to give, and I’m very selective where I want to give. The Board of Child Care—in my opinion—deserves whatever I can do for these kids,” he said.

Carl generously serves as a member of BCC’s Volunteer Corps, and eagerly supports the many initiatives that support enrichment and recreation programming, as well as holidays and celebrations for our youth. If you are interested in getting involved as a member of the Volunteer Corps, please contact the Development Office at (410) 922-2100 or via e-mail at communications@boardofchildcare.org.

Raised in an adoptive family with a tumultuous upbringing, Carl Olsen’s experience with Board of Child Care has remained with him throughout his life. He is passionate about giving back to children that have gone through similar hardships; he and his wife dedicated time to being foster parents. Now, he continues to find ways to give back through the Board of Child Care. “I decided that I’m going to give as much as I can because the Board of Child Care gave me a safe place in my youth for three-plus years of my life. If I can enrich some other child who’s in a position that I was in, I do it,” said Carl.



If you are interested in a career with Board of Child Care, please visit us at boardofchildcare.org/careers today!

TERRI MONTAGUE

Joy, Purpose, and Professional Growth

Seven years ago, Terri Montague joined the Board of Child Care team after hearing about an opportunity from a family friend who was an employee. Since joining the BCC family, Terri has grown from a childcare worker to a Senior Training Specialist, where she’s committed to building a culture around employee training opportunities that reflects the mission of the organization.

“It’s my role right now to ensure that not only am I the face, but I represent everything that we are about. I think my professional path here definitely highlights that. I can’t say that I haven’t had trials and tribulations, but I’ve always been in the position to overcome, and I’ve built so many good relationships here that have attributed to my success overall,” said Terri when asked about her journey at BCC.

In her current role, Terri is committed to building an experience that equips new and transitioning employees with the tools they need to be successful, especially when it comes to the direct care staff. One of the main goals of BCC’s training programs is that staff understand trauma in the workplace, the philosophy of care, and that BCC is a diverse and equitable agency. From recurring training to orientation, there are many opportunities for staff to build off existing certifications or obtain new ones that can assist in their roles.

“I know for me, even though I was already a training specialist, I didn’t have a CPR certification, and we had a minimal amount of CPR trainers. BCC funded that certification for me. I also think that BCC does a good job with continuing education and CEU credits. If we don’t provide them, specifically within our organization, we don’t mind providing the finances to outsource that,” added Terri.

And for new hires specifically, BCC ensures to instill the idea that leadership and executives are approachable. BCC has seen that making the right introductions to new hires at the right time not only gets them engaged but allows them to see the possibilities that a career with BCC can unlock. “There are opportunities here, definitely a space for everyone. I’m extremely proud of where I work. I’m happy to come to work.”

Joy and Purpose in Action

Salina Duncan has always had a passion for helping underserved youth—most of her career has been spent working with small nonprofit organizations focused on education and creative enrichment programs. This work led her to Guatemala, and when Salina returned to the US in 2019, she sought to continue working with children like the ones she worked with during her time abroad.

In 2020, Salina's research led her to the Board of Child Care after coming across a job listing for an opening for a bilingual treatment team manager in the Caminos Program. The Caminos Program seemed like the perfect fit as it is dedicated to providing safe, secure placement options for children who have recently migrated to the United States and are seeking opportunities for reunification with family.

However, Salina felt she would be able to provide greater support to these children as a foster parent. As a Resource Parent in the Treatment Foster Care program, Salina is passionate about supporting the healing journeys of youth who have been impacted by trauma. While the role is not without its challenges, opening her home to these youth has been a truly rewarding experience. "Just being able to fill that parenting gap for kids who aren't currently with their parents or may not be able to be with their parents," said Salina when asked about the most rewarding aspect of being a foster parent with BCC. "I know you can't actually fill that gap, but doing the best you can, being the caregiver and the support is rewarding—just to be there for a youth who can't be with [their family] right now."

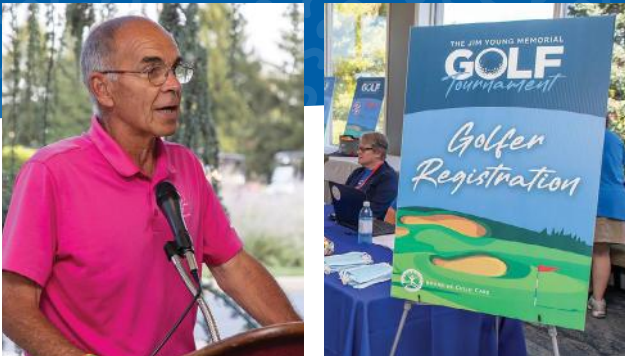
Even more importantly, Salina finds great value in the resources that BCC offers for children and foster families. "The Board of Child Care has a really dedicated and caring group of people. I feel very supported by their case management and foster care teams. If the youth comes to me with questions that I don't know the answers to, I can go to [BCC], and they help me address it quickly and find the answers. If needed, they're also there to meet together with the youth and be a supportive team network," Salina concluded.

Treatment Foster Care, also known as "Therapeutic Foster Care," provides a safe, stable, and supportive home where youth can heal, thrive, and reach their potential until being reunited with their natural family or a permanent placement can be arranged. Respite Foster Care provides periodic weekend or short-term care (30 days or less) to foster youth who are being served full time by another BCC TFC family.

We are always looking for loving families who are able to meet the varied needs of our foster youth. Does this sound like you? The first step is a simple one—take the Hero Quiz! Answer five simple questions to see if being a TFC parent or respite care parent is right for you. After you answer the quiz questions, a TFC team member will set up a private and confidential introductory phone call.



Driving Change FORE Kids



In a remarkable display of unwavering community support, Board of Child Care’s annual Jim Young Memorial Golf Tournament once again exceeded all expectations! This cherished event, held in memory of the late Jim Young, has a profound impact on the lives of youth served in our Pennsylvania programs. This year’s tournament raised an astounding \$63,150 in support of our youth and programs in Pennsylvania!

Each year, golf enthusiasts and philanthropists gather for a day of camaraderie and competition at the picturesque Carlisle Country Club, all while contributing to a cause close to their hearts. The tournament has become more than just a sporting event; it’s a symbol of compassion, hope, and the belief that every child deserves a chance to thrive.

The Jim Young Memorial Golf Tournament is a testament to the enduring legacy of a man who dedicated his life to making a difference in the world. Jim Young’s passion for helping others, especially vulnerable youth, continues to inspire the community to come together in his memory.

Participants and sponsors alike have demonstrated their dedication to creating a brighter future for the youth and families we serve. The success of the Jim Young Memorial Golf Tournament underscores the power of community unity and the unwavering commitment of individuals, businesses, and organizations who believe in our mission to enrich communities, one family at a time.

The \$63,150 raised through the Jim Young Memorial Golf Tournament provides essential resources for therapeutic interventions, educational and recreational enrichment, and nurturing environments that empower the youth in our care.

To every golfer, sponsor, volunteer, and supporter who contributed to the success of the Jim Young Memorial Golf Tournament, we extend our heartfelt gratitude. Your generosity has touched the lives of many, and we are deeply grateful for your investment in our special work. Together, we can make a lasting impact and honor the memory of Jim Young through our collective dedication to –and FORE!– the kids!



Hero Sponsor (\$15,000)	Universal Media, Inc.
Advocate Sponsors (\$5,000)	Douglas Pollock Foundation PSA Insurance and Financial Services
Ally Sponsors (\$2,500)	Brown & Brown Insurance – Lehigh Valley Johnson Duffie Attorneys at Law Karns Quality Foods KINT Corporation
Food Sponsors (\$2,000)	The Ellis Group, LLC The Robert and Stephanie Kimmons Family Trust
Cart Sponsors (\$1,250)	All Seasons Home Improvement Company C-360 Agency
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Hole-in-One Sponsor (\$750)	Bonded Applicators
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Skills Challenge Sponsors (\$450)	Buckeye Cleaning The Supply Room
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Flag Sponsors (\$250)	Business Men’s League Conrad Siegel Actuaries Freysinger Buick, GMC, Mazda, Hyundai



Board of Child Care Financial Statement

Fiscal Year Ending June 30, 2023

	June 30, 2023	June 30, 2022
ASSETS		
Cash, Accounts Receivable and Other Assets	15,442,656	17,318,369
Property and Equipment	38,653,184	41,041,572
Investments	59,410,023	57,059,729
TOTAL ASSETS	\$113,505,863	\$115,419,670

LIABILITIES AND NET ASSETS		
Accounts Payable, Accrued Expenses and Other Liabilities	7,016,135	5,869,286
Line of Credit	3,945,902	5,454,402
Total Net Assets	102,543,826	104,095,982
TOTAL LIABILITIES AND NET ASSETS	\$113,505,863	\$115,419,670

REVENUE AND SUPPORT		
Program Revenue	41,575,505	41,151,427
Gifts, Grants, and Contributions	5,038,848	4,713,410
Net Investment Income, Investment Performance, and Other	10,177,835	(8,367,667)
Other Income	80,359	260,041
TOTAL REVENUE	\$56,872,547	\$37,757,211

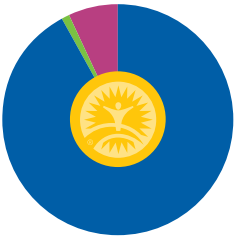
EXPENSES		
Program services:		
Residential	39,117,171	42,900,331
Education	5,640,757	5,732,022
Early Learning Program	1,948,025	2,230,616
Outpatient Mental Health Clinic	698,872	647,118
Other Grants	1,354,096	744,711
Total Program Services	48,758,921	52,254,798
Supporting Services	573,002	528,951
Administrative Cost	3,556,518	2,316,414
TOTAL EXPENSES	\$52,888,441	\$55,100,163

NET ASSETS - END OF YEAR	\$108,080,088	\$104,095,982
Change in net assets from prior year	\$3,984,106	\$(17,342,952)

USE OF FUNDS


- Residential, Educational, and Mental Health
- Supporting Services
- Administrative Cost

92.2%
1.1%
6.7%




BCC’s core program areas collectively enrich communities, one family at a time, throughout the Mid-Atlantic.


- BCC’s continuum of care delivers a consistent treatment philosophy via evidence-based practices and research-supported practices.
- During an episode of care, movement within the continuum is fluid and flexible in both duration and design.
- Our treatment philosophy remains consistent throughout our continuum of care. What works is not a new discovery process with each placement, as knowledge transfer is seamless.

**COMMUNITY-BASED**


From adoption support services to family therapy, BCC’s community-based programs share a goal of enriching communities. Some are small, local or grant-funded initiatives, while others are larger state or Federal programs. We work directly with families and train community partners to understand and respond empathetically to the mental health needs of children and adolescents.

**EDUCATION**

BCC can provide either in-house or community-based education placement depending on the program and needs of the youth being served. Our educational methodology integrates academic, behavioral, clinical, and vocational goals into each student’s education plan. BCC operates its own stand-alone school (Strawbridge School), Early Learning Program (Washington, DC) and partners with public school systems. All educational programs are licensed by the relevant Maryland or West Virginia State Department of Education.


**MENTAL HEALTH**

Licensed clinical therapists and child psychiatrists provide mental health services throughout BCC’s program services.



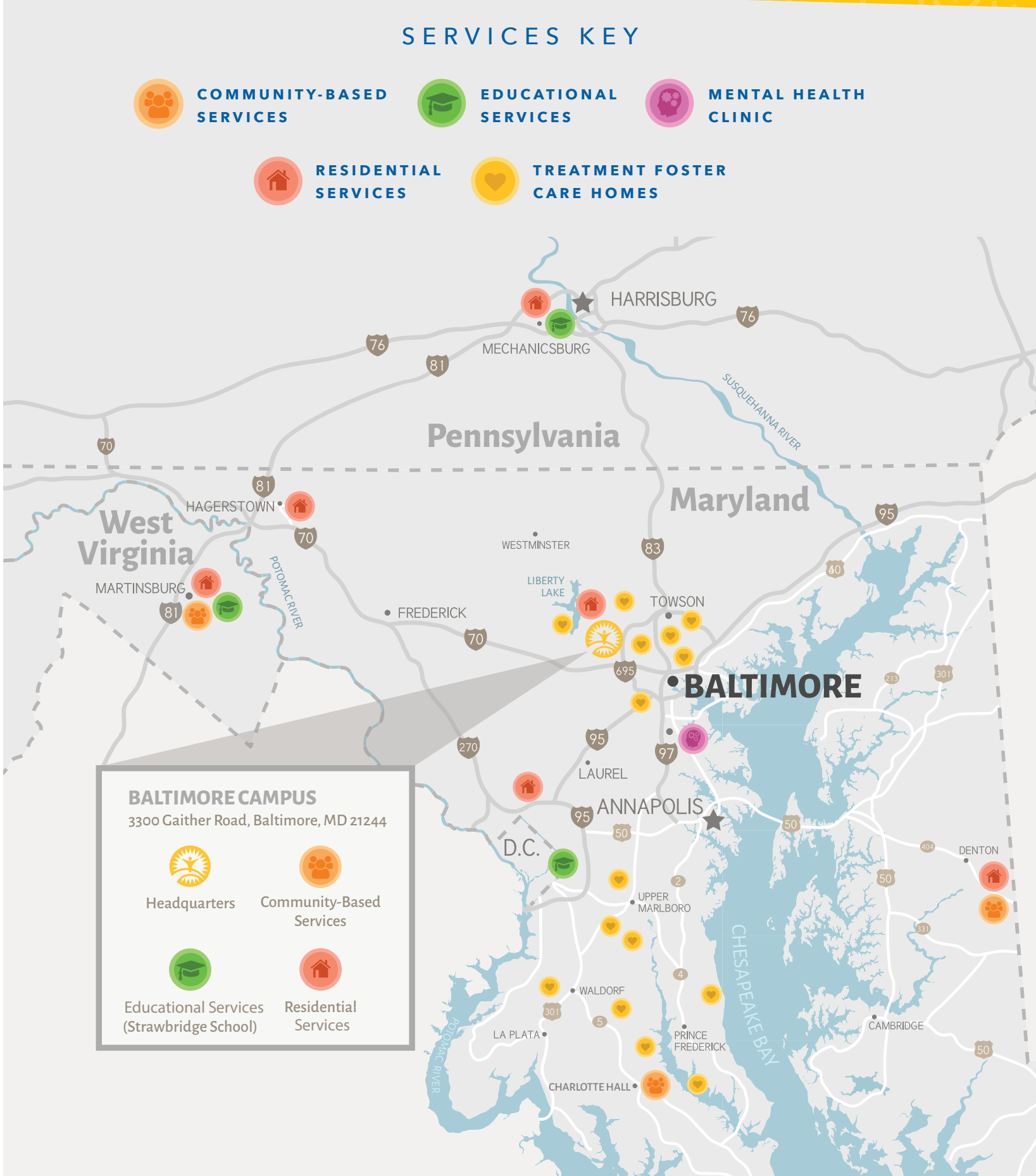
RESIDENTIAL SERVICES

BCC’s therapeutic residential programs are designed for adolescents who require short- and long-term care. Movement within BCC’s continuum is fluid and flexible in both duration and design. Whether a youth is ready for semi-independent living and a community-based placement or needs more of a campus-style arrangement, BCC’s flexible offerings can meet a variety of treatment and supervision needs. Residential services are located throughout Maryland, in Mechanicsburg, Pennsylvania, and in Martinsburg, West Virginia.



TREATMENT FOSTER CARE & RESPITE CARE

Specially trained foster parents and BCC’s professional staff ensure youth are nurtured in a safe and encouraging home setting. Full-time and short-term opportunities (called respite care) are provided. BCC trains and certifies foster parents. No prior experience is required, and we are always looking for new adults and couples seeking to enhance a child’s life! Visit boardofchildcare.org/heroquiz to get started.





BOARD OF CHILD CARE

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Our Purpose

Enriching communities, one family at a time.

Our Core Values



SAFETY AS A MINDSET

We value life, spirit, and health above all else and take action to maintain the safety of our workplaces, programs, and services through a trauma responsive lens. We are personally accountable for our own safety and collectively responsible for the mental, emotional, and physical safety of our community.

FOSTER **RELATIONSHIPS** WITHIN OUR COMMUNITY

Openness and honesty with all stakeholders make for both the best program outcomes and team culture. Inclusive practices are building blocks for trust. We create space for conversations that grow transparency about our decisions, promises, and understanding of one another.

LISTEN AND RESPOND WITH **EMPATHY**

Empathy will guide our programming and culture at all levels. A supportive work and program environment means valuing the voices of all people, ensuring equitable representation, and growing a desire to know and understand others. We recognize that with empathy we will better understand what type of care and encouragement to provide.

IMPACT DRIVES LASTING CHANGE

We seek to make lasting change in the lives of those we work with by providing services that are inclusive, measurable, and durable. We maximize our impact by investing in staff and board development. Feedback presents opportunity for action, which enhances and strengthens our programs and their outcomes.

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