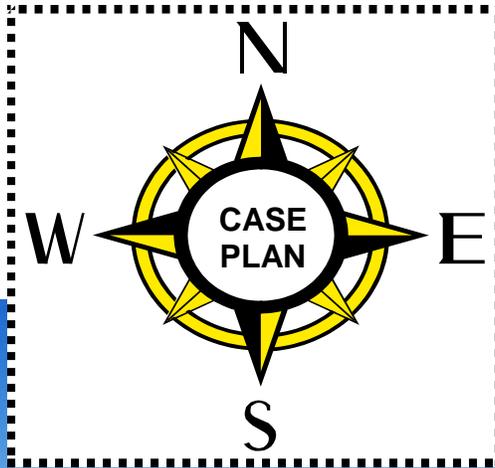
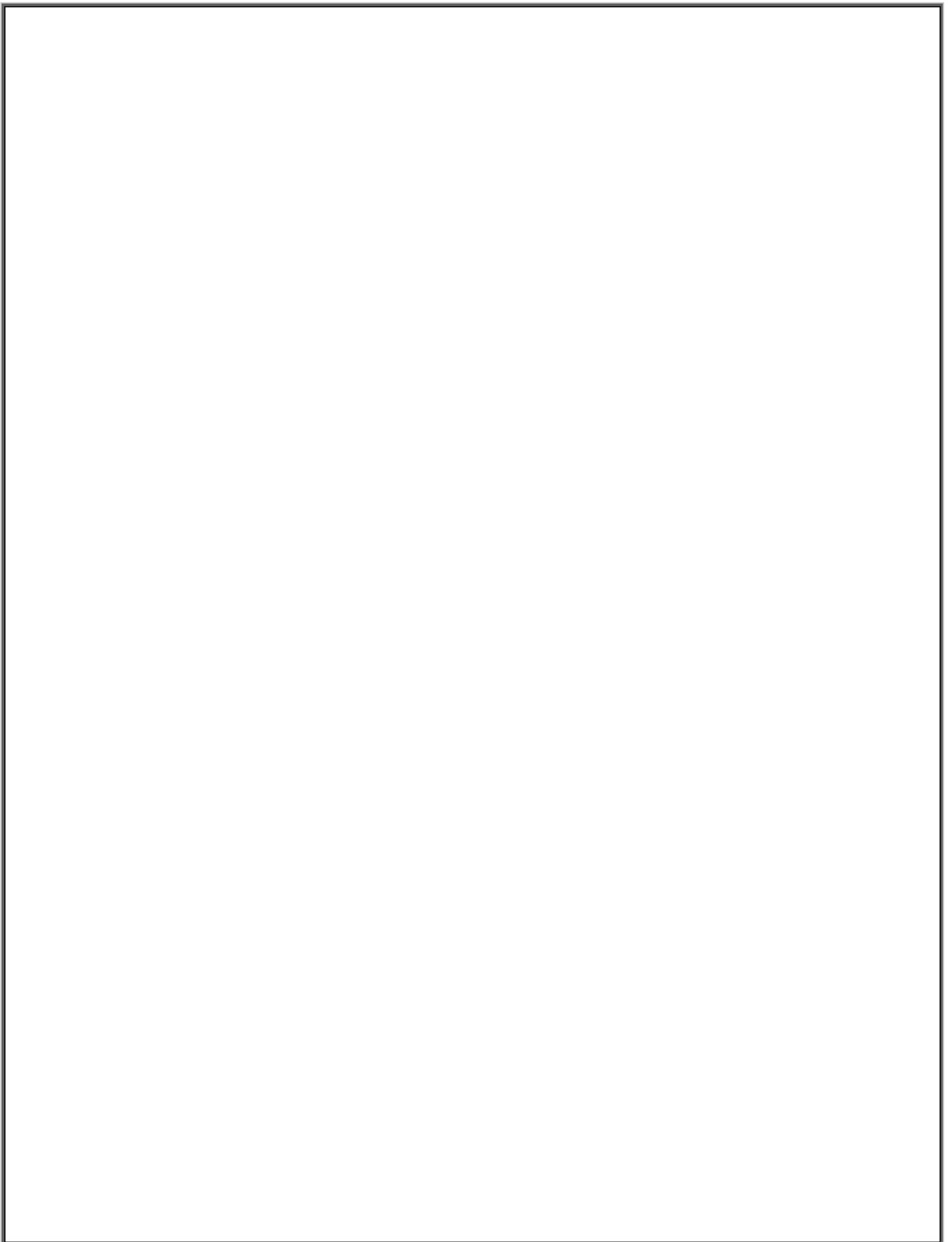


Michigan Supreme Court
State Court Administrative Office

Michigan Foster Care Review Board 2009 ANNUAL REPORT







Michigan Supreme Court

State Court Administrative Office
Michigan Hall of Justice
P.O. Box 30052
Lansing, Michigan 48909
Phone (517) 373-0128

Carl L. Gromek, Chief of Staff
State Court Administrator

MEMORANDUM

TO: Governor Jennifer M. Granholm
Honorable Members of the Michigan Legislature

FROM: Carl L. Gromek, State Court Administrator

DATE: June 21, 2010 

SUBJECT: 2009 Foster Care Review Board Annual Report

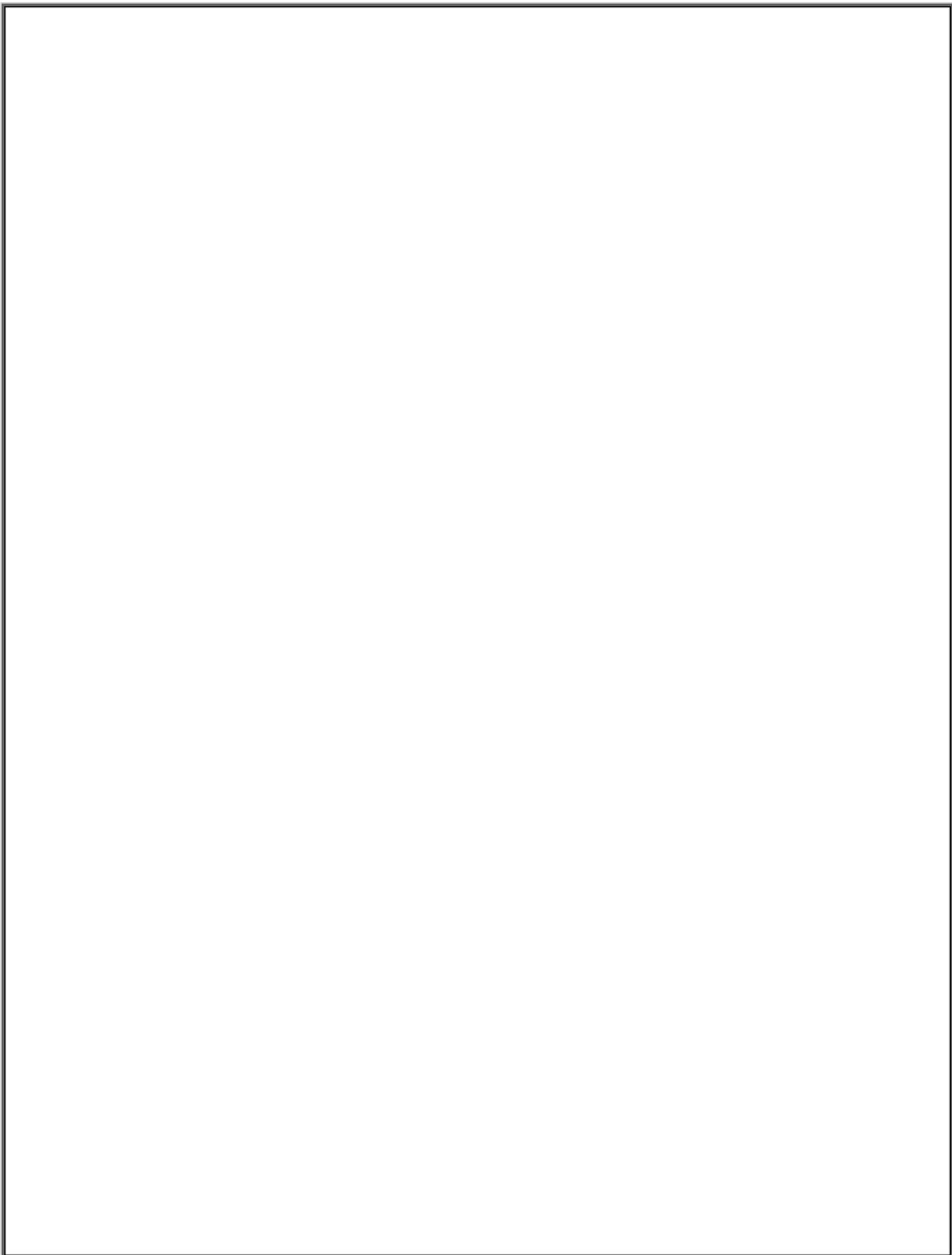
It is my pleasure to present the 2009 Annual Report of the Foster Care Review Board. This report, submitted to you pursuant to 1997 PA 170, § 9, provides an overview of the review board's functions and program activity details from this past year. Included are data, trend summaries, and observations gleaned by the board during 2009 from the review of cases involving over 1,300 children in foster care. These reviews were conducted by 200 dedicated and well-trained citizen volunteers. The information obtained from case reviews provides an objective, third-party evaluation of the care that Michigan's foster care system provides to abused and neglected children.

This year's report and recommendations address significant issues related to achieving safe and timely permanency for children in foster care, particularly in the area of parent-child reunification.

I hope this report will prove valuable to all involved parties as we work together to ensure the best possible outcomes for the children and families served by our state foster care system.

Please feel free to contact Jim Novell, Program Manager for the Foster Care Review Board, at (313) 972-3288 with any questions you may have regarding this report.

/jn



FCRB MISSION STATEMENT

The mission of the Foster Care Review Board is to utilize citizen volunteers to review and evaluate permanency planning processes and outcomes for children and families in the Michigan foster care system. Based on the data collected through case review, the Foster Care Review Board advocates for systemic improvements in areas of child safety, timely permanency, and family and child well-being.

FCRB VISION STATEMENT

The Foster Care Review Board will be viewed and valued by the courts, the Department of Human Services, private child-placing agencies, the Legislature, and the citizens of Michigan as a major source of credible data on the performance of the child welfare system. Additionally, citizens of the state will use the data to shape public policy and promote awareness regarding the child foster care system.

INTRODUCTION

We are pleased to present the 2009 Annual Report of Michigan's Foster Care Review Board Program.

The Foster Care Review Board (FCRB) provides third-party reviews of cases in the state child foster care system. Established by the Michigan Legislature in 1984 Public Act 422, as subsequently amended by 1986 PA 159, 1989 PA 74, and 1997 PA 170, the FCRB helps ensure that children are safe and well cared for while in the state foster care system, and that their cases are being moved toward permanency in a timely and efficient manner. The FCRB helps to achieve those goals by randomly reviewing individual foster child cases within each county, and then making case-specific recommendations to the family division of the local circuit court, to local offices of the Department of Human Services (DHS), and to contracted agencies.

Citizen review by FCRB boards remains a cost-efficient and effective means of assisting the courts, DHS, the Legislature, and other interested parties by providing them with an objective perspective on the foster care case management process. The review process also serves to identify systemic barriers to permanency and child well being, and to monitor Michigan's compliance with important federal funding requirements.

FCRB review boards are comprised of citizen volunteers from a variety of professions and backgrounds. They are recruited, screened, and then trained on key aspects of the child welfare and foster care systems, including court policy and rules, federal funding requirements, DHS policy, and state statutes regarding child protection.

This annual report is our opportunity to detail the efforts of the FCRB during the past year and to share with Michigan's policymakers some of the systemic issues that our citizen volunteers have identified while reviewing foster care cases from throughout the state.

In 2009, the FCRB experienced the loss of two full-time positions due to budget cuts. This necessitated a reduction in the number of reviews conducted, which is reflected in our data. Foster parent appeals continue to be conducted as requested and required by statute.

One highlight of the FCRB program this year was an initiative to identify and formally recognize outstanding work by child welfare professionals. We presented our first annual Child Welfare Awards to one jurist, one child attorney, and one foster care caseworker. In 2010, we hope to add similar awards for outstanding work by a parent's attorney and a foster parent.

In November 2008, DHS requested that the FCRB review cases from the "backlog cohort" identified in the *Children's Rights* lawsuit settlement agreement. We began those reviews in January 2009 and will continue to select cases from that cohort until September 2010.

In last year's annual report, we noted a number of substantive barriers to timely reunification that had been identified by FCRB boards during their case reviews. Many of those barriers continue today, including:

- Absence of frequent parent-child visitation that is supportive, instructive, and sufficient to maintain or improve the parent-child connection.
- Parenting classes that are generic and didactic and do not address the specific needs of the parent or provide a means of measuring improved parenting skills.
- Lack of true parental involvement and participation in the case planning process. (Most parents report that their caseworkers developed the plans and essentially imposed the plans upon the parents.)
- Written case plans that appear generic and do not clearly identify what *exactly* parents must achieve or demonstrate to have their children returned to their care.

In the course of reviews conducted this year, we have also noted that in most cases where the permanency plan was identified as reunification and the case had been open for more than 15 consecutive months, compelling reasons for not filing for termination of parental rights were not documented in the case file, as required by the 1997 Adoption and Safe Families Act 42 U.S.C. §§ 675(5)(E)¹. Many agencies and courts apparently believe that this documentation requirement is only a guideline when, in fact, it is a federal mandate whose purpose is to engender more timely permanency for children. This misunderstanding will be addressed in the recommendations section of this report.

¹ ASFA states that when a child has been in foster care for 15 of the last 22 months, the department "shall file a petition to terminate the parental rights of the child's parents" unless the child is being cared for by a relative, the state has documented a "compelling reason for determining that filing such a petition would not be in the best interests of the child," or the state has not made the reasonable efforts necessary to achieve the goal of the case plan where the goal is reunification.

In this year's report, we will highlight two of the barriers to reunification noted above: (1) quality and utilization of case plans to promote reunification; and (2) parental involvement and participation in the case planning process.

As always, we are hopeful the information, observations, and recommendations in this year's report will be strongly considered and acted upon by the leaders and officials in Michigan who are ultimately responsible for the safety and well being of the children served by our state foster care system.

PERMANENCY OUTCOMES

Number of children closed for review in 2009 who achieved the following permanency goal or discharge status	#	Average Number of Days in Care	Percent of Children
Reunification - Placement with Parent(s)	43	607	17.8%
Permanent Relative Placement	15	1,078	6.2%
Adoption	123	903	50.8%
AWOLP – Absent Without Legal Permission	2	1,638	.8%
APPLA-Another Permanent Planned Living Arrangement	22	1,921	9.1 %
APPLA-E - Emancipation	9	951	3.7%
Guardianship	0	--	--
Other (Tribal Ward, etc.)	28	1,271	11.6%
TOTALS	242		100%

WRITTEN CASE PLAN

OVERVIEW

Federal legislation [Public Law 105-98 – Adoption and Safe Families Act of 1997 (ASFA)] and a related Department of Human Services (DHS) policy [FOM 722-8C] require that each child who comes into foster care have a written case plan developed jointly by the supervising agency with the parents and, when appropriate, with the child. In Michigan, this plan is referred to as the Parent Agency Treatment Plan–Service Agreement or the Permanent Ward Treatment Plan–Service Agreement.

The DHS policy requires that the caseworker complete a written assessment of the child(ren)'s and family's strengths and needs, which is designed to allow informed decision-making regarding the family's written case plan's goals, objectives, and services needs. This is to be completed within 30 days after a child enters foster care and should be updated at least quarterly thereafter.

Permanency is most often described in the literature and federal legislation, as “a safe, consistent, nurturing, permanent home, in which a child can grow to adulthood.” A written case plan is the road map to permanency for a child. The case plan must include clear, achievable objectives and

timeframes consistent with the child's developmental needs. It must be written in a manner that is easily understood by all parties.

When the permanency plan is reunification, the plan must clearly state and describe what each parent must achieve and/or demonstrate for the child to be returned to the parent's care. It must also outline services and/or referrals the agency will provide to help effect that return (including parenting time appropriate to the parent/child needs) and provide updates of progress the parent has made toward achieving related objectives. Case plan objectives should be directly related to correcting the parental behavior and living conditions that resulted in the children coming into care and be specific to the individual needs and strengths of the family and children, as determined by a thorough and competent assessment. The plan must be written in a manner easily understood by the parents.

When the permanency plan is *not* reunification, the written case plan must identify the permanency plan; describe actions the supervising agency will take to place the child in an alternative safe, stable, and permanent placement in a timely manner. Updates of the plan must detail progress the agency has made toward achieving the permanency goal. This must include "child specific" recruitment efforts when the plan is adoption.

The case plan also must clearly direct the supervising agency in its responsibility of caring for the children and ensuring that they have a safe, stable placement appropriate to their individual needs. The plan should address appropriate services to be provided according to any assessed needs the child may have in the areas of education, development, and physical or mental health.

DHS policy specifically requires the written case plan to include the following:

1. The assigned permanency goal.
2. How DHS, other service providers (including private child placing agencies), parents, and foster parents will work together to confront the difficulties that led to the child's placement in foster care and achieve the permanency goal.
3. The services to be provided to the child(ren), parent(s), and foster parent(s).
4. Who is to provide those services and when are they to be initiated?
5. The actions to be taken by the caseworker to help the child(ren), parent(s), and foster parent(s) connect to, engage with, and make good use of services.
6. Attainable, measurable objectives for parents and caseworkers, with anticipated timeframes.

DHS policy also requires the foster care caseworker to engage the parent or guardian and children over age 14 in the case planning process, specifically in developing goals and objectives, along with any activities or services required to achieve those objectives.

Written case plans must be signed by the caseworker, the caseworker's supervisor, the parent(s), and any child(ren) 14 years old and older. If the parent(s) or child(ren) are not available or decline to sign the plan, the service plan must include an explanation of the steps taken to involve them and shall identify any follow-up actions be taken to secure their participation.

REVIEW BOARD OBSERVATIONS REGARDING THE CASE PLAN

Regarding written case plans, the Foster Care Review Board (FCRB) has observed the following trends and practices that could impact the achievement of safe and timely permanency for children in our foster care system:

- Lack of true parental involvement and participation in the case planning process. Many parents report that they were not involved in service planning and were not asked for input regarding which services they needed in order to have their children returned to their care. Many report that the plans are developed by the caseworkers and essentially imposed upon the parents.
- Absence of a parental signature on over 80 percent of written case plans reviewed and lack of documentation as to why the plan was not signed by the parent.
- Absence of signatures of youth aged 14 and older in the majority of applicable cases reviewed.
- Absence of foster parent signatures in the majority of cases reviewed.
- Case plans did not always have supervisory signatures.
- Although there has been improvement, case plans continue to lack specificity about what exactly parents must achieve or demonstrate to have their children returned to their care. Many plans also lack specific, realistic timelines for goal achievement.
- Information regarding whether the parent/child is benefitting from specific services offered is missing in many of the cases reviewed.
- Noncustodial fathers were rarely identified as being involved in the case planning process.
- Incarcerated parents are rarely identified as being involved in the case planning process.
- Absence of compelling reasons for not filing for termination of parental rights in cases where children have been in foster care for 15 of the previous 22 months and the plan remains reunification.
- Parenting time does not seem individualized to the needs of the child and parent. The case plan rarely notes objectives and activities for promoting improvements in the parent/child relationship and does not identify what the parents must do to have increased or unsupervised parenting time.

BEST PRACTICE RECOMMENDATIONS

PARENT/YOUTH AND FOSTER PARENT ENGAGEMENT:

Almost all of the literature reviewed speaks to the need for engaging parents in a collaborative partnership for change, emphasizing that improving a parent's ability to safely parent and nurture his or her child and maintain appropriate home conditions depends on what you do *with* parents and family members, not what you do *to* them or even *for* them. This is supported by basic principles of practice in the field of social work. Such engagement is seen as necessary for assessing the parent's readiness and motivation regarding change, as well as assisting them in establishing or re-establishing a sense of, and right to, self-determination and personal choice.

The literature, however, defines the too-typical relationship between the parent and caseworker in a child protection case as one of “protective authority,” wherein the agency defines the scope and nature of the parent’s problems, often in terms of visible behavior only. Case goals and activities are established *for* the client by the caseworker. The case plan then becomes a written set of the agency’s or court’s expectations. A parent who is not involved in the assessment of his or her own problems and the development of a plan to address them is not likely to perceive benefit from following the plan or make connections between their own behavior and the agency’s or court’s demands. Instead, the parents see themselves as victims, forced to act in certain ways to meet external requirements of the authority. The issue thus becomes compliance (just do what they tell you) and not real change. Required external behaviors are not likely internalized and are often abandoned once the external authority is withdrawn.

No matter how dysfunctional and disagreeable their lifestyles may be, **parents** deserve to be treated with respect and dignity. Parents have the greatest stake in what happens to them and their children and should have a say in what goes into a case plan. A parent who is involved in the assessment of his or her own problems and the development of solutions to those problems is more likely to perceive benefit from being involved with the “system,” rather than believe that he or she is a victim of the system. In this respect, parents become members of a team that is working together toward the same end goal: return of the children to a safe, stable, and permanent home; hopefully, their own home.

Thus, the primary objective in working with parents of children in foster care is to build collaborative partnerships with them in order to identify and seek agreement regarding changes the parent needs to make to ensure the child’s safety and to develop a case plan that will effectively address caregiver protective capacities and child needs.

It is also important that **youth** (children over age 14 and younger if appropriate) be involved in developing their case plans. Youth should participate by reviewing and providing input to their court reports and by attending court hearings and administrative reviews. These events offer youth a chance to voice their feelings, ideas, needs, and wants regarding their care. By being proactive in their case plan development, youth are empowered to gain a measure of control, direction, and interest in their lives. This involvement is a shared responsibility among youth, caretaker, youth’s attorney, and social worker. Youth should be encouraged to be involved in key decisions made about them, as this will also help to reduce their anxiety regarding the progress toward permanency.

Whenever a child is placed in a foster home, it is important for the **foster parents** to be knowledgeable about the child’s case plan. What must happen before the child can go home? What services will be provided to the family and child while the child resides in foster care? How will the foster family be involved in the plan and, specifically, in the care of the child while in their home? All of these items should be discussed with foster parents in conjunction with the child’s placement in their home. A specific plan for care should be documented in the case plan, which the foster parents should be involved in developing, and sign indicating that they acknowledge and agree to perform the activities required to meet the needs of the child in their care.

DEVELOPING THE WRITTEN CASE PLAN:

The literature notes that the foundational and fundamental aspect of a sound written case plan is assessment. Whether the permanency plan is reunification or some alternative, the assessment

should focus primarily on the child's needs and best interests related to his or her safety, permanency, and well being, and detail how the agency can best meet those needs. Assessments must be of sufficient breadth and quality to usefully inform those involved in case planning. They should include subjective caseworker observations and interviews, plus formal diagnostic assessments, where indicated.

When reunification is considered to be in the child's best interests, an assessment must be designed and implemented in such a way as to affect the case plan in the areas of parental problem identification: determining and understanding what must change, planning for that change, implementing and managing change strategies within reasonable timelines, and objectively measuring progress related to the desired change within those timelines. It also must identify strengths and capacity for change and motivation to change.

When reunification is the permanency goal, the written case plan must be based upon a thorough and competent assessment of the parent's capacities and needs. Abuse and neglect occurs within the context of overwhelming life stresses and related personal, environmental, and interpersonal factors and problems. Caseworkers must not only identify the parent's behavior issues, but also accurately identify the unique factors that have contributed to the abuse and neglect, assist the parent in recognizing and accepting these factors, aid the parent in articulating his or her perception of the contributing factors, and involve the parent in activities and services that will provide both the internal and external resources necessary to safely care for their children. Thus, a case plan for reunification should include the following:

- Permanency goal.
- Clear, **agreed-upon** criteria and objectives, including observable behaviors and measurable/verifiable achievements, which, when met, will result in the child being returned to the parents. The plan should include a clear timeline for meeting the criteria and a concurrent alternate plan if the criteria are not met within the agreed-upon timeline.
- Activities, services, and action steps to facilitate and support the parents in their efforts to achieve **agreed-upon** criteria and objectives. (Activities and services should be tailored to the specific needs of the children and parents.)
- The persons responsible for referrals, support, and service provisions, together with related timelines.
- Child safety and well being objectives, related caseworker activities, and related timelines.
- Implementation details and ongoing progress reports.

MONITORING AND UTILIZING THE PLAN TO ACHIEVE TIMELY PERMANENCY

As noted above, the case plan is the road map to safe and timely permanency for children in foster care. Progress toward that destination must be evaluated on a frequent and regular basis.

DHS policy requires completion of a written Initial Service Plan (ISP) within 30 days of placement, and a written Updated Service Plan (USP) every 90 days thereafter. The USP must report on progress toward achievement of the established permanency goal and related objectives as listed in the Parent Agency Treatment Plan–Service Agreement or the Permanent Ward Treatment Plan–Service Agreement. It must also address the agency's efforts to ensure the safety and well being of the children under their

care and supervision. Revisions to the case plan should be based upon parental and agency progress toward achievement of the permanency goal, and items identified in the required quarterly assessments of child and family needs and strengths.

Pursuant to federal ASFA requirements, Michigan Compiled Laws (MCL), and Michigan Court Rules (MCR) require formal court review and monitoring of the case plan. **MCL 712A.18(f)** states:

Before the court enters an order of disposition in a proceeding under section 2(b) of this chapter, the agency shall prepare a case service plan that shall be available to the court and all the parties to the proceeding.

MCR 3.973(F)(2) requires the court to examine the case plan before entering a dispositional order. The court may order compliance by the parents or agency with all or part of the plan and make a determination as to whether “reasonable efforts” were made by the department to maintain the child safely in the home.

Although there is no statutory basis for requiring judicial “approval” of the agency's case plan, the court must ensure that the plan provides the information necessary for the court to effectively monitor the safety and well being of the children while under the care and supervision of the agency, and accurately assess reasonable efforts in subsequent permanency planning hearings. With a permanency plan of reunification, the court must ensure that the plan is written so that all parties understand the criteria and timelines for reunification. This will help ensure that termination petitions are always based on the parent's failure to meet well-understood criteria within the required timelines.

MCR 3.975 governs post-dispositional review hearings (DRH). The DRH allows the court to review the progress made by the agency toward achieving timely permanency and, in the case of a permanency plan of reunification, the progress of the parents in meeting agreed upon criteria. Such progress should be clearly noted in the updated written case plan. The DRH is also the means by which the court is able to evaluate the agency's care and supervision of the children under the court's jurisdiction as it relates to their safety, placement stability, and well being.

The updated written case plan should provide the basis for the court's evaluation at a review hearing. It should provide the court with a clear and concise update on the progress made toward the objectives established in the plan, as well as any revisions to the plan. Because of the cumbersome nature of the DHS case plan format, and the fact that the plans may not always be well written, many courts request a separate progress or court report. The quality and content of this court report varies from county to county, and worker to worker, and does not always provide information specific to the objectives in the case plan. The report often fails to provide the court with sufficient information to assist in its disposition of the case, which delays progress of the case toward permanency and compromises the court's ability to monitor child safety and well being. To make dispositional and permanency planning hearings more efficient and more likely to accomplish their intended purpose (i.e., moving children to safe and timely permanency), the preparation and presentation of a clear, concise written case plan or court report is essential.

SUMMARY

Child welfare cases are difficult and complex due to the multiple variables that impact both the system and each individual case. A thorough and competent assessment, a concise written case plan that addresses those variables and thorough and regular reviews of that plan are essential to ensuring the safety, well being, and timely permanency of children in foster care.

For the case plan to efficiently direct the course of the case, it must include clear, measurable objectives and action steps for achieving the permanency goal and specific timelines for performing the activities necessary for achieving the objectives. It also must clearly identify who is accountable for what. The case plan is a means of helping to ensure that the agency, court, and parents in reunification cases are in sync regarding how they can achieve safe and timely permanency for each child. Generic, wrongly focused, or poorly written case plans marginalize parental involvement, waste resources, and frustrate already overwhelmed parents, ultimately delaying permanency while compromising child safety and well being.

Inadequate case plans are a significant systemic problem. Solving that problem should not require increased resources. Improved training of caseworkers, diligent case supervision, increased judicial leadership, and increased collaboration by the court and DHS are recommended by the Foster Care Review Board as essential ingredients to improving this critical aspect of our foster care system.

RECOMMENDATIONS

SYSTEMIC RECOMMENDATIONS

- 1. We recommend that the State Court Administrative Office's Court Improvement Program collaborate with the Department of Human Services to form a task force of foster care caseworkers, judges, parent and child attorneys, foster parents and parent advocates, with the goal of establishing a functional and useful written case plan format and/or a uniform court report format that includes a clear, comprehensive, and easily read document containing the information required to establish and monitor a plan to facilitate the safety, well being, and timely permanency of each child in care.**
- 2. We recommend that the Department of Human Services increase/improve new caseworkers' training on assessment and case plan development, and also require regular continuing education to upgrade the assessment and case planning skills of all DHS and private agency caseworkers and supervisors.**
- 3. We recommend that the Department of Human Services and the Michigan Legislature work with state colleges and universities to establish social work classes that are specific to assessment and case planning in the child welfare system.**
- 4. We recommend that DHS policy be amended to ensure that incarcerated parents are included in the case planning process.**
- 5. We recommend that State Court Administrative Office propose a court rule that requires the court to state "compelling reasons" on the court record and in the court order when the agency does not file for termination of parental rights for a child who has been in care for 15 of 22 months**

FOSTER PARENT APPEALS

Pursuant to 1997 PA 163, foster parents may appeal the removal of a ward from their home. If the local foster care review board, which hears the appeal, agrees that a move is not in the child's best interests, the court must hold a hearing -- or, if the child is a Michigan Children's Institute (MCI) ward, the MCI superintendent must review the case. Last year, the Foster Care Review Board Program received 126 calls from foster parents who inquired about appealing a removal decision. Local FCRB conducted 96 appeal hearings. In those 96 cases, the boards' decisions supported foster parents 50 times (52%) and agencies 46 times (48%).

2009 Foster Parent Appeal Outcomes	Supported Foster Parents ²	Supported Agency
Department of Human Services	23	34
Purchase of Service Agencies	27	12
Total	50	46

As explained above, either a court or the MCI superintendent later reviewed the 50 cases in which local FCRB boards supported the foster parents and did not support the replacement. The courts upheld the boards' decisions in support of the foster parents 11 times and supported the agencies' decisions 6 times. The MCI superintendent also upheld the boards' decisions in support of the foster parents 18 times and supported the agencies' decisions 11 times. The FCRB was unable to obtain the court/MCI outcome for 4 appeals.

Final Outcomes

Court Decisions		MCI Decisions	
Supported Foster Parents	Supported Agency	Supported Foster Parents	Supported Agency
11	6	18	11
Unknown	4		

² Must be reviewed subsequently by court or MCI superintendent.

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2009 FOSTER CARE REVIEW BOARD MEMBERS *

(Continued – Wayne County)

County	Name	County	Name
Wayne	Brooke Adams	Wayne	Yvette Jenkins
Wayne	Derrick Anderson	Wayne	Charmaine Johnson
Wayne	Nancy Arnold	Wayne	Rod Johnson
Wayne	Angela Asteriou	Wayne	Joyce Johnson-Maples
Wayne	Lillian Bernstein	Wayne	Ethel Knight
Wayne	Ben Biddle	Wayne	Angelita Krasson
Wayne	Henry Bohm	Wayne	Mark LaBerge
Wayne	Brenda Boyd	Wayne	Mary Lemanek
Wayne	Keenan Brown	Wayne	Robert Lemanek
Wayne	Willie Cambell	Wayne	Gary Curtis Madden
Wayne	Ifetayo Chaffin	Wayne	Ramona McKinney
Wayne	Carol Coccia	Wayne	Patrice Miller
Wayne	Janelle Cocklow	Wayne	Judy Mock
Wayne	Ida Coleman-Estell	Wayne	Ronald Moore
Wayne	Wilhelmina Cotton	Wayne	Jacqueline Moss-Williams
Wayne	Tonie Dance	Wayne	Floyd Myers
Wayne	Tara DeFoe	Wayne	Daphne Nedd
Wayne	Lynda DeFrain	Wayne	Don Novak
Wayne	Doris DeMarco	Wayne	Elizabeth Oliver
Wayne	Marvin Dick	Wayne	Anitta Orr
Wayne	George Eason	Wayne	Sue Parker
Wayne	Michael Eberth	Wayne	Rita Parker Imathiu
Wayne	Carolyn Farabee	Wayne	Granada L. Peterson
Wayne	Doncella Floyd	Wayne	Michael C. Piper
Wayne	Bernice Fulson	Wayne	Rita Ross-Price
Wayne	Brenda Godfrey	Wayne	Wain Saeger
Wayne	Remberto Gomez-Baez	Wayne	Janine Sladewski
Wayne	Tina Gomez	Wayne	Tracy Smith
Wayne	Wendy Greene	Wayne	Rita Smythe
Wayne	Patrick Guentner	Wayne	Willie Stanley
Wayne	Mary Hammons	Wayne	Mark Steinhauer
Wayne	Warren Harrison	Wayne	Ellen Stephens
Wayne	Felisha Hatcher	Wayne	Irene Stringer
Wayne	Cathy Ann Haynes	Wayne	Carol Terpak
Wayne	Jonnie Hill	Wayne	Marsha Thacker
Wayne	Jonas Hill, Sr.	Wayne	Sara Tyranski
Wayne	Loretta Horton	Wayne	Cassandra Wells
Wayne	Kathie House	Wayne	Pamela Wilson-Travis
Wayne	David L. Hunt	Wayne	Carlyle Wimberly
Wayne	Darryl V. Hunter	Wayne	Claudia Yates
Wayne	Carlton Jackson		

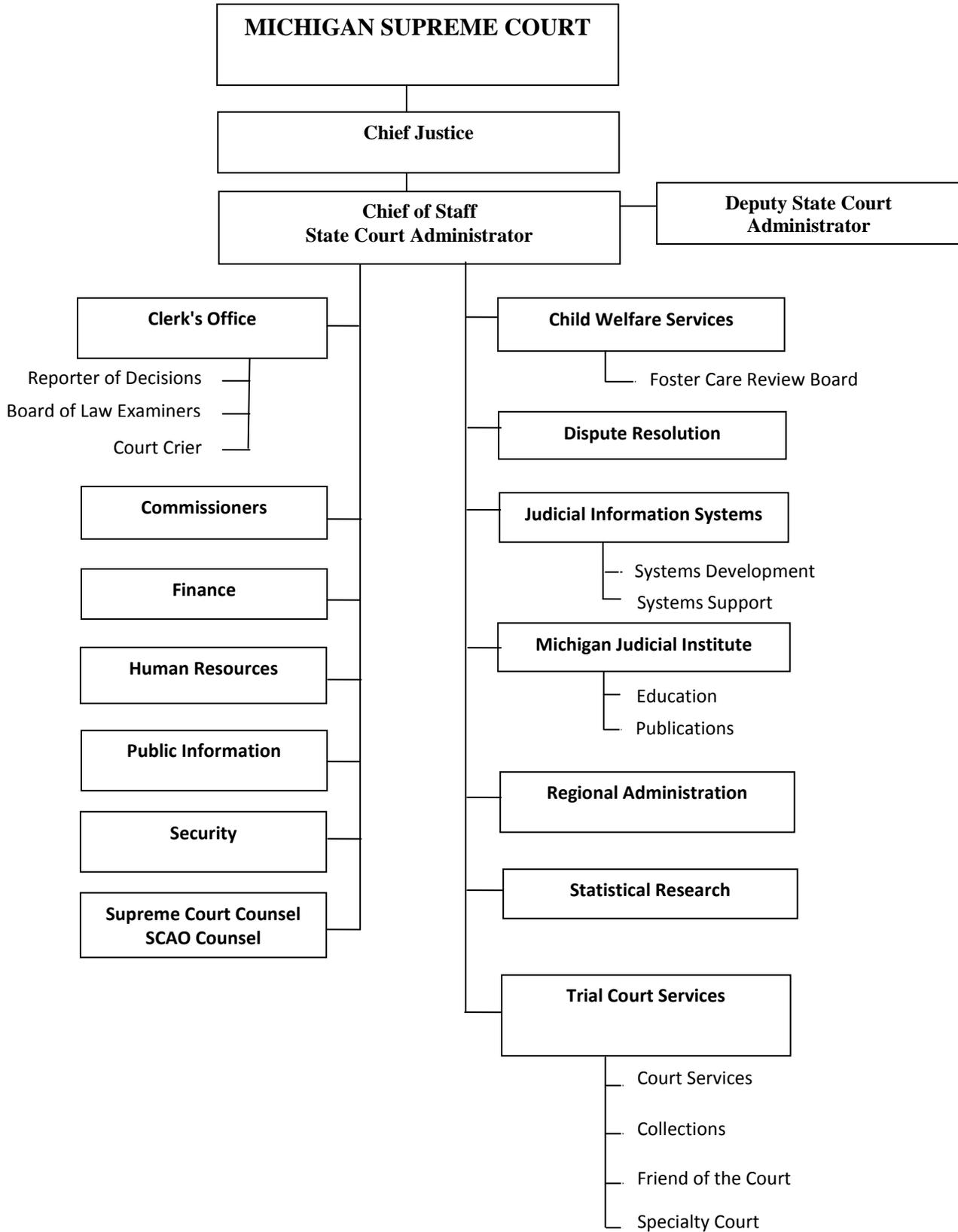
* Board member roster lists were accurate as of December 2009 and do not reflect 2010 membership changes.

The FCRB Advisory Committee is established pursuant to MCL 722.133(m). It is a collaborative body of representatives from each local board, as well as professionals and advocates from the child welfare community. The information, conclusions, and data presented in this annual report, along with any related recommendations, are the product of the Advisory Committee's collaborative effort and do not necessarily represent the opinions of the Michigan Supreme Court or the State Court Administrative Office, under whose auspices this program is conducted.

2009 ADVISORY COMMITTEE MEMBERS *

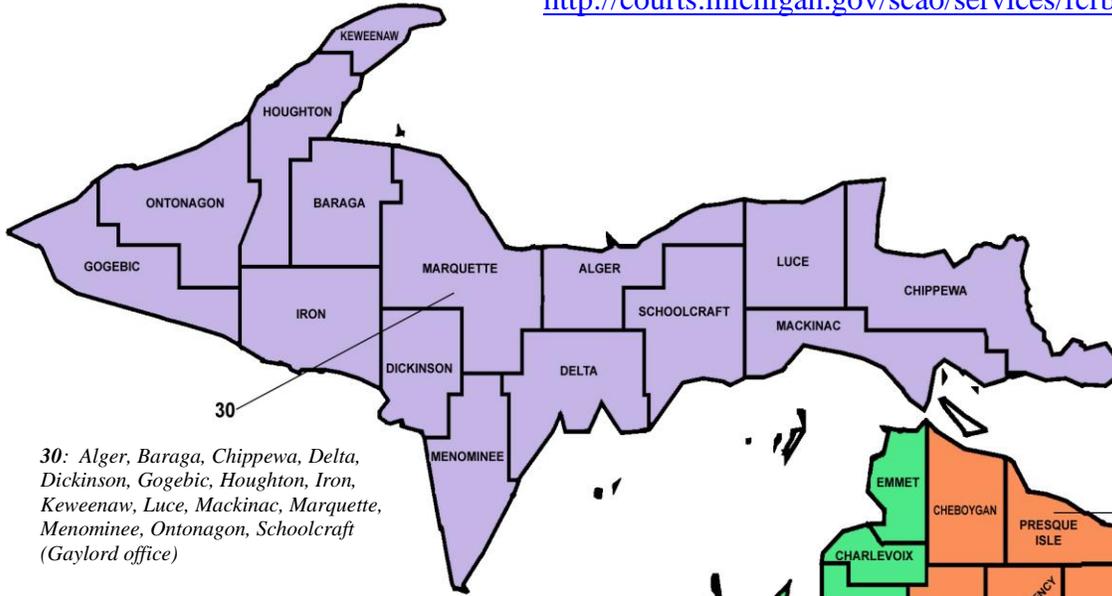
Full Name	Title	Company
Barbara Allen	Board # 11	Foster Care Review Board
Hon. Michael Anderegg	Chief Judge	Marquette Cty. Probate Court
Nancy Arnold	Board #6	Foster Care Review Board
Brenda Baker-Mbacke'	Program Representative	Foster Care Review Board
Stacie Bladen	Director, Office of Family Advocate	Dept. of Human Services
Jeanette Bridges	Program Representative	Foster Care Review Board
Jennifer Carpio	Board # 24	Foster Care Review Board
Gerald Corey	Board #29	Foster Care Review Board
Tonie Dance	Board #7	Foster Care Review Board
Marvin Dick	Board #1	Foster Care Review Board
Jacob Drenovsky	Board #18	Foster Care Review Board
George Eason	Board #5	Foster Care Review Board
Michael Eberth	Board # 9	Foster Care Review Board
Ronald Ford	Board #30	Foster Care Review Board
Jeanne Fowler	Child Advocate	Big Family of MI
Elayne Gray	Board # 12	Foster Care Review Board
Jonathan Hale	Board # 17	Foster Care Review Board
Warren Harrison	Board # 8	Foster Care Review Board
Amy Hartmann	Attorney at Law	Michigan Children's Law Center
Terri Henrizi	Education Coordinator	Assoc. for Children's Mental Health
Edward Holovka	Board #23	Foster Care Review Board
Loretta Horton	Board # 2	Foster Care Review Board
Kelly Howard	Director, Child Welfare Services	State Court Administrative Office
Richard Hug	Board #14	Foster Care Review Board
Bill Johnson	Superintendent	Michigan Children's Institute
Mary Johnson	President	MJ3 Consulting
Marilee Johnson	Board #27	Foster Care Review Board
Lucia Jurge	Wayne State Intern	Foster Care Review Board
Mark LaBerge	Board #10	Foster Care Review Board
Vernon Laninga	Board #21	Foster Care Review Board
Nicholas LeFevre	Board #26	Foster Care Review Board
Julie Loveless	Board #16	Foster Care Review Board
Virginia Mackey	Board #28	Foster Care Review Board
Rubina Mustafa	Staff Attorney	Detroit Center for Family Advocacy
Shirley Norman	Board #19	Foster Care Review Board
Jim Novell	Program Manager	Foster Care Review Board
Kathryne O'Grady	Deputy Director	Department of Human Services
Jenifer Pettibone	Mgmt. Analyst	Child Welfare Services
Kristin Putney	MAFAK Liaison	MI Assoc. of Foster, Adoptive & Kinship Parents
Sally Putney	Board #22	Foster Care Review Board
Carolyn Rayford	Deputy Regional Director	Lutheran Child & Family Services
Patricia Roof	Board #23	Foster Care Review Board
Lisa Ruby	Board #15	Foster Care Review Board
Verlie Ruffin	Director	Office of the Children's Ombudsman
Kevin Sherman	Program Representative	Foster Care Review Board
Helayne Smith	Board # 22	Foster Care Review Board
Joan Smith	Board #25	Foster Care Review Board
Hon. Leslie Kim Smith	Circuit Judge	3rd Circuit Court, Family Div.
Rita Smythe	Board #4	Foster Care Review Board
Janet Snyder	Executive Director	MI Federation for Children & Families
Carol Stanton	Board #18	Foster Care Review Board
Suzanne Stiles-Burke	Director, Child Welfare Bureau	MI Dept. of Human Services
Roberta Treves DeBoer		Foster Care Review Board
Rhonda Van Hurley-Wilson	Board #16	Foster Care Review Board
Lucinda Wakeman	Board # 20	Foster Care Review Board
Cassandra Wells	Board #8	Foster Care Review Board

* Advisory Committee roster lists were accurate as of December 2009 and do not reflect 2010 membership changes.



MICHIGAN'S FOSTER CARE REVIEW BOARDS

<http://courts.michigan.gov/scao/services/fcrb/fcrb.htm>



30: Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft (Gaylord office)

28: Antrim, Charlevoix, Crawford, Emmet, Grand Traverse, Kalkaska, Leelanau, Missaukee, Roscommon, Wexford (Gaylord office)

27: Benzie, Lake, Manistee, Mason, Mecosta, Newaygo, Oceana, Osceola (Gaylord office)

23: Muskegon (Gaylord office)

18: Barry, Clinton, Eaton, Gratiot, Ionia, Montcalm, Shiawassee (Gaylord office)

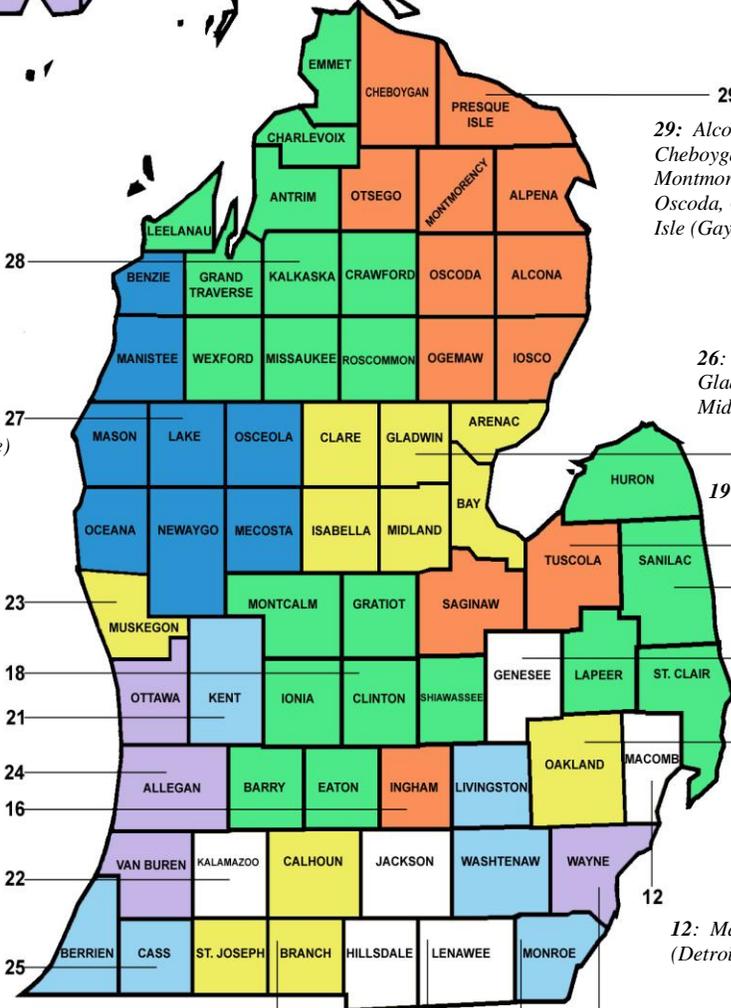
21: Kent (Detroit office)

24: Allegan, Ottawa, Van Buren (Gaylord office)

16: Ingham (Detroit office)

22: Kalamazoo (Detroit office)

25: Berrien, Cass (Detroit office)



29: Alcona, Alpena, Cheboygan, Iosco, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle (Gaylord office)

26: Arenac, Bay, Clare, Gladwin, Isabella, Midland (Gaylord office)

19: Saginaw, Tuscola (Gaylord office)

14: Huron, Lapeer, St. Clair, Sanilac (Gaylord office)

13: Genesee (Detroit office)

11: Oakland (Detroit office)

12: Macomb (Detroit office)

20: Branch, Calhoun, St. Joseph (Detroit office)

17: Hillsdale, Jackson, Lenawee (Detroit office)

15: Livingston, Monroe, Washtenaw (Detroit office)

1-10: Wayne (Detroit office)

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 Assistant: Kathy Falconello

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 Brenda Baker-Mbacke, Program Rep
 Assistant: Jacqui Poindexter

Boards 4, 6, 7, 8, 9, 16, 20, 21, 22, 25
 Jeanette Bridges, Program Rep
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 Assistant: Amanda Kucharek

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Phone: 1-888-866-6566

Info:

<http://courts.michigan.gov/scao/services/fcrb/98-01AppealPolicy.pdf>