

**to a future full of hope.**

Through the dedication and contributions of many loyal supporters, especially devoted people of faith, Children's Aid Society has been able to open and operate four centers that address child welfare and child-parent relationships through child centered creative art, play, and psychotherapy, crisis and respite nursery, child care, family advocacy, parent support and educational groups, 24 hour hotline, a clothing and toy bank for children, a youth home for school age children 6-13, and code blue emergency shelter for single homeless individuals.



## OUR VISION

All children are safe and feel loved.

## OUR MISSION

Empowering children and their families to build stronger, healthier lives

## OUR VALUES



### Demonstrate Compassion

Understand others & give of yourself



### Cultivate Gifts

Nurture opportunities & grow experiences



### Encourage Creativity

Seek new ways & embrace difference



### Play Joyfully

Find joy in work & play - laugh daily



### Work Together

Achieve more as a team



### Act Professionally

Own the situation today & plan ahead for tomorrow

**children's  
AID SOCIETY**



343 Lincoln Way West  
New Oxford, PA 17350



**children's  
AID SOCIETY**  
Southern PA District  
Church of the Brethren

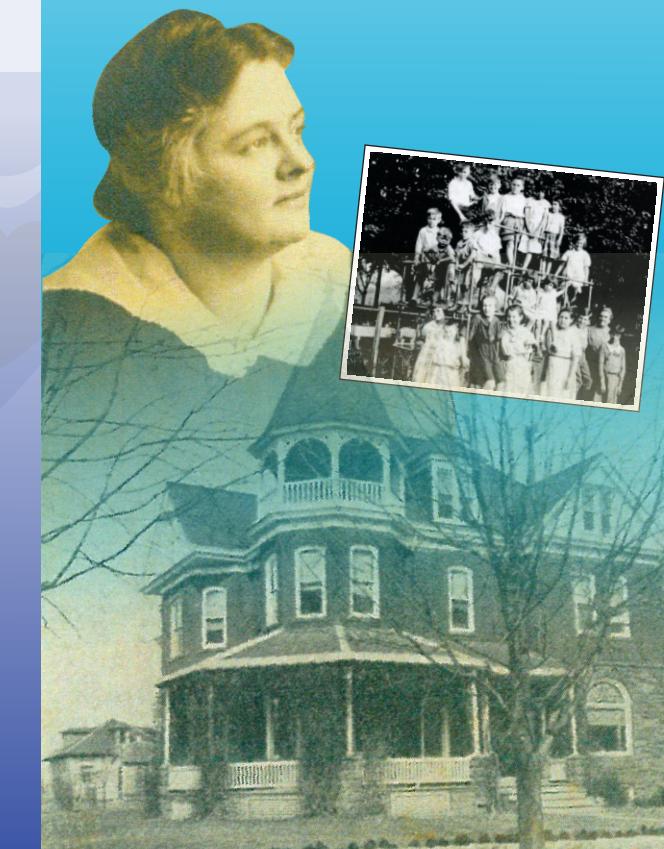


## STRATEGIC PLAN

2023-2027

## From humble beginnings...

In 1913, Children's Aid Society (CAS) was organized at the home of Sudie Mae Wingert of Waynesboro as an outreach of the Southern Pennsylvania District Church of the Brethren that promoted rescuing neglected, dependent and orphaned children. Soon thereafter, CAS began offering foster care services and opened a children's home in Carlisle, PA. As times changed and society's perception of orphanages changed, Children's Aid Society adapted its focus to concentrate on meeting the emotional needs of children as well as their immediate physical needs.



# Trauma Healthy Centers



By 2027 all of CAS will be recognized as Trauma Healthy Centers using the PA State Department of Human Services standards

- Incorporate trauma informed language into all organizational documents.
- Train staff in trauma informed language and responses with children and families.
- Implementation of the PA State Department of Human Services standards for creating trauma informed care environments across all programs in the organization.
- Full implementation of the Integrated Case Management Systems (ICMS). In the Crisis Nursery & CYH and Medical Records Management System for clinical services including therapy, family advocacy, parent education, and parent support groups to reduce data replication.



## Governance and Board Development



By 2027, CAS will have a board of sixteen trained, committed, knowledgeable, engaged, and diverse volunteers who represent the communities we serve. Representing all facets of ethnic, professional, age, socioeconomic status, and religious affiliation.

- Utilize board network software as the primary repository for all board documents, agendas, minutes, and corporate documents.
- Activate standing committees of the CAS board of directors to meet at least bi-annually.
- Reactivate the CAS advisory councils program to meet at least three times annually.
- Select and implement board of directors self-assessment to plan for succession of board of directors members and ensure complete classes annually.

## Inclusion, Diversity, Equity, and Accessibility (IDEA)



By 2027 CAS will be recognized in the community as an inclusive, diverse, equitable, accessible agency and a welcoming workplace.

- Incorporate inclusive language into all organization documents.
- Create an organization wide IDEA committee to meet at least bi-annually.
- Provide IDEA education and training for all staff, volunteers, and board members.
- Complete a comprehensive accessibility evaluation of all physical spaces and programs in the organization.
- Be designated as a Welcoming Workplace.



## Program Impact and Delivery



By 2027, all CAS programs and services are empowering children and their families to build stronger healthier lives.

- Develop a coaching and mentoring model to be implemented with new employees during their first six months of employment.
- Ensure that bi-annual all staff agency retreats include a whole person centered training to empower staff and volunteers to deliver programs and services from a whole person centered focus.
- Develop a sustainable model to continue to deliver clinical services to meet the growing demand for therapy, family advocacy, parent education and support groups.
- Complete the building construction of the new center in York city to expand programs and create empowering space for the delivery of our core programs in a state-of-art modern facility.