



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF HEALTH AND HUMAN SERVICES
LANSING

ELIZABETH HERTEL
DIRECTOR

March 17, 2022

Victoria Schultz
Catholic Charities of Shiawassee and Genesee Co
901 Chippewa Street
Flint, MI 48503

RE: License #: CB250201015
Investigation #: 2022C0420007
Catholic Charities of Shiawassee and Genesee Co.

Dear Ms. Schultz:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

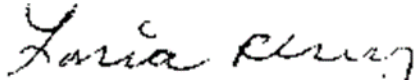
If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days.

FOR CWL ONLY

Please note that violations of any licensing rules are also violations of the MSA and your contract.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available, and you need to speak to someone immediately, please contact the area manager at (248) 860-0787.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lonia Perry".

Lonia Perry, Licensing Consultant
MDHHS\Division of Child Welfare Licensing
4th Floor, Suite 4B
51111 Woodward Avenue
Pontiac, MI 48342
(248) 860-3317

enclosure

**MICHIGAN DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF CHILD WELFARE LICENSING
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	CB250201015
Investigation #:	2022C0420007
Complaint Receipt Date:	01/06/2022
Investigation Initiation Date:	01/07/2022
Report Due Date:	03/07/2022
Licensee Name:	Catholic Charities of Shiawassee and Genesee Co
Licensee Address:	901 Chippewa Street Flint, MI 48503
Licensee Telephone #:	(810) 232-9950
Administrator:	Deborah Pettway, Designee
Licensee Designee:	Deborah Pettway, Designee
Name of Facility:	Catholic Charities of Shiawassee and Genesee Co.
Facility Address:	901 Chippewa Street Flint, MI 48503
Facility Telephone #:	(810) 232-9950
Original Issuance Date:	07/01/1993
License Status:	REGULAR
Effective Date:	10/28/2020
Expiration Date:	10/27/2022
Capacity:	Unknown
Program Type:	CHILD PLACING AGENCY, PRIVATE

II. ALLEGATION(S)

	Violation Established?
The foster care worker is not professional; she called the birth father a derogatory name.	No
The birth parent has not been provided visitation with his children.	No
There are concerns that the children have been taken out of state and placed there.	No
Additional Findings	Yes

III. METHODOLOGY

01/06/2022	Special Investigation Intake 2022C0420007
01/07/2022	Special Investigation Initiated - Telephone Spoke with Birth Parent O
01/11/2022	Contact - Document Sent Email to agency Chief Administrator RE complaint
01/11/2022	Contact - Telephone call made To Birth Parent O
01/11/2022	Contact - Telephone call received Missed call- Phone message to and from the agency's Child Welfare Director
01/11/2022	Contact - Document Received Email from the agency Child Welfare Director
01/12/2022	Contact - Telephone call made Left message for the agency Child Welfare Director
01/12/2022	Contact - Document Sent Email to the agency Child Welfare Director
01/13/2022	Contact- Telephone call made To the agency Child Welfare Director
01/13/2022	Contact- Telephone call made Left message for Foster Care Worker 2
01/13/2022	Contact- Telephone call received Interviewed Foster Care Worker 2
01/13/2022	Contact- Telephone call made Left message for Foster Care Supervisor 3
01/13/2022	Contact- Telephone call received Interviewed Foster Care Supervisor 3
01/20/2022	Contact- Telephone call made Spoke with DHHS Worker X
02/04/2022	Contact- Document Sent

	Email to POS Supervisor and POS Worker XX – seeking contact and contact number
02/04/2022	Contact- Document Received Email from POS Worker XX
02/04/2022	Contact- Telephone call made And received, Spoke with POS Worker XX
02/18/2022	Inspection Completed- Sub Compliance
02/18/2022	Contact Telephone call made And received- Spoke with Child Welfare Director- Preliminary Exit

ALLEGATION:

The foster care worker is not professional; she called the birth father a derogatory name.

INVESTIGATION:

On 1/7/2022 I interviewed Birth Parent O by telephone. Birth Parent O reported he has three children, Child A (age 13), Child B (age 7) and Child C (age 5), placed via Catholic Charities or Shiawassee and Genesee County (CCSGC). Foster Worker (FCW) 2 is assigned to their case. Birth Parent O reported FCW 2 only tries to upset him. He did not give specifics on how or why she tries to upset him but reported FCW 2 called him a “nigger”. He did not report when FCW 2 called him this name. Nor the circumstances in which the incident occurred. He reported trying to speak with FCW 2’s supervisors, about her behavior, but FCW 2 intercepted his call and would not allow him to do so.

On 1/13/2022 I interviewed FCW 2 by telephone. FCW 2 denied ever calling Birth Parent O out of his name or making derogatory remarks about him. She reported her contact with Birth Parent O has been limited and mostly by text messages. She reported, it is Birth Parent O who has called her names; and he has threatened her. Birth Parent O told her the problem with the case is that she is white. He has refused in person contacts with her. She has asked him to come in to sign various paperwork, and he has refused.

FCW 2 denied ever not responding to Birth Parent O’s calls; or trying to keep Birth Parent O from speaking with her supervisor. She advised there was time that Birth Parent O contacted the office and asked to speak with Supervisor 3 about a reported emergency situation. The call was on hold. Supervisor 3 was not available; and she tried to find out what Birth Parent O’s matter was about. She tried to talk with him, but he would not disclose the purpose of his call. He reported just wanting Supervisor 3 to contact him; and Supervisor 3 did so. Supervisor 3 texted her to say Supervisor 3 called Birth Parent O, but he did not answer.

On 1/13/2022, I spoke with Child Welfare Director (CWD) 1 and Supervisor 3 about the allegations, during separate telephone calls. Both CCSGC employees reported having no reason to believe the allegations to be credible. Neither had ever

observed or heard of FCW 2 being disrespectful to any parent. No birth parent or person had contacted them to report such a concern related to FCW 2.

Supervisor 3 denied Birth Parent O ever contacting her to report concerns about FCW 2. She reported being aware of one telephone call from Birth Parent O, a week ago. She was busy and asked FCW 2 to take the call and advise him she would call him back. Birth Parent O hung up on FCW 2. Supervisor 3 advised she did not get an opportunity to contact him back before going on leave and family emergencies. After her return, recontacting him slipped her mind. She had met with him once on 12/15/2021.

APPLICABLE RULE	
R 400.12206	Staff qualifications.
	(1) An agency shall require a staff who has ongoing contact with children or parents to be a person who has the ability, experience, education, and training to perform the duties assigned.
ANALYSIS:	There is insufficient evidence to support the allegations or that the worker did not demonstrate the ability, experience, education, and training to perform her assigned duties.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION:

The birth parent has not been provided visitation with his children.

INVESTIGATION:

On 1/13/2022 I interviewed Birth Parent O by telephone. Birth Parent O reported his visits with his children are not occurring regularly as they should. He reported there was supposed to be a makeup visit for him, which was to last three hours, last Thursday. Thirty minutes before the visit was to start, FCW 2 terminated the visit. He tried to speak with Supervisor 3 about this, but FCW 2 blocked him from doing so. Birth Parent O did not report any other visits not being scheduled or terminated.

On 1/13/2022 I interviewed FCW 2 and Supervisor 3 about the allegation by telephone. Both CCSGC employees reported a visitation plan is in place for Birth Parent O with the children. Additionally, that it has been Birth Parent O who has not shown up for visits, which are court ordered to occur at the agency every Tuesday and Thursday. Both employees reported no visits have been cancelled, except for once when the children were sick and once when Birth Parent O did not show up in a timely manner.

FCW 2 reported until today, Birth Parent O had not attended a single visit since the case was opened in September 2021. Birth parent O had been a no call, or no show

for visits until today. On 1/4/2022 there was not a visit because the children were sick. Birth Parent O requested the children be taken to the doctor due to that; and the agency ensured the medical visits were done. Birth Parent O cancelled the next visit on 1/6/2022, due reportedly to him not wanting the children to travel since they had been sick. FCW 2 reported a visit in October 2021 was canceled before Birth Parent O had not showed up. He was an hour late. The agency policy indicates they can cancel after 15 minutes; but they will allow more time, but not an hour, without a call. FCW 2 advised that in December 2021 the court ordered that Birth Parent O must call the agency an hour before the visit, to informed them he will be present for the visit. Birth Parent O did so today for today's visit.

Reviewed

Child A, Child B and Child C's MISACWIS case record which showed information as reported by the agency related to visitation.

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R 400.12421	Visitation and parenting time.
	<p>An agency shall have a policy regarding visitation and parenting time that contains, at a minimum, all of the following:</p> <p>(a)A plan of visitation for each child in foster care consistent with the child's service plan, as required by R400.12419 and R400.12420 to assure the safety and wellbeing of the child.</p>
ANALYSIS:	The evidence does not support the allegations. A visitation plan for Birth Parent O with his children is in place. Birth Parent O had missed numerous visits. He was a no call or no show for the scheduled Tuesday and Thursday visits.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION:

There are concerns that the children have been taken out of state and placed there.

INVESTIGATION:

On 1/7/2022 I interviewed Birth Parent O by telephone. Birth Parent O reported on 12/28/2021 the judge ordered that his children be placed in Ohio, with Relative M. He reported discovering the children had been placed in Ohio before the reported December 2021 date; and no one told him. He reported the children were supposed to be placed with Relatives L in Lapeer from 9/11/2021 until 12/28/2021. He reported knowing the children were in Ohio with Relative M, the daughter to Relatives L because someone has seen them there. He said the plan was never for his children to go to Relative M. He believes FCW 2 is trying to help Relative M get his children to adopt them.

On 1/13/2022 I interviewed FCW 2 and Supervisor 3 by telephone. Both CCSGC employees reported Child A, Child B and Child C remain placed with Relatives L in Lapeer. The children have not been replaced to Relative M. Relatives M assists her parenting with the care of the children.

FCW 2 reported the Children Protective Services (CPS) worker, not the agency set up the children's placements with Relative L, for Birth Parent O. Birth Parent O had originally asked for the children to be placed in Ohio with Relative M, but Birth Parent O couldn't sign off his rights timely in order for the placement to occur. Additionally, CPS reported they could not do the placement in Ohio due to ICPC (Interstate Compact on the Placement of Children) issues. FCW 2 reported the children had been going back and forth between Lapeer, Michigan, and Ohio since September 2021. This was all set up by CPS; no one gave them guidance about this arrangement.

FCW 2 said the children were placed with Relatives L, when she was assigned the case, but the children were in Ohio with Relative M. She discovered that in September 2021 after the children were being unavailable for her to visit with them. She advised her director of that situation. Then someone at the department let her and Supervisor 2 know about the situation. FCW 2 requested the children be brought back to Lapeer so that she could conduct her home visit with them. She reported Child A, Child B and Child C would go to Ohio for weekly visits with Relative M. Relatives L would let her/the agency know when the children would go to Relative M and whether it was for a day, a week or more. FCW 2 reported there have been times the children were in care with Relative M ranging from a few days to two weeks. The children were with Relatives L on Christmas and had been with Relative M the last couple of weeks. FCW 2 reported this visitation stay arrangement was in place because Relative M is Relatives L's alternative caregiver. Relative M assists her parents/Relatives L with transportation and medical appointments. Relative M brings the children to the agency for their parenting time with Birth Parent O. The children attend school online; and Relative M ensures their attendance. FCW 2 reported the only reason the children are not placed with Relative M is because there is no approved ICPC home study for Relative M. FCW 2 reported she has not completed a ICPC request because she has not been able to obtain the social security cards for the children.

FCW 2 did not document the children's lengthy contacts with Relative M or absences from placement. She reported not documenting those contacts in MISACWIS or the service plan, because Relative M was servicing as the alternative care provider.

Supervisor 3 affirmed FCW 2 reporting related to CPS setting of the children's placement with Relatives L. Additionally, that the children were going back and forth between the two families when CCSGC accepted the case. Supervisor 2 reported Relatives L had initially reported they would care for the children long term; but

shortly afterward, due to financial issues, reported they could not. Supervisor 3 said a CPS/foster Care TDM (Team Decision Meeting) by DHHS Worker X in September 2021 indicated that; and that Relative M reported she could plan for the children long term. Supervisor 3 acknowledged the TDM document does not indicate anything about the children going back and forth with Relative M in Ohio. She reported on 12/15/2021, Birth Parent O reported that he did not want the visits to Ohio to continue. Birth Parent O was under the impression the children were placed in Ohio, but that was not true. Supervisor 3 told FCW 3 to discontinue the visits. She did not know they were continuing or that there were times the children were with Relative M in Ohio for a week or two weeks. She thought Relative M was just getting the children for the weekend, for respite. Relative M was taking the children to doctor appointments for her parents and transporting the children to parenting time. Supervisor 3 reported these stays away from the placement/these visitations were not documented because she did not know the visitations were that extensive. She reported a plan to follow up and have the contacts added to social contacts in MISACWIS.

On 1/20/2022 I interviewed the CPS Department of Health and Human Services (DHHS) Worker X by telephone. DHHS Worker X affirmed Supervisor 3's reporting about DHHS Worker X placing the children with Relatives L and the family later indicating they could no longer plan long term. Relatives L reported they would keep the children, but they needed help with the children. Their daughter, Relative M was going to be coming up to their home to help. DHHS Worker X reported being aware of Relative M. She advised that Birth Parent O and the children's birth mother were initially willing to do a safety plan for the children to be placed out of state in Ohio with Relative M. The birth parents did not act timely to work with DHHS Worker X on that plan. An emergency removal happened, and the children were placed with Relatives L.

DHHS Worker X reported she told Relatives L the children would have to stay in Lapeer. Relative M had contacted her, asked about visits with the children and whether Relative M could change the children's schools. She advised Relative M everything had to be approved, that Relative M needed to talk with the foster care worker about all that. DHHS Worker X reported the issue of the children going back and forth; staying in Lapeer and Ohio is something that would have occurred after the children were with CCSGC. She assumed the children would likely visit Relative M, because Relative M is related, but not that the children would be staying with Relative M in Ohio, a week, two weeks, any length of time. She reported that's not something she approved or had input in. Her supervisor advised her the children could not visit Relative M without agency approval, because the children can't go across state lines. She assumed the DHHS- POS monitor informed FCW 2 of that. DHHS Worker X reported that sometime after the case was with CCSGC, FCW 2 called her about the ICPC. She advised FCW 2 that foster care, not DHHS Worker X completes that task. DHHS Worker X reported the relatives, and CCSGC were aware of what had to happen before any visits with Relative M in Ohio or an out of state placement could occur.

On 2/4/2022 I interviewed Purchase of Service (POS) Worker XX by telephone. POS Worker XX denied she/DHHS giving the agency or the relatives any type of authorization for any type of visits out of state. She said, Relative M is approved for substitute care, but not placement. She reported, the matter of the children possibly going back and forth between the two relatives came up the first week in January 2022. A meeting had occurred with CCSGC in December 2021, advising them that in order for Relative M to be approved for placement of the children an ICPC has to occur. The court had also gotten involved and ordered the agency to complete the ICPC paperwork.

On 2/18/2022 I spoke with CWD 1. She reported the children were replaced from Relatives L's home on 2/18/2022. Visits with Relative M were no longer occurring and the ICPC was still pending.

Reviewed

MISACWIS case record for Child A, Child B and Child C which showed that:

- All three children were placed together with Relatives L on 9/10/2021.
- All three children remained in placement with Relatives L until 2/18/2022 when they were placed together in a licensed foster home.
- No documentation showing the children temporary stays with Relative L. Nor social work contacts related to the fact that the temporary stays had occurred.
- A 9/15/2021(completed by DHHS Worker X) and 9/29/2021(completed by FCW 2) TDM.
 - Neither TDM narratives indicated any information related to the children being approved to go back and forth to Ohio; or for the children to stay there for any periods of time. The plan at both TDM's was that the current placement would be maintained.
 - The 9/29/2021 TDM indicated: A discussion was had about moving the children to Ohio with Relative M; the case worker would complete ICPC paperwork. Additionally, that Relative M is to transport the children to and from parenting times.

APPLICABLE RULE	
R 400.12405	Change of placement.
	(3) The agency shall document all of the following in the child's record before a change of placement occurs: (f) Notification to the parents, referral source, lawyer guardian ad litem, and courts when applicable, of the change in placement.

ANALYSIS:	<p>The children did not change placement.</p> <p>The children were having visitations and extended stays with Relative M in Ohio. There is no violation of this rule but there is a violation with respects to R400.12207(3)(a) shown below with respect to departmental policies.</p>
CONCLUSION:	VIOLATION NOT ESTABLISHED

ADDITIONAL FINDINGS:

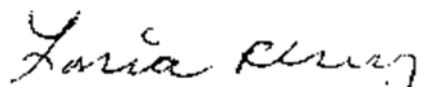
APPLICABLE RULE	
R 400.12207	Staff responsibilities.
	<p>(3) An agency shall require that social service workers be directly responsible for all of the following activities:</p> <p>(a) Placing and supervising children in out-of-home care. Social service workers shall work directly with the children, their families, and other relevant individuals and be primarily responsible for the development, implementation, and review of service plans for the children and their families.</p>
ANALYSIS	<p>FOM Policy 722-6H mandates that all case contacts must be entered in MiSACWIS, including attempted contacts, and missed appointments. The case contact narrative should consist of a brief summary of the contact. Significant information obtained during the contact must be summarized in the appropriate section of the case service plan.</p> <p>Communication issuance 17-168 indicated that absences from placement for six to 14 days require approval by the caseworker and supervisor and must be documented in the record via a social contact. (Note the communication issuance is not being cited. This paragraph is intended to explain why the policy is being cited.)</p> <p>The agency worker admitted she did not document all her contacts with Relatives L and Relative M related to the children's back and forth visits from Lapeer, Michigan to Ohio. Nor the visits which ranged from a few days to up to two weeks.</p> <p>Additionally, the agency did not inform the children's parents of each of these visits. Nor was it clearly documented that the children's Guardian Ad Litem was informed of each of these visitation stays.</p>

	In this incident the agency staff person(s) did not work with all entities or related to the development of the children and family's service plans.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.12207	Staff responsibilities.
	<p>(3) An agency shall require that social service workers be directly responsible for all of the following activities:</p> <p>(a) Placing and supervising children in out-of-home care. Social service workers shall work directly with the children, their families, and other relevant individuals and be primarily responsible for the development, implementation, and review of service plans for the children and their families.</p>
ANALYSIS:	<p>ICM 130 -Interstate foster care request policy states: Under the Interstate Compact on the Placement of Children (ICPC), the following requests must be referred to local MDHHS offices for services:</p> <ul style="list-style-type: none"> • Home studies and licensing of a prospective placement resource for a foster child under court or state supervision in another state. • Supervision of the placement of a child with a parent/relative when the child is under court or state jurisdiction in another state. <p>The agency allowed Child A, Child B and Child C to have extended visits with Relative M in Ohio without an approved-out of state home study or ICPC approval.</p> <p>In this incident the agency staff person(s) did not work with all entities, or related to the development of the children and family's service plans.</p>
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

Upon receipt of an acceptable corrective action plan, continuation of the agency's current licensing status is recommended.

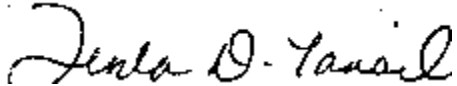


March 6, 2022

Lonia Perry
Licensing Consultant

Date

Approved By:



March 17, 2022

Linda Tansil
Area Manager

Date