

Adoption & Foster Care Seminar



Sponsored by Baylor University, Human Resources



Baylor University

Adoption Assistance Program

What does it offer?

Up to \$10,000 (previously \$6,000) in reimbursement of Qualified Adoption Expenses that are paid or incurred in connection with the final adoption of an Eligible Child and while an Eligible Employee under the Program.

Who is eligible?

Once 12 continuous months of full-time employment with Baylor has been completed, any Full-time faculty members and post-doctoral fellows who have been appointed at .75 full-time equivalency or more per semester; and full-time regular staff members who are scheduled to work 30 or more hours per week are eligible.

How do I find out more about this program?

Please visit www.baylor.edu/hr/benefits or contact us at 254-710-2000 or askHR@baylor.edu

Baylor University Paid Parental Leave

What does it offer?

Effective January 1, 2020 – Paid Parental Leave increased to up to 6 weeks (240 hours) of paid leave for birth, adoption and foster care!

Who is eligible?

All staff as well as temporary staff employees who are in a benefits-eligible staff position. Eligibility is immediate upon employment with Baylor University.

How do I find out more about this program?

Please visit www.baylor.edu/hr/benefits or contact us at 254-710-2000 or askHR@baylor.edu



Families & Foster Care Coalition
Heart of Texas

FFCC Goal



To build awareness and understanding within the greater Waco community through education and mobilization; thereby increasing capacity within the foster care community through community engagement.

Families & Foster Care Coalition
Heart of Texas

Placing & Service:

Arrow Child and Family Ministries
CarePortal

CASA of McLennan County

Circles of Care, Salado

CK Family Services

Department of Family & Protective Services

Foster Village Waco

Isaiah 117 House

Mentoring Alliance

Methodist Children's Home

Nightlight Christian Adoptions Healing Homes

Parent Advocacy Program

Presbyterian Children's Homes and Services

Together For Good

Families & Foster Care Coalition
Heart of Texas

Faith Community

Central Presbyterian Woodway
Dayspring Baptist Church
First Woodway Baptist Church
Highland Baptist Church
Renew Church
Harris Creek Baptist Church
Holy Spirit Episcopal Church
Mosaic Waco
St. Alban's Episcopal Church
St. Phillip Catholic Church, China Spring

Families & Foster Care Coalition

Heart of Texas

Community Stakeholders

Advocacy Center for Crime Victims and Children
Amberley Collective
Baylor School of Social Work
Baylor University Department of Human Science & Design
Cenikor Central Texas Child Protection Court North
City of Waco
Cooper Foundation
CPS Waco Parent Collaboration Group
Cummings Law, PLLC
HOT Goodwill Industries
Klaras Children's Center, MHMR
MCH Family Outreach
McLennan County Courts McLennan Community College
Milam & Fanning, PLLC
Prosper Waco
Starry Fatherhood
Tarleton School of Social Work
TSTC
Unbound Waco/ The Reagan
United Way
Waco Center for Youth
Waco Foundation
Waco Police Department
WISD Highly Mobile Student Services
74th District Court of McLennan County

387 kids in care in McLennan County; Over **Half** placed outside the county

133 certified foster homes in McLennan County

100 NEW FOSTER HOMES needed to welcome children in McLennan County

112 children are awaiting adoption

174 children placed with relatives in or out of county





An Evening of *ENCOURAGEMENT*
For foster parents and those curious
with JASON JOHNSON!

May 31 7-9 PM

St. Alban's Episcopal Church
Parish Hall

Childcare Provided

RSVP: info@fostercarecoalition.org



Arrow • CarePortal • Circles of Care • CASA of McLennan County • CK Family Services • DFPS • Foster Village • Heart Gallery • Isaiah 117 House • Klaras Center • Methodist Children's Home • Nightlight Christian Adoptions • Presbyterian Children's Home & Services • AND a special conversation about reunification with Mimi Normart

Jason is a writer and speaker who encourages families and equips church and organizational leaders on their foster care and adoption journeys.

www.jasonjohnsonblog.com





Find us on Facebook:

Families and Foster Care Coalition

Find us on Instagram:

ffcc_heartoftx

www.fostercarecoalition.org

info@fostercarecoalition.org

***Nightlight Christian Adoptions
Domestic, International, Embryo Adoptions,
and Foster Care***

***www.nightlight.org
(254) 741-1633***

***Rebekah Hall, MSW
rebekah@nightlight.org***

Overview

Established in 1959; Now operating licensed offices in 10 states.

In the most recent 20 years we have placed over **4,000 children** into loving families.

- Snowflakes® Embryo Adoption
- International Adoption
- Domestic Infant Adoption
- Foster Care
- Adoption from Foster Care

Which program is the right path for your family?



There are children waiting...

ADOPTION  BRIDGE

[Join Our List](#)

[Home](#)

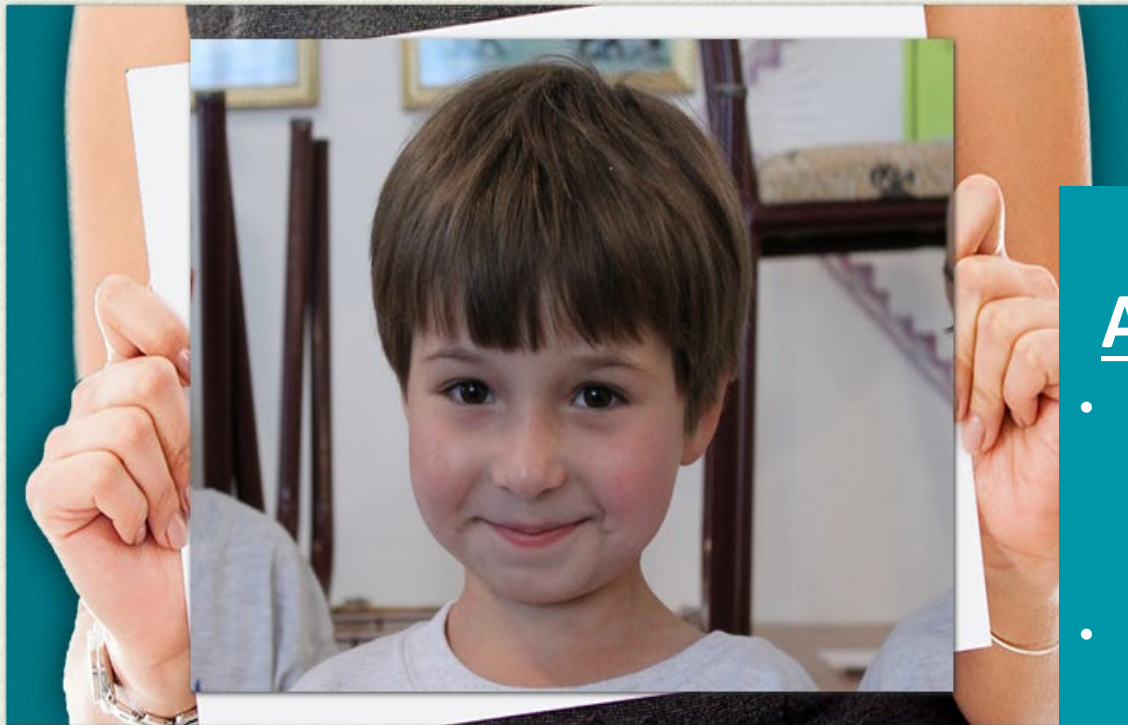
[Waiting Families](#)

[Crowdfund Your Adoption](#)

[Waiting Children](#)

[Discover ▾](#)

[Every Child Has a Name ▾](#)



Child Story

Make a Contribution

\$10

\$20

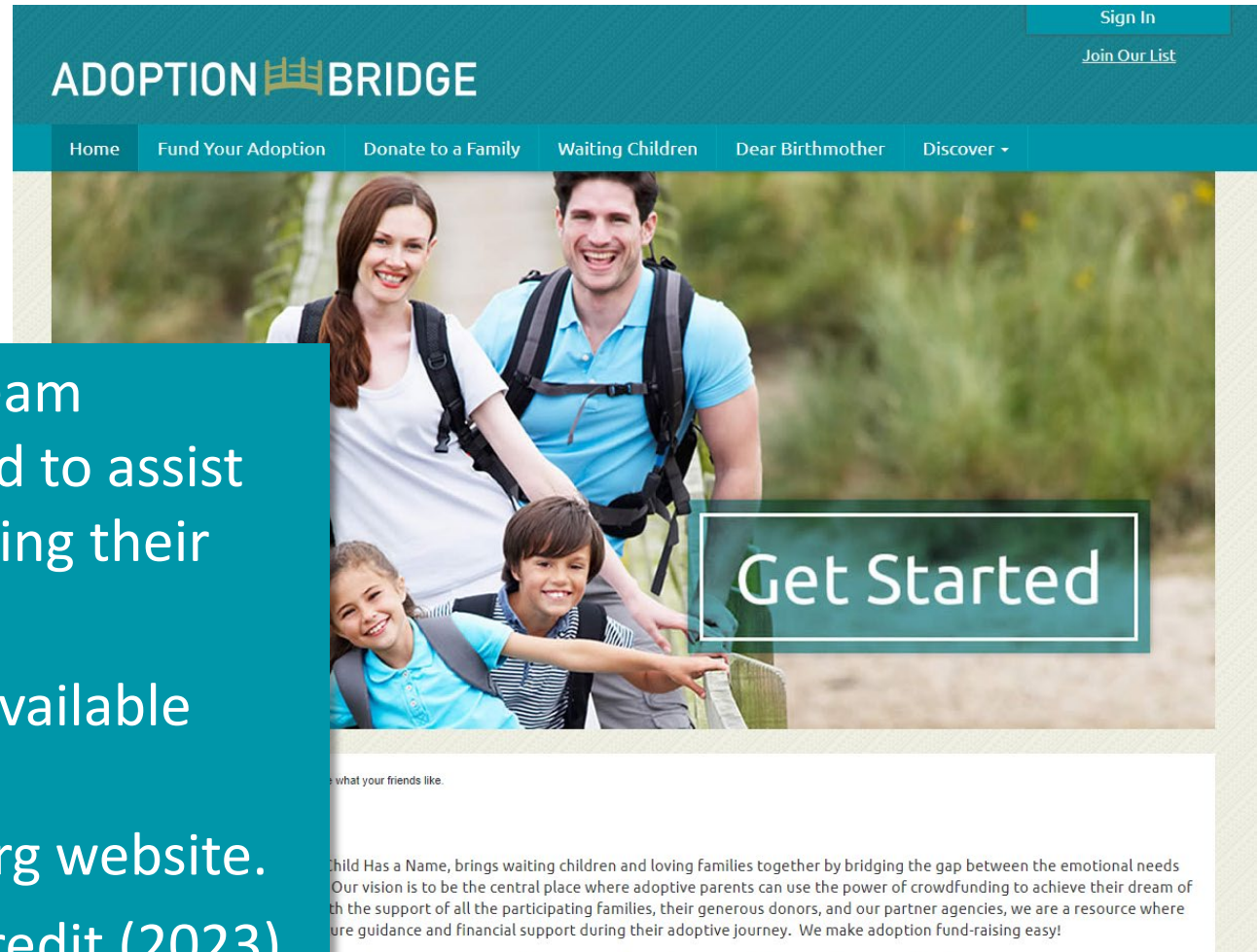
\$50

Visit today:
AdoptionBridge.org

- A child on Adoption Bridge is waiting for their forever family.
- Hundreds of child profiles demonstrate the need for adopting families like yours.

Don't let finances be your obstacle!

Funding your adoption is very possible



The screenshot shows the AdoptionBridge.org website. At the top right, there are links for "Sign In" and "Join Our List". The main navigation bar includes "Home", "Fund Your Adoption", "Donate to a Family", "Waiting Children", "Dear Birthmother", and "Discover". The central image features a family of four (a woman, a man, and two children) hiking outdoors, with a prominent "Get Started" button overlaid on the right side. Below the image, there is a small text snippet "what your friends like." and a paragraph of text starting with "Child Has a Name, brings waiting children and loving families together by bridging the gap between the emotional needs".

- ❖ Nightlight has a team member dedicated to assist families with funding their adoption.
- ❖ Crowdfunding is available through our AdoptionBridge.org website.
- ❖ IRS \$15,950 Tax Credit (2023)



nightright[®]

 snowflakes[®] embryo adoption program



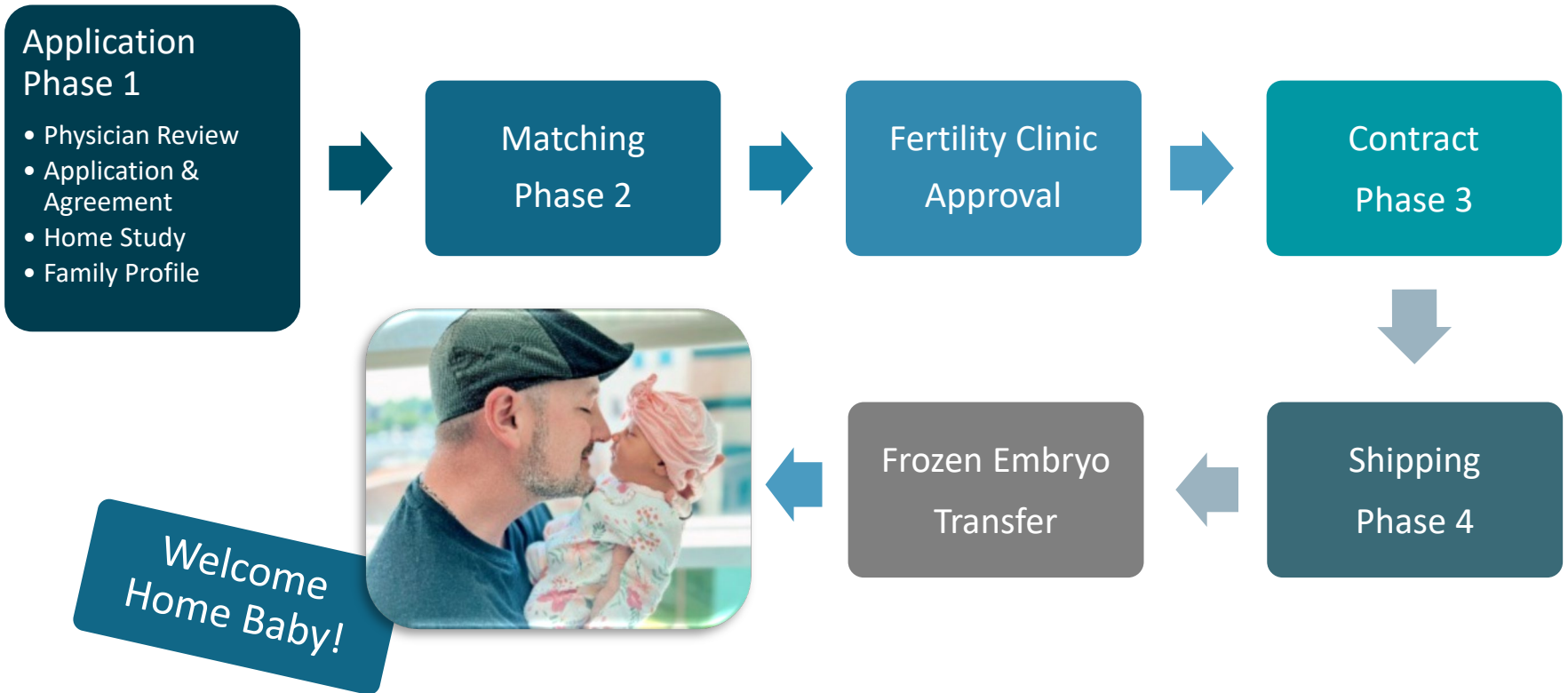
Snowflakes[®] Embryo Adoption Program

Advantages

- Fastest way to adopt an infant
- Control Of Pre-Natal Environment
- Pre-Natal Bonding
- Ability To Nurse The Child
- Security of Placement
- Affordable



The Snowflakes Process





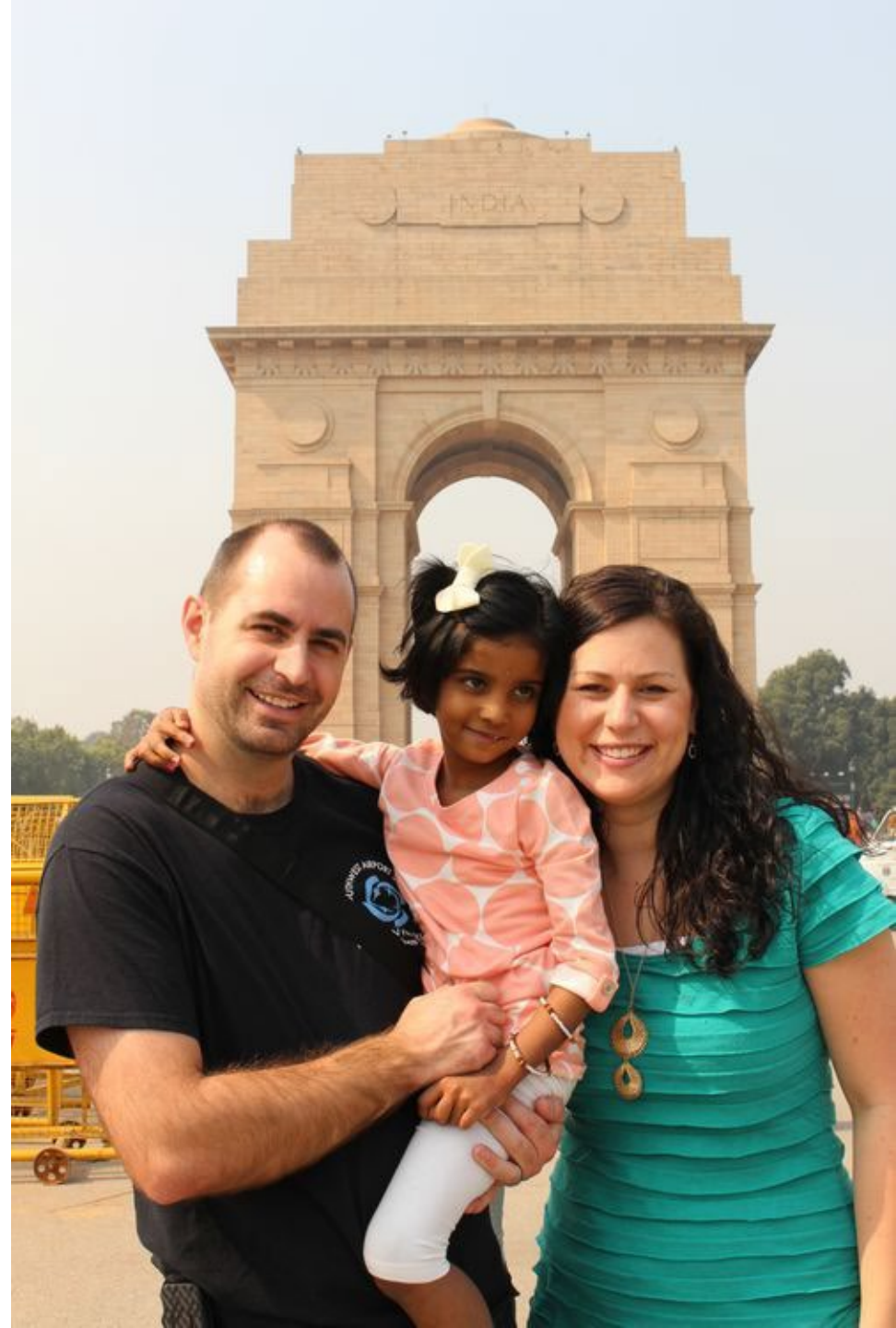
onightlight[®]
christian adoptions



More than an adventure, a lifelong journey.
INTERNATIONAL ADOPTION

Considering a Country

- Your specific interest
- Age of children desired
- Restrictions on adopting parents (age, marital status)
- Overall cost of country program
- Time to receive a referral
- Travel (How often? How long?)
- Other: country specific restrictions (e.g., current children in home, health of family members)
- Special needs



Nightlight Works in Many Countries

Visit www.Nightlight.org for our International Program Overview



Albania



Bulgaria



Burkina Faso



China



Colombia



Dominican Republic



Ecuador



Haiti



Honduras



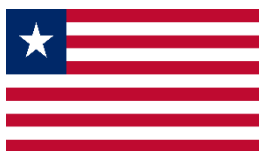
Hong Kong



India



Jamaica



Liberia



Mexico



Nigeria



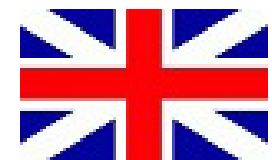
ROC Taiwan



Samoa



Ukraine



United Kingdom



onightlight[®]

christian adoptions



Already in your heart.

DOMESTIC ADOPTION

What is Domestic Adoption?

- An adoption plan for expectant parents faced with an unplanned pregnancy.
- It is a choice made by the placing parents – most often the expectant mother.
- It is most commonly an infant adoption within the U.S.
- It is irrevocable once an adoption is finalized.





Deciding if You Are Right for Domestic Adoption

- Are you open to a relationship with the birth parents?
- Do you desire to adopt a newborn infant?
- Do you understand that birth parents can change his/her mind(s)?
- Do you understand that there are potential legal risks?



nightlight[®]
christian adoptions

Children in need of committed, loving parents

HEALING HOMES

FOSTER CARE PROGRAM



Anchored in Hope Program (Adoption from Foster Care)

- Must live in one of our licensed states [CA, CO, MO, TX, OK, KY, GA, FL, SC, IN]
- There is a great need for families open to children ages 12 and up or sibling groups.
- Nightlight helps families residing in these states adopt children who live throughout the United States.
- Nightlight will work as an advocate for you and your family as you navigate the foster system.

**Check out [AdoptionBridge.org](https://www.adoptionbridge.org) (look for kids with AiH by their name), [Adoptuskids.org](https://www.adoptuskids.org) and [Heart Gallery of America](https://www.heartgalleryofamerica.org) to see children available for adoption.*

Is Foster Care Right for Your Family?



- Simultaneous desire to help with biological family reunification and a willingness to pursue adoption if the opportunity is presented.
- Each year, half of the children in foster care have an outcome other than reunification: adoption | aging out of the system | institutional placement.
- Placements can last from one day to... forever.
- Sibling groups are often in need of a loving foster home.
- Foster care is an affordable choice for families interested in helping children. (Stipends)
- A broader range of eligibility requirements. Older couples and singles are welcome.

Why Foster Care/Adoption?

14,000 more children enter foster care than the year before

- There are currently **400,000** children in care.
- **100,000** of those kids are legally free for adoption.
- Children enter foster care *at no fault of their own* but have been abused, neglected, or abandoned by their biological family.
- Average age is 8.5 and range from birth to age 21.



25% of kids in foster care are legally free for adoption and waiting for a loving family.



The benefits of foster care through Nightlight

- Nightlight advocates intentionally maintain a small caseload, allowing them to be attentive to helping families navigate state foster care programs.
- Friendly, educated and ministry-minded team members provide emotional and spiritual support during and throughout child placement.
- Nightlight hosts multiple events year-round that are both fun and educational for our families. Foster families become a part of an extended support system of families.

Which adoption program



is right for your family?

Questions? We have answers!



nightlight[®]

christian adoptions

www.nightlight.org

254-741-1633

info@nightlight.org

*David
&
Trisha
Adoption
Story*





Arrow

CHILD & FAMILY MINISTRIES

Helping Kids ~ Strengthening Families



Children are a gift of the Lord...like arrows in the hand of a warrior, so are the children of one's youth. - Psalm 127:3-4

Who is Arrow Child and Family Ministries?

Arrow was founded in 1992 by a former child in foster care who grew up in a loving, Christian foster home.

Mission: Helping Kids, Strengthening Families

“Children are a gift of the Lord...like arrows
in the hand of a warrior.” Psalm 127:4

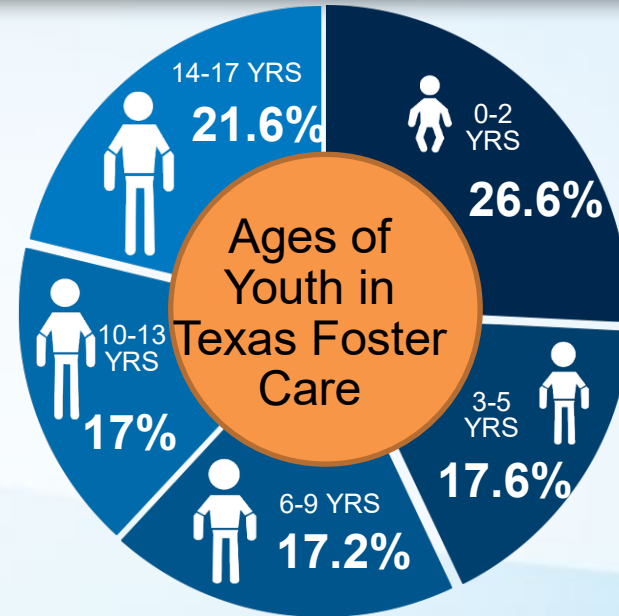


Youth Currently in Foster Care



16,016
IN TEXAS

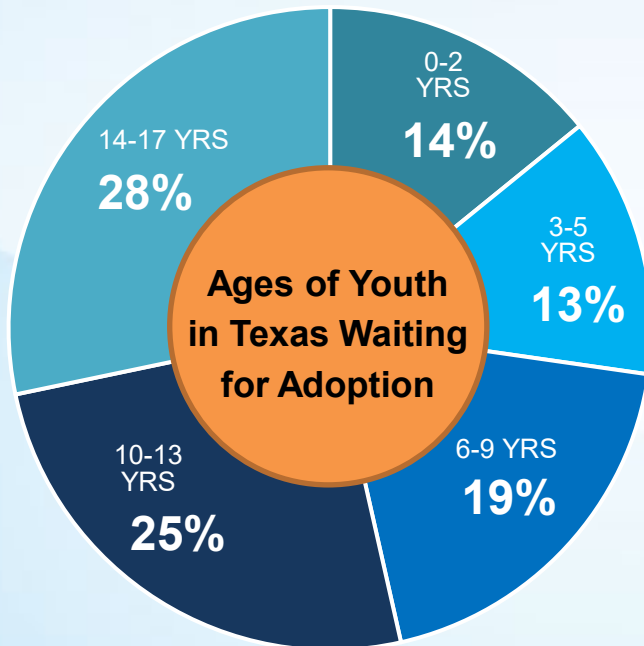
190 Children in CWOP



Numbers from DFPS,
as of March 2021

https://www.dfps.state.tx.us/About_DFPS/Monthly_Data/default.asp

Youth Currently Waiting for Adoption



A Youth Waiting for Adoption May Have these Characteristics:

- Over the age of 6 years
- Be a part of a sibling group
- Have a medical condition(s)
- Have physical, mental, or emotional disabilities



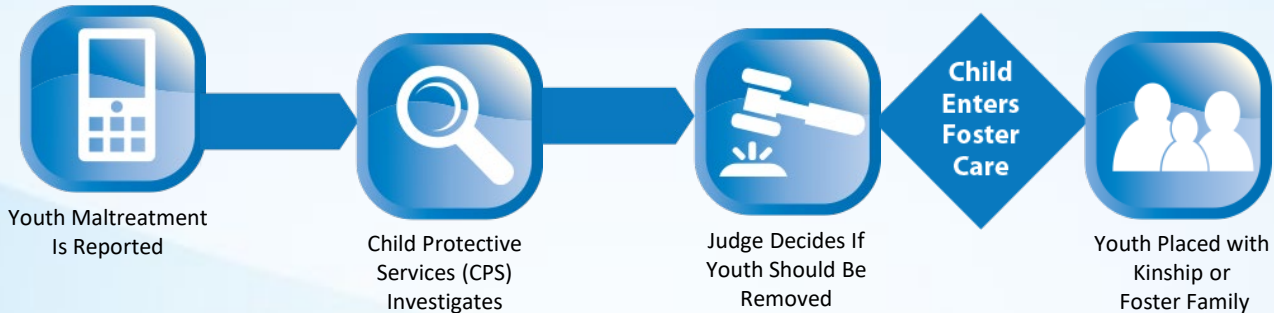
6,806
IN TEXAS

**Numbers from DFPS,
as of August 2020**

https://www.dfps.state.tx.us/About_DFPS/Data_Book/Child_Protective_Services/Adoption/Children_Waiting_Adoption.asp

A Child's Journey Through CPS

A Child in Foster Care's Journey



The Bio Family's



Arrow Programs



Foster-Only

- Serves youth ages 0-17 temporarily until they are reunited or placed with kinship

Foster-to-Adopt

- Serves youth ages 0-17. The youth are fostered with hope of adoption, but there is a chance of reunification or kinship.

Straight Adopt

- Adoption of a youth in foster care whose parent's rights are already terminated

Kinship

- When youth in foster care are placed in the home of relatives or "fictive" kin

Special Populations

- PMN

State Adoption Subsidy

If the child or children meet one of the following criteria by the time of adoption:

- Is 6 years of age or older
- Belongs to a sibling group
- Is 2 years of age or older and belongs to a minority group
- Has been diagnosed by a professional with a "lifelong handicapping condition"

they receive:

- Medicaid
- A monthly stipend
- A one-time coverage of adoption-related expenses (including attorney fees)
- College tuition to a state college, vocational, or technical school in Texas

Treatment Foster Care Program

What is Treatment Foster Care?



Population

Youth 3-17 years old at risk of being placed in an institutional setting (RTC or psychiatric hospital), who experience emotional, behavioral, and/or mental health difficulties.

Clinical Intervention

Youth receives frequent support by a therapist and a behavioral support specialist.

Time Limited

Youth would be in your home for 6 months with a potential 6-month extension. Not intended for permanency.

Location

All locations!

Becoming a Foster Parent



Application

Complete an application and all additional paperwork

Training

Pre-Service #1-7
BCMT I & II
CPR/First Aid
Meds Class
Adoption Training
Additional online courses

Home Study

An inspection of your home and an interview of everyone living in the household. This will be completed last.

Adoption & Foster Care Seminar

Questions?

Sponsored by Baylor University, Human Resources

Adoption & Foster Care Seminar

THANK YOU!

Sponsored by Baylor University, Human Resources