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.
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
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
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
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...

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

- 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)
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

Application Phase 1
- Physician Review
- Application & Agreement
- Home Study
- Family Profile

Matching Phase 2

Fertility Clinic Approval

Contract Phase 3

Shipping Phase 4

Frozen Embryo Transfer

Welcome Home Baby!
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
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?
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 (look for kids with AiH by their name), Adoptuskids.org and Heart Gallery of America 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!

www.nightlight.org
254-741-1633
info@nightlight.org
David & Trisha Adoption Story
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

424,000

16,016
IN TEXAS

190 Children in CWOP

Ages of Youth in Texas Foster Care

0-2 YRS 26.6%
3-5 YRS 17.6%
6-9 YRS 17.2%
10-13 YRS 17%
14-17 YRS 21.6%

Numbers from DFPS, as of March 2021
https://www.dfps.state.tx.us/About_DFPS/Monthly_Data/default.asp
Youth Currently Waiting for Adoption

Ages of Youth in Texas Waiting for Adoption

- 0-2 YRS: 14%
- 3-5 YRS: 13%
- 6-9 YRS: 19%
- 10-13 YRS: 25%
- 14-17 YRS: 28%

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

1. **Youth Maltreatment Is Reported**
2. **Child Protective Services (CPS) Investigates**
3. **Judge Decides If Youth Should Be Removed**
4. **Child Enters Foster Care**
5. **Youth Placed with Kinship or Foster Family**

The Bio Family’s Journey

1. **Case Plan Developed To Reunify The Family**
2. **Judge Periodically Reviews Parental Progress**
3. **If Judge Decides NOT to Reunify Family, Parental Rights are Terminated**
4. **Youth Remains in Foster Care, but is Available for Adoption**
5. **If Not Adopted, the Youth will be Emancipated at 18 with No Support**
## 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.
Questions?

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THANK YOU!