

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. report	Re: adoptive parents and adopted children (9 pages)	11/10/95	b(6)
002. list	Minimum Wage Bill Signing (partial) (3 pages)	n.d.	b(6)
003. memo	To Nicole Rabner from Carolyn Johnson re: White House visit 8/20/96 [adoptive parents and adopted children] (2 pages)	08/16/96	b(6)
004. memo	To Kim from Nicole re: additional people to be invited to the Minimum Wage Bill Signing (partial) (1 page)	n.d.	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Maggie Williams (Subject Files)
OA/Box Number: 12631

FOLDER TITLE:

Adoption 1 [3]

2013-0359-S

ry1468

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

Freedom of Information Act - [5 U.S.C. 552(b)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or
financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President
and his advisors, or between such advisors [(a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of
personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed
of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C.
2201(3).

RR. Document will be reviewed upon request.

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financial institutions [(b)(8) of the FOIA]
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concerning wells [(b)(9) of the FOIA]

6-2720

November 12, 1995

ADOPTION EVENT

DATE:	Monday, November 13
TIME:	12:30 pm
LOCATION:	East Room
FROM:	Deborah Both and Brenda Costello

I. PURPOSE

To highlight the successes of adoption, waiting children in the foster care system, and public-private partnerships that are currently facilitating adoption.

II. BACKGROUND

In response to your and the President's interest in adoption, several events and activities have been undertaken recently. In addition to the September 29th meeting with adoption advocates and representative organizations, the President has issued a proclamation for National Adoption Month and as you may recall, you recently made a PSA about adoption for HHS.

Monday's event, which includes adoptive families and waiting children from ten states around the country, Dave Thomas, and other advocates and foundation representatives, will highlight the plight of foster care's "waiting children" and celebrate some of the positive efforts ongoing in the public and private sectors.

This event will highlight the message that in this season of Thanksgiving and Christmas, we need to view adoption as a positive means to build and strengthen families. There are too many "waiting children" in the current foster care system. (In 1994, out of approximately 500,000 kids in the system, about 69,000 had the goal of adoption and 20,000 had been declared legally free for adoption). Both the public and private sectors can do more to ensure that every child grows up in a permanent, loving family.

This event will feature you, Dave Thomas, president of Wendy's and founder of the Dave Thomas Adoption Foundation, Rev. Wayne Thompson, head of the One Church, One Child program, one adoptive family, and one child waiting to be adopted. Approximately 160 people are expected to attend. You will open the program by talking about the message, the extent of the problem, and what the federal government has been doing to facilitate the adoption process within the foster care system. (Note: we are not including private or international adoption in this program). You will also laud the efforts of the private sector including foundations and corporations.

Dave Thomas will relate his own adoption story and then announce his latest effort to connect electronically waiting children and waiting parents via Internet. IBM, AT&T, and the Marriott corporations are all partners in this venture and are represented at this event.

After brief remarks from the mother of an adoptive family, Reverend Wayne Thompson, head of One Church, One Child, will comment on the role of the community and his successful program. The program will conclude with remarks from a thirteen year-old waiting child from Kansas.

Substantial effort has been made by Kathy Bonk of the Communications Consortium Media Center and our press and media staff to ensure wide press coverage at the national, regional, and local level.

Note: Members of Congress attending include Sen. Paul Simon and Mrs. Simon, Cong. Earl Pomeroy, his wife, and their adopted two year-old daughter, Cong. Dale Kildee, Cong. Deborah Pryce, and Cong. Connie Morella.

III. PARTICIPANTS

Blue Room

HRC

Secretary Shalala

Carol Williams, HHS

Dave Thomas and Lorraine, President of Wendy's

Rev. Wayne Thompson, One Church, One Child

Deanna Moppin, The Village Orphanage, KA

- Ashley Nicole Rischer, The Villages Orphanage (KA)

- Joan Wagnon (KA)

Dwayne and Sandra Marshall (parents) (OH)

- Kayla (2 yrs)

- Terizabeth (7 yrs)

Paul Vincent, Alabama Dept. Human Resources

Jermaine West, 5 yrs old and Josephine Thompson (foster parent) (AL)

Robert and Clandis Payne w/ 12yr old child, Parris (CA)

Phillip and Linda Enegren w/ 20yr son, Kenneth (wheelchair) (KS)

Alleain Frederick and 4 adopted children (MA)

- Susan (7 yrs)

- Elyzabeth (7 yrs)

- Izaiah (5yrs)

- Jorvis (4 yrs)

Stage Participants

HRC

Dave Thomas and Lorraine, President of Wendy's

Rev. Wayne Thompson, One Church, One Child

Deanna Moppin, The Villages Orphanage (KA)

Dwayne and Sandra Marshall (parents) (OH)

IV. SEQUENCE OF EVENTS

- HRC proceeds to the Blue Room to greet approx. 25 guests.
- HRC and Secretary Shalala are announced from the Blue Room and proceed to the stage via Cross Hall.
- HRC proceeds to the lectern to make opening remarks and introduces all the speaking participants who will speak consecutively.
- Dave Thomas delivers brief remarks
- Rev. Wayne Thompson delivers brief remarks
- Sandra Marshall delivers brief remarks
- Deanna Moppin delivers remarks
- HRC returns to the lectern to invite guests into the State Dining Room for tea.
- HRC and the stage participants proceed to the Blue Room for receiving line
- HRC departs

[see scenario for more detail]

V. PRESS

Blue Room

Closed

East Room

Open press.

VI. REMARKS

Prepared by June Shih.

THE WHITE HOUSE
WASHINGTON

TO: THE FIRST LADY

WHAT: ADOPTION EVENT

WHEN: Monday, November 13, 1995
12:15 p.m.-2:00 p.m.

WHERE: Briefing: Red Room
Greeting: Blue Room
Remarks: East Room
Rec. Line: Blue Room

OF GUESTS: Greeting: Approx. 25
East Room: Approx. 150

Open Press/Business Attire

FROM: Ann Stock, Sarah Farnsworth

12:15 p.m. THE FIRST LADY arrives in the Red Room for event briefing.

12:30 p.m. THE FIRST LADY proceeds to the Blue Room to greet approx. 25 guests. .

FORMAT: Guests in semi-circle. WH photo only

12:45 p.m. Upon conclusion of greeting, non- stage participants are escorted to their seats in the East Room.

STAGE PARTICIPANTS:

- The First Lady
- Secretary Shalala
- Dave Thomas
- Rev. Thompson
- The Marshall Family
- Deanna Moppin

12:50 p.m. **PROGRAM:**

- The Marshall Family, Deanna Moppin, Rev. Thompson and Dave Thomas are escorted to their seats on stage by a Social Aide
- **THE FIRST LADY and Sec. Shalala** are announced from the Blue Room and proceed to the stage via Cross Hall.
- **THE FIRST LADY** proceeds to the lectern to make opening remarks.

NOTE: Mrs. Clinton will introduce all the speaking participants who will speak following each other. (No introductions between each speaker.)

- **Dave Thomas** remarks. (3 min.)
- **Rev. Wayne Thompson** remarks (2 min.)
- Sandra Marshall remarks. (2 min.)
- Deanna Moppin remarks.
- **THE FIRST LADY** returns to the lectern to invite guests into the State Dining Room for tea.

1:25 p.m.

THE FIRST LADY and the stage participants proceed to the Blue Room while Social Aides escort guests to the State Dining Room and receiving line.

NOTE: Stage participants will be escorted to the State Dining Room for the reception. Only Mrs. Clinton is in the receiving line.

NOTE: Members of Congress attending with adopted children will be escorted through the receiving line first followed by adoptive families and children waiting to be adopted.

NOTE: The receiving line will flow from the Red Room-Blue Room-Green Room. East Room will be closed.

2:00 p.m.

Upon conclusion of the receiving line, **THE FIRST LADY** departs.

NOTE: Guests exit the East Gate and receive copies of the Presidential proclamation declaring November National Adoption Month. A tour will also be offered to the guests.



**DAVE THOMAS
FOUNDATION
FOR ADOPTION**

R. DAVID THOMAS

**Founder, Wendy's Old Fashioned Hamburgers Restaurants,
The Dave Thomas Foundation for Adoption**

Dave Thomas' life story begins like that of thousands of other young boys and girls. He was born on July 2, 1932, in Atlantic City, to an unwed mother. A couple from Kalamazoo, Mich., Rex and Auleva Thomas, adopted him when he was six weeks old.

Thomas' life with his adoptive parents was difficult. His adoptive mother died when he was five, and his early years included numerous moves from state to state as his father sought work. He would not learn he was adopted until the age of 13.

The Early Years:

Thomas began working at the age of 12 and was fired from his first two jobs. Vowing never to lose another job, he landed his first restaurant job at the Regas Restaurant in Knoxville, Tenn., where he worked hard during his 12-hour shifts.

At the age of 15, Thomas accompanied his family as they moved to Fort Wayne, Ind., where he was hired as a busboy at the Hobby House Restaurant. When his family prepared for another move, Thomas stayed behind and took a room at the YMCA.

Working nights at the restaurant took its toll, and he decided to drop out of high school. He would later call this the "biggest mistake I ever made" (45 years later, Thomas returned to class and earned his GED degree in 1993).

At the age of 18, he joined the army and attended the cook and baker school. After the service, he returned to Fort Wayne, where he met his future wife, Lorraine, a waitress whom he married in 1954.

In 1956, Thomas met Kentucky Fried Chicken founder Colonel Harland Sanders. Against the Colonel's advice, Thomas took on the challenge of reviving four failing KFC carryouts in Columbus, Ohio. After turning the business around, Thomas sold the restaurants back to KFC in 1968. He was a millionaire at age of 35.

-over-

-2-

The Birth of Wendy's

Amidst the views of industry experts that the restaurant industry was "saturated," Thomas opened the first Wendy's Old Fashioned Hamburgers Restaurant in 1969 in downtown Columbus, Ohio. He named the restaurant after his then eight-year old daughter.

The restaurant's fresh, made-to-order hamburgers and varied menu were an immediate success, and the business quickly grew. In 1973, he began franchising the Wendy's concept: today, there are nearly 4,500 Wendy's worldwide.

A Voice for Adoption:

Despite the hardships encountered in his youth, Thomas feels that without a home, he would not be where he is today. His support of adoption is rooted in one simple, yet absolute belief: every child deserves a home and loving family.

Thomas began speaking out on adoption in 1990, when he became national spokesperson for the White House initiative on adoption, "Adoption Works...For Everyone." In 1992, he established the Dave Thomas Foundation for Adoption to expand upon his personal adoption efforts. Dave's profits from his two books, *Dave's Way* and *Well Done!*, were donated to the cause of adoption.

Today, Thomas is a leading advocate for the 100,000 children in the United States who are waiting to be adopted. In 1994, he appeared before the National Governors Association to encourage employers to provide benefits to employees who adopt (as they do for employees who give birth). And in January of 1995, Thomas appeared before House Ways and Means Committee in support of a tax credit for parents who adopt.

In addition, Thomas has taped public service announcements encouraging the adoption of special needs children.

###

REVEREND WAYNE G. THOMPSON

Reverend Wayne G. Thompson, a native of St. Petersburg, Florida, is the pastor of First Baptist Institutional Church since 1983. A Christian gentleman, a sensitive pastor, an effective counselor and an intelligent theologian, Reverend Thompson is dedicated to the growth and development of God's ministry and is an excellent preacher of the Word of God.

Realizing that ministry is a service that cannot be confined within the boundaries of four walls, Reverend Thompson is actively involved in many civic and religious organizations, several on which he holds leadership positions. Currently, he is:

- President, National One Church, One Child, Inc.
- President, One Church, One Child of Florida, Inc.
- Vice President - Administrative/Domestic Affairs
National Baptist Convention U.S.A., Inc.

Other current and past affiliations and distinctions include but are not limited to:

- President, Minister's Council, American Baptist Churches of the South
- Board of Directors, National Convention U.S.A., Inc.
- Board of Directors, American Baptist Churches of the Southern Region Board
- Board of Directors, Past Moderator, American Baptist Churches
- Board of Directors, Florida General Baptist Convention
- Board of Directors, National Council of Christians and Jews
- Board of Directors, West Central Council, Boy Scouts of America

It is his zeal for being outspoken on issues of great concern to his congregants and community that landed him a national appearance on the NBC Today Show in March of 1994 where he spoke out on Transracial adoptions. Reverend Thompson's uncanny gift for communication has afforded him some noted gubernatorial appointments and has made him a much sought after preacher, lecturer, and facilitator. Two such appointments include his being positioned on the Southern Ecumenical Council of Maternal and Infant Health and being chosen the keynote speaker for the state Martin Luther King, Jr. Observance in Sanford, Florida.

An avid traveler both domestically and abroad, Reverend Thompson has been to almost everyone of the fifty States of America and to several foreign countries, namely, Russia, France and Belgium. He journeyed to the Soviet Union as one of 50 ministers on a month-long Peace and Friendship tour where he preached in four cities: Moscow, Rostov, Tbilisi and Vologograd.

Reverend Thompson is the proud father of four children: Monica, who is 25; Deveron 21; Meeah, 18, and Christina is 16.

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**DAVE THOMAS REMARKS
CELEBRATE ADOPTION!**

WHITE HOUSE

NOVEMBER 13, 1995

THANK YOU, MRS. CLINTON. I APPRECIATE WHAT YOU'RE DOING TODAY TO BRING THE NATION'S ATTENTION TO THIS IMPORTANT ISSUE. I KNOW YOU CARE DEEPLY ABOUT CHILDREN.

I ALSO KNOW FIRST-HAND HOW IMPORTANT IT IS FOR EVERY CHILD TO HAVE A HOME AND A LOVING FAMILY. YOU SEE, I WAS ADOPTED. I WAS BORN OUT OF WEDLOCK AND ADOPTED WHEN I WAS SIX WEEKS OLD.

I NEVER KNEW MY BIRTH PARENTS AND LIFE WASN'T EASY. MY ADOPTIVE MOTHER DIED WHEN I WAS FIVE, AND MY FATHER REMARRIED AND MOVED FROM TOWN TO TOWN LOOKING FOR WORK.

WITHOUT A FAMILY, THOUGH, I KNOW I WOULD NOT BE WHERE I AM TODAY.

AND THAT'S WHY I FEEL SO STRONGLY ABOUT ADOPTION. I FIRMLY BELIEVE THAT EVERY CHILD IN AMERICA DESERVES A PERMANENT HOME AND A LOVING FAMILY.

DID YOU KNOW THAT IN AMERICA TODAY, THERE ARE MORE THAN 500,000 BOYS AND GIRLS IN THE FOSTER CARE SYSTEM? AND MORE THAN 100,000 ARE WAITING TO BE ADOPTED. THEY'RE TERRIFIC KIDS--JUST LIKE THE CHILDREN YOU SEE HERE TODAY.

I KNOW THERE'S A FAMILY FOR EVERY WAITING CHILD. WE JUST NEED TO HELP THEM FIND EACH OTHER.

FIRST, WE HAVE TO MAKE ADOPTION MORE AFFORDABLE. AND SECOND, WE NEED TO CUT THE RED TAPE OUT OF THE SYSTEM.

THESE ARE BIG CHALLENGES. AND NO ONE CAN DO IT ALONE. WE NEED THE HELP OF BOTH THE PUBLIC AND THE PRIVATE SECTORS.

ONE GREAT WAY TO MAKE ADOPTION MORE AFFORDABLE IS FOR EVERY EMPLOYER IN AMERICA--INCLUDING THE FEDERAL GOVERNMENT--TO OFFER ADOPTION BENEFITS FOR THEIR EMPLOYEES. THIS IS REAL SIMPLE...IT'S A NO-BRAINER!

THE BENEFITS ARE JUST LIKE MATERNITY BENEFITS--EXCEPT THEY COVER ADOPTION. I'M TALKING ABOUT TIME OFF WITH PAY, AND COVERED MEDICAL AND LEGAL EXPENSES.

WE PUT ADOPTION BENEFITS IN AT WENDY'S IN 1990, AND SINCE THEN, 21 EMPLOYEES HAVE ADOPTED CHILDREN. THIS BENEFIT HAS NOT COST WENDY'S ANY MORE THAN REGULAR MATERNITY BENEFITS WOULD HAVE COST US. AND YOU CAN'T PUT A VALUE ON WHAT IT HAS DONE FOR EMPLOYEE MORALE.

MRS. CLINTON, WE HAVE BEEN WORKING WITH THE GOVERNORS IN THIS COUNTRY TO GET ADOPTION BENEFITS PUT INTO THEIR STATE BENEFIT PROGRAMS. AND WE'VE MADE PRETTY GOOD PROGRESS. NEARLY 35 STATES NOW HAVE ADOPTION BENEFITS OR ARE LOOKING INTO IT.

I HOPE THE FEDERAL GOVERNMENT CAN DO THE SAME FOR ITS EMPLOYEES.

I ALSO HOPE CONGRESS CAN DEVELOP TAX CREDITS TO EASE SOME OF THE FINANCIAL BURDEN FOR PARENTS WHO ADOPT. FOR MANY IN MIDDLE AMERICA, THE COST OF ADOPTION IS JUST TOO MUCH.

(PAUSE)

SOME OF THE GREATEST MINDS AND THE KINDEST HEARTS IN AMERICA ARE WORKING TOGETHER TO CUT THE RED TAPE FROM THE SYSTEM AND MATCH WAITING CHILDREN WITH WILLING PARENTS.

A GROUP OF PEOPLE WHO WORK FOR HIGH TECH COMPANIES LIKE IBM AND AT&T GOT TOGETHER WITH SOCIAL SERVICE ORGANIZATIONS, ADOPTION AGENCIES, AND GOVERNMENT AGENCIES.

THEY HAVE DEVELOPED A COMPUTER PROGRAM THAT WILL LET FAMILIES ANYWHERE IN THE COUNTRY GET INFORMATION ON THE INTERNET ABOUT CHILDREN WHO ARE WAITING.

TO SHOW YOU WHAT A DIFFERENCE THIS CAN MAKE, A PROTOTYPE OF THIS PROGRAM, CALLED "FACES OF ADOPTION", WAS INTRODUCED LAST AUGUST BY THE NATIONAL ADOPTION CENTER AND CHILDREN AWAITING PARENTS. MORE THAN 100,000 INQUIRIES HAVE BEEN MADE ABOUT THE CHILDREN LISTED ON THE PROGRAM.

THESE ARE JUST A FEW OF THE THINGS THAT ARE BEING DONE TO HELP KIDS AND FAMILIES FIND EACH OTHER.

NOVEMBER IS NATIONAL ADOPTION MONTH. AND IT COULDN'T BE A BETTER TIME OF YEAR.

THIS IS THE TIME WHEN WE ALL THINK ABOUT OUR FAMILIES AND THE HOLIDAYS WE SPENT TOGETHER GROWING UP.

IT'S A TIME THAT WILL BE REALLY HARD FOR 100,000 BOYS AND GIRLS IN AMERICA. CHILDREN WHO NEED THE SAME THINGS WE ALL DO--A PLACE TO CALL HOME AND A FAMILY TO LOVE AND CARE FOR THEM.

IT'S NOT THEIR FAULT THAT THEY DON'T HAVE HOMES AND FAMILIES. THEY CAN'T CHANGE THEIR SITUATION. THEY CAN'T SOLVE THEIR PROBLEMS BY THEMSELVES. BUT TOGETHER, BUSINESSES, GOVERNMENT AND LOCAL COMMUNITIES CAN MAKE IT EASIER FOR THESE CHILDREN TO BECOME PART OF LOVING FAMILIES.

AND THANK YOU FOR THE OPPORTUNITY TO BE HERE TO RAISE AWARENESS ABOUT THE STATE OF ADOPTION IN AMERICA AND TO RECOGNIZE THE PROGRESS WE ARE MAKING.

**COMMENTS BY REVEREND WAYNE G. THOMPSON
PRESIDENT, NATIONAL ONE CHURCH-ONE CHILD, INC.
THE WHITE HOUSE
MONDAY, NOVEMBER 13, 1995**

- Thank you, Mrs. Clinton, for the opportunity to be part of this historic day.
- The importance of adoption for children throughout our country cannot be overstated. These children are fortunate enough to have found loving permanent homes in which they can be nurtured and cared for. They are led into adulthood with the support of parents, which every child is entitled to and requires.
- "Family values" are embodied in those parents who choose to bring a child into their families and experience the joys and pains of parenthood.
- The mission of national One Church-One Child is to challenge each and every African-American Church in this country to adopt one African-American child. This furthers our belief that the entire community must take responsibility for our children.
- We have placed more than 60,000 children in much-needed adoptive homes across the nation.
- Many families could not adopt children without the help of the Federal guarantee of financial assistance for every "special needs" child. This includes children with Downs syndrome, cerebral palsy, in need of respirators and on dialysis, as well as children with HIV/AIDS.
- This guarantee enables those families to care for children who would otherwise languish in the foster care system -- more than half of them African-American children. It empowers us as a community to locate loving homes in which these children can grow.
- Two out of three children waiting for adoption in this country have special needs, making this Federal guarantee more essential than ever. The 90,000 children adopted to date with this financial assistance might otherwise still be waiting.
- Again, thank you for making this a special day for children who long for and deserve a permanent home, and need the continued guarantee of federal protection.

###

SPEAKING POINTS FOR THE MARSHALLS

- **DECIDED TO ADOPT AFTER LEARNING THAT WE COULD NOT GIVE BIRTH TO CHILDREN.**
- **STARTED WATCHING "WEDNESDAY'S CHILD" TO SEE AVAILABLE CHILDREN.**
- **ATTENDED AN ADOPTION PARTY TO MEET AVAILABLE CHILDREN. WE WERE VERY NERVOUS, BUT THIS LITTLE GIRL, TERIZABETH CAME UP AND STARTED TALKING TO US.**
- **WE HAD BEEN MARRIED AND CHILDLESS FOR NINE YEARS BEFORE WE ADOPTED TERI IN 1993.**
- **WE ADOPTED KAYLA IN 1994 BECAUSE TERI WANTED A LITTLE SISTER. WE WILL PROBABLY ADOPT AGAIN SINCE TERI WANTS A BIG FAMILY.**
- **WE WOULD ADOPT 1000 KIDS IF WE COULD. WE DON'T HAVE THE MONEY, BUT WE DO HAVE THE LOVE.**
- **WE ARE SO GRATEFUL TO HAVE CHILDREN, AND GRATEFUL TO OUR SEVEN YEAR-OLD DAUGHTER, TERIZABETH, FOR CHOOSING US AT THAT ADOPTION PARTY.**
- **ADOPTION HAS CHANGED OUR LIVES. NOW, DWAYNE AND I RECRUIT FAMILIES FOR CHILDREN EVERYWHERE WE GO, AT WORK, AT THE STORE, EVERYWHERE. AND IT HELPS THAT PEOPLE NOW RECOGNIZE US AS THE WENDY'S FAMILY.**

TALKING POINTS FOR DEANNA MOPPIN OF TOPEKA

. I have been in foster care for most of my life.

. I am a normal teenager. I love books, horses, and spending time with my friends, and I'm on the cheerleading squad at school.

. I'm one of the lucky ones, because I haven't bounced around a lot, like some other kids. I lived in one foster home for 7 years before moving to the Villages, where I live now, and I still have a great relationship with my two foster sisters from those 7 years. They are like family to me.

. But there's no substitute for a real, permanent family. Thanksgiving is coming soon and then Christmas. This is the time of year when my friends are so busy with their own families, and I dream about being adopted.

. The hardest thing about being in foster care is [.....?.....]

. I wish I had a mother [or father] to [.....?] with me.

. I think the reason I haven't been adopted yet is because [.....].

. I think more people should adopt kids my age. We're toilet-trained, and can even help out around the house.

. When I get back to Topeka, I'm going to tell my friends that [.....].

###

Adoption Public/Private/Community Partnerships: **Background Information**

Adoption Technology Initiative ("AdopTech")

To explore how communications technology can be utilized to find permanent homes for waiting children, the Dave Thomas Foundation has brought together consultants from AT&T, IBM and Marriott Corporation, to work with the nation's adoption community.

The challenge: how can we use the Internet and the "Information Superhighway" to help prospective parents find waiting children in any state across the country?

Currently, it is often difficult for eager parents in a given state to access waiting children in another state. Thus, a suitable child in one state may remain in the foster care system, even though there are prospective parents ready to adopt in another state.

A pilot program, "Faces of Adoption," is already showing signs of success. The Initiative, managed by the National Adoption Center and supported in part with a grant from the Dave Thomas Foundation, allows parents across the country to access profiles on hundreds of waiting children.

At a first-ever national symposium sponsored by the Foundation last week in Washington, D.C., consultants from IBM and AT&T, Marriott met with adoption professionals, policy experts, judges, adoptive parents, marketing experts and representatives from HHS. Symposium participants analyzed a range of technological options to create a system that will allow parents to access waiting children, and allow agencies to communicate more effectively with each other.

Adoption Benefits:

The costs associated with an adoption can often discourage even the most eager parents. That's why Dave Thomas has devoted considerable time to encouraging employers to provide "adoption benefits" to their employees who adopt.

Thomas' interest in promoting adoption benefits is based on a simple belief: if employers provide assistance to employees who give birth, shouldn't they do the same for employees who adopt?

Adoption benefits include paid time off for parents to complete the adoption process, and to spend time with their adopted child during those first critical weeks. In addition, adoption benefits can include financial assistance with the costs associated with adoption – legal, medical or agency fees, travel costs. Thomas also encourages companies to provide additional assistance to employees who adopt a special needs child.

The payoff to employers: adoption benefits are a cost-effective benefit that generate tremendous good will among their workforce, and within the community.

A new initiative, "Adoption in the Workplace," a partnership among the Kellogg Foundation, the National Adoption Center and the Dave Thomas Foundation, seeks to promote adoption benefits at the corporate level. Targeted industries include healthcare, universities, industrial/factory and insurance companies.

In 1991, only 12 percent of major U.S. companies surveyed provided some form of adoption benefits. Today, the number has grown to 21 percent.

###

THE DAVE THOMAS FOUNDATION FOR ADOPTION

The Dave Thomas Foundation was established as a non-profit 501(c)(3) public foundation. Its mission is threefold:

- 1) To raise public awareness about the thousands of children awaiting adoption in the United States;
- 2) To educate prospective parents about the adoption process; and
- 3) To make the adoption process easier and more affordable.

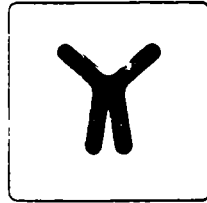
To date, the foundation has developed a range of creative programs to fulfill its mission, including:

- **Employee Adoption Benefits:** In a continuing effort to encourage the public and private sectors to offer adoption benefits, the foundation has teamed with the National Adoption Center and the W.K. Kellogg Foundation to implement "Adoption In the Workplace: Changing the Way Employers Support Adoption". The program will provide information to targeted companies on how to implement such benefits and the value they bring the corporation and employees.
- **Tax incentives:** To help remove the cost obstacles associated with adoption, the foundation has provided non-partisan research and analysis about a new federal tax incentive for those who adopt. The foundation has also been working hard to educate legislators and their staffs on the key issues concerning adoption in hopes of speeding reform of the system that has kept waiting children in foster care far too long and sponsored the first Congressional Adoption Coalition seminar in July.
- **Posters/Window Signs at Wendy's Restaurants:** To raise awareness of the thousands of boys and girls available for adoption, the foundation underwrites the cost of the adoption posters/window signs distributed to the Wendy's system.
- **Innovative Recruitment Efforts:** The foundation has provided grant money to qualifying adoption organizations that have presented innovative ways to reach and recruit prospective parents most likely to adopt special needs children.
- **Encouraging Research and Expanding Application of Technology to Adoption:** The foundation is serving as a catalyst, building consensus among the adoption community on how new on-line technology services can be used to recruit prospective parents and showcase the children who wait. IBM, AT&T and the Marriott Corporation are partnering with the foundation

To fund its work, the foundation receives support through charitable contributions and through several special events familiar to the Wendy's system -- the Wendy's Three-Tour Challenge, the Wendy's SKI Family Challenge, and royalties from Dave's books (Dave's Way and Well Done!).

The foundation is based in Dublin, Ohio and is overseen by a 13-member Board of Trustees. Jann Heffner serves as Executive Director.

Dave Thomas Foundation P.O. Box 7164 Dublin, OH 43017 (614) 764-3009



DAVE THOMAS FOUNDATION FOR ADOPTION

Adopted as a child, Dave Thomas, founder of Wendy's International, fervently believes that all children deserve a home, love of a supportive family and the opportunity to lead a happy and healthy life.

As tangible evidence of the leading role that Thomas, and Wendy's, have taken to promote adoption awareness, the Dave Thomas Foundation for Adoption was founded in 1992. For Thomas, it is the realization of a long-term desire to make a positive difference for the tens of thousands of children currently waiting and hoping to be adopted.

The Dave Thomas Foundation for Adoption is dedicated to the belief that every child deserves a permanent home and loving family. The Foundation's mission is to ***raise public awareness*** about the tens of thousands of children awaiting adoption and to ***educate*** prospective parents to better understand the adoption process.

Thomas and the Foundation see themselves as a voice for children that await adoption -- especially those children that have "special needs," such as older children, those who have a brother or sister and wish to stay together, or those who are physically or mentally challenged.

Areas of program emphasis include:

Public Awareness

- National Adoption Month (November) is highlighted at the 4,000 Wendy's restaurants with posters and trayliners encouraging people to consider adopting special needs children. The National Adoption Center provides referral information to interested people via their toll-free hotline.
- TV and Radio Public Service Announcements featuring Dave Thomas encouraging people to consider adoption have reached over 400 million people since 1990. The television PSAs have appeared on all three networks and major cable programs.
- Personal Appearances and Interviews by Dave Thomas and other Foundation leadership always promote adoption awareness. Everywhere Dave goes, he talks about the benefits of adoption. He mentions adoption in more than 200 news media interviews every year. Recent interviews include *People Magazine*, *CBS Morning News*, *CNN* and *USA Today*.

Education

"The Beginner's Guide to Adoption" was created by Dave Thomas to provide information to prospective adoptive parents on how to get the adoption process rolling. a half-million guides have been distributed free of charge to adoption groups and prospective parents seeking to learn about the adoption process.

Advocacy

Advocating for Employee Benefits Programs which extend the same assistance to adoptive parents as employers offer to birth parents is a major campaign for the Dave Thomas Foundation for Adoption. A recent study conducted by Hewitt Associates indicated that 18% of the 1000 largest U.S. companies offer adoption benefits. Our goal is to see that increase to 60% of all large U.S. companies by the year 2000.

The Foundation is also encouraging the public and not-for-profit sector to consider adoption benefits. When Thomas presented his corporate adoption benefits program to the National Governors' Association in 1994, 30 governors responded that they either offered, or were considering offering, state employees adoption benefits.

"The State of Corporate Adoption Benefits," a 13-page report compiled by Wendy's International is available free of charge from the Dave Thomas Foundation for Adoption.

You Can Help

The Dave Thomas Foundation for Adoption is a 501(c)3 public, nonprofit foundation supported entirely by contributions and special projects. Donations of any amount are appreciated and will be invested wisely to represent the tens of thousands of children awaiting adoption. Contributions are tax deductible.

Major sources of support for the Foundation include:

- *The Wendy's Three-Tour Challenge*, an annual, one-of-a-kind 18-hole golf tournament broadcast on ABC-TV, features three players each from the PGA, Senior PGA and LPGA Tours in head-to-head competition.
- Profits from the sale of Dave Thomas' biography, *Dave's Way* and his new book, *Well Done!*, are donated to the Foundation to support program efforts.

The Dave Thomas Foundation for Adoption - Jann Heffner, Director
P.O. Box 7164
Dublin, Ohio 43017
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WENDY'S COMMITMENT TO ADOPTION

As a company, Wendy's is dedicated to using its resources to raise public awareness of and support for an important and often-neglected issue -- adoption.

By working with various public and private agencies, and by conducting its own public awareness campaigns, Wendy's is spreading the word that "Adoption Works...For Everyone." The company is proud to support the cause of adoption and is confident that its ongoing efforts will continue to increase the public's awareness of this important issue.

Dave Thomas' Personal Commitment to Adoption

Adopted as a child, Dave Thomas, Wendy's founder, believes that all children deserve a home, love of a supportive family and the opportunity to lead a happy and productive life.

Adoption made all the difference in Dave's life -- because it gave him the chance to succeed. Now he wants the tens of thousands of children waiting and hoping to be adopted to have a similar opportunity.

ACTIVITIES: 1990-1991

"Adoption Works...For Everyone"

In 1990, Dave Thomas was asked by former President Bush to be a national spokesman for the Presidential Initiative on Adoption in a White House ceremony. Called "Adoption Works...For Everyone," the initiative was designed to encourage adoption of the more than 30,000 special needs children -- youngsters who are older, emotionally or physically disabled or part of sibling groups.

Wendy's campaign to support the cause, on both local and national levels, is designed to focus public attention on the issue of adoption; disseminate information to prospective parents; and generate awareness of the children who are awaiting adoption.

Wendy's Employee Adoption Assistance Program

In the earliest stages of Wendy's adoption program, it was learned that few companies offered their employees adoption benefits. So Wendy's created a program that provides company employees financial assistance and paid leave if they adopt a child. Since the program's inception, 18 employees have adopted (six of the adoptions were special needs children).

Implementing an employee adoption assistance program costs a company very little, yet it can go a long way toward making adoption a real possibility. Best of all, it's the right thing to do.

Corporate Letter Writing Project

With the experience gained from launching its own program, Wendy's set out to ask other companies to do the same. Letters were sent to Fortune 1000 CEOs throughout the U.S. explaining Wendy's adoption benefits for corporate employees and how the Wendy's program could work for their companies. The message was simple: it's working for us, and it can work for you, too.

The Wendy's Poster Program

Raising adoption awareness among the general public is another priority, so Wendy's teamed up with the Department of Health and Human Services (HHS) to create materials that its customers would be sure to notice. 3,600 U.S. Wendy's restaurants displayed a poster featuring Dave Thomas surrounded by 52 adoptable children with the headline: "Ever Consider Adoption? Here Are A Few Good Reasons."

The poster was viewed by more than 90 million Wendy's customers. Wendy's follow-up reports suggest that many of the children featured on the poster were adopted.

Public Service Announcement (PSA)

The power of television helped reach even more people with the adoption message. A series of television PSAs featuring First Lady Barbara Bush, Dave Thomas and actor Taurean Blacque were produced through HHS funding and aired nationwide.

These PSAs were provided to state adoption agencies who in turn worked to place them on local television stations. The PSA featuring Dave Thomas eventually aired on almost 200 network affiliates, independent and cable stations. Cable station TBS agreed to air the PSA more than 30 times in early 1991.

***Dave's Way* Book Tour**

As part of a 35-city, 30,000-mile book tour to introduce his autobiography, *Dave's Way*, Dave Thomas had the opportunity to promote adoption awareness during more than 200 media interviews. Moreover, Dave pledged all of his profits from sales of the book to the cause of adoption.

ACTIVITIES: 1992-1993

The Dave Thomas Foundation for Adoption

The Dave Thomas Foundation for Adoption was formed in the summer of 1992. This public, not-for-profit foundation is dedicated to the philosophy that every child deserves a permanent home and loving family. Foundation efforts focus on raising public awareness of the thousands of children needing adoption and offering educational programs to help prospective parents better understand the adoption process.

"A Beginner's Guide To Adoption"

Copies of the "Adoption Works...For Everyone: A Beginner's Guide To Adoption" are being actively used by adoption agencies across the country and distributed to prospective adoptive parents. The guide, produced with the profits from Dave's autobiography, *Dave's Way*, was written with the assistance of well-known adoption experts from around the country. It fills the need for printed materials which help clearly explain the adoption process to newcomers. The guide also is included in the paperback edition of *Dave's Way* which sold more than 260,000 copies.

Posters and Trayliners at Wendy's Restaurants

For the third year, Wendy's 3,800 U.S. restaurants displayed posters and trayliners promoting the cause of adoption. The poster invites readers to: "Adopt a special child. They grow up to be special people." The materials feature photos of five children who are waiting to be adopted and the toll-free telephone number 1-800-To-Adopt for the National Adoption Center. Posters and trayliners were produced with support from the Dave Thomas Foundation For Adoption and are displayed from October to December.

Public Service Announcements

Following the success of Dave's first television PSA for adoption, produced in 1990, an updated adoption message was incorporated into new television and radio PSAs for 1993. The PSAs carry a theme of "Adopt a special child. They grow up to be special people." Like the posters and trayliners, the PSAs feature the toll-free telephone number of the National Adoption Center. The PSAs were distributed to radio and television stations nationwide and made available to the adoption community to supplement their local awareness efforts.

Speaking Out on Adoption

Speeches and media interviews provide Dave the opportunity to discuss his efforts behind the cause of adoption. A major feature in *People* magazine in the summer of 1993 brought Dave's experience as an adopted child to millions of readers.

CEO Letter Mailing II

Dave Thomas and Wendy's continue to encourage corporations to do their part to facilitate adoption efforts for their employees. As in 1990, Dave sent new letters to corporate CEOs, explaining the concept of employee adoption assistance programs and urging them to implement adoption--related benefits.

The letter includes information on how to set up an employee adoption benefits package, an outline of Wendy's adoption benefits package and how the company has benefitted from the program. The goal is for corporations to respond with new programs and benefits that make it easier for employees to adopt.

CEO Letter Mailing II, contd.

At present, according to a 1993 survey by Hewitt Associates, 18 percent of U.S. employers provide some type of reimbursement assistance for adoption, up from 15 percent in 1992.

Results of a survey included in the mailing to the CEOs was incorporated into a "State of Corporate Adoption Benefits" white paper, which is also being made available to interested companies. A similar mailing to the restaurant/food service industry is being conducted.

Local Market Activity

Many Wendy's restaurants around the U.S. encourage and promote adoption awareness by working with local and regional adoption organizations. Over the last three years, a growing number of Wendy's restaurants have successfully participated in fundraising activities and adoption awareness programs.

Wendy's Three-Tour Challenge

A major source of funding for the Dave Thomas Foundation For Adoption is *The Wendy's Three-Tour Challenge*. The inaugural event in 1992 raised \$325,000 for the Dave Thomas Foundation For Adoption. This event brings teams from the Professional Golfer's Association (PGA), Senior PGA and Ladies' PGA Tours together for a head-to-head competition before a national television audience. The 1993 *Wendy's Three-Tour Challenge* raised \$450,000 for the Dave Thomas Foundation for Adoption. Additionally, during the TV telecast, Dave's adoption PSA frequently aired, generating more than 2,000 calls to the National Adoption Center.

This year's tournament will air December 25-26 on ESPN and ABC network.

The excitement generated by this unique event helps focus attention on the real beneficiary of the tournament -- the cause of adoption.

In Summary

Dave Thomas' and Wendy's continuing effort to champion the cause of adoption is helping to find permanent homes and supportive families for the tens of thousands of children awaiting adoption.



WENDY'S INTERNATIONAL, INC. ADOPTION ASSISTANCE PROGRAM

Policy

It is the policy of Wendy's International, Inc. to provide eligible employees certain assistance in the area of adoption. This assistance will be comprised of two (2) sections. The first (1) section will deal with financial assistance. The second (2) section will address leave assistance.

Employee Eligibility

Employees eligible to participate must meet the following requirements:

- Have completed one year of service.
- Are eligible to participate in the Group Insurance Program for management and administrative employees.
- For leave assistance eligibility, the employee must be actively at work at the time the adoptive child is placed in the home.
- For financial assistance eligibility, the employee must be actively or inactively employed at the time any financial assistance payments are made.

Adoptee Eligibility

Individuals to be considered eligible for adoption assistance must be under the age of eighteen (18) and may not be a relative or stepchild.

Financial Assistance

Financial assistance will consist of reimbursement for specific adoption-related expenses. The following expenses will be considered for reimbursement:

- Licensed adoption agency fees (including fees for placement and parental counseling).
- Legal costs (attorney fees and costs of legal proceedings).
- State-required "pre-placement home study" and "post placement supervision" program.

Leave

Assistance, contd. employee's length of service as shown below:

Length of Service	100% of Earnings	60% of Earning
1 yr., but less than 2 yrs.	2 weeks	4 weeks
2 yrs., but less than 4 yrs.	4 weeks	2 weeks
4 yrs. or more	6 weeks	

Employees requesting additional time off (e.g., to satisfy state adoption leave provisions) may be eligible for an unpaid leave of absence as approved by their supervisor and the Human Resources Department.

If both adoptive parents are employees of Wendy's International, Inc., the leave may be shared between the two parents. The paid leave assistance, if shared, will not exceed six (6) weeks.

When an employee returns to work at the end of an approved leave, the Company will attempt to return him/her to a similar position held immediately prior to the leave. If business necessity has required, and the Human Resources Manager has approved the position to be filled during the leave of absence, the returning employee will be offered a comparable position (if available) which he/she is qualified to perform.

A comparable position is a position where the employee's salary fits into that position's salary range. If the employee declines the comparable position, it will be considered a voluntary resignation. A letter stating the details of the job offer and the resignation is to be placed in the employee's personnel file.

In the event a comparable position is not available, the employee will be terminated. If the employee is interested in future job openings, please refer the employee to the local Human Resources staff member.



The W.K. Kellogg Foundation

The W.K. Kellogg Foundation was established with one primary goal in mind — "to help people help themselves through the practical application of knowledge and resources to improve their quality of life and that of future generations."

Although specific areas of programming interest have evolved through the years, this focus on building the capacity of individuals and institutions to solve their own problems has remained a central theme in Kellogg Foundation grantmaking.

From modest beginnings, with programs serving the health and education needs of youth in southcentral Michigan, the Foundation has grown to achieve national and international prominence. Today it is numbered among the world's largest philanthropic organizations.

Since cereal industry pioneer W.K. Kellogg created both organizations, the question is often asked: "Is the Kellogg Foundation affiliated with the Kellogg Company?" It is not, except as a shareholder. The Foundation is managed independently by its own Board of Trustees and administration.

W.K. KELLOGG FOUNDATION

One Michigan
Avenue East
Battle Creek, MI
49017-4058
USA
616-968-1611
TDD on site
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The Foundation receives its monies through a trust fund set up by Mr. Kellogg. Through Kellogg Company stock and other investments, the trust earns interest and dividends.

Despite the Kellogg Foundation's size, its assets are limited. Each year the demand for Foundation grants greatly exceeds the money available to fund them. To achieve the greatest impact, the Foundation targets its grants toward specific programming priorities.

Most Foundation grants are awarded in the areas of higher education; youth development; leadership; philanthropy and volunteerism; integrated, comprehensive health care systems; food systems; and rural development. Grants are concentrated in the United States, Latin America and the Caribbean, and southern Africa.

*To help people
help themselves
through the practical
application of knowledge
and resources to improve
their quality of life and
that of future generations*

The Foundation realizes that certain groups of people in today's society face barriers that block them from reaching their full potential. Throughout its review-and-funding process, the Foundation remains committed to supporting projects within its grantmaking areas that serve people with disabilities, the elderly, women, and minorities.

(HHS) ↑

The Department currently administers two major programs designed to assist the States and agencies secure families for waiting children that impact on special needs adoption:

- Adoption Assistance (Title IV-E) is an entitlement program that provides funds to States for payments to parents who adopt eligible special needs children. Funds are used for the provision of subsidies to cover the extra maintenance costs associated with the adoption of a special needs child, for administrative costs and for staff training.
- Adoption Opportunities (Title II of the Child Abuse Prevention and Treatment Act) eliminates barriers to adoption and helps to find permanent homes, particularly for children with special needs. The Adoption Opportunities program, through demonstration grants assist State, public and private social service agencies to recruit prospective adoptive parents, increase adoptive placements, and develop models to improve post-legal adoption services for children with special needs.

Both programs provide incentives to the adoption of special needs children. The Adoption Assistance program provides the necessary support to children when they are adopted to ensure appropriate medical and social service needs. The Adoption Opportunities program provides for demonstration grants that have given States the impetus to serve children with special needs, developed new and effective adoption service models and in some States have shortened the time children wait for adoption.

Given that states have the primary responsibility in securing adoptive families for the waiting children, the Federal government has worked to promote the adoption of special needs children in several ways. First we provide Title VI-E funds to subsidize adoptions and to pay the non-recurring costs of adoption for children who need this support to find families. Through this program nearly 100,000 children have been placed. The federal government also helps states pay the cost of recruiting adoptive families and placing children.

Through the Adoption Opportunities Program, the Federal Government helps to reduce barriers to adoption and helps to find permanent homes, particularly for children with special needs. These are children who are older; physically, intellectually, or emotionally handicapped; of minority heritage or a member of a sibling group that should remain together. Adoption Opportunities grants assist States and public and private agencies to recruit prospective adoptive parents, increase adoptive placements, and improve post-legal adoption services for children with special needs. The Department has also provided funding to support adoption exchanges and adoptive parent groups.

Over the past 2 years the program has:

- funded grants to improve the adoption systems in public and private adoption agencies;
- focused on projects to increase recruitment of families for the adoption of minority children including the highly successful models such as One Church, One Child, Homes for Black Children and Friends of Black Children;
- provided for regional minority conferences;
- taken the lead in helping States to institutionalize post-legal adoption services;
- provided for the development of adoption curricula on the adoption of special needs children, cultural competency and post-legal adoption services;
- helped States to work together by providing grants for a consortia of States to aid in placements;
- convened national invitational conferences for State Adoption specialists to assist them to provide appropriate services for special needs children;
- encouraged the development of adoptive parent groups;
- supported the growth and activities of the Interstate Compact on Adoption and Medical Assistance (ICAMA); and
- continuously funded three national adoption programs - the National Adoption Exchange, the National Adoption Information Clearinghouse and the National Resource Center for the Adoption of Special Needs Children.

Status of Adoption Programs:

H.R. 4 repeals the Adoption Assistance Program and the Adoption Opportunities Program as part of the creation of a child protection block grant. The Senate has not adopted this strategy but proposes that the programs remain intact. The differences are currently being resolved by the welfare reform conference committee. The elimination of Adoption Assistance will slow the placement of special needs children. The Adoption Opportunities Program has promoted innovation in the recruitment and development of adoptive families and has supported the National Adoption Exchange which links waiting children to available families.

September 26, 1995

MEMORANDUM TO THE FIRST LADY

SUBJECT: Adoption

For thousands of children in the United States, adoption is the key to a permanent, loving family and the security necessary for healthy development. It is also a vehicle to enrich the lives of significant numbers of adults by enabling them to become parents.

By choosing adoption as the focus of one of your earliest syndicated news columns you have already heightened public interest and begun to tap the opportunity which your leadership in this area can provide. You are uniquely positioned to elevate the visibility and legitimacy of adoption, to lead the Nation toward a resolution of some of the barriers impeding adoptions, and, simultaneously, to navigate a pathway that can bring together groups that identify adoption as a goal for highly divergent reasons.

This memo lays out several key themes and tensions in the world of adoption, profiles children and families in the system, identifies pressing barriers, and reviews the policy and political context in which adoption currently operates. Also presented are preliminary ideas for your leadership role which should be guided by an unswerving focus on the welfare of children. This is a critical time to present to the American public a realistic assessment of the adoption system; a realistic understanding that adoption is good for some children and parents and not for others; and some concrete strategies for how they can make a difference. At your initiative and under your leadership, a highly visible "Campaign for Safe and Caring Families for All Children" can focus on three principal areas: improving recruitment, removing barriers to adoption and preparing for parenting. Such a campaign can seek to balance the goals of families who want to adopt and the needs of children for whom permanent families are so important.

Themes and Tensions

Adoption is a highly emotional subject for potential adoptive parents, birth parents, waiting and adopted children, communities (especially communities of color) and professionals who

work in this field. Finding loving homes for children -- and finding children for adoption-seeking families -- involves threading through complex legal, ethical, cultural, economic, and psychological terrain.

Public aspirations for adoption are often inconsistent with reality. In thinking about adoption, people envision adults who endure years of waiting for a child to become available. They struggle to reconcile this waiting with the fact that there are so many children in foster care; so many abused and neglected; so many living in poverty; so many waiting for adoption; and so many pregnancies ending in abortion. And, they conclude that adoption could not only meet the needs of childless parents, but that it could solve the problems of poverty, foster care and abortion as well. In reality, this conclusion is not entirely consistent with what we know about poverty and parenting, with the reality of the child welfare system and with the characteristics of parents and children awaiting adoption.

Our knowledge about family life provides excellent evidence that poverty in and of itself does not lead to poor parenting, such that adoption cannot rightfully be considered a panacea for child poverty.

Further, best practice in the field tells us of the importance of promoting and preserving birth families where possible. It is also the reality that about 60% of the children in foster care will return home to their birth parents or a relative -- reflecting the principal goal of the system: to provide a temporary safe haven while parents get their lives back on track. So while there is little doubt that the foster care system is severely strained in many areas of the country, solutions lie in enhanced prevention, family support and increased resources, as well as in moving more foster children into adoptive homes.

Finally, an important, yet often neglected fact about adoption is that many of the potential parents are searching for a healthy (usually white) infant. Yet most of the children in the U.S awaiting and/or available for adoption do not fall within this category: only a small percentage of the children available for adoption from foster care are infants (4%) while 80 percent are between the ages of 5 and 12; two thirds of the children have emotional, physical or developmental needs, and about half of the children are minority.

These are some of many tensions in the arena of adoption. The challenge is to identify the full range of tensions in the system, work through where it is possible to resolve these tensions, and construct a series of steps that will make it more likely that those wanting to become adoptive families will be prepared for and will be supported in adopting the children desperately needing adoptive placements. Action in this area must be mindful of the realities of the foster care system, true to the principle of meeting the best interests of each child, and must provide as many opportunities as possible for prospective parents.

What Do We Know About Children and Families in the Adoption System?

In 1992, an estimated 127,441 children were adopted in the United States¹. Of these children, 37% (47,012) were adopted outside the auspices of a public or private agency; 31% (39,362) were adopted by a stepparent or relative. Nineteen percent (24,336) were adoptions of children from the foster care system; and private agency adoptions accounted for 13% (16,731)². It has also been estimated that 6,536 adoptions in 1992 were foreign born children adopted by U.S. families³. The number of foreign adoptions fluctuates as a result of immediate needs or restrictions in particular countries but remains only a small fraction of adoptions in the U.S.

Private agency and independent adoptions are most likely to involve infants and relatively affluent parents. Adoptions from the public child welfare system generally involve older children with special needs, many of minority heritage; and adopting parents in the public system are more likely to have fewer resources and come from diverse backgrounds.

There is increasing recognition that adoption is a lifelong process full of the complexities of loss, attachment and bonding in each phase of the life-cycle. It is not surprising then that not all adoptions are successful. As in other areas of adoption, national data are very limited, but studies suggest that disrupted adoptions are least likely to occur in families that adopt infants. Among adoptions of children with special needs, disrupted adoptions are more likely. It is important to note that a disrupted adoption does not necessarily mean that the child cannot be adopted, but that the match between the child and the family, or the supports necessary for the family post-adoption, were inadequate for any number of reasons. A number of federally-funded programs have had considerable success in helping States to remove barriers to adoption placements.

Children Who Wait

Most children in the foster care system return home, usually within one year. The children who wait -- those who could be adopted but are not yet -- are primarily those children whose

¹Consistent data across the states are not available, however in every instance we have used the best available data source. These data are from the National Conference on State Courts Adoptions Technical Assistance Project, 1994.

²Children placed under private adoptions are voluntarily relinquished by their parents, receive no federal resources and are domestic and international. Private adoptions generally cater to those parents seeking infants.

³ Data are from US Immigration and Naturalization Service, 1994 and are not necessarily related to figures cited under footnote 1.

parents have been unable or unwilling to resolve the issues that precipitated placement. Of the 608,000 children who were served by the foster care system during 1990,⁴ slightly more than 10% (69,000) had a goal of adoption, meaning they could not return home without jeopardizing their health, safety and development. Among them, only 20,000 were legally free and immediately available for adoption.

Most foster children awaiting adoption are considered "children with special needs." Children defined as "special needs" are older (not infants), of minority heritage⁵, part of a sibling group or have physical, intellectual or emotional disabilities. The most recent data, though preliminary, suggest that the proportion of legally free children who have special needs is increasing.

Older school age children make up a large percentage of children who are legally free and awaiting adoption, with a median age of 7 years old. Thirty-six percent were between 1 and 5 years of age; 43% were between 6 and 12 years of age; and 17% were over 12 years of age. Only 4% were infants (1 year and under). Preliminary data from APWA suggest that among children who are legally free for adoption, the proportion under age five declined from 35% to 31% between 1990 and 1993.

Two-thirds of the children in the special needs category have conditions involving medical problems, developmental delays and/or behavioral/psychological problems.

Waiting children come from a range of racial and cultural backgrounds. Fifty percent of the waiting children are of minority heritage (43% are African-American, 7% Hispanic); 44% are white. The proportion of legally free children of minority background has increased since 1990.

Future Trends

The number of children entering the child welfare system is increasing. Older children and children with special needs will still represent the majority of children waiting adoption. While there is expected to be an increase in the number of young children entering into care, it is most likely that a significant proportion of these children will be medically fragile infants who have been exposed to drugs or who have a positive HIV status. The Orphan Foundation has indicated that by the year 2000, 75,000 to 125,000 children and youth will be orphaned

⁴Data are from the American Public Welfare Association. Foster care entrances: 245,000; exits: 202,000; number served: 608,000.

⁵Children of ethnic heritage are over-represented among the children in care who are seeking permanency and require special attention; therefore they are included among children with special needs.

to AIDS. While many of these children will remain with their extended families, others will need permanent families.

Who Adopts Children and Who Relinquishes Children for Adoption?

People who adopt healthy white infants in the private sector are more likely to be couples who are financially able to pay private agency fees and costs associated with travel and/or delivery. Because of the competition for these children, some families seek international and privately arranged placements to meet their needs.

Children adopted through the public child welfare system are more likely to be adopted by couples and single parents who are older, of minority status and more modest means than those adopting infants. More than 47% of these children are adopted by their foster parents. Many of these adoptive parents have raised birth children and have had experience with a range of developmental challenges. Many special needs adoptions are also supported by publicly funded adoption subsidies.

The number of women who voluntarily relinquish their children for adoption is low. In the past, relinquishment was primarily a decision made by more highly educated and economically secure women; most children relinquished are born outside marriage. But the trend is increasingly for unmarried mothers, regardless of income or race, to raise their children.

To increase the pool of children available for adoption, some have focused on making termination of parental rights easier by approaches such as reducing statutory time frames and limiting the rights of parents. Some reforms of the system are obviously called for, such as those aimed at expediting court processes. But proposals to limit parents' rights pose a number of ethical questions: Are birth parents -- some of whom are teenage girls -- being provided adequate information and counseling to provide informed consent? Are parents being pressured to give up their children so that other families can have children to adopt? Is anyone profiting from these transactions? It also suggests the need to strengthen parents' access to family support and prenatal counseling so that prospective parents can more fully explore their options.

Barriers to Adoption

The multiple barriers to adoption demonstrate the need for systemic improvements. As discussed earlier, barriers to adoption in the private market involve the lack of healthy white infants (the most sought after by potential adoptive parents). In addition, several highly publicized adoption cases involving contested adoptions or adoptions that never were finalized has instilled, in some, a fear of negotiating the emotional, let alone the arduous and costly legal course required to complete an adoption.

Some of the most significant barriers in the public child welfare system (which also can affect the private market) -- poor quality of service to birth parents; the impact of scarce resources on system efficiency; inadequate post-legal adoption services and legal support; and transracial adoption and deficiencies in the recruitment of adoptive parents -- are highlighted below.

Services to Parents of Children in Placement

Unfortunately, many parents are unable to resolve the issues which necessitated the placement of their children in foster care. However, termination of parental rights is often delayed, because parents receive poor quality services during the foster care placement period. When a child is removed from the home due to abuse or neglect, it is the State child welfare agency's responsibility to try to reunite the family while maintaining the safety of the child and other family members as a paramount concern. If adequate services are not available to the parent (e.g., substance abuse counseling and treatment) the agency's ability to work with that parent and ultimately its determination regarding reunification or adoption can be compromised, further delaying the identification of children for whom adoption is appropriate. Tensions between public agencies and the courts, including inadequate preparation of cases for court and the failure of courts to complete promptly the process of legal termination of parental rights, further adds to the delay. These difficulties are due in part to a lack of sufficient staff resources to handle the increasing volume of children in care as well as the increasingly complex needs of the children. To address this barrier, HHS has supported demonstration models on the termination of parental rights and documented them in a recent volume entitled, "Children Can't Wait: Reducing Delays for Children in Foster Care." Continued efforts to improve services and decision-making in this system are essential.

Scarce Resources and Crisis Focus

Adoption cases often lose out in the competition for scarce resources within the public child welfare system. Administrators and the courts tend to give higher priority to the rising number of urgent child protection cases over adoption. Children in placement are seen as at least being safe, even if they are not in permanent homes. Other difficulties include inadequate staff training in family preservation, case planning, decision making and court processes.

Post-Adoption Services

Another barrier is the inadequacy or absence of post-legal⁶ adoption services needed to support the adoptive placement. Agencies have been successful in placing children who have serious medical problems and on-going social service needs. But the absence of support services in many states to assist families after an adoption can cause great hardship for the children and parents, and sometimes results in the dissolution of adoptions.

Recognizing the importance of post-legal adoption services for adoptive families, Congress appropriated additional funding for demonstration projects in 1989. In the past five years, 90 federally supported efforts have developed and in some instances nationally disseminated post-legal adoption service models. More work needs to be done to help states institutionalize post-legal adoption services.

Transracial Adoption and Deficiencies in the Recruitment of Adoptive Parents

There is evidence that adoptive placements have been delayed or denied as agencies have made a priority of seeking families with backgrounds similar to the children needing permanent homes. This approach emerged from a strongly-held view -- backed by experience and evidence -- that adoption in and of itself is a very difficult process and that stress may be reduced significantly by narrowing the differences between the child and the family.

The enactment of the Multiethnic Placement Act in 1994 (see below for more detail) was spurred by this situation. During the law's development and since its enactment, MEPA has become a flashpoint for differing opinions about the role of race in adoption policy and practice. The Department's guidance for implementation of MEPA requires, according to the law, that only under very limited circumstances, and only in the context of individualized decisionmaking, can states consider race as one of a number of factors (and never the single determining factor) in foster and adoption placement decisions. On the other hand, some have felt that race should never be an allowable consideration, and have proposed the replacement of the current law with a more prohibitive one. In some respects, the debate over this aspect of MEPA has obscured the fact that the principal barrier to adoptions in this country may not just be race-based decisionmaking by agencies, but the lack of families interested in adopting the great majority of special needs children needing permanent homes.

A lack of consistent outreach and recruitment activities, poor recruitment techniques, and inadequate placement resources for minority children are continuing problems in the child

⁶Post-legal refers to the period after an adoption has been legalized by the action of a court.

welfare system. It is estimated that half of the 69,000 children in foster care who have a case plan goal of adoption are minority children. Yet, communities of color have remained largely unaware of the scope and severity of the need because of sporadic recruitment. As a result, many parents who may be good candidates are not asked or helped to consider their ability to parent a special needs child.

Communities of color have a longstanding, intense skepticism about adoption practices. Most adoption services prior to the 1960s were developed by private, sectarian institutions designed primarily to serve their own constituencies. Given the fairly recent inclusion of communities of color in adoption services, the focus on transracial adoption communicates a perception that these communities cannot take care of their own children. At the same time, however, many recognized the need to weigh the extra adjustments of coping with an interracial adoption against the developmental and other losses which result from a child's lengthy waiting time in foster care. It is essential to marry heightened attention to and efforts to make transracial adoptions more possible with assuring continued access to adoption services by families of color.

In 1989, prior to MEPA, Congress expanded the Adoption Opportunities program to support new strategies for recruiting minority families. Over 2,400 placements for minority children from 1991 through 1993 have been generated as a result. Among the most successful -- and replicated -- models are: Homes for Black Children; One Church, One Child in Black and Hispanic communities; One Corporation, One Kid; and Friends of Black Children. The experience of agencies specializing in the placement of minority children shows clearly that families of color adopt in significant numbers when recruitment is adequate and barriers are removed.

Adoption in the Current Policy and Political Context

Federal Role

While states establish law and policy that govern adoption practice, in 1980, as a significant spur to reform the child welfare system, Congress enacted the Adoption Assistance and Child Welfare Act (P.L. 96-272). In addition to providing incentives for timely and appropriate decision making and permanency for foster children, the law established federal subsidies to promote the adoption of hard-to-adopt children in foster care who are unable to return to their birth family. As a result, under Title IV-E of the Social Security Act, the Federal government provides a one time payment for the non-recurring cost of adoption of a special needs child from the foster care system, and guarantees a monthly subsidy to these adoptive families to assist with the additional costs of caring for a child with special needs. Title IV-E also provides States funding to assist with the administrative costs of child placement, i.e. for the recruitment and development of adoptive families.

Legislation to provide additional help through the tax system for some adoptive parents is currently pending in Congress. An "adoption tax credit" would provide a one-time, \$5,000, non-refundable credit to help cover up-front adoption expenses such as legal fees and home studies. The adoption tax credit is a provision in the Senate-passed welfare reform bill and was also passed by the House in HR1215, the Family Reinforcement Act.

Federal funds are also available through the discretionary Adoption Opportunities program (\$13 million in FY '95; both the House and Senate propose slight cuts for this program in FY '96) which supports nationally significant and innovative practices to facilitate special needs adoption. In addition to the recruitment initiatives noted above, the federally supported National Adoption Exchange links prospective adoptive families and waiting children, and the Interstate Compact for Adoption and Medical Assistance enables placements across the country. The Court Improvement Program, established by law in FY 1994, is designed to improve judicial decision making in child welfare including a focus on termination of parental rights.

Multi-Ethnic Placement Act

In October 1994, President Clinton signed into law the most recent initiative to address barriers to adoption: the Multi-Ethnic Placement Act (P.L. 103-382, Part E). MEPA is designed to increase the number of children who are adopted by preventing discrimination in the placement of children on the basis of race, color or national origin and facilitating the diligent recruitment of foster and adoptive parents. The key provisions of MEPA:

- 1) prohibit states or public and private foster care and adoption agencies that receive federal funds from delaying or denying the placement of any child solely on the basis of race, color or national origin of the child or prospective foster or adoptive parent (Sec 553(a)(1));
- 2) permit an agency to consider both a child's cultural, racial and ethnic background and the capacity of the foster or adoptive parents to meet the needs of a child of a specific background, as one of a number of factors used in determining whether a placement is in the child's best interests. This factor must, however, be applied on an individualized basis, not by general rules (Sec 553(a)(2)); and
- 3) require agencies to provide for the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the state for whom foster and adoptive homes are needed (Sec 554).

HHS has worked closely with states to assist them in achieving timely compliance with MEPA compliance. As a result, all but three (which need statutory changes enacted by their state legislatures) will be in compliance by the October 21, 1994 deadline established in the law. The next and perhaps more critical phase is to ensure that practice (recruitment of families, training for caseworkers, etc.) follows policy and results in increased adoptions.

Welfare Reform and Child Protection

The Senate's welfare reform legislation maintains the guarantee of federal assistance for abused and neglected children who need foster care, and for children needing adoption. The House-passed welfare reform measure includes a Child Protection Block Grant which repeals and rolls into lump-sum grants to the states a range of key programs affecting abused and neglected, foster and adopted children.

The House proposal would reduce funding available to the states by 10% and place special needs children at increased risk of longer waits for adoption by eliminating the incentives for special needs adoptions as well as the guarantee of assistance to states and adoptive parents. The proposal eliminates specific federal funds for the recruitment and training of new adoptive families as well as resources which have been targeted to meet the ongoing special needs of adoptive parents and the post-adoption services that help special needs adoptions succeed. Adoption subsidies would no longer be an entitlement to the child. While States would be required to honor existing subsidy agreements with adoptive parents, future support to adopted children with special needs could end, slowing new adoptions and leaving more children in foster care limbo. Finally, by funneling all the resources directly to the states, the block grant would end national innovation in adoption. Children would no longer benefit from federally funded innovative state and local programs or national resources such as the National Adoption Exchange and the National Adoption Clearinghouse which provides information about adoption to the public.

Commission on Child and Family Welfare

In October 1992, Congress created a Commission on Child and Family Welfare. Following the completion of Presidential and Congressional appointments, in January 1994 the Commission convened and selected child custody and visitation as the focus of its efforts. While the Commission's forthcoming recommendations (expected November, 1995) will not focus specifically on adoption, they are likely to bear on the handling of termination of parental rights and adoptions by family courts, and how communities support and interact with families seeking to adopt.

Opportunities for Improving Adoption Outcomes: A Leadership Campaign

There are a number of challenges and opportunities for you related to adoption. What follows is a preliminary set of ideas that would best be fleshed out through a series of meetings with experts and representatives of different constituencies. Meetings of this sort can serve the dual functions of better developing the strategies and demonstrating your interest and intention to lead on this issue.

These meetings could culminate in your launching a sustained, multifaceted campaign under the banner: "Safe and Caring Families for All Children." A primary element of this campaign -- guided by the principle that every child's well-being is paramount -- would be to present to the public a realistic portrait of who the children are who need families, how the adoption system works, and how to generate more loving permanent homes for children.

Through the use of media, White House events, site visits with adoptive families, foster children, placement agencies, teen pregnancy prevention and parenting programs, among others, you can promote, celebrate and legitimize adoption, reduce its stigma, value all families, shine a light on waiting children, and support the dedicated work of professionals who work with birth parents, adoptive parents and adoptees. National and local voluntary and service organizations, religious and professional associations, corporate and small businesses as well as the nonprofit sector offer potential arenas for high leverage change-focused activities. Communities of every income, race, and geography could be connected into such a campaign.

To extend your reach and build bridges across the diverse and sometimes divergent constituencies interested in adoption, you could establish and chair a "Network of Champions for Adoptable Children." This network would include a broad-based leadership cadre from across the country, and represent diverse sectors and communities, to promote permanency for waiting children.

Activities of the Campaign and the Network can be focused on three primary areas: recruitment, removing barriers to adoption, and preparing for parenting.

(1) **RECRUITMENT** -- Initiatives to increase public knowledge of and interest in adopting special needs children who wait in the public child welfare system. Examples include campaigns to develop new families; partnerships with the legal and professional communities to support adoption; and participation in and expansion of regular efforts by TV and other media efforts to profile waiting children.

(2) **ADDRESSING BARRIERS IN THE ADOPTION SYSTEM** -- Initiatives to focus greater attention and training on the people who have responsibility for decisionmaking with birth parents about ways to resolve their difficulties or take the very significant step of terminating parental rights. These are often the least experienced workers in the public child welfare system.

(3) **PREPARING FOR PARENTING** -- Initiatives to expand opportunities for pregnant women and prospective parents to evaluate their readiness for parenting and decision making through counseling and family support services. This focus especially has the potential to reach pregnant teenagers and young parents.

Any campaign of this sort will need to be informed by and sensitive to one of the major challenges of the decade: creating in this society a greater understanding of the role of race in community life. Adoption is one arena in which the racial chasm is quite wide and in which race is a little-discussed yet major force. Part of the challenge in achieving placement for these children is understanding the dynamics of race, depolarizing it and shaping it in new ways that can build bridges. The two tiered adoption market is shaped by race and neither the private and informal market nor the public child welfare market is exempt from needing to overcome its stereotypes in order to achieve an openness to promoting adoptions which are in the best interests of children and families.

These proposals are designed to be thought-provoking and stimulate further dialogue and development. I and my HHS and Administration for Children and Families' colleagues would be pleased to assist you in this important effort.

Ann Rosewater
Deputy Assistant Secretary for Children and Families
Department of Health and Human Services

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. list	Mimimum Wage Bill Signing (partial) (3 pages)	n.d.	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Maggie Williams (Subject Files)
OA/Box Number: 12631

FOLDER TITLE:

Adoption 1 [3]

2013-0359-S
ry1468

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
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- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

26. J.P.
456-7787

→ 1:30

**Minimum Wage Bill Signing
Adoption Advocates**

When inviting the following people to the Minimum Wage Bill Signing, please specify that the Minimum Wage Bill also includes provisions on adoption -- the tax credit and other provisions.

Those with DOBs and SSN had accepted when event was originally scheduled event and should be re-invited -- all should be invited.

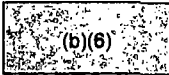
Carolyn Johnson 215/735-9988
Executive Director
National Adoption Center



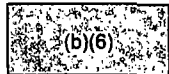
100 - families

[002]

Bill Pierce 202/328-1200
President
National Council on Adoption



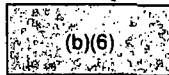
Mady Prowler 215/205-8622
Director
Adoption Assistance Programs
National Adoption Center



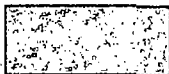
Theodore Mason c/o 215/205-8622
Attorney and Board Member
National Adoption Center



Mae Best 202/724-8602
Chief of Adoptions
D.C. Dept of Social Services



Jan Heffner 614/764-3319
Executive Director, Dave Thomas Foundation for Adoption



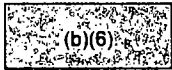
✶ Casey Ostercamp

Dave Thomas 614/764-3319
Dave Thomas Foundation
Dublin, Ohio

Leland C. Brendsel 703/903-3001
Freddie Mac Foundation



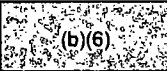
Rita Simon 202/885-2965
American University



Sam^{le} Totaro 215/598-0951
American Academy of Adoption Attorneys (invite all four below at above #)



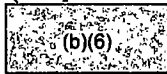
Andrea Totaro 215/598-0951



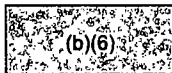
Juliana Totaro 215/598-0951
(adopted daughter)



Christopher Totaro 215/598-0951
(adopted son)



Mark Eckman 703/281-9166
American Academy of Adoption Attorney



Ann Sullivan (if she can't come, please ask her to send a rep from CWLA -- very imp)
Adoption Program Director
Child Welfare League of America
202/638-2952

Joe Kroll
Exec. Director
North American Council on Adoptable Children (NACAC)
St. Paul, MN
612/644-3036

Drenda Lakin
Center Director
Spaulding for Children
Southfield, MI
313/443-7080

Dixie van de Flier Davis
The Adoption Exchange
Denver, CO
303/333-0845

Barbara Harrison
Wednesday's Child, Channel 4 TV
202/885-4111

Susan Frievalds
The National Adoption Foundation
Minneapolis, MN
612/544-6698

replace

3 or 4

*[stand behind
President]*

— Douglas Mainwaring and Valerie Mainwaring
adoptive parents who testified in committee on adoption provisions
301/330-9580 or 301/924-3661

— Diane Dobson
adoptive parent
301/593-7018

— Steve Humerickhouse
Adoptive parent/advocate
612-521-1098

Sheryl Dicker
Permanent Judicial Commission on Justice for Children
914/422-4425, office
914/834-8211, home

Norman Stein
212/753-4930, w

Carol Williams
Children's Bureau
DHHS

202/205-8622



Ann Rosewater
Deputy Assistant Secretary
DHHS
202/401-5180

Olivia Golden
Commissioner
Administration for Children, Youth and Families
202/405-8347

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
003. memo	To Nicole Rabner from Carolyn Johnson re: White House visit 8/20/96 [adoptive parents and adopted children] (2 pages)	08/16/96	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Maggie Williams (Subject Files)
OA/Box Number: 12631

FOLDER TITLE:

Adoption 1 [3]

2013-0359-S
ry1468

RESTRICTION CODES

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2201(3).

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concerning wells [(b)(9) of the FOIA]

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
004. memo	To Kim from Nicole re: additional people to be invited to the Minimum Wage Bill Signing (partial) (1 page)	n.d.	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Maggie Williams (Subject Files)
OA/Box Number: 12631

FOLDER TITLE:

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Pls deliver to Kim Widdoes
66235

MEMORANDUM

TO: Kim
FROM: Nicole

1. The following are additional people to be invited to the Minimum Wage Bill Signing; please have your office make the following calls and again, specify that the adoption provisions, including the tax credit, are included in the bill:

Bill Pierce's office
National Council on Adoption
--invite his wife:

[004]

Paula O'Connor (who was invited last time)

dob

ssn

phone # 328-1200

Karen Howze AND her 2 adopted children
202/291-2290 w
202/726-8454

Also, please add to the list the following person (already invited and coming):

Casey Osterkamp (Jann Heffner's daughter)

dob

ssn

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Adoption Exchange Association

CONNECTIONS

... produced in cooperation with the Michigan Adoption Resource Exchange

Winter/Spring 1996

SERVING CHILDREN FROM COAST TO COAST

Fifteen year old Peter had spent the majority of his life in foster care. Although the chances of finding the six foot tall teen an adoptive family were slim, his optimistic social worker made every effort to recruit a family for him.

One of those efforts was to register Peter on the National Adoption Exchange, a program of the National Adoption Center, located in Philadelphia, PA. Through the persistence of an adoption coordinator at the Exchange, Peter was matched with several prospective families from around the country that were interested in adopting older children. One of these matches resulted in a placement, and today Peter lives in Florida with his new family!

The National Adoption Center (NAC) was founded in 1972. At that time the Center had more of a regional flavor and was the home of the Adoption Center of Delaware Valley, serving the greater Philadelphia area, New Jersey and Delaware. Today the Adoption Center of Delaware Valley (ACDV) is still an important part of the NAC, providing matching services, recruitment, and information and referral to agencies, families and waiting children. Additionally, the ACDV sponsors

match parties, coordinates numerous waiting child columns, and features a bi-monthly televised waiting child spot.

In 1982, the Center received a federal grant

to create a National Adoption Exchange (NAE). Its goal, to assist adoption workers in finding families for waiting children by utilizing the latest computer technologies. With that goal in mind, the Exchange has successfully served thousands of children and families through its computer network,



The National Adoption Exchange and Communications staff.
Director Carolyn Johnson is center, left.

bulletin board and E-Mail.

The National Adoption Exchange provides a wide range of services to adoption exchanges, child welfare agencies and experts, parent groups and families. The core of its services is a computerized network that includes a nationwide database of waiting children and families interested in adopting,

Continued on page 2

IN THIS ISSUE...

Military Update.....p. 3

Global Connections....p. 3

AEA Conferencep. 4



Adoption Exchange Association

SHARING RESOURCES SO WAITING CHILDREN FIND FAMILIES SOONER

About the AEA...

THE ADOPTION EXCHANGE ASSOCIATION connects representatives of state, regional, & national adoption exchanges... placement agencies... parents... child welfare professionals... and concerned citizens across the United States. The AEA provides a forum which promotes the exchange of ideas and strategies, collaboration on issues of mutual interest, and increased effectiveness in utilizing resources to provide waiting children permanent homes.

Purposes of the AEA include...

- 1) To provide leadership to strengthen existing adoption exchanges and to develop new ones where needed;
- 2) To increase involvement of people of color in the child welfare community so that the children waiting can be served by professionals and families who are particularly aware of their needs;
- 3) To develop better communication between adoption exchanges;
- 4) To heighten awareness of adoption exchanges and the children they serve;
- 5) To identify and monitor key permanency planning issues.

For you or your organization...

Members of the association receive news and information... ideas and strategies... connection with others having similar needs and concerns... technical assistance... a biannual newsletter... publications such as the Photo-Listing Guidebook, Exchange Standards... data analysis... opportunity to attend national conferences such as the 1996 AEA conference held in Hilton Head... collective advocacy to address critical issues... and the chance to participate in the advancement of mutual goals.

MEMBERSHIP is open to any individual or organization. Annual dues:
Individual - \$40.00
Organization - \$100.00

Don't let yourself be isolated!

Join with others who share commitment to the adoption of waiting children... who encounter similar obstacles and challenges... and who reinforce personal and professional goals through improved communication and collaboration.

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The Adoption Exchange

connecting children & families

1760 Children Now Have Families!

Annual Report 1994-95

In FY 1994-95 The Adoption Exchange served 495 children.

- 59% were over 8 years old
- 44% were groups of two or more siblings
- 63% were of minority heritage
- 13% had developmental disabilities

The Exchange has helped find families for 1,760 children since opening its offices in 1983. This represents 77% of the total children we served. We didn't do this alone. All of the corporations, agencies and individuals referenced in this report collaborated to provide the following services that resulted in 154 adoptions in 1994-95.

1 Picture Book — Photographs and profiles of waiting children and available families were published monthly.

2 Media Features — Television, radio, magazines and newspaper features made "Wednesday's Child" visible in millions of homes weekly.

3 Family Connections — Staff and volunteers responded to 3,160 adoption inquiries by mail, telephone, and computer and made suggested matches of children with parents. An average of 20 families per day now access adoption information through our home page on the World-Wide Web.

4 Adoption Orientation — Evening seminars provided opportunities for interested persons to meet experienced adoptive parents and obtain information to assist in their decision to adopt.

5 Adoption Networking Parties — Events for families and 50 waiting children provided a relaxed way for prospective family members to meet.

6 Child Advocacy and Consultation — Public information campaigns were conducted. Staff responded to 173 requests for consultation.

7 Training — Nine seminars provided training for 465 workers in Missouri, Colorado, New Mexico, and England.

8 Global Connections — The Exchange has connected U.S. children and families in 50 states with Americans living abroad.



*"I wasn't there when he learned to walk; but I was there
when he learned to love himself."*

— Mary, adoptive mom

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Heartlines

Newsletter of The Adoption Exchange

Spring 1996



"I want a family to take care of me and give me special privileges, like getting to ride my bike to the park."

— Kristen, 10 years old



"I'm going to have a family real soon."

— Jeremy, 7 years old



"We've given him the feeling he belongs and that he's a loved and cherished child."

— 6 year old Ricky's mom

HOW DO CHILDREN AND ADOPTIVE FAMILIES CONNECT?

With 1800 children placed in adoptive homes since 1984, many people ask, "How does The Exchange do it?" The answer is, "It doesn't ... not by itself." The Exchange serves as a connection between waiting children and prospective adoptive families. Social workers from public and private adoption agencies, other adoption exchanges, community organizations and businesses, and individual families — all working together — make the dream of a permanent family a reality.

All the children who have to wait for an adoptive family have special needs because, indeed, they are special children. Most carry the emotional scars of difficult early years — neglect, abuse, chaotic lives. Some also have mental or physical challenges. Many are of minority races and some are brothers and sisters who need to be adopted together. Each of these special children deserves a place to call home — a family to claim as his own.

HOW DO WE LET FAMILIES KNOW ABOUT THE WAITING CHILDREN?

Although the children are not in our custody, their pictures fill our walls, bookshelves and video library. The Exchange uses a variety of resources designed to encourage families to consider adopting. Children's pictures and brief information about them are published in a photobook which is updated monthly and subscribed to by agencies and individuals around the world. Children's pictures are sent to newspapers, magazines, newsletters and parent groups for publication. Children who can be placed out-of-state are featured on "Faces of Adoption" on the Internet and on our homepage on the World Wide Web.

Each week waiting children are profiled on "Wednesday's Child" television features on KCNC in Denver, KUTV in Salt Lake City and KOAT in Albuquerque. Recreation centers and museums, ice cream shops, restaurants, pet stores, members of local sports teams, and individuals with special skills or resources offer space and activities for the children during the television tapings.

HOW DO WE HELP FAMILIES MAKE THE CONNECTIONS?

Once a family's interest has been sparked, they are invited to call our local or toll-free number, write, fax or e-mail The Exchange to get more information about adoption in general, what they need to do to adopt, or to inquire about a specific child. The system can be confusing so we try to make it less so. Monthly information meetings are offered in Colorado and Utah so that information about waiting child adoption, infant and international adoption can be shared. We provide names of public and private adoption agencies where families can get a home study done, as well as other resources in their own communities or nationally. Families may call as often as they like. There is no charge.

When a family is interested in being considered for a specific child, The Exchange sends brief information about them to the child's agency. The choice of families is made by the agency that has custody of the child. The final decision belongs to the adopting family.

Prospective families are also invited to activity-filled networking parties arranged by The Exchange. While children are busy eating and enjoying entertainment and games, prospective adoptive parents can play with them and talk to their social workers and families who've already adopted. Volunteer support from the community for locations, entertainment and refreshments are essential to the success of these gatherings.

Families with completed home studies may be featured in the photobook so social workers who are looking for families for their waiting children can connect with them. American families living overseas who are interested in adopting American children are also welcome. Conrad and Heather, who were registered with The Exchange, are now living with American

— continued on page 2

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Heartlines

Newsletter of The Adoption Exchange

September 1995

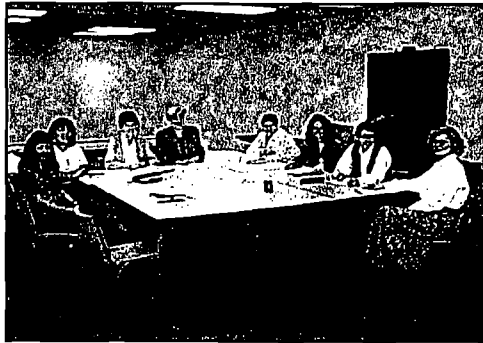
WHO WILL TAKE CARE OF ME?

“Families Connecting for Kids” Exciting New Project Serving HIV-Affected Families Helps Answer This Question

Choosing a future caregiver for a child is undoubtedly one of the most painful tasks that an HIV-infected parent will have to face. In Colorado, women account for an increasing number and percentage of people living with AIDS. As of December 31, 1994, approximately 530 Colorado women had been diagnosed with HIV or were living with AIDS. While data is not kept regarding the number of children in these families, it can be assumed that many of these women are parenting one or more children. While the majority of the children are not infected with HIV, they are clearly affected by this disease. Should their parent die without making legal plans for their future, they are left to wonder, “Who will take care of me?”

Families Connecting for Kids was organized in February 1994 in response to this question and an HIV-infected mother's cry for help. This single mom, without close friends or family members who could care for her children, wanted help finding permanent, loving parents to care for them. She did not want to lose her children to adoption now nor did she want to leave them at risk of foster care placement after her death.

In May 1994, The Adoption Exchange received **Ryan White CARE Act** funds, granted through the **Mayor's Office of HIV Resources Coordination**, to develop a service to respond to this need. The mission of this inter-agency, family-centered team is to assist HIV-affected families in making permanent care plans for their children. One of the goals is to help HIV-infected parents build an extended family for the children who will be orphaned by AIDS. The team's approach emphasizes the family's right to make the final decision regarding its children's future by helping them explore a range of custody options, from naming a close friend or relative as their child's legal guardian to



Some of the team members.

connecting with a “resource family” through the project whom they can get to know before they can no longer parent. Since resource families will not have full custody of children in HIV-affected families until after a parent's incapacitation or death, they will act as a “co-parent” or “respite care provider” in the initial stages of the relationship, taking on more responsibility as the parent's health declines.

Since this is designed to be a long-term relationship, issues of loyalty, attachment, separation, loss, and grief will surface for the children and the adults who commit to this type of permanency plan. The project can connect both families with legal assistance, individual and family counseling, support groups for children and adults, and services to stabilize and maintain the HIV-affected family for as long as possible.

The project is presently working with 15 HIV-affected families (who are parenting 35 children) with their permanency planning needs. **The University of Denver's Law School Clinic** and four private practice attorneys have helped five families finalize legal guardianship plans for their children. Four families are pursuing adoption with

either a relative, friend or resource family from the community.

Before Jane died, she asked her sister, Julie, who is also HIV positive, to care for her three teenaged children. As Julie's own health declined, it became more difficult for her to take care of the children and the financial drain became overwhelming since her disability payments didn't take into account a family of four. With the help of the project's volunteer attorneys, the children's grandmother now has legal guardianship of the children. They don't have to wonder who will take care of them. While they still have to deal with the losses in their lives, they can plan for their futures, including making plans to get their drivers' licenses, now that they know who is responsible for them.

When twelve year old Jason's mother died of AIDS, she left him in the care of her partner, who is the only dad he's known for the past five years. Since his mom was not married to this man, legal help was required to allow Jason to be adopted and stay with his dad. Thanks to the project's volunteer attorneys, Jason can concentrate on grieving the loss of his mother, focus on school and being a kid, rather than worrying about who will take care of him. Additionally, while Jason's mom was in the last stages of the disease, Jason's dad took a lot of time off from work. Funds from the project helped him pay the rent and utilities, buy groceries and rent a hospital bed so Jason's mom could die at home with her family.

In October 1994, additional funding received from **The Denver Foundation** has allowed the project to meet a broader range of needs for children in HIV-affected families, expand its services to HIV-infected people

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GLOBAL CONNECTIONS

A PASSPORT HOME

FOR WAITING
U.S. CHILDREN

Global Connections is a cooperative effort between Voice for International Development & Adoption (VIDA), and The Adoption Exchange. Together these non-profit organizations expedite the adoption process for U.S. citizens living abroad by providing them with easy access to information, resources, and placement services provided by qualified professionals.

Global Connections professionals are ready to work with all parents who are sincere and committed to providing a home for a waiting child. Please contact us with your interest in adopting.

VIDA

354 Allen Street
Hudson, NY 12534 USA
Tel: 518-828-4527
Fax: 518-828-0688

THE ADOPTION EXCHANGE

925 S. Niagara Street
Denver, CO 80224 USA
Tel: 303-333-0845
Fax: 303-320-5434

e-mail globeadopt@aol.com

*Together we can
make a difference
for the children.*

Global Connections is grateful for the support
from the Million Dollar Round Table Foundation.



VIDA

VIDA is a private, not-for-profit child placement agency, based in New York, with adoption programs worldwide. Since the 1980s, VIDA has successfully worked with U.S. citizens living abroad, as well as foreign nationals throughout the world to help children from the U.S., Latin America, Eastern Europe, and Asia to be adopted. VIDA's adoption program includes home study, placements, and post placement services and coordination through its extensive international network.



THE ADOPTION EXCHANGE

The Adoption Exchange has provided worldwide advocacy, recruitment, orientation, and matching services on behalf of American waiting children since 1983. The Exchange provides training for adoption professionals and adoptive parents throughout the United States and abroad to enhance the chances that children who are least likely to have families of their own can, in fact, be adopted. The Exchange has helped over 2000 American children with special needs find adoptive families.

GLOBAL CONNECTIONS

A PASSPORT HOME

FOR WAITING
U.S. CHILDREN



Together

we can make

a difference for

the children.



When it was no longer safe for Conrad to live with his birth family, he was placed in foster care. He lived in a total of 6 foster homes in the next seven years. But on October 29, 1995, Conrad packed his new suitcases and flew to his new home...on an American military base in the southern part of Holland with his adoptive father, "Buddy".

GLOBAL CONNECTIONS

REQUEST FOR SERVICES

Name _____
 Address _____

 Phone _____
☐ Check ☐ VISA/MC Account Number _____
☐ Please forward my name to VIDA to make arrangements for adoption services.
☐ Please send me information about VIDA's international programs.

Together we can make a difference for the children.

Mail to:
 THE ADOPTION EXCHANGE
 925 S. Niagara Street Suite 100
 Denver, CO 80224 U.S.A.
 303/333-0845
 Picture Book Subscription — \$45
 Plus First Class Postage - APO — \$5.45
 Family Registration — \$35
 Adoption Connections — \$500
 (includes picture book registration)

— Clip here —

Dear Friends,

We are pleased that you are interested in adopting. Our primary focus in this brochure is to encourage you to consider adopting American children who wait for adoption. These are children who have experienced abuse and neglect; most are school age, and many need to be adopted with their siblings.

We have created this Global Connections collaboration to provide meaningful adoption information for American families living abroad.

Please let us know if there is anything we can do for you. We look forward to hearing from you.

Sincerely,

Dixie van de Flier Davis

Dixie van de Flier Davis, Ed. D.
 The Adoption Exchange

DeGuerre Blackburn

DeGuerre Blackburn, Ph.D.
 VIDA

SERVICES AVAILABLE TO YOU:

- THE PICTURE BOOK SUBSCRIPTION
- FAMILY REGISTRATION
- PREADOPTON ORIENTATION, HOME STUDY, AND DOSSIER PREPARATION
- ADOPTION CONNECTIONS
- POST PLACEMENT AND ADOPTION SERVICES



THE PICTURE BOOK SUBSCRIPTION

The picture book of The Adoption Exchange features picture profiles of over 300 waiting children from eight western states. A subscription includes a binder with the profiles and eleven updates throughout the year. You may contact The Adoption Exchange to ask that a referral be sent to the child's social worker and your caseworker or supervising agency indicating your interest in adoption when you see a child or children that you are interested in adopting.

Cost is \$45 plus postage (\$5.45 APO; \$25 other)



FAMILY REGISTRATION

If you have completed a home study for a special needs child, you may register in the picture book of The Adoption Exchange. The book now circulates in 38 states. Social workers call The Adoption Exchange when they want more information about a family seen in the picture book. Exchange staff refer registered families for children who may be a book match and suggest matches to the registered families.

Free with Adoption Connections service
 Cost is \$35 for all others

PREADOPTON ORIENTATION, HOME STUDY, AND DOSSIER PREPARATION

A comprehensive family assessment is an essential part of the adoption process. In cooperation with the social worker services assigned by VIDA, you will assess family strengths and prepare family members to deal with the challenges of parenting abused/neglected children. Issues to be covered include: attachment, behavior management, predictable life stages of adoptive families, culture shock, and obtaining support services.

This service is combined with Post Placement and Adoption Services. Total cost is \$3,500.

ADOPTION CONNECTIONS

Up to eight hours of services in the US are offered to families with approved home studies. This service is aimed at connecting the family with an available child. Your home study will be mailed to social workers upon request, questions answered, and follow up telephone calls made to interface with children's workers who are not accustomed to international telephone calls, etc. You will be in frequent contact with the state-side worker for updated information.

This service includes a subscription and registration in the picture book of The Adoption Exchange. Cost is \$500.

POST PLACEMENT AND ADOPTION SERVICES

Courts require post adoption support services for up to one year following adoptive placement and pending finalization of the adoption. Services help you deal with the specific behavior and emotional challenges that each in your family experiences once a child is living in your home. It is important that the adoption be finalized and the child's future with you secured.

This service is combined with Preadoption Orientation, Home Study, and Dossier Preparation. Total cost is \$3,500.



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SNEAK PREVIEW!

GLOBAL CONNECTIONS

A PASSPORT HOME

FOR WAITING
U.S. CHILDREN



A Guide Book

Together

we can make

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