

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. list	Re: Minimum Wage Bill Signing Adoption Advocates (partial) (2 pages)	n.d.	b(6)

COLLECTION:

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

FOLDER TITLE:

Adoption I [4]

Rhonda Young
2013-0359-S
ry1469

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(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]

Margaret C Ayers
Exec Dir
Robert Sterling Clark Foundation, Inc
135 E. 64th St.
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~~Peter and~~
Mr & Mrs. Peter Norton
Norton Family Foundation
225 Arizona Avenue
2nd Floor West
Santa Monica, CA 90401

Pls add:

① Alan Hassenfeld
CEO
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NY, NY 10010

② Larry Kessler
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Wash, DC 20037-1977

And

Carol Williams ← call for address
Karen Dorsey
Children's Bureau ph 205-8618
DHHS

Sent Adoption proc to:

file

**Meeting with Foundation Leaders on Adoption Issues
The White House
August 2, 1996**

List of Participants

Background information on meeting participants follows under specified tabs:

TAB

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The White House

B. Ms. Mary M. Bellor
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✓ F. Ms. Nancy M. Daly
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← pls send 5

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✓ O. Mr. Robert Rogers
President and Chief Executive Officer
Ewing Marion Kauffman Foundation
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Kansas City, MO 64112-2776
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✓ P. Mr. Leonard Smith
President and Trustee
Skillman Foundation
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Suite 1700
Detroit, MI 48243
Ph: 313-568-6360

✓ Q. Mr. Paul Vander Velde
Program Director
Youth and Education: Higher Education
W.K. Kellogg Foundation
One Michigan Avenue East
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Acting Executive Director
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Ph: 703-903-2214

→ Voice for International Development & Adoption
354 Allen Street
Hudson, NY 12534

Withdrawal/Redaction Marker

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Pls call below 202.4.1
456-7787
for addresses of those highlighted
Minimum Wage Bill Signing
Adoption Advocates

→ 1:30

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

(b)(6)

100 - families

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

(b)(6)

1930 17th St NW
Wash, DC 20009

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

(b)(6)

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

(b)(6)

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

(b)(6)

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

(b)(6)

✶ Casey Cstercamp

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

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

8200 Jones Branch Dr
McLean, VA 22102

Rita Simon 202/885-2965
American University

✓ Samuel 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

*4/27 Nebraska Ave
20016*

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

*c/o Case Univ Scher y/law
78 North Broadway
White Plains, 10603*

Norman Stein
212/753-4930, w

pls send 5 →



**North American Council
on Adoptable Children**

970 Raymond Avenue, Suite 106
St. Paul, Minnesota 55114

JOE KROLL
Executive Director

Tel: 612-644-3036
Fax: 612-644-9848



Training & Leadership Center
16250 Northland Dr., Ste. 120
Southfield, MI 48075
313/443-7080
Fax: 443-7099

Drenda S. Lakln, ACSW
Center Director

National Resource Center for Special Needs Adoption

**Institute For
BLACK PARENTING**



Zena F. Oglesby Jr., MSW
Executive Director

Adoption
Foster Care
Family Support
Family Preservation
800-367-8858

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925 South Niagara
Suite 100
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USA
303/331-0845
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Toll 303/330-5434
Disse van de Flier Davis, Ed.D.
Executive Director



CWLA CHILD WELFARE
LEAGUE OF AMERICA

guarding
children's
rights
serving
children's
needs

Ann Sullivan, MSW
Adoption Program Director

202/638-2952 • Direct line: 202/942-0255 • FAX 202/638-4004
440 First Street, NW, Suite 310 • Washington, DC 20001-2085

Send to:

~~As can for address:~~

✓ Carolyn Johnson

← pls
send 5

Exec Dir

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Ph 215/235-2988

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The Adoption Exchange
610 E South Temple
Salt Lake City, UT 84102

The Adoption Exchange
925 S. Niagara, suite #100
Denver, CO 80224

✓ Adoption Exchange Assn
820 S. Monaco Parkway
263
Denver, CO 80224

~~Family Service & Children's Aid of
Jackson County~~

✓ Michigan Adoption Resource Exchange
P.O. Box 6128
Jackson, MI 49204

File
Adoption

TO: Hillary Rodham Clinton
FROM: Melanne Verveer
Jennifer Klein
Nicole Rabner
DATE: 8/8/96
RE: Adoption Ideas

This memo presents options for actions the Administration can take to break down barriers to adoption and increase the number of children who are adopted. The announcement of these actions could take place in 1997 as part of a "Year of the Waiting Child." The goal of the year would be to: (1) increase the number of children who are adopted; (2) raise public awareness about the joys and challenges of adoption; and (3) make the adoption system work for children and families. This memo also outlines problems with two other ideas that have been suggested.

I. Increasing the number of children with special needs who are adopted

GOAL: Double the number of children with special needs who are adopted over the next three years. This would eliminate the backlog of waiting children.

ACTIONS:

1. Propose legislation to amend the Title IV-E Adoption Assistance Program to include financial incentives for states that meet numerical goals.

Currently, the Federal government reimburses states for a portion of the cost of providing adoption subsidies to families that adopt special needs children. The amount of the reimbursement could be raised as states near or reach the targets or as they increase recruitment of adoptive families. This proposal would increase Federal costs.

2. Work with states that commit to meet numerical targets by providing technical assistance on the development of outcome measures and automated data systems to track progress towards these goals.
3. Issue an annual state-by-state report card to encourage states to improve their status. Recognize successful states through certificates or White House events.
4. Propose legislation to create a new "legal guardianship" status and provide subsidies for qualified long-term guardians.

II. Increasing public awareness and the willingness to adopt

GOAL: Undertake a high visibility education and awareness campaign. Increase the use of "adoption-friendly" policies in the public and private sectors.

ACTIONS:

1. Direct the Secretary of Health and Human Services to lead a public awareness effort, including public service announcements, use of the internet, and the appointment of a high-profile advisory council with members chosen for their ability to represent and work with various "sectors" of the community (e.g., faith community, business, entertainment industry, etc.).
2. Direct the Secretary of the Treasury to disseminate information about tax benefits and other adoption benefits.
3. Direct the Director of the Office of Personnel Management to promote adoption among Federal employees and make the Federal government a model of adoption-friendly policies.

This would include: (1) developing legislation to create a new category of leave benefits for Federal employees to provide 5 days of paid leave for adoptive parents and an additional 5 days for parents who adopt children with special needs (in addition to current leave benefits); (2) developing legislation to reimburse Federal employees if they adopt a child (proposed during the Bush Administration but not passed); and (3) directing all agencies to provide information and support (e.g., a bank of federal employees who have adopted to act as mentors for prospective adoptive parents).

4. Direct the Secretaries of Labor and Commerce to identify and recognize model adoption-friendly policies in the private sector.

III. Making the adoption system work for children and families

GOAL: Develop and disseminate models to make the child welfare system more responsive to the needs of waiting children and families.

ACTIONS:

1. Direct the Secretary of Health and Human Services to: (1) work with foundations to replicate model projects to reduce waiting times (e.g., Kellogg Foundation project in 19 communities to limit waiting times to one year); (2) work with states and advocates to develop and disseminate model legislation on termination of parental rights and model processes for family preparation

and assessment; and (3) urge the 20 states not currently participating to join the Interstate Compact on Adoption and Medical Assistance to decrease delays in adoptions across state lines.

2. Direct the Attorney General to work with the National Council of Juvenile and Family Court Judges to examine the issue of judicial training and rotation and make recommendations for improvements.

Two other ideas have been suggested that raise serious concerns. One suggestion is to require states to terminate parental rights after one year (with an exception if it is not in the best interests of the child). As you know, this touches on one of the most difficult issues in child welfare and would cause great alarm in the children's advocacy community (at time when, because of the welfare bill, they are sensitive to begin with). In addition, without a big infusion of additional Federal money, it is an unfunded mandate on states and would be impractical given delays and limited capacity in the courts and social services agencies. Finally, the exception for situations that are not in the best interests of the child would create delays as courts tried to reach this determination, effectively eliminating any chance that this rule would speed adoptions. A second suggestion is to penalize states that are placing low numbers of children in families of different races under the Multi-Ethnic Placement Act. Again, this would cause an uproar in the children's community and would harm waiting children in those states where the most help is needed. We believe that the incentives listed in Section I would do far more to eliminate the backlog of children waiting for permanent homes.

John McCain

Amity in Indian Adoptions

The adoption of Indian children has raised issues over the years that are charged with emotion and tragedy. As recently as two decades ago, inordinate numbers of Indian children were virtually kidnapped from their families and tribal communities and placed in foster and adoptive care.

Although these efforts sometimes were motivated by good intentions, the results often were tragic. Generations of Indian children were denied their rich cultural and political heritage as Native Americans. The well-documented abuses from that era are horrifying. One study concluded that between 25 and 35 percent of all Indian children were torn from their birth families and tribes.

In 1978, Rep. Mo Udall and other leaders in Congress responded by enacting the Indian Child Welfare Act (ICWA) to prevent further abuses of Indian children. Under ICWA, adoptions of Indian children still could go forward, but the children's best interests were protected by involving Indian tribes in the welfare of their children.

Unfortunately, a new tragedy has emerged in recent years as ICWA has been implemented. This one has been borne by non-Indian adoptive families who, in a handful of high-profile cases, have had their adoptions of Indian children disrupted months and years after they received the child. In some cases, people facilitating the adoptions were accused of intentionally hiding from the courts, the adoptive families and the tribes the fact that the children involved were Indians covered by ICWA procedures. Some Indian tribes were accused of retroactively conveying membership on birth parents who wanted to change their minds long after the adoption placement was established with their voluntary consent.

In most cases, because Indian tribes typically were not made aware of an adoption until very late in the placement, tribes faced a tragic choice: Either intervene late in the proceeding and disrupt the certainty sought by the adoptive family and child, or stay out of it and lose all possibility of involvement in the life of the Indian child. The result has been great uncertainty and heartache on all sides. No matter the outcome in each of these cases, the Indian children have been the losers.

Several of these cases recently gained national attention. One involves the efforts of a non-Indian Ohio couple, Jim and Colette Rost, who have been trying to adopt twin daughters—now nearly 3 years old—placed with them at birth by an adoption attorney who failed to disclose that the children were Indians.

Last year some adoption advocates began to use cases such as these to build political support for sweeping amendments that would eviscerate ICWA. The Indian tribes believed they were under siege, battling distorted news stories about what ICWA does and does not do, while having to fend off efforts to weaken the law. By mid-1995 the rhetoric heightened, and positions hardened.

What happened next is a testament to how the most intractable of disputes can be resolved by voices of reason and people of goodwill.

Last summer, representatives on both sides left the battle lines to try to find common ground. Their initiative began a year-long process of negotiation between attorneys for non-Indian adoptive families and representa-

tives of the Indian tribes to develop consensus amendments to ICWA.

What they achieved reflects a detailed, but not fragile, compromise. Its strength lies both in how it was developed and what it embodies. The attorney for the Rost family was involved in all the negotiations, along with representatives of the National Indian Child Welfare Association and the National Congress of American Indians (NCAI), the largest inter-tribal organization.

After extensive debate at its June, mid-year convention in Tulsa, NCAI endorsed the compromise. It also was endorsed by the American Academy of Adoption Attorneys and the Academy of California Adoption Attorneys. Many of my colleagues—including Sen. John Glenn (D-Ohio) and Rep. Deborah Pryce (R-Ohio)—who initially supported more far-reaching changes to the ICWA have indicated their support for this compromise.

Subsequently, several of us have introduced legislation that reflects the compromise. It has broad bipartisan support. Without trampling on tribal sovereignty and other fundamental principles in federal-Indian law, the bill amends the Indian Child Welfare Act to achieve greater certainty and speed in adoptions involving Indian children through new guarantees of early and effective notice in all cases. This is combined with new, strict time restrictions on both the right of Indian tribes to intervene and the right of Indian birth parents to revoke their consent to an adoptive placement. The bill would encourage early identification of the relatively few cases involving controversy and promote settlement of cases by making visitation agreements enforceable.

In exchange for guarantees of early notice, Indian tribes have agreed to language that will limit their right to intervene only to the earliest stages of an adoption placement, giving up their right under current law to intervene "at any point." If a tribe intervenes, it must certify to the state court that the child involved is a member, or eligible to be a member, of that tribe.

Jack Kemp

Unleash Our Economy!

Many people think I consider "more growth" to be the answer to all of America's problems. I don't. But I do think that increased economic growth is a necessary, if not sufficient, condition to solving many of the most serious problems facing us today—from poverty and homelessness, racial strife, crime and welfare dependency to the federal budget deficit and our failing social insurance programs.

Unfortunately, President Clinton seems to hold greatly diminished expectations for our country. The Clinton advisers embrace the myth that the economy cannot expand more than about 2 percent to 2.5 percent a year without igniting inflation. The president, I believe, has such anemic expectations for the American economy because he confuses innate limitations on our economy's ability to grow with self-imposed shackles, many of his own making, that impede it.

Even after taking into account yesterday's anomalous blip in the GDP statistics showing second-quarter growth of 4.2 percent, the economy has managed to grow on a real, inflation-adjusted basis by only 2.5 percent a year since the president's 1993 tax increase. There is a wide consensus among economists, including Fed Chairman Alan Greenspan, that the two-something treadmill economy will resume with growth below 2.5 percent in the second half of the year.

The Clinton administration's vision of America's economic future continues to be 2.3 percent annual growth as far as the eye can see. How pitiful.

It is unpardonable for the White House to sell the American economy short like this. President Kennedy gave the country an ambitious goal to achieve within a decade—putting a man on the moon and returning him safely to earth. Our next president must inspire the nation in a similar fashion. That is why I suggest that we establish a national goal to double the size of the economy, with price stability, by the end of the first decade of the 21st century.

The slow-growth myth contains a grain of truth. Narrowly speaking, under current tax and regulatory policy, the naysayers are correct that we cannot hope to grow much beyond 2.3 percent a year. And, if the Federal Reserve Board were to attempt to raise growth through "easy money," the result surely would be inflation and lower real growth in the future.

But ruling out loose monetary policy as a means of getting America growing again need not consign us irreversibly to "two-something" growth rates into the indefinite future. The intrinsic growth capacity of our economy is well above 2 percent. Historically, when federal tax and regulatory policy were not getting in the way, our economy managed to expand more than 3 percent a year on average, and some of us believe it could grow at least 4 percent annually into the next century.

Typically, the economy gets knocked off its long-run, three-plus growth path into recession when the Fed becomes overly restrictive with monetary policy, when Congress and the president unwisely raise taxes or when government cripples the economy with enervating regulations. If policymakers persist in some debilitating combination of these three mistakes, as they have from 1990 to 1996, we end up stuck in a slow-growth rut.

The Rosts' attorney has testified that prompt enactment of the compromise is likely to lead to an amicable settlement of the Rost case, ending further appeals of the recent court decision that allows the Indian twins to stay with the Rost family.

Those involved in the disputed cases believe the changes made by the compromise bill will prevent many future controversies. I share their view.

Many times, Congress, with the very best of intentions, has passed laws which had unintended, adverse effects on the people they were intended to protect. The agreement we have reached on amendments to the Indian Child Welfare Act is intended to rectify ICWA's unintended consequences. The agreement respects the rights of Indians without risking the welfare of Indian children as a price of that respect. We need not impose on Indian children one or another deprivation—be denied their heritage or be denied a stable, secure home. These children, no less than any other children, deserve both cultural roots and loving parents. It is Congress's obligation to protect their rights to both by promptly enacting the agreement into law.

The writer, a Republican senator from Arizona, is chairman of the Senate Committee on Indian Affairs.

After the Kennedy tax-rate cuts, the economy expanded by more than 6 percent a year for three consecutive years. Between 1960 and 1973, inflation-adjusted growth averaged 4.1 percent a year. For three straight years after the Reagan tax-rate reductions took effect, the real economy expanded by almost 5 percent a year. Between 1983 and 1989, real annual growth averaged 3.9 percent.

We now have a once-in-a-lifetime opportunity to unleash our economy from 60 years of accumulated policy mistakes by throwing out the Internal Revenue Code and replacing it with a low, single-rate, simple tax system that is pro-growth and pro-family. As was pointed out by the National Commission on Economic Growth and Tax Reform (TRC), which I had the privilege to chair, fundamental overhaul of the tax system would accelerate real economic expansion to at least 4 percent a year for five or six years.

Such an acceleration of growth would not be inflationary, because the expansion wouldn't be induced artificially by unwarranted monetary expansion at the Fed but rather would be generated by unleashing the pent-up productive capacity of the economy. In fact, if we raised economic growth capacity by restructuring the tax system, it would become incumbent upon the Fed to permit the economy to perform up to its full potential.

After the catch-up was complete, the kind of tax system recommended by TRC would help ensure that our economy permanently maintained a greater capacity to expand. According to the best available research, we could expect the long-term, non-inflationary growth capacity of the economy to increase by at least 40 percent, probably more.

Recall that the extended periods of economic expansion in the 1960s and 1980s followed tax reforms that were far less potent than those prescribed by the TRC. At the very least, therefore, we can realistically expect to maintain the historical, long-run real growth rate of 3.2 percent a year established during the post-World War II era. In fact, under a totally restructured tax system, we could anticipate exceeding that mark.

I wonder what President Clinton would say about a Republican platform plank that read: "Free competitive enterprise is the most creative and productive form of economic order that the world has seen. A new Republican administration will reject the prevailing philosophy of economic slowdown. We Republicans believe that during the next administration, our economy can and must grow at an average rate of 5 percent, more than twice the rate we have experienced during this past administration. We pledge ourselves to policies that will achieve this goal without inflation."

I didn't write that platform language; I just changed the name of the party in it to make a point. In fact, the above language came almost verbatim from the Democratic Platform of 1960.

Neither party could go wrong on the threshold of the 21st century by placing in its platform the same economic vision for America that John F. Kennedy's party had. And neither party could go wrong by committing itself to a fundamental overhaul of the tax system as a principal part of realizing that vision.

The writer is co-director of *Em America*.

PHOTOCOPY
PRESERVATION

THE WASHINGTON POST
FRIDAY, AUGUST 2, 1996

LETTERS TO THE EDITOR

Spying on Nanny

Ridiculous and irresponsible: These are the only two words I can use to describe the parents who are now bugging their children's toys to spy on their babysitters [front page, July 18]. Is it any wonder our society places higher values on capitalism and technology than on the family? If parents are having such a hard time finding a day-care provider, then they should do the responsible thing and stay home and raise their children.

Forget the argument of making ends meet. A full-time nanny certainly isn't the solution. Perhaps it means canceling a few vacations. If the parents' time is so valuable, they ought to be spending it with the child, not reviewing videotapes at night to see what went on at home during the day.

The litany of quality time over quantity time does not hold water, nor do I ever believe it did except to the self-righteous who use it. Selfishness does. Perhaps what we have done is instilled the wrong values in ourselves as we chase the golden pelt and expect that our children are receiving, or will receive, the benefit of our endeavors.

I wonder if these are the ideals these parents will teach their children (trust no one, spy on your neighbor)

as they grow older. Certainly, Raggedy Ann with an electronic eye was not something I grew up with as a child.

TODD B. MORGAN
Leonardtown

We are staunch supporters of personal privacy—whether from unreasonable government intrusion under the Fourth Amendment or the sometimes overzealous or paternalistic probings of private employers and others. Nevertheless, we found nothing but non-issues raised by the arguments of the nanny associations and the ACLU in "Home Alone—With the Baby, a Hidden Camera" [front page, July 18].

The ACLU representative's suggestion that "spying on a professional child-care worker is demeaning and unethical" is without foundation. In many lines of employment, workers are routinely observed on the job by supervisors. To be sure, workers usually know they are being watched. However, the quality of the work product of most employees is measurable even when they are not watched, whereas, with child care, the quality of the service inheres entirely in what occurs when the parent is away.

More important, child-care work-

ers who feel "demeaned" by what they perceive as "mistrust" by their employers need to understand that their jobs involve a level of employer concern that is, quite appropriately, unmatched in any other enterprise. The potential costs of an accident that may occur when the child-care worker may be sleeping on the job are intolerable. Nannies should learn to live with the understanding that they might legitimately be observed at any time and not take offense.

The nanny association's claim that checking references obviates the need for monitoring is absurd. As the association would have it, it would be impossible for prior employers to know whether the quality of a referenced worker's supervision lessened substantially each time the prior employer left the house.

We submit that it is the Fourth Amendment rights of the parent/resident—to be secure in their persons, papers, houses, and effects—that would be violated by any governmental restriction on using hidden cameras (or voice recorders) in one's own home for the purpose of protecting one's own children.

PETER and CHRISTINA SKLAREW
Bethesda

The Real EPA

Responding to The Post's story about my criticisms of the U.S. Environmental Protection Agency (June 27), Terry Yosie, former director of EPA's Science Advisory Board, espoused the official party line: Upper administrative levels are being streamlined, bureaucratic red tape is dissipating, scientists and front-line managers are being empowered, and science is finally being steered in the right direction [letters, July 22]. The real world of EPA's science organization, however, is one where you could count on one hand the number of employees who have been moved out of Washington and where upper-level managers explain, during visits with scientists in the field, why less red tape and empowerment at the lowest levels will probably never happen.

My article published in Nature (June 27) was reviewed by leading environmental scientists both inside and outside EPA. Nothing surfaced to corroborate what Mr. Yosie characterized as a deep support within the scientific community for EPA's recently reorganized Office of Research and Development, although, as I pointed out in my article, some changes

made during the reorganization will improve science in the agency.

We are increasingly frustrated over environmental science trying to catch up with and justify the agency's rules and regulations, rather than leading the process. Faced with court-imposed deadlines and pressures to regulate, EPA scientists need resources and support from Washington to rectify at least the most glaring scientific deficiencies in proposed rules before they are promulgated.

Contrary to what was implied in Mr. Yosie's letter, I support efforts to achieve a better balance between internal and external research, and the integration of public health and environmental issues. Finally, I did not recommend creating a new bureaucracy in addition to EPA. When environmental regulations can be better founded in sound science, EPA itself should be elevated to Cabinet status. Then other existing environmental programs in federal agencies and departments should be brought under it for better and more cost-effective coordination.

DAVID L. LEWIS
Athens, Ga.

He

In her Outlook article, "Hit and Ms.: Down the Tricky Path of Language Equality" (July 21), Anne Fadiman took a stab at solving the language gender problem. As she rightly observed, the substitution of the plural pronoun "their" for the gender-specific singular one is a solution that is worse than the problem.

But I question her reading of E. B. White's intent in the quotation she cited, in which he alluded twice to an unspecified essayist as "he." To the contention

that White meant to include women as well, she responded: "I don't think so."

If Ms. Fadiman truly regards White as her "beloved role model," she must be familiar with "The Elements of Style." This volume, edited and expanded by White from a text by his college professor, is on every serious writer's reference shelf. On the subject of the appropriate pronoun where the gender of its antecedent is unknown or ambiguous, White wrote:

"The use of he as pronoun for nouns embracing both genders is a simple, practical convention rooted in the beginnings of the English language. He has lost all suggestion of maleness in these circumstances. The word was unquestionably biased to begin with (the dominant male), but after hundreds of years it has become seemingly indispensable. It has no pejorative connotations; it is never incorrect."

Despite this disclaimer, Ms. Fadiman asserts that White "didn't really see women, and [his] language reflected and reinforced that blind spot." Her desire to make men and women equal in our language is laudable, but she should remove E. B. White's name from the enemy list.

DONALD P. McEWAN
Annandale

Animals Killed On the Roads

Thanks to The Post for doing a story on the much neglected question of animals killed on our roads ["Arr, Arr and Away," Style, July 15]. It has been estimated that some 400 million vertebrate animals are killed by cars each year in the United States.

I face the problem of road-kills regularly on my five-mile commute to work in Gaithersburg, which includes a two-mile stretch along a winding, forested road whose 25 mph speed limit is routinely exceeded by hurried or impatient drivers. Since April 25 I have encountered 22 animals either dead or mortally wounded along this stretch, including deer, fox, snapping and box turtles, rat snakes, squirrels and opossums. An adult opossum I rescued turned out to have eight babies in her pouch; all were rehabilitated and released by the Chesapeake Wildlife Sanctuary.

If we all obey speed limits and keep alert to wildlife, we can make a significant difference. Just a one percent reduction in U.S. road-kills translates into a half-million animals spared untimely and often grisly deaths.

JONATHAN BALCOMBE
Germantown

The Washington Post

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Letters must be exclusive to The Post, must be signed and must include the writer's home address and home and business telephone numbers. Because of space limitations, those published are subject to abridgment. Although we are unable to acknowledge those letters we cannot publish, we appreciate the interest and value the views of those who take the time to send us their comments. Letters intended for publication should be added to Letters to the Editor.

file adoption *Interstate impact*

POSSIBLE ADOPTION ACTIONS
September 9, 1996

GOAL 1: Increase the number of children who are adopted. Set numerical targets so that the number of children with special needs who are adopted over the next three years would be doubled. This would eliminate the backlog of waiting children.

ACTIONS:

1. Planning and Technical Assistance. Work with states that commit to meet numerical targets by providing technical assistance on the development of outcome measures and automated data systems to help reach these goals. Estimated cost: \$10 million/year.
2. Non-financial Incentives for Improved Performance. Recognize successful states through special certificates or White House events and foster competition by issuing an annual state-by-state report card.
3. Financial Incentives. Increase reimbursement for adoption subsidies for special needs adoptions by \$1,000 in states that reach or come within 5% of reaching of the annual target. Estimated cost: \$50 to \$100 million over 3 years.

Raise federal match to states for recruiting adoptive families from 50% to 75%. Estimated cost: \$375 million over 5 years, assuming states continue to spend at current levels for recruitment.

GOAL 2: Find permanent homes for waiting children within one year.

ACTIONS:

1. Statutory Changes. Under current law, states are required to hold a dispositional hearing 18 months after a child has been placed in foster care. Develop legislation to shorten that period to 12 months.
2. Regulatory Changes. Currently, the federal government requires that "reasonable efforts" be made to prevent placement and reunify families before a parent's rights can be legally terminated. Clarify and expand definition of reasonable efforts so that it allows arrangement for a permanent home for a child in a timely manner.

Change "dispositional hearings" to "permanency planning" hearings by clarifying that planning can include referrals for termination of parental rights or to legal guardianship or other permanent placement.
3. Financial Assistance. Make funds available to states for a "Removing Barriers to Permanency Project" to identify barriers, propose and implement solutions, and target funds to place children who have been waiting particularly long times and to implement the Multi-Ethnic Placement Act. Estimated cost: \$30 million.

SUMMARY OF IDEAS FROM MEETING OF THE FIRST LADY AND FOUNDATION LEADERS ON ADOPTION

This document summarizes the ideas discussed in a meeting on adoption that the First Lady held on with foundation leaders. It outlines the "challenges" or goals that the group raised, the framework for thinking about those challenges, and the role that different sectors of the community can play in meeting them. The first three challenges address the immediate need to remove barriers to adoption so that the tens of thousands of children waiting in the foster care system can be placed in permanent homes. The last challenge reflects the concern raised by a number of the participants that in addition to the urgent agenda of reducing the backlog of children waiting to be adopted today, we must set a longer-term goal of building capacity in communities to keep children from entering the system in the future.

CHALLENGE: TO INCREASE PUBLIC AWARENESS AND UNDERSTANDING ABOUT WAITING CHILDREN AND ADOPTION

There is a lack of public understanding about the children in the adoption and foster care systems, about their experiences in these systems, and about what can be done to find permanent homes for them more quickly.

Framework:

- We need to describe the problem as "finding families for waiting kids" rather than "finding kids for waiting families".
- The term "special needs" should be rethought because it does not speak to the positive qualities of children.
- Public awareness efforts are needed to help people focus on children in the system and to foster accountability on an ongoing basis, not simply in response to a particular tragedy.
- The impression that child protection is at odds with family preservation vilifies families.

Action:

- Foundation Role
 - Develop a strategy to educate the public about the needs of vulnerable families and waiting children.
 - Support and disseminate research findings that will help the public understand the complexities of decision-making related to foster care and adoption.
- Community Role [or is this the professional community role]
 - [PHRASE THESE AS SUGGESTED ROLES not problems]
- Government Role
 - Use the "bully pulpit" to increase public awareness about adoption and waiting children.

CHALLENGE: TO REFORM THE COURT SYSTEM

Lengthy, frustrating and dehumanizing involvement with the courts can be a significant deterrent to adoption for parents and can further traumatize already vulnerable children.

Framework:

- Courts with jurisdiction over family matters often do not have sufficient stature or resources. Judges and attorneys may not be adequately trained in child development and family issues, and frequent staffing rotations can mean that they are not able to develop expertise.
- Judges and attorneys need to feel comfortable and empowered to both act as advocates for children and to make decisions about permanent placements for children.

Action:

- Foundation Role
 - Evaluate and disseminate the many examples of individual judges expediting decision-making by minimizing continuances, monitoring calendars and taking other need steps.
 - Take a systematic look at state policies and practices.
 - **Fund a child welfare commissioner who holds the position for an**

extended period of time. Is this right?

- Legal Community Role
 - Think through the subtleties of permanency and look at different options for guardianship and creative custody arrangements that have been devised in divorce proceedings.
 - Increase the number of court appointed special advocates (CASAs) and guardians ad litem (GALs).
- Government Role
 - Stimulate and disseminate information on innovative practices.

Models:

- Cincinnati model -- separate family court system -- 50% of children leave foster care within one year.
- Grand Rapids model -- court links family preservation more explicitly to permanency, provides subsidies liberally, uses mediation.
- Video for National Association of Attorneys General and others in legal community.
- California guidelines on the length of judicial rotations and training.

CHALLENGE: TO ELIMINATE THE BACKLOG OF CHILDREN WAITING FOR PERMANENT HOMES

While dramatic social and systemic improvements are needed to decrease the number of children entering the foster care system, it is critical that we simultaneously eliminate the backlog of tens of thousands of children who are currently waiting for a permanent family.

Framework:

- For some number of children in foster care, no amount of family preservation will help. We should think about foster parenting as pre-adoption.
- We need to address the conflict between support for family preservation and permanency planning that has historically slowed placements of children.
- We should more consistently and proactively support relatives.

- Aggressive recruitment of families is key.
- Young children make up an increasing percentage of the caseload, but P.L. 96-272 was not framed in a developmentally sensitive way (i.e., same time frames apply to children of all ages). Need to shift mindset to up-front planning for young children (e.g., "fost-adopt").
- The system does not identify and track children adequately.
- There is a lack of accountability in the system.
- The lack of consensus on goals and outcomes in foster care and adoption are a barrier to effective system reform.

Action:

- Foundation Role
 - Study "fost-adopt" programs across the country and replicate where appropriate.
 - Help develop curricula and train caseworkers.
- Community Role
 - Ensure rotation of child welfare directors.
- Legal Community Role
 - Make it a goal of the state bar to place half of the waiting children in the state by a certain time.
 - Increase the number of CASAs and GALs.
 - Develop creative options and definitions for legal guardianship and different forms of adoption.
 - Support and encourage community efforts to recruit adoptive families.
- Government Role
 - Grant waivers to experiment with guardianship arrangements, as in the Delaware child welfare waiver.
 - Work with states on goals and reward states for placing children more quickly.
 - Improve information systems to track children in system.
 - Provide technical assistance and guidance to states and communities on increasing recruitment of adoptive families.

- Change definition of "reasonable efforts" through legislation so that it focuses on both permanency and reunification.

Models:

- New Zealand model -- involving communities and whole families in making good decisions.
- Alabama and Oregon -- effort to train caseworkers not to think of themselves as part of a "big system with slots".

CHALLENGE: TO EMPOWER AND SUPPORT FAMILIES AND COMMUNITIES

Children come into the foster care and adoption systems for a number of reasons, including a lack of community supports, family stresses, and the problems of poverty and substance abuse. Responding to the needs of children requires not only an adequate child welfare system, but also the strengthening of communities' capacity to care for their own children.

Framework:

- The problems of disadvantaged communities will not be fixed with only limited financial incentives and reform.
- Specific roles for churches, schools, hospitals, etc. are critical.
- Community infrastructure must include post-adoptive services.
- There is a difference between service needs (mental health programs, jobs) and activity needs (after-school programs, mentoring). Traditionally, communities take responsibility for activity needs. A shift in mindset is needed to encourage communities to invest their own resources in service provision.
- Welfare reform has the potential to affect community organization and infrastructure dramatically.

Action:

- Foundation Role
 - Make flexible grants that compensate for the narrowness of public sector support.
 - Use ability to undertake long-term projects to focus on infrastructure development as opposed to time-limited demonstrations.

- Disseminate model practices for private businesses.
- Community Role
 - Take leadership and establish community-based decisionmaking.
 - Build the will to find and develop alternative placements and permanent homes.
 - Invest in providing "services", not only "activities".
 - Play an active role in developing and implementing state welfare reform plans.
- Business Sector Role
 - Institute policies to support families (like HASBRO), including paying legal fees and medical costs, providing family leave, and reimbursing families for mandatory home study programs.
 - Address the need for jobs in the context of welfare reform and community-building (the Business Leadership Council and the Families and Work Institute are convening to do this).
- Government Role
 - Use Enterprise Zones and Enterprise Communities to invest in community efforts to place waiting children.
 - Work with states and communities on welfare reform implementation to address issues of job creation and community development.
 - Encourage states and communities to use flexibility currently available in statute and regulation to address local concerns.

Models:

- Family Investment Trust/"Caring Communities" -- system of support in which the community determines its own needs.
- "Starting Points" Campaign -- focus on developmental issues.
- HASBRO's family policies.

Suggested names for phone bank**ECONOMIC ISSUES**

- X Mary Jo Bane -- USG/HHS Asst. Sec for Families and Children; poverty
- X Maria Berriozabal -- poverty; welfare; also empowerment; Texas; Latina
- Barbara Blum -- president, Adams National Bank; D.C.
- Ellen Bravo -- exec.dir. "9 - 5"; workplace issues; pay equity
- X Ida Castro -- USG/DOL; Working Women Count Honor Roll; (LATINA)
- Elizabeth Coleman -- CEO Maidenform; Atlanta/NYC
- X Marian Wright Edelman -- Children's Defense Fund; poverty
- X Ev Ehrlich -- USG/C unwaged work measurement, value; stats
- X Connie Evans -- microenterprise; The Women's Self-Help Employment Project; (Af-AMER); Chicago
- Betty Friedan -- downsizing; workplace issues shorter work week; flex time; older women and work; D.C.
- Ellen Haas -- USG/USDA; poverty; resources
- Heidi Hartmann -- Center for Women's Policy Research; welfare; poverty; employment
- Sherrye Henry -- USG/SBA; entrepreneurship
- X Ginger Lew -- USG/SBA; business; unwaged work; (Asian-Amer)
- Julienne Malveaux -- economist; writer; unwaged work (AF-AMER)
- X Kirsten Moy -- USG/T CDFI Fund; Microenterprise; (Asian-Amer)
- Betsy Meyers -- Small business
- X Karen Nussbaum -- AFL/CIO; workplace; family-work
- X Jan Piercy -- USG/World Bank; international economic policy development
- X Rene Redwood -- USG/DOL; Glass Ceiling Commission: (AF-AMER)
- Margaret Richardson -- Director, Internal Revenue Service
- Alice Rivlin -- Federal Reserve Board

Economics Continued

- X Martha Ritchie -- USG/ Bureau of Census; statistics; unwaged work
- Susan Bianchi Sand -- National Commission on Pay Equity; D.C.
- Muriel Siebert -- NY Stock Exchange, investment, Republican
- X Sally Shelton -- USG/AID; development
- X Linda Tarr-Whelan -- US rep to UNCSW; Center for Policy
Alternatives
- X Marie Wilson -- president, MS. Foundation; NYC; in-town
(also for empowerment; leadership; girls)

HEALTH and ENVIRONMENT

Bella Abzug -- Women's Environment and Development Organization,
also empowernnet and international

Marsha Coleman-Adebayo -- USG/EPA; environmental justice; (Af-
Amer)

~~X~~ Gina Trotter Betts -- former American Nurses Assn.

X Susan Blumenthal -- USG/HHS; women's health general

X Jo Ivey Boufford, M.D. -- Dep. Asst. Secretary of Health

X Sarah Craven -- CEDPA; reproductive and maternal health

X Peggy Curlin -- CEDPA; reproductive and maternal health

X Nils Daulaire, M.D. -- USG/AID; international

Mary Fisher -- AIDS, Republican

X Patsy Fleming -- USG/EOP; AIDS policy

Adrienne Germain -- Int'l Women's Health Coalition; reproductive
and maternal health

Bernadine Healy, M.D. -- former head NIH under Bush; Republican

Ruth Kirchstein, M.D. -- acting director of NIH

Susan Love, M.D. -- UCLA Breast Center

~~X~~ Ellen Marshall -- PEW, reproductive and maternal health

X Jean Nelson -- USG/EPA

Vivian Pinn, M.D. -- Office of Research on Women's Health

X Margaret Pollack -- DOS/Office of Population

Janet Scott -- president, National Black Women's Health Coalition

X Donna Shalala -- USG/HHS; lifespan; overview

* Christine Spain -- President's Council on Physical Fitness

~~X~~ Emily Tynes -- Communications Consortium; Health and reproductive
health; (Af-Amer)

Fran Visco -- breast cancer

* :from Healthy People 2000's Council

EMPOWERMENT

Louise Akers -- National Religious Women's Leadership Conference

✕ Madeleine K. Albright -- U.S. Permanent Rep. to UN

Gina Amaro -- Sistah Project; Catalyst; LATina; Youth

✕ Sara Ancona -- former Beijing intern; Hill job; youth; D.C.

✕ Maria Berriozabal -- grassroots community work; mentoring girls

✕ Veronica Biggins -- leadership; (Af-Amer); Atlanta

Maureen Bunyan -- media (Af-Amer)

✕ Iris Burnett -- USA Network; media

✕ Anne Bryant -- Nat'l Assn School Boards; education; girls

Lynn Cutler -- Kamber Group, communications, political participation

Marie Colton -- former pro tem leader of North Carolina legis.

Preema Mathai Davis -- YWCA; girls; political participation; (Asian-Amer)

Anita Perez Ferguson -- National Women's Political Caucus (Lat)

Pat Goldman -- Former head of WISH, Republican

Ellen Goodman -- media; women's movement

✕ Judith Heumann -- USG/ED -- disabled women's in society

Ruth Mandel -- Eagleton Institute; political participation

Judy Mann -- media; women's movement

✕ Marjorie Margolies Mezvinsky -- Women's Campaign Fund

✕ Marilyn Monahan -- National Education Assn.

Irene Natividad -- political participation (Asian-Amer)

✕ Alyce Nelson -- Interagency intern; youth

New Moon Twins -- teenager sisters from Minn., edit magazine

Letty Cottin Pogrebin -- women's movement; leadership

✕ Roberta Ramos -- past Pres; American Bar Assn.

Empowerment

- ✕ Maureen Reagan -- women political participation and leadership
- ✕ Donna Shavlik -- higher education; leadership
- Gloria Steinem -- women's empowerment
- ✕ Isabell Stewart -- Girls, Inc.; girls; (Af-Amer); NYC
- Nancy Woodhull -- Freedom Forum; media
- Amy Woods -- former Beijing, interagency intern
- Harriett Woods -- former Lt.Gov. Missouri; NWPC
- Judy Woodruff -- media

VIOLENCE (SECURITY)

* Gail Abarbanel -- Rape Treatment Center; Santa Monica, Ca.

X Aileen Adams -- USG/DoJ; rape; crime; domestic violence; victims

X Carolyn Becraft -- USG/DOD

Sarah Brady -- gun control

Betty Bumpers -- Peace Links

X Charlotte Bunch -- Center for Women's Global Leadership; violence as a human rights issue;

Bonnie Campbell -- USG/DoJ, Office on Violence against Women

* Vicki Coffey -- ex.dir.; Chicago Abused Women's Coalition; member; Advisory Council on Violence Against Women; Chicago

Betty Dooley -- WREI, Women's Research and Education Institute, project on women and military

* Rev. Marie Fortune -- ex,dir. Center for the Prevention of Sexual and Domestic Violence, United Church of Christ, Seattle

* Wilma Mankiller -- former chief, Cherokee Nation (Okla)

X Phyllis Oakley -- USG/DOS refugees

X Nancy Rubin -- Women's Commission on Refugee Women and Children refugees; women in armed conflict

Barbara Smith -- International Rescue

* Esta Soler -- Ex.Dir., Family Violence Prevention Fund

X Rose Styron -- same as Rubin

Judith Hicks Stiehm -- lecturer; Army War College; conflict resolution

* Susan Taylor -- Editor in Chief, Essence Magazine

X Marna Tucker -- American Bar Assn.

Cora Weiss -- peace

* Rosalyn Weinmann -- Senior VP, Broadcast Standards and Practices, NBC

HUMAN RIGHTS

Laila Al-Marayati -- Muslim; religious/cultural tolerance; L.A.

X Kit Cosby -- Bahai'i; CEDAW; D.C.

X Mary Curtin -- USG/DOS

X Peter Eicher -- USG/DOS international human rights treaties;

X Geraldine Ferraro -- U.S. Ambassador to UN Commission on Human Rights

X Felice Gaer -- Jacob Blaustien Institute

Antonia Hernandez - MALDEF, L.A.; Latina

LaShawn Jefferson -- Human Rights Watch, youth, Af -Amer

Betty Bao Lord -- Freedom House; Asian Amer

X Gay McDougall -- Internatinal Human Rights Law Group

X Jeff Meer -- USG/DOS

X Richard Regan -- NSC

X Pat Rengal -- Amnesty Int'l; CEDAW; D.C.

X Eric Schwartz -- National Security Council

X John Shattuck -- Asst, Sec.State - Democracu, Human Rights and Labor

X Dave Stewart -- USG/DOS; CEDAW

INTERNATIONAL

X Carol Bellamy -- UNICEF

Vivian Derryck -- African American Institute; development; (Af-Am)

Arvonne Fraser --

X Kate Grant -- USG/AID

Karen Hessel -- Ecumenical Network

X Margaret Lycette -- USG/AID, Women in Development

X Judith McClennon -- ICRW; former US Rep to UNCSW; Republican

Jill Merrick -- ICRW

Mary Purcell -- AAUW international

Maria Riley -- Center of Concern

Marge Schuler -- director Women, Law and Development

X Sally Shelton -- USG/AID

Pam Sparr -- United Methodist. Women's Division

X Julia Taft -- InterAction; development; empowerment

X Kathy Hendrix -- DOS/IO President's Interagency Council

X Melinda Kimble -- DOS/IO

X Sharon Kotok -- DOS/IO

X Theresa Loar -- DOS/President's Interagency Council

X Bisa Williams-Manigault -- US/UN NYC

ADOPTION
MONTH



1996

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for Children Featured in the

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Voices from the Heart : Personal Stories from Adoptive Families

VOICES

FROM THE

HEART:

*Personal Stories from
Adoptive Families*



NORTH AMERICAN COUNCIL ON ADOPTABLE CHILDREN
NOVEMBER 1995

poster

← good news!

After 8 years
in foster care,
Edward has
been adopted.

|

|

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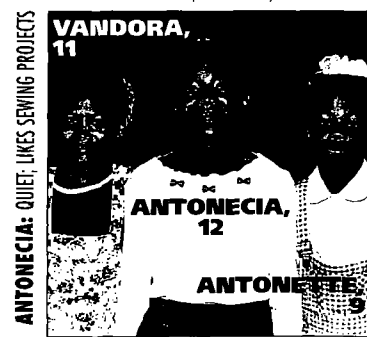
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1-800-TO-ADOPT

VANDORA: MILD-MANNERED, WARM SMILE; LIKES TO BE INCLUDED



ANTONECIA, 12
ANTONECETTE, 9
TEXAS

AND MAKING PEOPLE LAUGH; WANTS TO BE A RODEO CLOWN



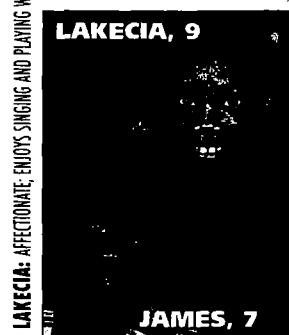
JOSEPH, 11
WYOMING

COORDINATED; ENJOYS SPORTS



GARRETT, 8
MARYLAND

OTHER CHILDREN: JAMES: SOMEWHAT SHY;



LAKECIA, 9
JAMES, 7
GEORGIA

LIKES TO GO FOR WALKS AND SHOOT MINOR LEAGUE BASEBALL



MASSACHUSETTS

FRIENDLY AND AFFECTIONATE; ENJOYS PLAYING SOFTBALL, SWIMMING, RATTLES, AND FEELING THE



PATRICK, 9
MISSISSIPPI

SHE ENJOYS MUSIC, GIGGLES, AND TAKING PHOTOGRAPHS



SHAWNA, 5
ALASKA

HE IS ARTICULATE AND CREATIVE; ENJOYS BASKETBALL, VIDEO GAMES, AND LIKES ANIMALS



GREER, 10
TENNESSEE

HE IS FRIENDLY, PERSONABLE, AND LIKES ANIMALS



THOMAS, 8
KENTUCKY

AND ENERGETIC



THOMAS, 8
WASHINGTON

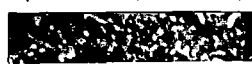
VISION, AND IS DOING WELL IN



TOO, SINGING, AND TETHERBALL; IS



HELPFUL, SKET-BALL, DRAWING, READING,



AND CO-LIKE, GAMES, COMPUTERS, HORSE-



(GOING) ENJOYS SPORTS, MUSIC, THE



TRAVELING, MATH, BOARD



GAMES, KATY, JUMPING ON THE TRAMPOLINE



*The North
American Council
on Adoptable
Children*

*Adoption
is
kid
stuff...*

...older kids, able-bodied kids,
not-so-able-bodied kids, kids
with brothers and sisters, bright
kids, kids with intellectual dis-
abilities, Native American kids,
Latino kids, African American
kids, Asian kids, all kinds of kids.

~ Kids who need parents.

And kids who cannot speak out
for themselves. ~ The North

American Council on Adoptable

Children wants you to know

about these kids and about our

work on their behalf. ~



WHO WE ARE:

The North American Council on Adoptable Children (NACAC) is a nonprofit, broad-based coalition of volunteer adoptive parent support and citizen advocacy groups, agencies, and caring individuals committed to meeting the needs of waiting children in the United States and Canada.

WHAT WE DO:

Activities include:

- a quarterly newsletter called *Adoptalk*, devoted to current issues in adoption, foster care, parenting, and child advocacy;
- the largest annual national conference on adoption issues, uniting the concerns and resources of over 1000 experienced adoptive parents, child welfare professionals, and advocates;
- education of court and child welfare personnel about effective permanency planning models and the benefits of special needs adoption;
- research on a variety of critical topics including fiscal and programmatic analysis of state adoption assistance programs, and a state-by-state comparison of key aspects of termination of parental rights statutes;
- adoptive parent leadership training, parent group development and assistance to a network of over 500 local organizations throughout the United States and Canada that work to provide awareness of adoption issues, family support programs, administrative monitoring, and recruitment of prospective parents;

- public education, special events, and Adoption Awareness Month across the United States and Canada; and
- strong, consistent, directed advocacy on behalf of children and families, including federal testimony on parental leave, medically fragile infants, post-legal adoption service needs, subsidy, and recruitment of minority parents for waiting minority children.



OUR AGENDA:

We believe the goal of permanence for all children is realistic, cost-effective, and clearly in their best interest. Collectively, as concerned citizens, parents, decision makers, and advocates, our impact and ability to effect change for vulnerable children is dramatic. Together we can make a difference. The children are waiting. Please join us in response.

Name _____

Phone (_____) _____

Organization/Parent Group _____

Address _____

City _____

State/Province/Code _____

Individual/family membership:

☐ \$30 (U.S.) \$35 (Cdn) annual

☐ \$75 (U.S.) \$90 (Cdn) three-year

Parent group membership:

☐ \$30 (U.S.) \$35 (Cdn) annual

☐ \$75 (U.S.) \$90 (Cdn) three-year

Organizational membership:

☐ \$150 (U.S.) \$165 (Cdn) annual

☐ \$400 (U.S.) \$450 (Cdn) three-year

☐ An additional tax deductible contribution of _____ is enclosed. Please use it where most needed to bring children and families together.

☐ Please send additional information about NACAC and its work.

☐ I'd like more information about parent group activity in my area.

Please make check payable and mail to:

NACAC

970 Raymond Avenue
St. Paul, Minnesota 55114
612 644-3036
FAX 612-644-9848
E-mail: nacac@aol.com

**NACAC is a member of
Children's Charities of America,
part of the
Combined Federal Campaign (CFC).
Our CFC code number is 1531.**

Federal ID #51-0188951

The North American Council on Adoptable Children

ADOPTION MONTH



1996

Sponsored by the

North American Council on Adoptable Children

970 Raymond Ave., #106/St. Paul, MN 55114-1149; 612-644-3036; fax 644-9848

Funded through the DHHS Administration for Children and Families,
Grant # 90-CO-0774

September 19, 1996

Hillary Rodham Clinton
Office of the First Lady
The White House
1600 Pennsylvania Avenue
Washington D.C. 20500

Dear Mrs. Clinton:

The North American Council on Adoptable Children (NACAC) is working to increase public awareness about U.S. foster children who wait for permanent adoptive families and we'd like your help.

As part of a two-year adoption awareness campaign funded by a grant from the Department of Health and Human Services Administration for Children and Families, we are organizing the first-ever national gathering of waiting children to celebrate National Adoption Month this November. The foster children who appear on the enclosed adoption awareness poster will gather in Orlando, Florida to share their hopes for a permanent family with members of the media. These children come to the event as representatives of all the children in their home state who wait for a family.

The event will take place at 10 am on Monday, November 18, 1996 at Universal Studios Florida. We will gather outside the E.T. Adventure facility for a short program. The story of E.T. beautifully conveys the significance of "home" and the emotions of attachment and loss involved in the long and difficult journey from foster care to a permanent family.

We would be honored if you would join us at this event and share a few words on behalf of waiting children and adoptive families. Also invited are E.T. creator and adoptive parent Steven Spielberg, his wife Kate Capshaw and HHS Secretary Donna Shalala.

Thank you for your time and I look forward to your response.

Sincerely,

Joe Kroll
Executive Director

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**NORTH
AMERICAN
COUNCIL
ON
ADOPTABLE
CHILDREN**



ALL PHOTOS BY PAM HASEGAWA

**ANNUAL
REPORT
1995**

file copy

TURDAY, AUGUST 10, 1996

THE WASHINGTON POST

Perry Asks FBI Probe of Leaks

By John Mintz
Washington Post Staff Writer

Defense Secretary William Perry has asked the FBI to investigate leaks of classified information to reporters, concluding the disclosures "are endangering the U.S. military personnel."

Perry was especially disturbed by a July 29 article in Washington Times quoting "intelligence sources" as suspecting Saudi terrorists had tried to bribe personnel at a military base in Iran in a search for security weaknesses. Nineteen airmen were killed in a bomb attack there June

is is not the first time Times and the article's author, Bill Gertz, have reported security investigations. Last March, the White House asked the Justice Department to investigate the contents of a classified State Department memo to Gertz that was part of a conversation between President Clinton and Russian President Boris Yeltsin.

In June, State Department spokesman Nicholas Burns announced as "gutless" won't the government officials who gave Gertz intelligence memos accusing State officials of downplaying violations of U.S. antiproliferation by Egypt, Pakistan and Iran.

It appears that one or more DOD employees are "illegally" reclassifying military information, Perry wrote in a letter yesterday to top Pentagon officials. "Our intelligence sources and methods are being inevitably compromised and therefore will be less effective."

In the worst case, the promise can actually endanger the life of one of our intelligence sources," Perry said, and "cause the intelligence agencies of other countries to believe the U.S.

GAO Report Critical of Agriculture Officials

By Bill McAllister
Washington Post Staff Writer

Agriculture Undersecretary Ellen Haas frequently exceeded per diem rates on government travel expenses and hired a former associate at an inflated salary to run a controversial school lunch nutrition program, the General Accounting Office said in a report released yesterday.

The report, released by the House Agriculture Committee, said that a former Haas associate who ran the Team Nutrition program is under investigation by federal prosecutors for allegedly inflating her academic credentials and her previous salary. The woman, identified by congressional sources as Maris Segal-Goodis, resigned July 31, according to the GAO report.

The GAO report was ordered by committee Chairman Pat Roberts (R-Kan.). The committee's Republican majority has been highly critical of Haas over Team Nutrition, which began in 1995 as a \$20 million program using Walt Disney movie characters to

inspire school children to eat healthier lunches. Haas has defended the program, but earlier this year had to apologize to the committee for what the GAO described as a \$25,000 contract that was improperly awarded to a Democratic pollster.

Haas was reported to be traveling yesterday and could not be reached for comment. Her press office did not return telephone calls. Efforts to locate Segal-Goodis were unsuccessful.

Haas, a former consumer advocate, has made Team Nutrition one of her top priorities, rejecting GOP complaints that funds for the program could be better spent on food than on the Disney characters and other high-profile promotions. Recently, Disney licensed the same characters to a hamburger chain, which alarmed some of the Team Nutrition backers.

Yesterday the committee released a second critical GAO report on Team Nutrition, focusing on the undersecretary's travels and the staff she placed in charge of the program. The 40-page report said that Haas's expenses ex-

ceeded the government's allowed food and lodging rates for 35 of 45 out-of-town trips she took between Jan. 1, 1994, and Feb. 29.

The Agriculture Department contested the GAO complaint, contending that as one of the department's top officers Haas had authority to exceed the government maximums for lodging and food. In six cases cited by the GAO, Haas stayed at five-star hotels, running up expenses well above government per diem rates for those localities.

She had a \$205 room at the Fairmont Hotel in San Francisco, where the maximum government hotel rate was \$134, and a \$159 room at the Greenbrier Hotel in White Sulphur Springs, W.Va., where the top government rate is \$60, it said. When Haas's authority to exceed per diem expenses is considered, GAO said the excessive travel may have totaled no more than \$200. It referred the matter to the Agriculture inspector general for action.

The report's more serious allegations focused on Segal-Goodis, who had worked for Haas at Public Voice, a

Washington-based advocacy group, before President Clinton nominated Haas to head Agriculture's Food and Consumer Service.

According to the GAO, Segal-Goodis inflated both her earnings and her academic background to win an appointment as a GS-15, Step 10 at an annual salary of \$90,777, rather than a Step 1 at \$71,664.

It said the Food and Consumer Service had accepted a questionable statement Segal-Goodis had signed, claiming an annual salary of approximately \$85,000. That was partly based on \$20,000 worth of "pro bono" consulting work for the White House and \$17,500 worth of work that was contracted to her husband, the GAO said.

It also said Segal-Goodis "apparently misrepresented" on her application that she had received an associate of arts degree from Polk Community College in Winter Haven, Fla. The GAO said the college said the agriculture official had attended the school, but did not receive a degree.

Wage Bill Includes Provisions Intended to Increase Adoptions

By Spencer Rich
Washington Post Staff Writer

Tucked away in the minimum wage bill that President Clinton will sign shortly is a block of provisions granting families tax credits of up to \$5,000 per child for costs associated with adopting children and \$6,000 for adopting "hard-to-place" children.

"We hope the bill will lead to at least 5,000 more U.S. children being adopted each year and another 1,000 or so from abroad," said William Pierce, president of the National Council for Adoption, who took a leading role in pushing for the provisions.

The 5,000 to 6,000 newly adopted children would be on top of the 51,000 U.S. children and 10,000 or so foreign children adopted annually by Americans, Pierce said. Pierce said 110,000 children in foster care in the United States are available for adoption.

In addition to the tax credits, which would cost \$1.3 billion over the next five years, the bill bars the states or any agencies that receive federal funding for adoption—except Indian tribes—from denying or delaying placement of a child based on

race. Pierce said Native American groups opposed being covered by this provision because of tribal rights.

Pierce said this provision would set aside policies long held in many areas that said, in effect, that children must be placed with adoptive families of the same race to preserve their cultural heritage. He said such a policy was adopted by some social work groups two decades ago in the belief that children would not flourish under transracial adoptions.

Pierce said that, in his view, the impact of the policy has been to lock many minority children into foster care instead of letting them be adopted by whites, despite the fact that several studies have found that black children do well when adopted by white families.

The tax credit provisions, effective Jan. 1, would apply to all but stepparent adoptions. The provisions are as follows:

- Up to \$5,000 of adoption expenses such as agency and attorneys fees paid to employees by businesses would be tax-free. "So if you adopted three siblings from Russia," Pierce said, "and your employer gave you

\$15,000 in assistance, it would be tax-free to you under the bill."

- A \$6,000 tax credit would be available for adoption of a "hard-to-place" U.S. child, one with physical or mental problems, for example.

- A tax credit of up to \$5,000 would be available for all other adoptions, from the United States or elsewhere.

- All benefits would be means-tested: They would be available for families with incomes up to \$75,000 and eliminated at \$115,000.

- Except for the provision on "hard-to-place children," the tax provisions would "sunset" after five years, at the end of 2001.

Pierce said the work of GOP leaders of the Senate Finance and House Ways and Means committees and

several Democrats led to approval of the adoption provisions, and added that endorsement of an earlier version last spring by President Clinton was an important factor in moving the concept forward. He said Robert J. Dole, then in the Senate, also played an important role at an early stage of action.

Pierce said a coalition of about two dozen groups backed the tax provisions, including the American Academy of Adoption Attorneys, the Adoptive Parents Committee of New York, the Association of Jewish Child and Family Service Agencies and Resolve. Pierce said some other groups, though not formally part of the coalition, lent support at various stages, such as the National Right to Life Committee.

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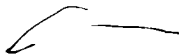
ROLLERBLADE

A National Adoption Strategic Plan

by

The Adoption Program Network

December 1995
DRAFT



NATIONAL ADOPTION STRATEGIC PLAN

PREAMBLE

This Adoption Strategic Plan highlights key results that successful programs must achieve to provide homes for the thousands of waiting children in the child welfare system. Many of the **waiting children*** have special needs. These children are older; children of color; physical, developmental or emotionally challenged, and/or mentally disabled; or belong to a sibling group. However, these results can only be accomplished within broader goals that address permanency for all **children**.

Adoption services are an integral part of the public child welfare system. Successful adoptions depend in part on effective service delivery from the time a child and family have initial contact with the system. For appropriate and timely targeting of adoptive placements, the system must provide:

- preventive and early intervention services to avoid placement;
- time limited, goal oriented, permanency focused services to resolve problems of families whose children are in placement;
- timely casework, judicial and administrative decisions to assure permanency;
- a range of permanency options including placement with relatives, adoption and guardianship;
- concurrent planning (reunification, placement with extended family, and adoption planning occurs at the same time); and
- prospective adoptive families who reflect the population of children served or have the capacity to parent a child of a different race/ethnicity.

In the absence of a well functioning child welfare system, children drift, opportunities for reunification with families are lost, and children are damaged in ways that make adoption difficult to achieve.

Although founded on the belief that every child has the right to a **permanent family**, nationally within the child welfare system adoption services fail to meet the needs of thousands of children who wait! This failure is characterized by: a lack of shared values regarding who is adoptable; a lack of early and appropriate identification, preparation, and assessment of children's needs; lengthy, cumbersome legal and clinical processes; inadequate public awareness and efforts to recruit, prepare, and retain families who reflect the ethnic and racial diversity of children in care or families who have the capacity to parent a child of a different race/ethnicity; jurisdictional barriers to placement and matching; limited ongoing supports, funding, and other resources; and inadequate staff training. As a result, efforts are not coordinated, effective, or sustained for many children. Adoption services must be improved to achieve better outcomes.

To accommodate both broad system goals for permanency and specific goals for adoption services, this Plan reflects a two tiered planning approach. First, broad goals are articulated that impact on children in need of permanent families. Second, adoption specific goals are articulate. For each adoption goal, indicators are presented that should be used to measure success. This those working throughout the child welfare system an opportunity to identify how they can help achieve our mission to assure permanent families for all children.

This is not a typical strategic plan. It addresses what the **Adoption Program Network** envision as fundamental achievements needed to accomplish permanency for children. We describe what should be accomplished, not how to do it. By concentrating on results, States and communities have a clear idea of the outcomes sought for children and maximum flexibility to choose the strategies best suited to them.

*Bold items defined in Appendix 1.

PROGRAM

This Strategic Plan is the result of a collaborative process and applies to the entire Adoption network partnership. This partnership includes anyone who contribute to identifying, assessing, and preparing children for adoption as well as finding and sustaining adoptive families. It includes State, federal, private and other community organizations. It recognizes that some children face special barriers to gaining adoptive families, especially those who are older, have physical, developmental or emotional challenges, and/or mental disabilities, children of color, and sibling groups. We will achieve the broad strategic goals in this Plan through the commitment and involvement of all network partners who formulated and committed themselves to this plan.

MISSION

The mission of the Adoption network partners is to secure an adoptive family for every child for whom **adoption is appropriate**. Children can be assured a permanent adoptive family through early identification, assessment and child preparation; aggressive recruitment and preparation of prospective adoptive parents; the elimination of legal and other barriers to adoption; and the adequate provision of supportive services.

VISION

No child will wait for a permanent family. Adoption of older children, children of color, physically, developmentally or emotionally challenged, and/or mentally disabled, and sibling groups will become one normative way of forming families. Through partnerships among communities, State, local and federal agencies, we will identify and support families willing to adopt these children. This Plan is founded on "*Basic Values*" (see Appendix 2) shared by the **Adoption Program Network** (see Appendix 3).

STRATEGIC GOALS

Our system goals describe the context in which adoption goals must be achieved. The adoption goals represent specific achievements the Adoption Program can contribute toward overall system reform over the next 5 years.

Each adoption goal is accompanied by measures of success. These measures focus on the outcomes that directly measure goal achievement or which will inevitably lead to successful accomplishment of goals. The Plan assumes the use of existing data systems such as the Adoption and Foster Care Analysis and Reporting System (AFCARS) and Statewide Automated Child Welfare Information Systems (SACWIS) to produce data for success measures. There are some performance measures for which no national data system exists or for which existing data does not accurately measure the goal. For these goals, State and localities will have to develop innovative measurements; use data sources/elements currently not required by AFCARS; or develop proxies for measures.

We include national strategies (see Appendix 4) for accomplishing adoption goals. These strategies represent our best thinking about how to achieve these goals. Many additional strategies will be required for the Program to be successful. They will require local, community-based efforts that will be formulated, adopted and executed at the local level.

GOAL I

System Goal: Reduce the number of all children needing permanency by finding permanent families and decreasing the number of children entering the child welfare system.

Adoption Goal: Increase the number of adoptions including children with physical, developmental, mental and emotional disabilities, children of color, sibling groups, older children, and other waiting populations (unique demographic characteristics of children that may vary geographically and over time -- e.g. HIV+ children, children exposed to drugs, children orphaned by AIDS).

Two out of three waiting children have special needs. It takes substantially longer to find homes for minority children. Older children and sibling groups, irrespective of race, also have longer waits.

Measures of Success:

1. Total number of adoptions and the total number of adoptions of children identified with special needs - Adoption Data Element (ADE)¹
2. Number and percent of inter/intra State adoptions - ADE
3. Median time to achieve inter/intra State adoptions - ADE
4. Percent of children adopted per number of children waiting ADE and Foster Care Data Element (FCDE)

GOAL II

System Goal: Minimize loss by decreasing the number of moves prior to achieving permanency and maintaining the continuity of children's relationships with family, significant others, community and culture.

Adoption Goal: Minimize loss and maintain the continuity of children's relationships with family, significant others, community and culture, before and after adoption.

Children spend an average of 3.5 years waiting for adoption after termination of parental rights. There is a need to minimize trauma and improve healthy development through continued ties with their community, culture, extended family and other significant relationships.

Measure of Success

1. Frequency distribution of placement moves experienced by those children discharged from foster care due to adoption - FCDE
2. Frequency distribution of the length waiting children are in the system (not discharged from foster care) and frequency distribution by special population - FCDE¹
3. Percent of total adoptions for placements with: stepparent, other relative (related by birth or marriage) or foster parent²

¹AFCARS data is limited in capturing information on children with special needs.

²AFCARS only provides information on the relationship of adoptive parent to the child which can serve as a temporary proxy measure for continuity of family and significant relationships.

GOAL III

System Goal: Services to children and families are provided by culturally competent staff in community settings.

Adoption Goal: Decision-making in adoption includes regard for the child's background and need for cultural continuity.

Children have a right to maintain cultural, racial, and ethnic continuity. Agencies do not always have sufficient prospective adoptive families who reflect the ethnic and racial diversity of children in their community or have the capacity to parent a child of a different race/ethnicity. Agencies should reach out to find those adoptive families.

Measures of Success

1. Number and percent of adoptive families prepared by community-based adoption programs - No national data source available³
2. Number and percent of adoptive placements with families prepared by community based programs - No national data source available

GOAL IV

System Goal: Every child will be in a permanent family within one year of initial entry into out-of-home care.

Adoption Goal: When adoption is appropriate, a child will be placed in an adoptive family within one year of entry into out-of-home care.

Children are in care too long without the permanency of adoption. To accomplish this goal many systemic changes must be made in all systems that impact upon the child. Early permanency planning and timely decision-making by the judiciary would assist those children needing adoptive homes.

Measures of Success

1. Frequency distribution of the length of time children were in out-of-home care before adoption - FCDE
2. Frequency distribution of the length of time children (those not adopted) have been in out-of-home care without adoptive placement - FCDE
3. Total number of disruptions for the year compared to the total number of adoptive placements for the year - No national data source exists

³Area for Adoption Program Network workgroup to develop.

GOAL V

System Goal: Increase the number and accessibility of approved families who reflect the diversity and meet the needs of waiting children.

Adoption Goal: Increase the number and accessibility of approved families who reflect the diversity and meet the needs of waiting children.

An insufficient number of prospective adoptive families are recruited to meet the needs of waiting children. Often interested families who reflect their diversity and can meet their needs are denied access to or drop out of the system. The system has also been unable to connect many waiting children with approved families who can meet their needs.

Measures of Success

1. Percent of approved families compared to those approved families who reflect the ethnic and racial diversity and/or can meet the needs of waiting children - No national data elements exists
2. Median number of days in care for those children discharged due to adoption (both inter and intra state) - FCDE
3. Total number of potential adoptive families compared to potential adoptive parents who begin the adoption process and remain until adoptive placement occurs - No national data source available

GOAL VI

System Goal: Provide holistic, culturally, and linguistically relevant services and resources that will achieve and sustain permanency for all children.

Adoption Goal: Provide holistic, culturally, and linguistically relevant services and resources that will achieve and sustain adoptions

Achieving and sustaining adoptions for children is impacted by the accessibility and availability of appropriate **adoption sensitive services and resources** for all affected persons.

Measures of Success

1. Total number of services/resources that are accessible, appropriate, and culturally and linguistically responsive - No national data source available
2. Percentage of adoption disruption, dissolution, and displacement rates - No national data source available
3. Percent of children discharged not due to adoption -FCDE

GOAL VII

System Goal: Children, families, and network partners have access to all information pertinent to meeting the needs of the child.

Adoptive Goal: Children, families, and network partners have access to all information pertinent to meeting the needs of the adopted child.

Successful adoptions depend, in part, on effective service delivery beginning when the child and family have initial contact with the system. Effective service delivery is based on information. Children, families, substitute caretakers and service providers must have access to needed information (e.g., social, health, educational, etc.) throughout life.

Measure of Success

1. Perception of accessibility of information among partners, families, adult adoptees and waiting children - No national data source available

GOAL VIII

*System Goal: Increase the **public** awareness and support for the adoption of waiting children.*

Adoptive Goal: Increase the public awareness and support for the adoption of waiting children.

The American people must be **educated** to overcome the myths and inaccurate information about the adoption of waiting children. They must first know who the children are. Also, they must be encouraged to support and celebrate these adoptions.

Measure of Success

1. Level of public awareness and support of adoption of waiting children - No national data source available

APPENDIXES

APPENDIX 1 - GLOSSARY

access = all information on children is routinely provided to the adoptive families, records are open, information is integrated

Accessibility = removing jurisdictional/geographical barriers

[an] adoption is appropriate = birth parents are unwilling and/or unable to care for the child; an adoption by relatives, foster parents or other unrelated individuals will provide permanency

Adoption Network Partners = parties who contribute to identifying, assessing, and preparing children for adoption and who find and sustain adoptive families

Adoption Program Network = cross cutting group of those involved in adoption services and attended the Adoption Strategic Plan Meeting in Washington, DC in December 1995 (see Appendix 3 for list)

Adoption Sensitive Services/Resources = Respite, culture/identity support, medical subsidy, post adoptive fiscal/financial resources, empowerment, mental health, advocacy, information/anticipatory guidance, training, education, medical/treatment, case consultation, concrete services (e.g., ramps, room additions, beds, etc.), crisis intervention, transition to adulthood, case management, and all other necessary services to support adoptions.

All pertinent information = includes health, education, mental health, mental retardation, developmental disabilities, substance abuse, juvenile justice, social history, etc.

approved families = families who have completed home study and requirements (as defined by the jurisdiction)

child/children = 0 to 18 years old and in the child welfare system

continuity = maintaining connections for children to earlier life relationships and experiences (i.e. culture, ethnicity, etc.)

disruption = removal from the adoptive home prior to finalization of adoption.

Educating (and reeducating) - overcoming negative portrayals; describing the kinds of children in care; the number and location of those children; dispelling myths; explaining the scope of adoption and the process
Loss = deprivation which may affect self-esteem, development and the ability to form healthy relationships

Permanent family = parenting rights and responsibilities belong to the family and the family has made a life-time commitment to the child

Public = communities, public officials, policy makers, corporate sector and the media

Support = financial resources (dollars), advocating, encouraging, celebrating, affirming, normalizing, and providing emotional support

waiting children = those children who is consider legally free for adoption but has not yet been placed with a permanent adoptive family; includes older children, children of color, children with physical, developmental or emotionally challenges, and/or mentally disabled; and children belonging to a sibling group --- also those unique demographic characteristics of children that may vary geographically and change over time (e.g., children with HIV, infants and young children exposed to drugs, children orphaned by AIDS)

APPENDIX 2 - BASIC VALUES

Basic values shared by the members of the network:

1. Every child has a right to a permanent family.
2. For most children, the family of choice is the birth family.
3. Risk to children is minimized when families have access to services, including adoption, which will help them resolve the problems they face.
4. Permanency planning for children is enhanced when birth families have rights to counseling and participation in the process is assured.
5. Planning for a child's permanence must begin when the child enters the system.
6. In an adoption program the child's needs are primary and the goal is to find an appropriate family for each waiting child.
7. Casework, legal and administrative decisions about children must be timely, reflecting a child's sense of time.
8. Decision making for children must be guided by the child's best interest and an understanding of his/her needs.
9. Adoptive parents have a right to full disclosure of information.
10. Children have a right to understand their status and to work through the losses inherent in the placement process.
11. Permanency efforts must include culturally competent adoption services.
12. Successful adoption outcomes require collaboration among child serving agencies and courts.
13. As adults, adoptees have the right to full disclosure of information about their lives.
14. Adoption is a lifelong and intergenerational process.

APPENDIX 3 - ADOPTION PROGRAM NETWORK

Ann Burds
Department of Health and
Human Resources
Charleston, WV

Susan Davis
The Rehabilitation Institute
Pittsburgh, PA

Diane Dodson
Silver Spring, MD

Sydney Duncan
Homes for Black Children
Detroit, MI

Brenda Gadson
Massachusetts Families for Kids
Boston, MA

Jann Heffner
The Dave Thomas Foundation
Dublin, OH

Carolyn Johnson
National Adoption Center
Philadelphia, PA

Joe Kroll
North American Council on
Adoptable Children
Saint Paul, MN

Drenda Lakin
National Resource Center for
Special Needs Adoption
Southfield, MI

Lillian B. Lansberry
Adoption Exchange Association
Baltimore, MD

Robert Lewis
Special Adoption Family Services
Boston, MA

Ernesto Loperena
New York Council on Adoptable Children
New York, NY

O. Jane Morgan
Oklahoma Department of Human Services
Oklahoma City, OK

Nancy Newman
Pennsylvania Adoption
Legislation Coalition
Bryn Mawr, PA

Toni Oliver
National Association of
Black Social Workers
White Plain, NY

Liz Oppenheim
American Public Welfare Association
Washington, D.C.

Robert Praksti
National Council of Juvenile
& Family Court Judges
Reno, NV

Charlcie Parrish
Iowa Department of Human Services
Des Moines, IA

Barbara Pearson
The Northwest Adoption Exchange
Seattle, WA

Laura Pleasants
Adoption Information Center of Illinois
Chicago, IL

Linda Schell
Department of Human Services
Bismarck, ND

Pat O'Neal Williams
National One Church, One Child Program
Tallahassee, FL

Carol Whitemountain
National Indian Child Welfare Association
Portland, OR

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ACF Region VIII - Denver, CO

Robert Mead
ACF VII - Kansas City, MO

Veronica Melendez
ACF Region I - Boston, MA

Delores Smith
ACF Region III - Philadelphia, PA

Carole Thompson
Children's Bureau - ACF
Washington, DC

Geneva Ware-Rice
Children's Bureau - ACF
Washington, DC

Bill Quinlan
Substance Abuse Mental Health Services
Administration - Rockville, MD

Susan Sanders
ACF Region X - Seattle, WA

Carol Williams
Children's Bureau
ACF - Washington, DC

Charles Yates
ACF Region VI - Dallas, TX

APPENDIX 4: SUGGESTED* NATIONAL ADOPTION STRATEGIES

*These suggested national strategies were developed during brainstorming sessions as activities which could be conducted on a national level (they should not be interpreted as planned federal activity) to support the achievement of state and community adoption plan goals. While these are only suggestions, states and local communities are encouraged to adapt these strategies for their own use.

GOAL I: Increase the number of adoptions including children with physical, developmental, mental and emotional disabilities, children of color, sibling groups, older children, and other waiting populations.

- ◆ Tracking System
- ◆ Support implementation of AFCARS and SACWIS and expand to private agencies and tribes.
- ◆ Identify alternative, creative funding strategies that provide incentives to obtain permanent families for children (e.g., purchase of service, managed care models, outcome-based funding, IRS check-off).
- ◆ Remove jurisdictional barriers by linking national, regional and State exchanges so that all waiting children are visible and all families seeking to adopt are accessible.
- ◆ Support changes recommended by court improvement projects.
- ◆ Institutionalize collaboration between courts and public and private agencies.
- ◆ Support, encourage State membership in, and streamline the Interstate Compact on the Placement of Children and the Interstate Compact for Adoption and Medical Assistance.

Goal II: Minimize loss and maintain the continuity of children's relationships with family, significant others, community and culture, before and after adoption.

- ◆ Encourage openness in adoption (information, records and visits with past relationships).
- ◆ Encourage community ownership in what happens to children.
- ◆ Through community partnerships, develop agreements for and understanding of criteria for adoptive families.
- ◆ Expand the definition of family.

Goal III: Decision-making in adoption includes regard for the child's background and need for cultural continuity.

- ◆ Involve citizens in designing services for community-based adoption programs which assure that children's need for cultural continuity is met.

Goal IV: When adoption is appropriate, a child will be placed in an adoptive family within one year of entry into out-of-home care.

- ◆ For Concurrent Planning: Increase concurrent planning for children as they enter care (simultaneous consideration of reunification, placement with extended family and adoption) so permanent placement may be achieved within one year. Enhance this process and improve the quality of services for children through joint preparation and development of foster and adoptive parents.
- ◆ For the Courts: In many cases, children are without families because termination of parental rights (TPR) and adoption decisions are delayed or deferred by the courts.
- ◆ Within one year, courts must:
 - Determine whether child welfare agencies have made reasonable efforts to prevent placement of each foster child;
 - Determine whether agencies are making reasonable efforts to reunify the families of children in foster care;
 - Review case plans;
 - Docket and hear TPR and adoption actions when appropriate; and
 - Finalize TPR decisions that are appealed.
- ◆ Increase the training of judges, attorneys, and foster care review boards, CASAs and guardians ad litem to enhance their ability to make quality and timely decisions on permanent plans for children.
- ◆ Focused Technical Assistance to Policy Makers
- ◆ Establish or enhance technical assistance for state legislators, other state policy makers and advocates for adoption of special needs children on state legislation and policies that will achieve and sustain appropriate adoptions.

Goal V: Increase the number and accessibility of approved families who reflect the diversity and meet the needs of waiting children.

- ◆ Encourage national, state, local and private adoption service providers to examine systems and address barriers that impact recruitment, preparation and retention such as inflexible policies and practices, insufficient staff and other resources and agency values and biases.
- ◆ Develop models for effective response, preparation and retention of people interested in adopting waiting children.
- ◆ Enhance and expand the use of existing resources, e.g., adoption exchanges, clearinghouses and resource centers, community and religious organizations.

Goal V: Increase the number and accessibility of approved families who reflect the diversity and meet the needs of waiting children - continued

- ◆ Encourage members of the adoption community to expand the use of technological resources, e.g., internet, etc.
- ◆ Form public/private partnerships at State, local and national levels to support adoption (include businesses, community, government and private agencies, religious organizations etc.)

Goal VI: Provide holistic, culturally, and linguistically relevant services and resources that will achieve and sustain adoptions

- ◆ Standardized interstate/intrastate procedures and instruments
- ◆ Contractual adoption home studies
- ◆ National collection of foster care and adoption data
- ◆ National, local and regional matching processes for children and families
- ◆ Use of electronic communication to transfer information and expedite adoptive placement
- ◆ All children legally free for adoption be declared a family of one and therefore eligible for Title IV-E Adoption Assistance
- ◆ Maintain the portability of adoption, medical and nonrecurring cost assistance
- ◆ Screen adoptive families in, not out and provide support throughout the process
- ◆ Expedite judicial procedures related to adoption
- ◆ Include birth parents in the adoption planning process
- ◆ Provide birth parents with permanency options which can assist their efforts to make permanency decisions in their child's best interests
- ◆ Empower and prepare adoptive parents throughout the adoption process and involve them in advocating for services that sustain adoption
- ◆ Increase in the accessibility and appropriateness of services that are culturally and linguistically responsive (determined by conducting a survey).
- ◆ Provide training and technical assistance to all persons who impact adoption.
- ◆ Provide need based post legalization services

Goal VI: Provide holistic, culturally, and linguistically relevant services and resources that will achieve and sustain adoptions - continued

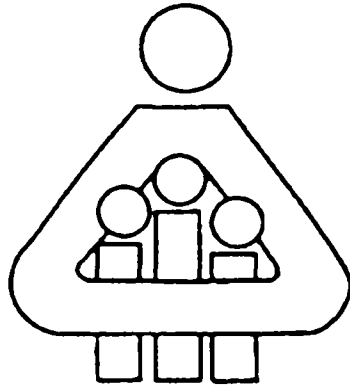
- ◆ Expand service delivery network
- ◆ Ensure availability of culturally and linguistically responsive staff and services
- ◆ Create a national standardized adoptive placement agreement
- ◆ Increase in data on adoption disruption, dissolution, and displacement rates
- ◆ Maintain AFCARS
- ◆ Require/maintain national reporting on disruption, dissolution, and displacement rates
- ◆ Ensure information is retained on State and national data bases
- ◆ Provide Family Preservation and Support services to adoptive families
- ◆ Decrease in the number of children/youths with appropriate plan for adoption who are discharged without being adopted
- ◆ National standard that no child is unadoptable
- ◆ Children are granted a participatory voice in the process
- ◆ All child caregivers work toward permanency for children
- ◆ Appropriate permanency assessments are conducted at the initial contact
- ◆ Agencies place children in appropriate settings the first time

Goal VII: Children, families, and network partners have access to all information pertinent to meeting the needs of the adopted child.

- ◆ Models for Information Flow - Create new models for increasing the information flow to families and service partners. Use demonstration projects to identify and remove barriers. Develop model legislation and regulations on gathering and providing full information.
- ◆ Disclosure - States will fully implement disclosure provisions of Federal law. Foster and adoptive families will receive complete information. States will implement "active - registry" systems to allow adult adoptees, birth parents and adoptive parents to easily exchange medical, social, educational, etc. histories.
- ◆ SACWIS Implementation - States will fully implement SACWIS to track the progress and development of all children who enter the child welfare system. Data from the system will be used to improve practice and formulate policy to enhance the quality of life of the children in care.

Goal VIII: Increase the public awareness and support for the adoption of waiting children.

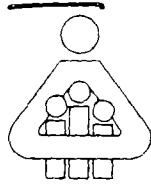
- ◆ Partner with a national polling firm to design, conduct and analyze the level of and increase in the public's awareness and support of the adoption of waiting children.
- ◆ Invite governors to join the adoption community to promote and support the adoption of waiting children.
- ◆ Develop an ongoing national public awareness campaign with a common theme (multi-media, national spokespersons that mirror the waiting children, lead by governors at the State level and the President at the national level).
- ◆ Work with network partners and others yearly to celebrate national adoption month.



NATIONAL ADOPTION CENTER

1500 Walnut Street • Philadelphia, Pennsylvania 19102 • (215) 735-9988

“There are no unwanted children . . . just unfound parents.”



CAROLYN L. JOHNSON

Executive Director

NATIONAL ADOPTION CENTER

1500 Walnut St., Suite 701, Philadelphia, PA 19102

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Adoption Center of Delaware Valley
Annual Report 1994-1995

Adoption Center of Delaware Valley Annual Report 1994-1995



*"There are no unwanted children,
just unfound families."*

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Faces of Adoption:
America's Waiting Children

Faces of Adoption:

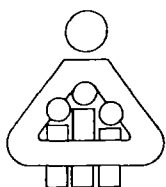
America's Waiting Children

*A computerized "Photo Listing" and Adoption
Information Service
on the Internet*



National Adoption Center

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(215) 735-9988 Fax (215) 735-9410
URL: <http://www.adopt.org/adopt>
E-Mail Address: nac@inetcom.net



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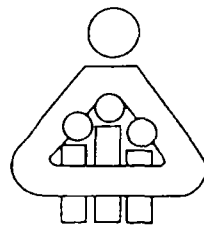
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National Adoption Center
Annual Report 1994-1995

*National
Adoption Center* _____
Annual Report 1994-1995



Adoption groups building families via the Internet

Method provides more data on children

By Mark Potok
USA TODAY

Adoption advocates across the country, working to find permanent homes for thousands of hard-to-place U.S. and foreign children, are trying a new marketing tool.

They're going on the Internet. This trend started in late 1994, when a Waco, Texas, homemaker became the first to create a computerized photo listing of children up for adoption. Major adoption agencies have since set up listings on the World Wide Web, a global communications network that is part of the Internet.

Texas and New York were the first states to create sites. By April 1, eight Western states will go on line through a photo listing set up by the Denver-based Adoption Exchange, says director Dixie Davis. The states are Colorado, Missouri, Montana, Nevada, New Mexico, South Dakota, Utah and Wyoming.

"This has the potential to revolutionize adoption," says Gloria Hoch-

man of the National Adoption Center in Philadelphia. "It is going to demystify the process and bring much-needed information into the homes of people who are interested in adoption. And we think more people will adopt."

So far, fewer than 20 children have been adopted through the Internet, which allows people to interact with other computer users worldwide. There are 100,000 U.S. children and uncounted foreign children who need permanent families.

"The Internet has changed our lives," says Trish Maskew, of Columbia, Tenn. She found the 8-year-old Vietnamese boy she and her husband are adopting while on the Net. "My neighbors came over and started looking at it and now they're considering a Russian adoption."

Typically, users will find an introductory page on the Internet, which often includes general adoption information. From there they can access the main listings, which contain photos and text descriptions supplied to Net sites by adoption agencies.



In Independence, Ky.: Joe and Julie Fugazzi hold their 5-month-old adopted son, William 'Will' Fugazzi, whom they found via an Internet adoption program.

People who find a child can contact the agencies directly.

Would-be adopters still must go through a social worker's study of their family and meet other requirements to be approved for adoption. But once those steps are completed, the Net listings can make it much easier to find a desired child.

The hundreds of children whose faces may be seen on the Internet generally are not healthy infants who are easy to place. Most are "special needs" children. They are older, have physical, mental or emotional disabilities, are in sibling groups or come from minority cultures. Many are from foreign countries.

"This gives people (visual) access to many children, and maybe they'll think about children they hadn't considered before," says Ember Stine of the Ethiopia program for Family Connections, a California adoption agency. "It also allows them to look at the information at their leisure."

Still, some worry that posting information about children may create problems. Typically, only a first name or ID number is used. "There are a lot of people surfing the Internet, and not all of them have the best intentions," says Patrick Purtell of the National Council for Adoption. Like Purtell, Robert Ellis Smith, publisher of the Rhode Island-based Pri-

SOME INTERNET ADOPTION SITES

<http://www.adopt.org/adopt>

"Faces of Adoption," listing American children, is produced by the National Adoption Center in Philadelphia and Children Awaiting Parents in Rochester, N.Y.

<http://www.adoption.com>

The "Precious in His Sight" listing was the nation's first, and carries pictures and descriptions of kids handled by several international adoption agencies in the USA.

<http://www.webstreet.com/cs/orphans>

The "Little Friends" directory lists children who mainly come from Eastern Europe.

<http://www.dch.edu.edu/~drichard/RMAE/rmae.html>

The Adoption Exchange's site now offers information on the Denver-based agency's services. Starting April 1, it will carry photo and text listings on adoptable children from Colorado, Wyoming, New Mexico, Utah, Nevada, Missouri, Montana and South Dakota.

<http://www.america.net/~amrex1/aanaa.htm>

The Association of American Nonprofit Adoption Agencies, in Jacksonville, Ark., lists mainly children from Eastern Europe and China.

<http://www.state.ny.us/dss/adopt/>

New York's "Adoption Blue Book" lists about 40 of the Department of Social Services' hardest-to-place kids, along with general information.

<http://www.dhs.state.tx.us/tidpr/homepage.html>

"Dare to Love" is created by the Texas Department of Protective and Regulatory Services and the Texas Adoption Resource Exchange.

<http://www.gladney.org/>

The Gladney Center, a nonprofit adoption agency in Fort Worth, posts text descriptions and some pictures of children from abroad.

vacy Journal, thinks the listings have great potential but worries about abuse. Besides the dangers of stalking or abductions if kids are identifiable, he says some people could download and alter photo images.

But none of that bothers Julie and Joe Fugazzi. The Independence, Ky., couple spent years struggling with infertility treatments before going on line last fall. There, they found the "Precious in His Sight" listing run by

Annette Thompson in Waco. The site includes kids from several international adoption agencies.

The Fugazzis took their South Korean son home Feb. 11, six weeks after spotting him on the Internet.

"Joe was always playing on the computer, and it drove me totally bananas," says Julie Fugazzi, 27. "But I guess I can't complain about it any more. I never dreamed we'd find our child on a computer."

CyberSurfing

Where the Children Are

Perturbations, pleasures and predicaments on the information superhighway:

Once you've made the profound decision to adopt a child, there are loads of sub-choices to make. I've joined an adoption listserv, where I lurk and listen to the pros and cons of everything adoption-related while I'm figuring it out.

Sometimes in all the talk of Romania vs. Bulgaria, the benefits of adopting a 3-month-old vs. a 3-year-old, the expense, and how to cope with mental and physical disabilities, I start to think about maybe just skipping the whole thing and going on my merry way. I sometimes need to remind myself of what exactly the point is.

The Web helps there. I still carry around a picture I cut out of the newspaper of kids left at an orphanage, watching as a newly adopted friend leaves them behind. But now there are sites that show pictures of kids who need to be adopted. One browse will kill you. Their faces are young and hopeful with agreeable smiles and a look of innocence that belie the information that is often in their biographies about the neglect, long-term institutionalization, mental and physical disorders, abuse, separations and losses that have shaped their lives so far.

If you're interested in international adoption, the Precious in His Sight Web Page is extensive and well-organized. You can designate the age, country or sex of the children's pictures you would like to view. The home page also features one or two children who urgently need adopting, such as Nikita, who is 3 and needs an operation that is common in the United States but unavailable to him in Russia, without which his leg may be amputated.

The Faces of Adoption Web Page

Faces of Adoption

Name	Photos	Adoption Costs	Home Page	Email	Age
Joshua					

Joshua
DOB: 10/10/94

Precious in His Sight
Joshua

Joshua is an attractive, sociable, and affectionate child who loves basketball, animals, and playing outdoors. Joshua is presently in a class for children with behavior problems. His cognitive functioning is in the educationally handicapped to borderline range. He also receives speech and occupational therapy.

This child was a victim of severe abuse and neglect. His daily behavior is reportedly excellent; however, Joshua has tantrums when he is angry and can be impulsive with caregivers during those times. He has made solid progress in a structured family setting.

Although Joshua may experience difficulties with emotional attachment, he has the capacity to be a good family member who will join in most activities. Joshua expresses the desire for a family of his own in which to grow. He has two brothers who have already been

The Faces of Adoption Web page provided photos and biographies of foster children, such as Joshua, who are available for adoption.

lists available foster children in the United States. Only children ages 5 through 16 are included. Along with the pictures are four-paragraph bios that include the children's hobbies, interests, how they relate to others and how they are doing in school.

All of the sites offer additional information about adoption in general and how to proceed with inquiries about a particular child. Many bios end with a variation of "all that is needed is a stable home and unconditional love," and these pictures make you believe that it is that simple.

—Dianne Weeks
weeksd@washpost.com

■ **GETTING THERE:** To join the adoption listserv, send an e-mail to lltserv@sjuvn.stjohns.edu. Faces of Adoption is at <http://www.adopt.org/adopt>. Precious in His Sight: <http://www.adoption.com>. New York State Department of Social Services: <http://www.state.ny.us/dss/adopt>. Texas Department of Protective and Regulatory Services: <http://www.dhs.state.tx.us/tdprs/homepage.html>. Gladney Center in Fort Worth: <http://www.gladney.org>.

SATisfaction

'Tis the season for all good students to cough up enough accumulated knowledge to prove their future value to humankind, and assign the results a number. We're talking about the Scholastic Assessment Test, the SAT. And you can hunker

down and study for it in front of your favorite computer.

Engineer Pardner Wynn ("Yes, I'm from Texas, and yes, my parents actually named me that") designs and sells SAT prep course software, and also puts it all up on the Internet for free. The set-up is funded by the sale of CD-ROMs on the site—about one out of a hundred visitors buys one, and he says the site gets 10,000 to 15,000 hits a day. His real return is student feedback, which is helping him develop better virtual test preparation materials.

I stumbled around on the site, trying to find the test and see what I'd score. Thinking I was unconsciously avoiding finding it (memories of the LSAT, twice taken), I called Pardner. "No, you take the sample test at your high school," he said. "You then go to the Web site, type the answers in, and the test is scored." Knowing your weak areas allows you to concentrate on the most valuable lessons and practice tests the site offers, he said. But I didn't go back.

—Karen Marrero
marrerok@washpost.com

■ **GETTING THERE:** Use your Web browser and <http://www.testprep.com>.

Found something intriguing, improbable, insane or especially useful on the Net? Write it up and send it to Karen Marrero, marrerok@washpost.com, or Joel Garreau, garreau@well.com.

FACES OF ADOPTION

FACT SHEET

Faces of Adoption is an exciting new way for families to learn about children waiting to be adopted. This easy-to-use, computerized "photo listing book" located on the World Wide Web of the Internet enables families to read about children who need permanent homes.

A special section of the web site called AdoptionQuest provides families with information on adoption-related topics including: How to adopt; issues in adoption; lists of corporations offering adoption benefits; financial assistance available and book reviews.

Faces of Adoption went on line in October, 1995. Since then:

- ◆ The site has received over 1.5 million "hits".
- ◆ While hits are primarily from the United States, ***Faces of Adoption*** has been accessed in 44 other countries.
- ◆ The average daily hits has increased to over 15,000 hits.
- ◆ Usage in March increased by 46% over February.
- ◆ 265 Children have been featured.
- ◆ The number of children added in March more than doubled the number added in any prior month.
- ◆ NetGuide Magazine gave ***Faces of Adoption*** a ***FOUR STAR*** Rating: "Outstanding in its field. A must-see if you're interested in the topic at hand."
- ◆ Several children have placements pending as a result of being seen by families on ***Faces of Adoption***.

What People Are Saying About Faces of Adoption...

"This is a very well done site and very impressive. I have recommended your site to other webmasters as an example of how to do things right. You not only are doing a good technical job but it is a good 'human job' also!"

A Technology Consultant



"Very good informational sections on disabilities, subsidies, etc. Keep up the good work!"

Prospective Adoptive Parent



"I think that this is a great service to provide and I'm glad to see this available. After reading several of the children's profiles, I find myself wishing I was in a situation where I could adopt one of these wonderful children. I want to help spread the word about your service."

A Friend of Adoption



"I'd like to see every child in America who is waiting for adoption to be listed on the Internet."

Adoptive Parent



"...The children's stories are poignant, but the copy is never sensational or sentimental. The descriptions of the children and the challenges prospective parents would face are detailed with honesty....This is a welcome online home for kids who are looking for a 'forever' family."

Net Guide Magazine



"I have learned so much from your adoption information and have told many people in our foster parent/adoptive parent association about this service. Thanks very much for your help and your effort to bring families and children together."

Member of Parent Support Group



"You're doing a great job, keep up the good work! Not only are we actually getting solid and detailed information on children we inquire about, the timeliness of the contacts with children's caseworkers is unbelievable. Pat yourselves on the backs!"

Adoptive Parent



"Just wanted to commend you for this page. Its a bright spot in a sometime darkened world."

A Surfer

In Depth

Making a difference



FINALISTS FOR THE 1998 COMPUTERWORLD SMITHSONIAN AWARDS

Business and related services

Bell Atlantic Information Systems
Diagnosing phone network problems before they happen

FedEx Corp.
Fitting into the customer fulfillment process

MCI Communications Corp.
Round-the-clock telecom network capability that borrows public voice network capacity as needed

SpeakEZ
Using voice patterns to identify individuals for credit cards, security systems and automated teller machines

Wal-Mart Stores, Inc.
Sharing detailed sales data with 10,000 vendors

Education and academia

Saginaw Valley State University
High school students access supercomputers to carry out environmental research

Stevens Institute of Technology
Making computing pervasive throughout its college curriculum

The Computer Museum
Exhibits that provide perspective on the impact of computers on our planet

University of California, Los Angeles
Computer simulation of apparatus such as telescopes and spectrometers

Warren Consolidated Schools/Ameritech, Inc.
See story, page 102

Environment, energy and agriculture

Adam Opel AG
Reducing use of hazardous waste-causing materials

Consortium for International Earth Science Information Network
Providing a pathway to databases to help with public policy decision-making

Marine Environmental Technology Operation
Monitoring to protect the aquatic ecosystem

Chesapeake Bay Program
See story, page 102

Weyerhaeuser Co.
Modeling 80-year tree harvesting scenarios to protect owls and keep jobs

Finance, insurance and real estate

Bank of America
Automating the handling of 8 million transactions a day

Chicago Board of Trade
Handheld units let traders write in trade data, reducing paper

Fannie Mae
On-line financial analysis for low-income clients who want to buy homes

Continued on page 102

Every June we take a break from reporting on technology as a purely money-saving, productivity-enhancing, competitive advantage-creating bunch of bits that can rocket a company to fame and fortune.

On the next three pages, you'll meet six of the 50 finalists for the Seventh Annual

7th Annual Computerworld Smithsonian Awards



Computerworld Smithsonian

Awards, which honor applications that improve society and our lives. Information technology is helping the innovative heroes among us do the awe-inspiring. And when all is said and done, perhaps that is technology's greatest gift.

GOVERNMENT AND NONPROFITS

Database pairs kids and adoptive families

Patty, a 4-year-old African-American girl, was prenatally exposed to cocaine and other drugs. Her birth mother was HIV-positive, though Patty is not. Like other children locked in the foster care system, Patty was labeled "difficult" to adopt.

Patty was in foster care for two years before she was matched with a family via the computerized database system of the National Adoption Exchange (NAE), a program of the National Adoption Center. Typically, a child/family placement takes from several months to a few years, but the NAE was able to place Patty with her permanent family in only three months. No longer the withdrawn, timid child she was two years ago, Patty today participates in choir, jazz, ballet and tap dancing.

The NAE's database enables social workers to bring up possible matches quickly. "In no more than 10 seconds, I was able to print out five prospective children for Patty's adoptive mother to review," says Karen Colalongo, regional child adoption coordinator at the NAE and Patty's social worker.

"When we first started out, we actually had a recipe file box where we kept color-coded index cards on families, children and matches," says MariAnne Clarke, deputy executive director of the NAE. Now, the Unix system has expanded to bulletin board services

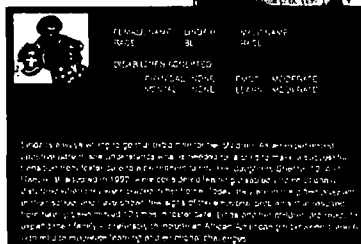
and electronic mail for social workers nationwide to access.

Via E-mail, social workers can easily find information about interstate adoption, nontraditional adoption (such as single parents and transracial parents), disabilities and child welfare. They can also look beyond their local jurisdiction and place children in other states.

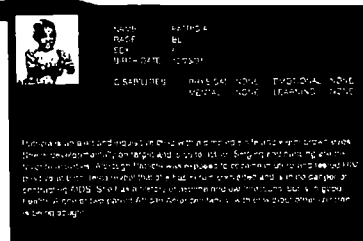
The NAE is working on an on-line program called "Faces of Adoption," which will be available on the Internet this summer at <http://www.adopt.org/adopt>.

— *By Joyce Chutchian-Ferranti, managing editor, special projects*

Making a difference, page 102



Split-second database searching enabled social workers to match Linda Bates Jones' profile (see screen above) with that of Patty (see screen at right). In just three months, Patty (above, center) joined her new adoptive family (from left to right), Jones, Sherita and Raquel.



Welcome To

Faces of Adoption



America's Waiting Children

[Welcome](#) | [Photolisting](#) | [What's New](#) | [AdoptionQuest](#) | [About NAC](#) | [About CAP](#)
[Text Only Browsers](#)



Welcome to Faces of Adoption

Rating in **NetGuide**



[News Flash](#) • [Adoption Information](#) • [Children](#) • [Guest Book](#)

• [New Photo Listings of Children](#)

This site is enhanced for Netscape 2.0. [Download Netscape Now](#)



Edited by: [Sue Flaxman \(nac@inetcom.net\)](#)

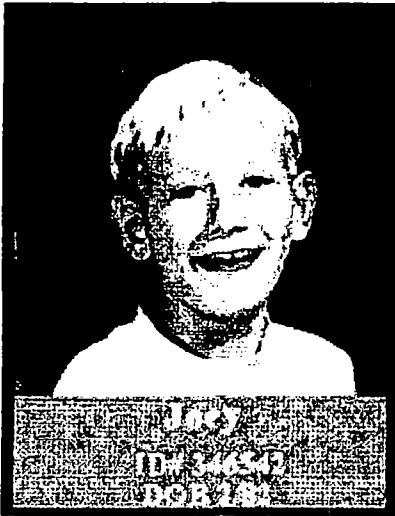
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Faces of Adoption

[Next](#)[Previous](#)[AdoptionQuest](#)[Home Page](#)[E-Mail](#)

29 of 102

[Download Picture](#)

Joey

Born: February, 1982

Age: 13

Ethnicity: Caucasian

DISABILITIES

Physical: None

Emotional: Moderate

Mental: None

Learning: Moderate

Residence: Kentucky

ID Number: 346542

Updated: 10/09/95

Joey, born February 1982 is an adorable, bright eyed young man with beautiful blonde hair, a winning smile and an enviable tan after some time in the sun. Joey very much needs a permanent family to call his own.

Joey has symptoms of a child with fetal alcohol syndrome. This probably accounts for his small head and petite stature. His facial features also appear characteristic of someone with fetal alcohol syndrome.

Joey takes medication for seizures and has been diagnosed with attention deficit hyperactivity disorder (ADHD). He is in a class for children with behavior problems and functions between the second (2nd) and fourth (4th) grade level. Joey does not yet know how to tell time and school and homework are a challenge.

He likes to watch television and loves outdoor activities. He especially enjoys going camping and taking trips to the lake with his foster family.

He has a good appetite! Joey even loves vegetables.

Joey functions best in an environment with alot of structure. He is used to a large family but would also adjust well to being part of a small family.

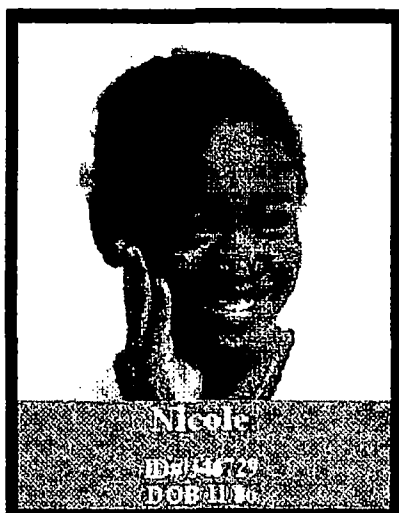
Subsidy and purchase of service are possibilities.

If you are interested in adopting, please call one of the numbers listed below or send us e-mail. Make sure you refer to the child's ID Number.

Faces of Adoption

[Next](#)[Previous](#)[AdoptionQuest](#)[Home Page](#)[E-Mail](#)

42 of 121

[Download Picture](#)

Nicole

Born: November, 1986**Age:** 9**Ethnicity:** African
American

DISABILITIES

Physical: None**Emotional:** Moderate**Mental:** None**Learning:** None

Residence: Georgia**ID Number:** 346729**Updated:** 02/18/96

Nicole, born November 1986, is a pretty little girl with a bright smile. She has been in foster care since she was 9 months old and has had a number of placements including an adoption disruption.

Her severe behavior problems have improved somewhat, but she continues therapy and recently began taking medication at the request of her therapist. She has been diagnosed with Oppositional Defiant Behavior.

Nicole is an excellent student. She can be sweet and loving and is helpful with younger children and has done volunteer work in a senior citizen home with her previous foster mother.

Nicole likes to sing in her church choir. She is artistically inclined and loves to draw. In her leisure time, she enjoys watching cartoons and the Fresh Prince of BelAir on television.

This little girl deserves the permanency and consistency of a warm, loving adoptive family which can provide structure and be tolerant of her behavior problems.

Subsidy and purchase of service are possibilities.

If you are interested in adopting, please call one of the numbers listed below or send us e-mail. Make sure you refer to the child's ID Number.

PUBLIC DOMAIN

U.S. National Debt Clock

You won't believe how fast the national debt is rising! The longer you wait ...

World Wide Web: http://www.brillig.com/debt_clock

How Would You Spend the National Budget?

Want to cut defense and give all your tax money to the National Endowment for the Arts? This interactive poll lets you do the allocating.

World Wide Web:

<http://ux1.cso.uiuc.edu/~kunderl/taxes/taxdollar.html>

Institute for Better Education Through Resource Technology

Peruse line-item details of the federal budget, and afterward—if you're angry enough—you can download IBERT's budget simulator and submit your own.

World Wide Web: <http://ibert.org>

Third Millennium

See the national debt updated every minute and learn its history, test your perceptions of the national budget, and e-mail fellow citizens to help mobilize them to solve our country's problems.

World Wide Web: <http://www.sitespecific.com/3m/index.shtml>

NRA's Eddie Eagle Program

The National Rifle Association-sponsored Eddie Eagle gun safety program aims to teach kids who come across a firearm to "Stop! Don't touch! Leave the area. Tell an adult."

World Wide Web: <http://users.aol.com/Tavares/Eddie-Eagle-f/eddiemain.html>

SMILING FACES PUBLIC DOMAIN

A toddler smiles shyly at the camera. He's wearing a crisp white shirt with a round collar, a plaid bow tie, and a blue vest.

His is among the many faces of children registered with the National Adoption Center, a non-profit group working to expand adoption opportunities for kids with special needs.

The Center's Web site, **Faces of Adoption: America's Waiting Children**, co-sponsored by the like-minded organization Children Awaiting Parents, contains photos and bios of hundreds of children, most between the ages of 7 and 16.



Many are siblings who need to stay together, and some have physical, emotional, or learning disabilities.

The children's stories are poignant, but the copy is never sensational or sentimental. The descriptions of the children and the challenges prospective parents would face are detailed with honesty.

While the Faces of Adoption home page could be better organized, it also contains valuable adoption information, such as how to interview an agency, personal stories of adoptive parents, and pending legislation. This is a welcome online home for kids who are looking for a "forever family."

World Wide Web: <http://www.inet.net:80/adopt>

★ ★ ★ ★

—L.G.

NRA Firearms Page

Just what do the gun laws say? Check out federal regulations on interstate transport of firearms or click on one of the 50 states, Washington, D.C., or New York City.

World Wide Web: <http://www.nra.org/NRA-FALAWS.html>



The File Room Censorship Archives

This logically organized, easily accessible archival site was developed to promote discussion and bring attention to censorship throughout history.

World Wide Web: <http://fileroom.aaup.uic.edu/FileRoom/documents/homepage.html>

Legislation of the 104th Congress

Scan all legislation introduced since January 1993, accessible by date, subject, sponsor, chamber and type, words in title, words in text, or what's hot.

Internet: gopher.gopher.legislate.com/hh/legislation/104

RELATIONSHIPS

Leslie's Guide to Wedding Planning

With Leslie's big day only a few months away, she knows what she's talking about! It's a virtual wedding checklist.

World Wide Web: <http://acm.vt.edu/~lfowler/wed/wedding.html>



Help Me Harlan!

Harlan will try his best to help love-sick or confused college students.

What a guy!

World Wide Web: <http://ezinfo.us.indiana.edu/~hdcohen/>

See back
for fun
kids'
games.

PHOTOCOPY
PRESERVATION

Antonio, 15,
loves roller-blading,
playing video games
and watching movies when he
isn't pursuing his real love, art.

Alphonso, 13 and Evette, 11
Alphonso dreams of growing up
to be a carpenter or mechanic.
Evette yearns to be a nurse
in her pursuit to
help people.

Can you find a
place in your heart
for these children?



LaQuinta, 4 & Travis, 3
When LaQuinta isn't singing and
dancing, she can be found with
her dolls. Her brother Travis, is
typical of most boys his age with
his love of cars and trucks.

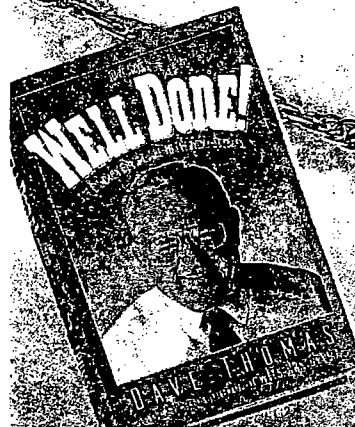
Marie, 12,
enjoys watching
Nickelodeon,
riding her bike
and playing
with dolls.

When people think of
adoption they often think of
newborns. Well, the fact is,
there are thousands of older
kids and special needs children
who need the love and security
only a family can provide.
I should know, I was adopted.
So, if you've ever considered
adopting, consider adopting a
special child. They grow up to
be special people.

Matthew, 11,
is a diehard
Dallas Cowboys
fan, although his
talents, so far, lean towards
basketball and baseball.

Carole, 6,
is a bright, engaging,
and talkative little girl.

Michael, 5,
is currently living on
a farm and loves to
take care of the
animals.



"READ MY NEW BOOK"
Now at your favorite bookseller!
All Dave's proceeds donated to the
Dave Thomas Foundation For Adoption

For more information on adopting these
or other special needs children, please call

1-800-TO-ADOPT

printed on recycled paper



DAVE THOMAS
FOUNDATION
FOR ADOPTION

NATIONAL ADOPTION CENTER

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Fun Food Fun!

Give Me The Works!

Can you find all 8 of Wendy's delicious hamburger toppings hidden in the scramble below?

Lettuce	Catsup	Onions
Bacon	Mustard	Cheese
Tomato	Pickles	

O V F B I G G I H T O
N P C A T S U P O H T E
I L D U G H P I P R E
O J R A R B A C M Q U
N K A A T J H K M C U
S R T R U E T L E S E T
H B S F C H E E S E T
U A U M O S W S O V L
T O M A T O Y X R S L
G A D S E R N M O T

Lettuce Laff!

Greg: Where are we eating?
Nick: Let's eat up the street.
Greg: No thanks. I hate concrete.
Tom: Why are you jumping up and down on the potato patch?
Joe: I'm trying to raise mashed potatoes.
Don: I've discovered how to improve the taste of salt.
Doug: How?
Don: Sprinkle it lightly over your hamburger.

Hungry Anyone?

Hungry? Then unscramble the words to find the answer to each question?

1. My name says I'm cold, but I'm really hot.
I H I C L _ _ _ _ _
2. There was a famous snowman by this name.
S F T O Y R _ _ _ _ _
3. I can be dressed, but I don't wear clothes.
L D A S A _ _ _ _ _
4. Another name for me could be "Cooked Spud!"
E D A B K T A P O O T _ _ _ _ _
5. You can grill me, but I'll never talk!
M B A R U R H E G _ _ _ _ _

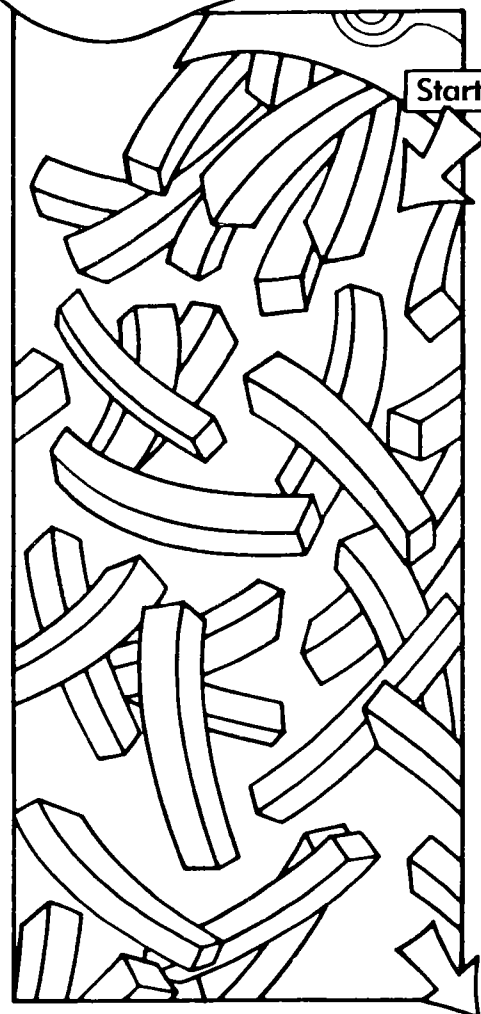
ANSWERS: 1. Chili 2. Frosty 3. Salad 4. Baked Potato 5. Hamburger

Do You Want Anything To Drink With That?

The biggest hamburger on record weighed 5,520 pounds and was made at the Outagamie County Fairgrounds, Seymour, Wisconsin on August 5, 1989!

OOPS!

Someone accidentally spilled the French Fries. Can you make your way to the table without stepping on any?



Finish

PHOTOCOPY
PRESERVATION



**North American Council
on Adoptable Children**

970 Raymond Avenue, Suite 106
St. Paul, Minnesota 55114

JOE KROLL
Executive Director

phone: 612-644-3036
fax: 612-644-9848
email: NACAC@aol.com



**North American Council
on Adoptable Children**

970 Raymond Avenue, Suite 106
St. Paul, Minnesota 55114

ANN REHBEIN
Special Events Coordinator

phone: 612-644-3036
fax: 612-644-9848
email: NACAC@aol.com

WHAT ARE ADOPTION BENEFITS?

comprehensive adoption benefits package will help employees by defraying adoption costs, providing leave time with the child and offering resources that aid in a smooth transition for all members of the family.

Adoption benefits give employees:

- Information and referral services
- Reimbursement for adoption expenses
- Paid/unpaid leave time



A SPECIAL INITIATIVE

The **Adoption and the Workplace** project is made possible through a grant from the **W. K. Kellogg Foundation** through its **Families for Kids** initiative. The National Adoption Center and the Dave Thomas Foundation for Adoption are working together to promote adoption benefits and provide information to employers committed to supporting adoption.



The **National Adoption Center**, created in 1972, is a private, non-profit organization that expands adoption opportunities for children throughout the United States, especially for children with special needs and those from minority cultures.



NATIONAL ADOPTION CENTER

Dave Thomas, founder of Wendy's Restaurants, established the **Dave Thomas Foundation for Adoption** to help the thousands of children waiting to be adopted. The Foundation, a public charity, works to raise awareness about the children and to provide direct support for adoption programs.



DAVE THOMAS
FOUNDATION
FOR ADOPTION



ADOPTION BENEFITS ARE GOOD BUSINESS

"Our daughter

has brought

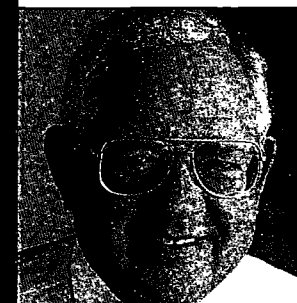
us great joy.

With employer

support, many

more families

could adopt."



**"Children
who don't have
homes or families
aren't somebody
else's responsibility;
they're
our responsibility.**

**Supporting
adoption
is important to
all of us."**

Adoption is a personal thing for Dave Thomas. Adopted when he was six weeks old, he has said, "I wouldn't be where I am today without a family."

Dave has a lot of company. Each year, American families adopt more than 100,000 children. They come from the United States and other countries; they may be babies or older children; brothers and sisters; children with disabilities.

No matter what type of child is adopted, the adoption process demands time and money, and creates stress that can affect job performance.

The National Adoption Center and the Dave Thomas Foundation for Adoption have launched the **Adoption and the Workplace** initiative to encourage you to offer adoption benefits. You can ease the burden, maintain productivity and provide equity for all of your employees creating families, whether through birth or adoption.

And with less than one-half of 1% of any employee population using these benefits in a year, the package is extremely cost effective.

**The bottom line is
that adoption benefits
are good business.**

Marcia Silverberg, Assistant Vice President
Human Resources at Mutual of New York (MONY)

"We have received excellent feedback from employees about our adoption assistance program. Adoption benefits are cost effective and family friendly. All employees, even those unlikely to use the benefits, appreciate that MONY is supporting adoption as part of its work/life package."

A WIN-WIN SCENARIO

EMPLOYERS BENEFIT BY:

- Providing equity for all employees, whether they choose parenthood through adoption or birth
- Recognizing that stable families mean responsible, productive employees
- Becoming an industry leader in a pace-setting, family-focused effort
- Generating good will among employees and throughout the community

EMPLOYEES BENEFIT BY:

- Receiving financial assistance that can make the difference in their ability to adopt
- Knowing their employer is supportive
- Obtaining leave time to be with their child before/after adoption

THE COMMUNITY BENEFITS WHEN:

- Employers take the lead in supporting adoption
- Employers are committed to family/life issues
- Families adopt children who live in foster or group care settings*

*More than 100,000 children are waiting to be adopted in the United States. Widespread adoption benefits could encourage more adoptions and bring children who need homes together with prospective parents.

Pat Eden, Manager

Corporate Benefits at Fel-Pro, Inc.

"One of the greatest gifts a family can give is a home to a child who needs one. Fel-Pro is happy to do whatever small part it can for employees who choose adoption. This has been an excellent addition to our benefits package."

HOW CAN I LEARN MORE?

The EMPLOYER'S GUIDE TO ADOPTION BENEFITS, developed by the National Adoption Center, can answer your questions and help you implement an adoption benefits package that fits your organization's individual needs. This free package includes:

- The rationale for employer-supported benefits
- Components of a model policy
- Specifics on implementing the plan
- Sample adoption benefits policies and recommendations
- Lists of employers that provide benefits

To receive a copy of the **Employer's Guide to Adoption Benefits** and more information, please contact:

Adoption Benefits Coordinator
National Adoption Center
1500 Walnut Street, Suite 701
Philadelphia, Pa 19102
(215) 735-9988



What is the National Adoption Center?

The Center is a private, non-profit organization that expands adoption opportunities for children throughout the United States, especially for children with special needs and those from minority cultures.

The Center is **not** an adoption agency and **does not** have children in its care; rather, it works closely with adoption agencies, suggesting matches between families and children listed on its national registry. Through the Center, children waiting to be adopted are brought to the attention of families interested in adopting them.



Who are the Waiting Children?

Many people associate adoption with babies. But, today, most of the children who need families are older and have special needs. Of the 100,000 children waiting to be adopted in this country, more than half are African American. Other waiting children include:

- those with physical or emotional disabilities
- those with mental retardation
- school-age children, many of whom are teenagers
- brothers and sisters who need homes together

Programs of the National Adoption Center



Who Adopts Waiting Children?

There is considerable diversity among those who adopt. An adoptive parent can be single or married; of modest or above-average income; be childless or have children born to them. They share the desire to parent and the commitment to adopt a waiting child.

Those interested in learning more about adoption can contact the National Adoption Center and speak with an Adoption Coordinator.

Can Those Who Adopt Receive Financial Help?

Financial assistance is available to help a family raise the majority of children listed on the Center's registry. Adoption subsidies or payments differ from state to state, but all provide help with daily expenses and medical care. Fees for services, such as speech therapy or occupational therapy, may be covered.

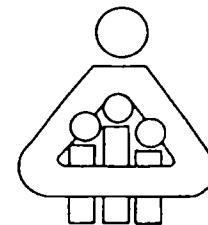
How is the National Adoption Center Funded?

The Center receives funding from foundations, corporations and grants. Money raised from individual donations, contributions and fundraisers supports the Center's special projects.

Each year, federal employees and members of the military contribute to the Center through the Children's Charities of America during the Combined Federal Campaign. The Center also participates in state employee campaigns as an agency/member of Independent Charities of America.



*"There are no
unwanted children,
just unfound
families."*



What is the History of the Center?

The Center began, in 1972, as a volunteer organization of Philadelphia-area adoptive parents working with social workers to find adoptive homes for children with special needs. Their efforts grew into a regional organization. In 1982, the Center became national and now has a regional affiliate, the Adoption Center of Delaware Valley.

How is the Center Governed?

A Board of Directors oversees the work of the National Adoption Center. It includes 31 community, business and professional men and women and 25 non-voting affiliate members who work on board committees and attend board functions.

Honorary Board of Governors

T. Berry Brazelton, M.D.
Barbara Bush
Bill Cosby
Christel DeHaan
John Denver

Julie Nixon Eisenhower
Dolores Hope
Louis Jourdan
Wayne Newton
Roy Rogers and Dale Evans

NATIONAL ADOPTION CENTER

1500 Walnut Street, Suite 701
Philadelphia, PA 19102
215-735-9988
1-800-TO-ADOPT

National Adoption Center



Public Policy

Advocacy for children waiting to be adopted is at the core of the Center's mission.

Among the issues on which the Center has worked have been :

- the establishment or improvement of adoption benefits for adoptive families
- the expansion of the federal Adoption Opportunities Act that provides funding for the recruitment of minority adoptive families and post adoption services.

The Center works collaboratively with other national adoption and child welfare organizations and is a member agency of the Child Welfare League of America and the Adoption Exchange Association.

Public Education and Recruitment

Many people are unaware that there are thousands of children who wait to be adopted. The children live in foster care or group homes until a permanent home is found.

To tell their stories and encourage people to adopt, the National Adoption Center works closely with the media. Adoption stories have appeared on television and radio, including the *Phil Donahue Show*, *Good Morning America*, the *Today Show* and *CNN*. *Essence Magazine*, *Family Circle*, *Redbook* and *Reader's Digest* are among the many national publications that have highlighted the children who wait.

In the Philadelphia area, KYW-TV 3 produces a regular waiting child feature as does *The Philadelphia Inquirer*, *The Sunday Sun*, *The Philadelphia Tribune* and many community newspapers. Special efforts are being made to reach prospective parents in the African American community.

The National Adoption Exchange:

The National Adoption Exchange is the country's only national computerized registry for children and families. Through a telecommunications network, its more than 100 members — private and public agencies, state and regional exchanges, parent groups and national, professional child welfare organizations — are provided with a variety of services, including:

Child and Family Databases:

Names and descriptions of thousands of children with special needs and those from minority cultures are listed on this national registry. So are prospective adoptive parents—couples and single persons who have been approved by a licensed adoption agency. They may register themselves or be registered by their agencies. Through the registry, a child in New York, for instance, can be "matched" with a family in Florida.

Bulletin Board:

This feature provides current information on pertinent adoption issues, lists of upcoming conferences, a reference section with state-by-state resources, updates on legislation and funding sources, as well as many other topics of interest to professionals and adoptive parents.

E-Mail:

This electronic "postal service" provides a forum through which members may communicate with individuals or groups. It is an easy way to share information.

Special Projects

Research:

The Center's research component produced the landmark study, "Who Adopts Children with Special Needs?" and launched a program to encourage corporations to establish adoption benefits for their employees.

Training and Consultation:

The Center provides consultation to agencies, exchanges and organizations in practice issues. It sponsors conferences and workshops, often featuring nationally-acclaimed speakers, who focus on the needs of adoptive families and professionals.

Post Adoption Services:

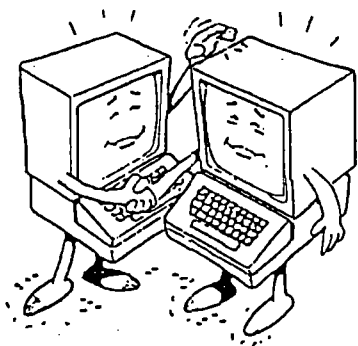
After a family has adopted, it may need support, information and help with family issues. The Center offers post-adoption services to adoptive families and publishes a quarterly newsletter that describes workshops, conferences, support group meetings and resources for those in the Delaware Valley.

Clinton Presidential Records Digital Records Marker

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This marker identifies the place of a publication.

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The Friendly User

Newsletter of the National Adoption Exchange
A program of the National Adoption Center
1500 Walnut Street, Suite 701, Philadelphia PA 19102, (215) 735-9988
Login: (215) 735-9717, (215) 735-9724 at 14,400 baud; E-mail: Admin
Faces of Adoption: <http://www.adopt.org/adopt>

Volume 36

February 1996



The "Tech Team" (back l. to r.): MariAnne Clarke, Russell Heid, Doug Weber (front l. to r.): Sue Badeau, and Sue Flaxman

Tech team tuning up

New faces abound at the National Adoption Center, as the computer "Tech Team" grows to meet the Center's expanding use of computers to create families. Our "techies," who bring a wealth of adoption and computer experience to their positions and are working together to incorporate the Exchange onto the Internet.

MariAnne Clarke, the Center's Deputy Executive Director, has been with the Center for 15 years. Her interest in technology has led the Center to find new ways to utilize computers to match children and families and provide up-to-date information to adoption professionals and parents.

Sue Flaxman, Project Manager of Faces of Adoption, is actively adding photographs and descriptions of waiting children to our Internet site. To date, there are more than 125 listings. She oversees AdoptionQuest, a feature cor-

relating valuable adoption-related information that is frequently updated and expanded. This work is being done in conjunction with CAP (Children Awaiting Parents), who share this two-year grant with the Center.

Sue Badeau, Project Manager of the Exchanging Technologies Program, has surveyed Exchanges throughout the country to find out about their use of technology and is sharing that information with the Center's Tech Team.

Maggie Marshall, Information Specialist for the NAE, has been uploading interesting information onto the Bulletin Board. Members are encouraged to add information that they would like to share; a step-by-step guide on how to do this is included on page 4.

Russell Heid, Marketing Specialist, has begun contacting NAE members to help with any problems and discuss new services being developed.

Doug Weber, Management Consultant, is organizing the new database design and installation plan that will allow the Exchange to be seen on the Internet.

Placement News

A recent placement has been made as a direct result of an NAE computer-generated match.

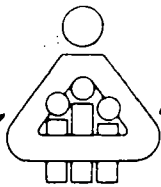
Jonathan, 6, and Matthew, 9, siblings from Texas, were placed with a single mother in Indiana. Jonathan has cerebral palsy. Matthew is legally blind. Their new mom is a physical therapist and has adopted other special needs children.

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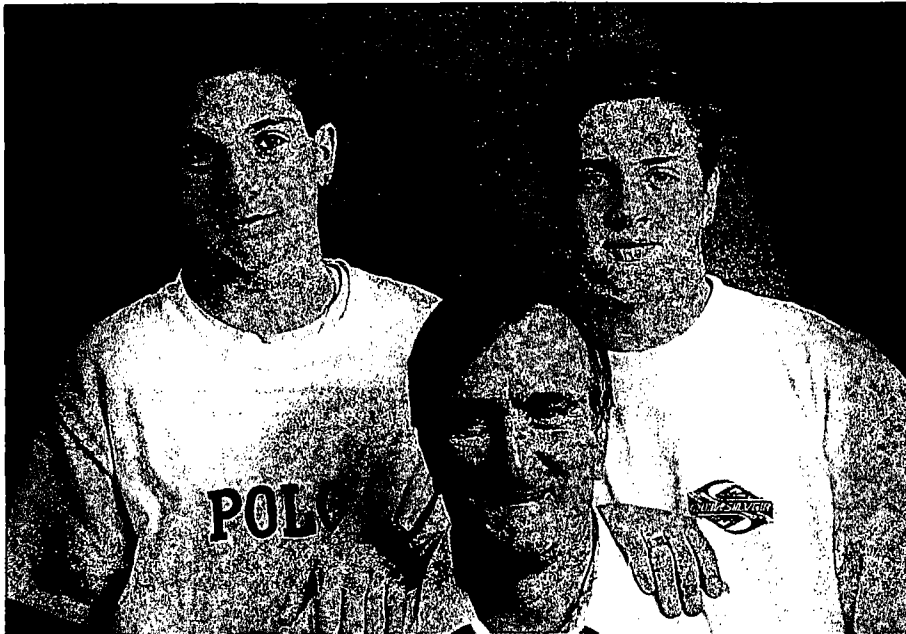


Adoption

Update

Summer/Fall 1995

*A publication of the National Adoption Center &
the Adoption Center of Delaware Valley*



The Ingles family, from Tobyhanna, PA. L. to R.: Nick, 13, Larry, and Jason, 14, shared their adoption story with families who attended a Center-sponsored Match Party in Allentown, PA.

Family Talks of Adjustment to Adoption

When Larry Ingles saw 12-year-old Jason at a Center-sponsored Match Party, he knew immediately that he wanted to make Jason a part of his family.

"I had absolutely no plans of adopting a teenager two years ago," remembers Ingles. "I was interested in adopting a child with severe physical disabilities or mental retardation--someone whom I thought nobody wanted."

But what Ingles found at the party, where families approved for adoption met waiting children, was another group of children--teenage boys who have been in the foster care system for too long and are usually the last to be adopted. From this group, Ingles spotted Jason. "I fell in love with Jason the moment I met him."

This love was tested often during the stormy first months after Jason's arrival at his new home. He was having trouble following the rules of the house, trouble getting along with his new brother, Nick, and a lot of trouble in school.

"It was a difficult adjustment," says Ingles. "I was getting daily calls from the school telling me that Jason was completely out of control."

He was verbally abusive to his teachers and classmates, aggressive and disruptive. The school was preparing to move him out of classes for children with learning disabilities and have him reclassified as "socially and emotionally disturbed."

During this turbulent time, Ingles was in constant contact with social

(continued on p. 2)

"Faces of Adoption" on the Internet

Interested families have yet another tool in their quest to adopt--their home computers. An innovative program, "Faces of Adoption: America's Waiting Children," allows families to "meet" children through a computerized photo listing book on the Internet. Families can search for specific types of children or browse through the listing of the hundreds of available American children.

In addition, users can find a wealth of adoption-related information, including articles, "how-to guides," bibliographies, resource lists, and postings of conferences and seminars.

All that's needed is a computer, modem and an Internet account (i.e. America Online, Prodigy, CompuServe), and the specialized software received from the on-line service. "Faces of Adoption" can be found on the World Wide Web at <http://www.adopt.org/adopt>. See you on-line!

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