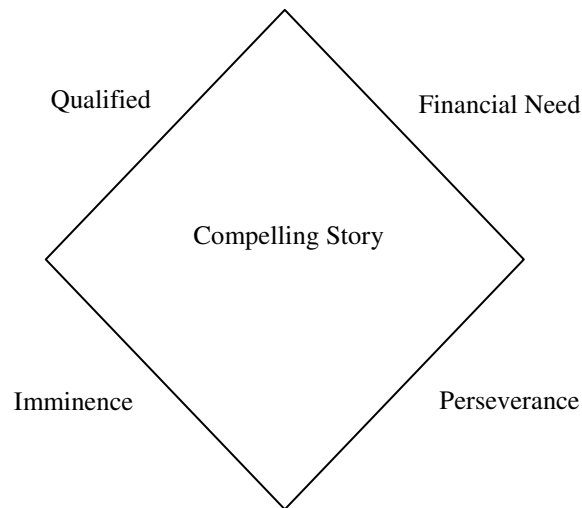


Gift of Adoption Grant Selection Methodology and Process



Assumptions:

- GOA awards grants so children can come home to or be placed with a their adoptive families
- Preference will be shown to applicants in chapter markets (while balancing global goal of being a national organization)
- Application packet materials (e.g. home study, tax return, reference letters) determine fitness of family to adopt/care for the child(ren) being adopted. Determining emotional, financial, etc fitness of the adopting parent(s) is not the role of GOA.
- Monthly grant 'competition' should not disfavor the most qualified over the year
- Ongoing covenant with the Founder's principles of non-discrimination must be honored (no decision based on religion, marital status, race, etc)
- Gift of Adoption grants will remain the 'last funds needed' and GOA will be the last payer.

RECOMMENDED APPLICATION EVALUATION MATRIX

Gatekeepers

Qualified, Financial Need, Imminent, and Perseverance are all Gatekeepers and are viewed as pass/fail. If the applicant fails to pass any of these four categories, a grant cannot be awarded (GSC retains ability to exercise discretion for extenuating circumstances).

- 1) Is the Applicant **QUALIFIED** to apply for a grant?
 - U.S. Citizen (if a couple, at least one must be a U.S. citizen)?
 - Approved and current home study (unless Kinship Adoption)?
 - If International Adoption: Working with a Hague accredited agency?
 - If Domestic Adoption through an agency: Is Hague accredited agency or positively rated by BBB?
 - If Domestic Adoption, not through an agency: Is Attorney Quad-A or positively rated by BBB?
- 2) Has the Applicant demonstrated **FINANCIAL NEED**?
 - Is (Liquid Assets + Amount Paid to Date + Employer Adoption Benefits + Additional Secured or Expected Funds) less than the total estimated adoption costs?
 - Is the applicant's gross annual salary less than \$125,000 (absent extenuating circumstances)?

- Is the applicant's monthly net income less than \$2,000 (absent extenuating circumstances)?

3) Is the adoption **IMMINENT**?

- Has the applicant accepted a referral (international) or has the applicant been matched with a birth mother (domestic)?
- Is the adoption/placement expected to take place within the next six months?

4) Has the applicant demonstrated **PERSEVERANCE**?

- Have liquid assets been depleted or earmarked for adoption expenses (up to \$2,000 may remain in savings not earmarked for adoption)?
- Is (Amount Paid to Date + Liquid Assets + Employer Adoption Benefit Value + Additional Secured or Expected Funds) greater than 50% of the estimated adoption costs?
- Has the applicant organized fundraisers or demonstrated reasonable effort or sacrifice to help cover adoption expenses?

If applicant has passed through all Gatekeepers, evaluate the compelling story.

If not, grant not awarded.

Significance of passing through Gatekeepers = if GOA had unlimited funds, any applicant making it to this point would be awarded a grant. Because funds are limited, priorities must be set. The priority of GOA is to award grants where the **child** is in/will be in jeopardy if the grant is not awarded now.

Compelling Story

Compelling Story criteria will sort applicants into two tiers:

Tier 1 = those applicants GOA feels it must award a grant to because the child is/will be in jeopardy if not adopted now vs, later.

Tier 1 criteria:

- Keeps siblings together or unites siblings (discretion given to 'sibling-like' relationships)
- Child will 'age-out' of the country's orphanage system
- Adoptive parent(s) will 'age-out' of being able to adopt this child
- Child has a life-threatening medical condition
- If domestic adoption, grant will serve to preempt child from being placed in foster care

Assumption: Approximately 60% of applicants who pass through Gatekeepers will be in Tier 1.

Tier 2 = Passed through Gatekeepers but did not qualify for Tier 1.

Tier 2 Compelling Story elements to be evaluated:

- Is the applicant in a GOA Chapter state?
- Is this a domestic adoption
(The previous two are given preference to maintain/influence the desired grant portfolio balance of Chapter geography and international/domestic adoptions.)
- Will multiple children be served by a single grant?
- Will the adoption place the child in close proximity to relatives, orphanage mates, or other support networks?
- Does the adoptive child have an existing connection to the applicant (host family, foster care, Big Brother/Big Sister, etc)
- Does the child have specified 'special needs'?
- Has the applicant experienced situational financial hardship (job loss, medical expenses, etc)

Assumption: Approximately 40% of applicants who pass through Gatekeepers will be in Tier 2.

Additional Influencing Factors

- Would a grant to this applicant create assured additional funding w/o jeopardizing GOA values?

Strong preference is given to applicants in GOA chapter states and moderate preference is given to domestic adoptions with the desire of achieving the following overall grant portfolio:

Chapter/Non-Chapter Locales

- FY08: 24% (19) of grants have been awarded to applicants living in chapter states
- FY09: Goal – 30-40% (30-40) of grants awarded to applicants living in chapter states

International/Domestic:

- FY08: 20% of grants have been awarded to support domestic adoptions
- FY09: 80% of grants have been awarded to support international adoptions

PROCESS RECOMMENDATION

- Staff will send summary of applicants not passing through Gatekeepers to GSC with Rejection recommendation (including reason). Applicants will be notified of Rejection and, if circumstances change, have the ability to re-apply up to two times.
- Staff will send profiles of applicants passing through all Gatekeepers to GSC with Tier placements.
 - GSC recommends all Tier 1 applicants be approved unless the applicant's information is factually challenged. Grants will be funded by the regional chapter (regions TBD)
 - Tier 2 applicants will be divided among the chapters by region (regions TBD). Chapter Boards will review Tier 2 applicant profiles and make grant award decisions using methodology above. Chapters must notify National of their funding decisions w/i two weeks of receipt of the applicant profiles. Chapters may delegate Tier 2 grant review/award to National.

GSC recommends three grant values:

- \$1,000, \$3,500, \$7,500
- GSC reserves authority to exercise discretion in the grant amounts and to award any amount up to \$7,500 when extenuating circumstances appear to require 'in-between' amounts.