

## 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.

### 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?
    - Tier 1 - exclude 6x monthly expenses from liquid assets
    - Tier2 - exclude 3x monthly expenses from liquid assets
- 3) Is the adoption **IMMINENT**?
  - Has the applicant accepted a referral (international) or has the applicant been matched with a birth mother (domestic) or does the family already have placement of the child (relative/kinship)?
  - Is the adoption/placement expected to take place within the next six months?
- 4) Has the applicant demonstrated **PERSEVERANCE**?