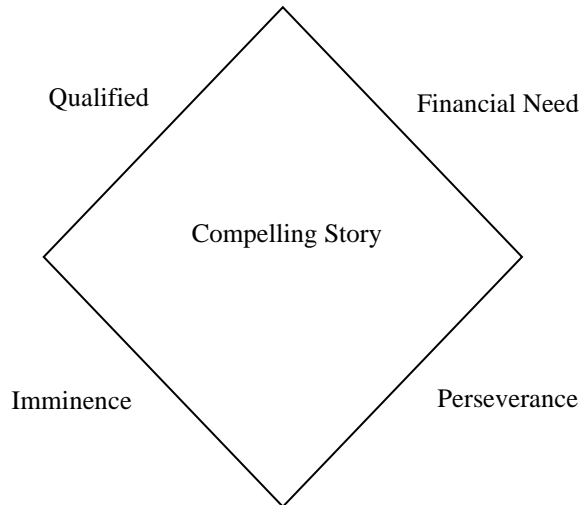


## Gift of Adoption Grant Selection Methodology and Process



### 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/kindship)?
- 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)?
  - Tier 1 - exclude 3x monthly expenses from liquid assets
  - Tier2 - exclude \$2,000 savings from liquid assets
- Is (Amount Paid to Date + Liquid Assets + Employer Adoption Benefit Value + Additional Secured or Expected Funds) greater than 50% of the estimated adoption costs?

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 or being returned to an unsafe environment with biological parent(s) or other prior caregivers.

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)

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 an overall grant portfolio of 50% Domestic / 50% International

Chapters, if desired, maintain approval of Tier 2 grants. Chapters may ratify the GSC decision or reject the grants. Amounts cannot be altered from GSC recommendation. National maintains right to award/fund grants if rejected by the Chapters. Tier 2 grants will be awarded as recommended by GSC if chapter does not indicate decision to CAO by deadline indicated each month.

## **CHANGE LOG**

- **Approved 6/21/08**
- **Updated 02/17 (Financial Need metrics and differentiation for Tier 1 & Tier 2)**
- **Updated 04/17 (Sub-Committee to determine amounts)**
- **Online Application (Rare Disease, expanded special needs & demographic data) 03/19**
- **Updated 01/21 (Tier 2 Chapter options)**
- **Updated 01/22 Changed liquid asset allowance from 3x monthly expenses to 6x (Tier 1) and \$2,000 to 3x monthly expenses (Tier 2)**
- **Updated 03/22 (Imminence definition expanded to include relative/kinship adoption placement (DEI recommendation))**
- **Updated 03/22 (Tier 1 expanded from “If domestic adoption, grant will serve to preempt child from being placed in foster care” to “If domestic adoption, grant will serve to preempt child from being placed in foster care or being returned to an unsafe environment with biological parent(s) or other prior caregivers.”)**
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