

JCICS Board Meeting
June 24, 2008
In Person

Attendees: A. Hayo, H. Stultz (via phone), S. Cox, T. DiFilipo, J. Rolsky, A. Rough, J. Ruben, R. Pearlman, K. Sacco, K. Wallace, T. Fleeson, L. Brownlee, K. Altwies Nicholson, D. Johnson, P. Singer, N. Fox

Absent: R. Gibson (e)

Call to Order & Agenda: S. Cox at 1:55 PM EST

Secretary's Report: H. Stultz

Financial Report: J. Rolsky & T. Fleeson

Board Committee Updates: S. Cox

Development

Discussions began with JCICS about a possible merger this past winter. Firefly is an independent NGO that has a family preservation program in Russia. They offer training to hospitals and caregivers. Firefly will make a presentation to the board tomorrow.

Keith, Jared, Kristine, Richard, Susan, Nancy & Kathy will meet to further discuss the nuts and bolts of the feasibility of a merger after Firefly's presentation.

CEO Report: T. DiFilipo

Strategic Plan Review

The core pieces of the strategic plan were reviewed for the benefit of new board members who were not present for its original creation. The strategic plan provides context for current projects, decisions and initiatives that JCICS is putting its efforts towards.

Organizational Development

There is a need for increased staff and funding to continue to accomplish the strategic plan.

Membership Report: A. Rough

Membership Concerns

Discussion was held about how current JCICS members are advertising their Hague accreditation status on their websites. Some are listing that their status is pending; however they are still accepting applications for Hague countries.

Child Advocacy Report: T. DiFilipo, J. Ruben, A. Rough

Education & Research Report:

New Website, Adoptipedia, 2009 Medical Institute & Conference, Adult Adoptee Institute, Fall 2008 Webinar Series were discussed.

Internal Policies & Procedures: T. DiFilipo & K. Wallace

New Complaint Policy

Keith has drafted a new complaint policy for the board to review. In summary, it allows grievances to be filed only in cases of theft, dishonesty and misappropriation of funds.

MOTION: To recess the meeting at 3:48 PM EST.

R. Pearlman MOVED/ N. Fox SECONDED PASSED by Majority

Respectfully Submitted,

Heather Stultz, Secretary

Action Items:

1. T. DiFilipo – provide preliminary audit results to J. Rolsky for review.
2. R. Gibson & J. Rolsky – examine the expansion of employee healthcare benefits.
3. Staff – survey membership as to whether they anticipate being in business next year.
4. T. DiFilipo – send statement regarding members advertisement of pending Hague status to Executive Committee for review.
5. Staff – post finalized Hague status statement on JCICS website.
6. Staff – add to July board call agenda discussion regarding the membership of agencies who are denied Hague accreditation.
7. BOD – provide feedback to K. Wallace regarding draft grievance policy.

Open Action Items from April 23, 2008:

1. Staff – notify BOD 24-48 hours before new website goes live.

Open Action Items from January 9, 2008:

1. Ethics Committee – review current SOP to revise sub par standards to Hague language.

Open Action Items from January 8, 2008:

1. J. Rolsky, N. Fox – review Golden Cradle model and craft ethical practice statement.
2. BOD – further discuss revising the SOP to incorporate current Hague standards.