

JCICS Board Meeting
June 25, 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 9:30 AM EST

DOS Website Development: Ryan Palsrok (DOS)

DOS made a presentation regarding the development of a new website devoted exclusively to international adoption and requested feedback from JCICS. Discussion was held about easier access to visa statistics by year, country and state; a directory of key DOS staff and their roles; adult adoptee and travel abroad information.

Opening: S. Cox

Introductions

Abbie was introduced and welcomed to the board.

Firefly Merger: BOD

Discussion was held regarding the pros and cons of a merger with Firefly. Non-negotiable points were also identified.

Orphan Care: D. Johnson

Dana presented data from programs he is involved with regarding orphan care. Statistics by areas of the world, reasons why children come into care and appropriate needs/community based responses were reviewed.

Firefly/JCICS Merger: Firefly

Background of the organization and training model was given. Firefly was formed by five founders in response to the Dateline & 20/20 pieces on Romanian orphans. Their goal has been to help improve medical care for orphans in Russia.

Both sides discussed potential risks and rewards. Both organizations are passionate about the global health of orphans worldwide and are strong on measurement of program outcomes and regular reevaluation of their strategic plans.

Review of Strategic Plan & 2008-2009 Budget: BOD

Strategic Plan

Staff will be meeting tomorrow to review the objectives in the five goal areas and assess JCICS activities accordingly.

2008-2009 Budget

Tom reviewed current staff members and their roles, making it clear that additional staff and funding are needed to maintain current programs and services.

New Business: BOD

Discussion was held about forming a committee to define performance goals, compensation packages and bonus options for the CEO position.

Nancy, Richard & Jared will serve on the committee and ask Rick to participate as well upon return from Korea.

Agency Mergers & Closures: K. Altwies

Concerns regarding the process by which agencies are closing and/or merging were discussed.

MOTION: To adjourn the meeting at 2:52 PM EST.

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

Respectfully Submitted,

Heather Stultz, Secy

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. N. Fox, R. Pearlman, R. Gibson, & J. Rolsky – create CEO assessment tool within the next four weeks.
4. Staff – investigate offering a webinar on legal advice for agencies contemplating closure or merger.

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.