

JCICS Board Meeting  
August 13, 2008  
Conference Call

**Attendees:** A. Hayo, P.Singer, R. Pearlman, H. Stultz, S. Cox, T. DiFilipo, J. Rolsky, A. Rough, J. Ruben, R. Gibson, K. Sacco, K. Wallace, T. Fleeson, L. Brownlee, N. Fox, K. Altweis Nicholson

**Secretary's Report:** H. Stultz

**MOTION: To approve the minutes from July 16, 2008.**  
**N. Fox MOVED/ J. Rolsky SECONDED PASSED Unanimously**

**Financial Report:** T. DiFilipo

The profit and loss statement indicates that JCICS is down \$24,000 not including pledges that are due to come in. If inclusion of pledges is allowed by the auditor the budget would be close to balanced. Travel and meeting as well as HR expenses are below budget. A deficit of \$30,000-50,000 is projected by year end.

**Board Committee Updates**

Finance: J. Rolsky

No update.

Development: S. Cox

The development committee will be meeting the evening of September 14, 2008 in D.C.

Grievance Policy: K. Wallace

Keith has not received any additional feedback since the last board call. Discussion was held regarding whether or not JCICS should move forward with a grievance policy at all and if so, whether or not this is the policy that should be adopted.

Firefly: K Altweis Nicholson

Agency Merger: K. Altweis Nicholson

There are approximately a dozen agencies that have responded to Kristine's post about possible mergers. The next step is to help them begin conversation with one another.

**CEO Report:** T. DiFilipo

## Miscellaneous

Many thanks to Paul Singer who has arranged for the JCICS office to receive five laptops, one desktop computer and 6 tablets. This will help increase office productivity tremendously.

## Ethiopia

Tom just returned from another trip. JCICS is well positioned there and our presence continues to grow. A report was sent to the membership and a conference call was held with the caucus yesterday.

## Haiti

Tom also returned from another trip to Haiti. A report was sent to the membership and a task force has been put together. It consists of JCICS, crèche directors, orphanage directors, IBESR, UNICEF and service providers. It will work towards creating standards by which children come into care. The goal is to elevate confidence in the adoption process there and help reduce the timeframe that adoptions are completed, as it is currently an average of two years.

## Vietnam

Some progress has been made in negotiations with Vietnam. It appears that they made have appointed the Vice Minister of Justice to be in conversation with DOS as Vietnam's lead negotiator.

## Guatemala

JCICS is still involved in advocacy efforts in Guatemala. A survey will be sent to adoptive families from Guatemala and Vietnam. The goal will be to identify families in groups based on what stage of the adoption process they are in. This information will be shared with DOS & members of Congress.

## India

CARA has asked JCICS to help sponsor and coordinate a trip to the US for them.

## ADA

Tom will travel to Belgium with Susan and possibly Keith to attend the ADA conference on Hague.

## DOS

The Families For Orphans Coalition has completed their work and the result of their efforts will be introduced within the next 30 days by a member of Congress. As noted before this will create an office within DOS that is funded to oversee policy on permanency for children, US government activities related to permanency and brings all diplomatic function for permanency issues to that office.

### COA

Tom will meet with COA tomorrow regarding the lack of a transparent appeal process for organizations who are denied Hague accreditation.

### NBC

Thanks to Susan and Jared for initiating and continuing dialogue with NBC regarding the I-800/I-600 issue.

### Membership Survey

The membership survey has been drafted with Richard's assistance.

### **Research & Education Report: J. Ruben**

### Fall Webinar Series

The board is encouraged to help raise awareness of the fall webinar series.

### **September In-Person Board Meeting: J. Ruben**

The next board meeting will be held at the Affinia Hotel in DC on September 15 & 16. The DOS meeting will still be on 9/15 at 10AM.

Respectfully Submitted,

Heather Stultz, Secretary

### **Action Items:**

1. K. Wallace – resend the proposed grievance policy to the board for additional review.
2. Staff – add grievance policy vote to the September board meeting agenda.
3. T. DiFilipo – forward Firefly information submitted by Kristine to the full board.
4. R. Gibson, R. Pearlman, J. Rolsky, & N. Fox – continue conversation regarding CEO assessment tool and aim to finalize before the September board meeting.
5. Staff – add Hague accreditation status and membership issue to September board meeting agenda.
6. T. DiFilipo – send draft membership survey to board for review.
7. BOD – send feedback to Tom regarding the survey ASAP.

8. BOD & Staff – encourage participation in fall webinar series; notify membership of price breaks.

**Action Items from June 25, 2008:**

1. Staff – investigate offering a webinar on legal advice for agencies contemplating closure or merger.

**Action Items from June 24, 2008:**

1. R. Gibson & J. Rolsky – examine the expansion of employee healthcare benefits.
2. T. DiFilipo – send statement regarding members advertisement of pending Hague status to Executive Committee for review.
3. Staff – post finalized Hague status statement on JCICS website.
4. 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.