



National Network of Adoption Advocacy Programs Evaluation Report

Prepared by: Marilyn McLean, Program & Policy Manager
Survey & Evaluation Research Laboratory
Center for Public Policy
Virginia Commonwealth University

National Network of Adoption Advocacy Programs

Background and Significance

America's child welfare system is marked by pronounced and disturbing racial disparities¹. The first child welfare services were established in the late 19th century primarily for white immigrant children, while African American children in need of out of home services were relegated to "colored" asylums or classified as juvenile delinquents². The practice of exclusion in child welfare services continued through the first half of this century until 1945, when the number of nonwhite children in the system began steadily increasing from 14% to 39% by 1999, although African American children comprise only 17% of the population of children in the United States³. The disparity is most apparent in America's larger cities, such as Chicago where almost all children in foster care are African American. Child welfare policy analysts suggest that unequal treatment of African Americans contribute to more minority children removed from their homes followed by system failures to return children to their parents or identify other suitable homes. While there is ample evidence that racial disparity exists, there is little research that empirically identifies and tests policies, programs, and practices that attempt to address racial disparities, which can serve as a model for others⁴.

In 1980, concern over the profound disproportionate representation of African American children in the public child welfare system sparked a new partnership between the Illinois Department of Children and Family Services and African American ministers in the state. The goal of the partnership was to find "at least one family in each church to adopt at least one child." An unprecedented response by the African American community followed over the next year which led to the adoption of a majority of the waiting African American children (in Illinois) and a federal grant to; 1) Disseminate the One Church One Child concept and 2) Develop One Church One Child programs across the United States. Consequently One Church One Child programs were established in 26 states resulting in thousands of African American children realizing their dreams of growing up in a permanent and loving home. Also as a result of these early efforts, the National One Church One Child Organization was established to assist in developing and sustaining One Church One Child programs on the national level.

It is well documented that the church is perhaps the most important institution in the African American community. Historically, the church is a source of comfort, trust, unity and action for African Americans, with pastors providing church leadership, therefore gatekeepers to the power of the church⁵. However, African American churches are challenged by economic viability. And while African Americans may contribute larger portions of their income to their church, African Americans represent the greatest numbers

¹ Racial Disproportionality in the U.S. Child Welfare System: Documentation, Research on Causes, and Promising Practices, Annie E. Casey Foundation, 2002.

² Ibid

³ Ibid

⁴ Ibid

⁵ One Church One Child, The Adoption Advocacy Program, Implementing A Minority Adoption Recruitment Program, A Manual for Child Welfare Administrators, Social Workers and Adoption Recruiters, Revised 1999 Edition.

of persons living in poverty in the United States and have very limited resources. Given this reality, it is difficult if not impossible to sustain efforts such as One Church One Child programs without additional support from outside the church. Sadly, these economic realities have forced approximately half of the original One Church One Child programs to reduce their services or close their doors altogether.

In response to these alarming trends, members of the Virginia One Church One Child program in collaboration with the leadership of Illinois, Oklahoma and Washington, D. C. programs spearheaded an effort to apply for federal funding to assist with the development of a grant proposal to address these issues. The Virginia One Church One Child proposal for a National Network of Adoption Advocacy Programs (NNAAP) was funded by the Administration for Children and Families in the Health Resources Services Administration in the United States Department of Health and Human Services, October 18, 2003. NNAAP was funded to 1) support and enhance collaborative effectiveness of new and existing adoption advocacy programs modeled after the One Church One Child concept of faith based partnering and 2) develop programs in diverse cultural communities that utilize the One Church One Child concept. Refer to the appendices for the NNAAP logic model.

I. Implementation and Evaluation

The Survey and Evaluation Research Laboratory (SERL) in the Center for Public Policy at Virginia Commonwealth University has conducted an evaluation of the National Network of Adoption Advocacy Programs (NNAAP) since February 2004. The evaluation of the project is both process and outcome in nature and intended to be conducted in two phases. The first phase involves a process evaluation to examine how the objectives and activities of the project were implemented to accomplish proposed program goals. Performance is assessed based on the extent to which NNAAP has met the project objectives and proposed outcome measures. An examination of the process and subsequent lessons learned since implementation is essential for program planning. Project outcomes will be assessed at the end of the project period. Overall, the evaluation is guided by two research questions; 1) What is a Best Practice model for faith based adoption advocacy programs and 2) How can this Best Practice be replicated to have the greatest impact on children waiting for adoption?

Organizational / Administrative Functions

Project start up activities included obtaining space, staff and all basic infrastructure to set up the NNAAP office. NNAAP was able to accomplish this task, which is traditionally very difficult, quickly and with relative ease. In less than six weeks after notification of funding, the NNAAP office opened at 5601 Chamberlayne Road, Richmond, Virginia on December 1, 2003. Interim office staff was also in place within the first quarter of the grant period. The Interim Director and President of the Board of One Church One Child provided general oversight to set up the office and administrative staff while advertising for permanent project positions. Within 6 months, the project's administrative assistant was hired as well as identifying a local evaluator and an information technology firm for assistance with web design and development. The Survey and Evaluation Research Laboratory at Virginia Commonwealth University will provide evaluation services and

Technology Consultants BranCore Technologies will provide web development. Potential Steering Committee members were also identified and agreed to participate from the outset of the project. Candidates for the NNAAP project director position were interviewed but the combination of knowledge, skills and abilities to achieve NNAAP's proposed outcomes were limited in the interviewee pool. In the fall of 2004, the President of the Board of Virginia One Church One Child resigned to apply for the position of NNAAP Project Director. Reverend Wilbert D. Talley has been a leader in faith based adoption advocacy efforts and has experience as both an adoptive parent as well as a minister, and is a founding member of Virginia One Church One Child. Reverend Talley was hired May 2004 as the first director of the National Network of Adoption Advocacy Programs. Denise Wise, formerly worked for Texas One Church One Child, was hired as the project coordinator in June 2004. Both the coordinator and director's position were nationally advertised.

An organization's most vital resource is its people. Hence the NNAAP Steering Committee is an essential element to the program's success. NNAAP's Steering Committee represents experienced adoption practitioners and advocates, including Cassandra Calender-Ray, Executive Director, Virginia One Church One Child; Pierre Cooper, former Executive Director, Pennsylvania One Church One Child; Addie Hudson, Deputy Director, Department of Children and Family, Chicago, Illinois and former Executive Director, Illinois One Church One Child; Reverend M.C. Potter, Board of Directors, Oklahoma One Church One Child; and Reverend Wilbert D. Talley, former President of the Board of Directors, Virginia One Church One Child, Project Director, NNAAP.

NNAAP Advisory Board members include, Father George Clements, Director of National One Church One Child; Kathy Desrerly, Native American Consultant; Ernesto LaPareno, New York Council on Adoptable Children; Joe Kroll, North American Council on Adoptable Children; Linda West, Mississippi Families for Kids; Zena Oglesby, Institute for Black Parenting; Tony Oliver, Roots; Phyllis Stephens, TAP, and Wayne Thompson, American Baptist Churches, and Linda West, Mississippi Families for Children. Other adoption advocacy agencies were invited but to date have not participated in NNAAP.

Training and Dissemination of Information

All in-kind and paid NNAAP staff have many years of experience with child welfare work, and long term relationships or first hand knowledge of One Church One Child programs. The collective experience of NNAAP staff, Steering Committee and Advisory Board is impossible to measure, or compare to traditional standards/indicators for staff training. Preparing the NNAAP proposal, however, can be viewed as a type of organizational training experience, assessing critical needs, identifying strategies and appropriate outcome measures to gauge success. In addition, NNAAP staff regularly attends conferences related to NNAAP goals to increase knowledge and outreach to organizations to increase understanding and visibility of NNAAP. Significant training attended or provided by NNAAP during the first year of implementation includes:

- ✓ Training for grantees at the Annual Grantees Meeting sponsored by the Children's Bureau in 3/04.

- ✓ Training for One Church One Child programs to introduce the vision, mission, goals and objectives of the Network, April 30, 2004 - May 1, 2004.
- ✓ Technical assistance to Board Leadership of Maryland One Church One Child, May - June, 2004.
- ✓ Hampton Ministers Conference in June 2004.
- ✓ Annie E. Casey Family to Family Annual Conference, June 2004.
- ✓ Technical assistance to the New Mexico Department of Children and Family, June 7 - 9, 2004.
- ✓ General Assembly of Presbyterians USA, June 2004.
- ✓ Advisory Board training, July 2004.
- ✓ Mini Grantees Site Visits and Training in October 2004
- ✓ Board and Program Development Technical Assistance, Georgia OCOC November, 2004
- ✓ Technical Assistance, Cumberland County, North Carolina, November 2004
- ✓ Technical Assistance for staff and recruiters of the Minnesota Recruitment Project (North American Council of Adoptable Children (NACAC)), November 2004

In addition, NNAAP staff regularly provides technical assistance and education through the use of conference calls and links to important information on their website.

Budget Period Accomplishments

In addition to opening the NNAAP office and hiring the full compliment of staff, major objectives for year one were met. The NNAAP Steering Committee assisted staff in the development of NNAAP's first Request For Proposals for \$10,000 mini-grants to fund three focus areas; 1) **Capacity Building** - An existing One Church One Child modeled program to strengthen the capacity of its program in areas such as, operations, recruitment of volunteers, board and staff development, technology, collaboration, or evaluation to insure the viability of the organization 2) **Replication** of One Church One Child model in culturally diverse communities and 3) **Multicultural Board of Directors** - For a start-up or existing adoption advocacy program to pilot a One Church One Child program with unique leadership composition, which reflects the diversity of children awaiting permanency as defined by the Children's Bureau. The focus areas were designed as a means of providing demonstrated evidence for building the capacity of OCOC programs and replicating the OCOC model in a diverse cultural community. The RFP was posted on NNAAP's website in August, 2004, with approximately 30 organizations from across the country submitting proposals. The Steering Committee reviewed the proposals and met in Richmond to discuss and make the selections, resulting in six sites being funded to implement programs in all three focus areas. (A copy of the RFP is located in the appendix of this report.)

The programs listed below were selected to receive a mini-grant for the 2003-2004 fiscal year. One competitive proposal was selected for each of the focus areas, and three additional discretionary grants were awarded.

FOCUS I: Capacity Building

One Church, One Child of Los Angeles—To build the program's capacity by increasing the ministry's volunteer base in Los Angeles.

One Church, One Child of Oklahoma—To build the program's capacity to develop and provide a post-placement support service component within its current services

One Church, One Child of Southeast Texas, Beaumont, Texas—To build the program's capacity of the staff, board and operations to sustain the program's ability to recruit, train, and support foster/adoptive families in Southeast Texas.

FOCUS II: Replication of the OCOC Model

Aid to Adoption of Special Kids (AASK), Phoenix, AZ—To start-up a program utilizing the OCOC concept in a culturally diverse community in Phoenix, Arizona.

Southern California Foster Family & Adoption Agency, Los Angeles—To support the utilization of the OCOC model to recruit adoptive families in culturally diverse communities in the Los Angeles area.

FOCUS III: Multicultural Board of Directors

Washoe County Department of Social Services, Reno, NV—To support the development of an OCOC program with a board of directors or leadership that represents three or four cultures that reflect the diverse cultures of children awaiting permanency within Washoe County.

Evidence for viable OCOC programs in the areas of focus and lessons learned from these projects will be determined from the grantees on-line quarterly reports, follow-up interviews and site visits. A fourth area of focus, **Organizing a New OCOC Program**—to support the start-up of a OCOC program in a state or locality that does not have an existing OCOC program—was added to the 2004-2005 mini-grant RFP.

Another major objective for the project during the first year of implementation was to establish a baseline for measuring organizational changes and increases in collaboration of One Church One Child programs. Towards that end, in April 2004, a membership survey of all One Church One Child programs was distributed. The survey is divided into four sections that describe organization/administrative elements of existing One Church One Child programs, One Church One Child services, system efforts, current collaboration and a few summary questions designed to profile general perceptions regarding shared vision and understanding of One Church One Child mission, services and outcomes. A more descriptive analysis of survey results is included in this report, and a copy of the survey instrument is located in the appendices.

Barriers To Implementation And Lessons Learned

The overwhelming barrier to implementation during the first year has been obtaining the cooperation and support of National One Church One Child. NNAAP's project director has expended much time and energy in discussions with National One Church One Child representatives to explain the purpose of NNAAP, and dispel concerns that NNAAP's intention is to diminish or supplant the National office's sovereignty in any way, but rather to supplement the work of the National office. While Father Clements did agree to participate on NNAAP's Advisory Board, and has recently announced his intention to bestow an award honoring Reverend Talley as National One Church One Child's "Humanitarian of the Millennium Award" at their annual meeting, the National office has been reluctant to lend their support to NNAAP in tangible ways that would enhance implementation, such as encouraging One Church One Child programs to complete the baseline survey. In some ways it appears that One Church One Child programs fear unknown consequences from National if they choose to participate in NNAAP activities. This barrier bears thoughtful consideration and begs documentation of the lessons learned associated with it. At present the problems are unresolved; however, historical collaborative lessons learned tell us that *buy in from key stakeholders is critical in the planning of an initiative*. What was National's role in planning NNAAP's proposal? If National was not involved in the planning process, this may be a contributing factor.

The next consideration is the relative newness of public private partnerships. There are few successful models to draw upon, making this a ground breaking effort, especially since it requires the cooperation of historically disenfranchised groups such as the African American church and a government sponsored project. *Research tells us that trust is an essential element of successful partnerships*. How has trust affected implementation? What can be done to reduce anxiety for disenfranchised groups who could clearly benefit from this type of government sponsored program? Finally, what ways can the project move forward that address these issues while meeting project goals and objectives? NNAAP has done a remarkable job of attempting to address these issues and continue to move forward. However, with the futures of the One Church One Child programs perhaps at stake, NNAAP is urged to revisit the project's strategic plan to ensure the foundation upon which the project was conceived is well preserved during the second year of implementation and beyond.

Since the NNAAP project is a very new idea, the lessons learned are critical to guide program development on a national level. Barriers should be addressed in open forums in order to understand how government can truly be of assistance and improve the systems dysfunction that created the racial disparities that exist in child welfare program's performance today. This can be a painful process and much care should be given to how these forums are conducted and a steady hand should lead efforts to improve proposed problem areas.

II. Baseline Survey Summary

The purpose of conducting a membership survey was to measure the current capacity and collaboration of existing One Church One Child programs.

Survey Methodology and Results

Surveys were sent to the program directors and board presidents of 16 One Church One Child programs across the United States. To date, nine surveys have been completed; however, the analysis represents data from eight One Church One Child respondents. The ninth survey recently came from one of the new NNAAP mini-grant recipients. Using statistical analysis software (SPSS) survey responses were entered into the database and analyzed. Please keep in mind that each response equals almost 13% of the total number of responses. For example, two like responses equal 25%, 4 like responses equal 50%, ect. Missing responses are not calculated in the total.

Organization/Administration

Information gathered from this section of the survey provides a description of the executive and administrative functions of these One Church One Child programs. Organizationally the respondents were very similar. Seventy-five percent had a board of directors and 100% of respondents' organizations were incorporated. Clergy members made up 87.5% of the board of directors for these organizations, and 75% did not have board members from community based organizations, State Department of Social Services, prospective families or other foster care/adoption providers. Percents are rounded to next highest number if over .5 of a percentage point.

The make up of organizations is important. While it is necessary for Board members to have certain knowledge, skills and abilities, it appears that the make up of most One Church One Child boards are predominantly served by ministers. The absence of members representing other important stakeholders, such as families, and child welfare workers creates a one sided situation and effectively removes input from potential partners and service recipients.

All respondents reported they had administrative support staff and nearly all have one social worker on staff. One respondent has nine social workers and another has five. Seventy-five percent of respondents reported having at least one parent advocate/trainer and 100% have parent recruiters. Seventy-five percent of respondents reported statewide target service areas. Operating budgets ranged from \$49,001.00 (13%) to greater than \$150,000.00 (88%). Funding for OCOC programs is primarily from federal and state sources however, 75% percent reported receiving smaller amounts of funds from other private foundations and 38% benefit from private donations as well. Program Directors of these programs have a combined total of over 70 years in their current positions and over 90 years of experience with OCOC programs. Most directors have advanced degrees in human services or lengthy careers in human services.

The most reported function of the board of directors (88%) for these OCOC programs is to "recommend policy for strategic planning" with "review and recommend organizational approaches to ensure total quality assurance" second (75%), and "identify and assist with acquisition of external resources" third (63%). Almost 38% reported their board of directors "provide support for public information" and "provide advice for program monitoring", but only 25% of boards "provide advice for evaluation" and 75% of respondents reported they have and follow a strategic plan. Half (50%) of respondents review their strategic plan annually and half (50%) of these strategic plans include plans for sustainability.

- ✓ Recommendation 1: Investigate the benefits of including other key stakeholders in the Board of Directors of One Church One Child programs, beginning with NNAAP and National One Church One Child, where feasible.

Rationale 1: One Church One Child cannot effectively impact outcomes for children if they continue to exist in silos. The child welfare system needs assistance from communities that know and understand the system in order to make policy changes that improve outcomes.

- ✓ Recommendation 2: Since many of the respondents provide services statewide, and the exact amount of funding for these programs cannot be determined by this survey, it is recommended that an assessment be conducted to determine the number of children in need of services in respective target areas and the costs associated with providing those services.

Rationale 2: Cost benefit analysis that demonstrate investments made to prevent life long foster care versus prevention measures that save money improve sustainability. Not all respondents in the survey understood how to answer this question, which lends credence to providing technical assistance around financial management. However, a word of warning, this seems to be a particularly sensitive subject and must be approached carefully. Perhaps the Steering Committee and Advisory Committee can help with how to approach One Church One Child members. Again, the support of National One Church One Child may be critical to address this issue.

- ✓ Recommendation 3: Few respondents reported their Boards involved themselves with evaluation. Since evaluation is essential to understand how programs are working and how the investment is paying off, Boards would benefit from training in evaluation.

Rationale 3: An evaluation strategy will provide stakeholders with important information about their program, leads to program improvements and helps with sustainability.

Twenty percent of survey respondents said they did not have personal computers for all their staff, however 100% said that staff has access to email. However, more than 60% have their own website and nearly 38% of these respondents update their website quarterly. A quarter (25%) of respondents use consultants or OCOC staff to manage their websites, one respondent (13%) uses an outside contractor.

All respondents (100%) hold regular staff meetings, with frequencies ranging from weekly to “as needed” (13%). Most respondents (38%) reported holding bi-monthly staff meetings and over 60% reported that their staff meets regularly with other providers, for the purpose of “improving collaboration” (100%). Additionally, 38% reported holding regular case conferences.

- ✓ Recommendation 4: One Church One Child organizations should provide their staff with access to email.

Rationale 4: The ability to communicate is the hallmark of the 21st Century. One Church One Child staff should have ready access to the internet to communicate through email and benefit from internet sources.

Services

The information in this section provides a description of the One Church One Child services provided by survey respondents. Despite differences found in the number of staff in these programs there were more similarities in the types of services provided than differences.

All respondents (100%) report that they provide the core set of One Church One Child programs including church based outreach presentation to the community, church based outreach presentations to clergy, faith based presentation to community, receive adoption inquiries, recruit prospective families, and provide orientation sessions for prospective families. None of the respondents (100%) provide independent living services.

Most respondents (63%) provide pre-adoption training, but only half of respondents (50%) said they provide home study preparation. Another 38% of respondents provide adoption services, but only 13% provide supervision services for 6 months, but half (50%) said they do provide post placement support services. Only one responding agency provides pre-assessment for children and 25% of responding agencies provide youth mentoring services. Cultural diversity training is provided by only 25% of the One Church One Child Organizations responding to the survey.

Half of the survey respondents did not report caseloads for staff; however, 25% have caseloads of 20. All respondents provide in-service training for staff on a variety of topics. All respondents currently collect data on prospective parents and 62% collect data on children. All respondents use the One Church One Child manual and 38% have developed policies and procedures for program implementation. During the reporting year, approximately 2,500 adoption inquiries were processed by all the survey respondents resulting in over 700 families recruited to become adoptive parents. One hundred twenty one children were placed for adoption as a result of these efforts. These results are 100% greater than national recruitment program averages. (According to AdoptUSKids, only 3% of parents recruited to adopt complete the adoption⁶)

- ✓ Recommendation 5: Encourage programs to develop program standards including appropriate case loads based on the array of services provided.

Rationale 5: These respondents have developed more organizational structure than non-respondents because they were able to respond to the survey, yet only 38% have developed policies and procedures to implement their programs, we can assume that non-responding One Church One Child programs do not have basic infrastructure in place, including agency policies and procedures. Imagine the potential if One Church One Child programs are already way ahead of the curve!

⁶ Answering the Call, Recruitment Work Plan Guide for Adoption and Foster Care Program Managers, The Collaboration to AdoptUSKids, A Service of the Children's Bureau Adoption Exchange Association, no year available.

Collaboration

The information in this section provides a description of what other child welfare groups survey respondents collaborate with, the types of collaboration and the perceived benefits of collaboration.

Collaboration With OCOC Programs

All the survey respondents reported collaborating with other One Church One Child programs for the purpose of sharing information (100%) and 63% collaborated to “pool resources for common needs”. The purpose of collaborating for half (50%) of the respondents related to “marketing efforts”. Fewer respondents (25%) collaborated with other One Church One Child programs for the purpose of “working as a team with state agencies” and “working as a team with public and private licensed adoption providers”.

The greatest perceived benefit reported by respondents was “increased access to information” (63%). Half of respondents also said collaboration “enhanced their ability to develop collaborative arrangements with other faith based organizations” and “expand resources available to use for common activities”. Thirty seven percent of respondents said collaboration with other One Church One Child programs “enhanced their ability to work with state policy makers”. None of the respondents said collaboration with other One Church One Child programs “reduced waiting time for children”. “More families recruited to adopt” was not perceived as a benefit for collaborating with other One Church One Child programs for 63% of respondents.

- ✓ Recommendation 6: Encourage ways to institutionalize measures to capture this sharing, such as with coalition work etc. This may entail NNAAP developing strategies for them to do so.

Rationale 6: Creating a coalition and documenting the effort galvanizes groups to pursue things that one agency alone is not capable of. While collaboration activities provide more information, the information apparently does not result in “reduced waiting time” or “more families recruited...”.

Collaboration With Local And/Or State Public Social Service Agencies

All survey respondents reported collaborating with local and/or state public social service agencies. Seventy-five percent of respondents collaborated with other public agencies for the purpose of “sharing information” and “working as a team with state agencies”. “Pooling resources”, “joint staff training”, and “marketing efforts” were the purpose for 63% of respondents for collaborating

Most respondents (63%) agreed that “more families recruited to adopt” was a benefit of collaborating with public local or state agencies, however only 25% thought collaborating with this group “reduced time for waiting children”. Most respondents (63%) also reported that collaboration with these agencies “increased access to information”, “expanded resources” and “enhanced OCOC programs ability to work with state policy makers”.

- ✓ Recommendation 7: Continue to assist One Church One Child programs with these efforts. If 63% of respondents said these types of collaboration result in “more families recruited”, the potential is there.

Rationale 7: The more families recruited the greater the potential for finding an appropriate home for a waiting child. It also increase the potential for more trusting relationships between these groups and anything that increases information flow, more resources and enhances the ability of One Church One Child programs is low hanging fruit.

Collaboration With Private Child Welfare Agencies

Some survey respondents (38%) did not collaborate with private child welfare agencies at all. Those who reported collaborating (50%), said “sharing information” and “working as a team” was one purpose for collaboration. Twenty-five percent of respondents said “pooling resources”, “joint staff training” and marketing efforts” were reasons to collaborate with private child welfare agencies. Cultural diversity training and other types of retreats were other reasons OCOC respondents collaborated with private agencies.

The greatest benefit of collaborating with private child welfare agencies reported by 38% of respondents was “more families recruited to adopt” and “enhanced ability to work with state policy makers”. Twenty-five percent of these same respondents reported that collaboration with private agencies “reduced time waiting for children”. An important note related to responses in this section is 25% of potential total number of respondents did not complete the section.

- ✓ Recommendation 8: Identify private child welfare agencies in One Church One Child target areas and facilitate meetings or some type of dialogue to begin the process of developing relationships with this group.

Rationale 8: Private child welfare agencies are often part of larger groups with ties to religious organizations. Breaking down the barriers to working with other faith based organizations is fundamental to NNAAP’s mission. Private child welfare agencies often have the license required to place children. Breaking down barriers to working with these agencies can give OCOC’s a mechanism for filling a needed gap.

Barriers Associated With Collaboration

Barriers to collaboration fall into three categories; 1) Structural barriers (physical in nature, such as too far to travel) 2) Financial barriers (costs) and 3) Personal barriers (harder to define, but relate to the level of comfort in conducting business (trust and respect).

Structural and financial barriers were listed as barriers to collaboration with other One Church One Child programs. Telecommunication strategies were suggested as ways to overcome these barriers. Personal barriers are barriers to collaborating with other adoption programs sometimes due to trust issues; however, respondents offered that barriers can be resolved.

- ✓ Recommendation 9: Determine a plan of action to address the issue of trust that permeates One Church One Child programs.

Rationale 9: Resolving the issues of trust with key stakeholders in this project will propel its success and ultimately impact the universal goal of finding one family in each church to adopt a waiting child.

Summary Questions

The purpose of the summary questions is to describe key baseline features related to One Church One Child's vision, knowledge and outcomes. Responses to this section show more differences than any other section of the survey.

Three of the eight survey respondents (38%) said they disagreed with the statement, "I feel confident that One Church One Child programs share the same vision and purpose". Fifty percent (50%) said they either disagreed or checked, "don't know/not sure" that they were confident in their knowledge and understanding of the kinds and services other One Church One Child programs provide. Overall, 63% said they agreed that One Church One Child programs enhanced the child welfare system, and 13% said they did not know if it did, and 25% disagreed with the statement.

When asked if respondents were confident that One Church One Child programs benefit African American children awaiting adoption, nearly everyone (63%) said they agree or strongly agree with the statement. A small percent (25%) reported they strongly disagreed with this statement.

Respondents who said they feel confident about the future of One Church One Child programs were split, most (50%) either agreed or strongly agreed with the statement, "I feel positive about the future of One Church One Child programs". First hand knowledge of One Church One Child's involvement and success placing children was reported by more than half of respondents, but 38% of respondents said they strongly disagreed with the statement.

- ✓ Recommendation 10: Enlist the assistance of the NNAAP Steering Committee and Advisory Committee to review survey results to infuse meaning into the results. For example, how do committee members interpret the responses in the last section of the survey about vision, services etc.

Rationale 10: It's important to come to a common and realistic understanding of One Church One Child programs. Without fully understanding the One Church One Child program as it exists today, it's impossible to promote it.

Conclusion

The National Network of Adoption Advocacy Programs was approved for funding October 18, 2003 and opened its doors for business December 1, 2003. NNAAP has a very aggressive work plan and has been able to complete all of its major objectives for the first

year, in spite of the absence of support from National One Church One Child. NNAAP's first year represents major achievements for the project. However, it is important to keep the politics separate from the work, which is a delicate balance of science and art. Since the One Church One Child program is founded on the principle of mobilizing communities, it's important to hold that high above anything else, even at the expense of modifying a work plan. That is a small price to pay for longevity, as it won't be the programs that pay dearly, it will be at the expense of the lives of the future of this country, our children.

APPENDIXES

A. NNAAP LOGIC MODEL

B. NNAAP OCOC MEMBERSHIP SURVEY

SURVEY FREQUENCIES

SURVEY ANALYSIS

C. NNAAP 2003-2004 MINI-GRANT RFP

D. LETTERS OF ACKNOWLEDGEMENT

APPENDIX A

NNAAP LOGIC MODEL

**National Network of Adoption Advocacy Programs (NNAAP)
Logic Model**

Inputs	Implementation/Objective	Activities	Short-term Outcomes	Long-term Outcomes
<ul style="list-style-type: none"> • VAOCOC • Network staff • Network Steering Committee • Local OCOC • State Child Welfare Agencies • Non-traditional Churches • Muslim, non-denominational Churches • Foundation Grants • NACAC • Contract Consultants • Peer T/A • DHHS Grant • Americorps VISTA • Marketing Research Inc 	<p>Operate a national network, including collaboration and capacity building for programs in the network</p> <p>Identify diverse communities across the country needing programs that promote adoption.</p> <p>Create and support programs in these location which recruit and develop a pool of adoptive families, match them with children in foster care awaiting adoption, and provide post-adoption support to these families (OCOC model).</p>	<p>Conduct strategic planning, board training and capacity building Organize regional and local networks</p> <p>Start interactive website Redraft training manual Disseminate PR to include bi lingual brochure.</p> <p>Ameri Corp, Mini-grant and peer to peer programs are being developed. Initiation of Best Practices Competition.</p> <p>Dissemination of information about OCOC organizations.</p> <p>T/A and training to new organizations using evidenced based program models to include marriage support.</p>	<p>- Project management and governance are in place - Network membership increases - OCOC groups buy into Network mission, goals, and objectives.</p> <p>- Capacity building using evidenced based training is available through-out the network. -New groups formed with targeted areas. - Increased collaboration at regional and local levels. -Increased involvement of culturally divers segments of the community. -Increased networking at the regional and local levels.</p>	<p>Network as well as local OCOC organizations are stable & self sufficient. Credible evaluation and program data is generated based on evidenced based model.</p> <p>Adoption barriers affecting minority and special needs populations are eliminated.</p> <p>The ability to replicate OCOC models is evident through the production of evidenced based material, practices and programs.</p>

APPENDIX B

MEMBERSHIP SURVEY

SURVEY FREQUENCIES

SURVEY DATA ANALYSIS



National Network of Adoption Advocacy Programs Membership Survey

The National Network of Adoption Advocacy Programs (NNAAP) is sponsoring this membership survey of One Church One Child Affiliates. The information collected through this survey will help the Network develop an OCOC Affiliate Profile to use as a baseline for measuring change over the project period. The survey is divided into four sections: Organizational/Administration, Services, System Efforts/ Collaboration and Summary Questions. It takes approximately 30 minutes to complete the survey and we thank you for your assistance! If you have any questions about this survey, please call Reverend Wilbert D. Talley at the National Network of Adoption Advocacy Programs at 804-377-1627.

Basic Program Information

Please provide the following information for your One Church One Child program.

1. Title of program: _____
2. Name of the Program Director: _____
3. Program Director contact information (best number to contact): _____
4. {If not the name of the Program Director} Name of person completing the survey:
 - 4a. Name: _____
 - 4b. Title: _____
 - 4c. Phone number where we can reach the person completing this survey:
() _____
 - 4d. Email address of the person completing this survey: _____

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

5. We are primarily interested in your program's structure and activities during 2003, unless otherwise noted. Please indicate if you are responding for:

- Calendar Year 2003
- Fiscal Year 2003 (if different than calendar year), please specify the months and year: _____
- Another time period, please specify the months and year: _____

Section A: One Church One Child Governance/Administration

We would like to ask you some basic information about your One Church One Child organization.

A1. Is your One Church One Child program governed by a Board of Directors?

- Yes
- No

A2. Is your OCOC program incorporated?

- Yes (if yes, when did your OCOC program incorporate? _____
month/year)
- No

A3. Is your OCOC program a 501 C(3) agency? (if yes, when did your OCOC program obtain 501 C(3) status? _____
month/year)

A4. If your OCOC program is governed by a Board of Directors, please check all that apply to the composition of your Board and provide an estimate of what percent of the Board is made up of that group.

	Kind of Board Member	% of Board of Directors
<input type="checkbox"/>	Clergy Member	
<input type="checkbox"/>	Community Stakeholder (from community based organizations)	
<input type="checkbox"/>	State Department of Social Services	
<input type="checkbox"/>	Prospective families	
<input type="checkbox"/>	Other foster care/adoption providers	
<input type="checkbox"/>	Other (please specify)	

A5. If your OCOC program is not governed by a Board of Directors, please describe how executive functions carried out in your program?

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

A6. For each of the items below, please provide the amount of FTE (full time employment) for the work of your OCOC program, and whether the work is done by OCOC staff, or an OCOC subcontractor or no staff. (One full time = 1.0 FTE/half time = .50/ etc)

OCOC Staff	OCOC staff FTE	Contracted staff FTE	Do not have
A6a. Management (directors and manager of the program).			
A6b. Administrative support (administrative assistance, secretarial, receptionist).			
A6c. Program Coordinator			
A6d. Social Worker			
A6e. Parent Advocate/Trainer			
A6f. Other			

A7. What is your OCOC target area? (city-wide, county-wide, state wide etc).

A8. When was your OCOC program established and when did you start providing services? (Please provide dates also if your program added services or had other significant milestones and any comments. If there is nothing to report, write NA)

	Day/month/year	Comments
Established		
Provide services		
Add services		
Other milestones		

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

A9. What is your OCOC annual budget?

- Up to \$10,000.00
- Between \$10,001.00 and \$49,000.00
- Between \$49,001.00 and \$100,000.00
- Between \$100,001.00 and \$150,000.00
- Greater than \$150,000.00

A10. How is your OCOC program funded? (check all that apply and provide an estimate of the percent of total funding from that source)

- Federal (% of funding _____)
- State (% of funding _____)
- Local (% of funding _____)
- Private Foundations (% of funding _____)
- Donations (% of funding _____)
- Other (specify _____/ % of funding _____)

A11. Length of time the OCOC Project Director has held that position? (Specify years/months) ____years ____months

A12. Length of time the OCOC Project Director has been involved in One Church One Child? (Specify years/months) _____years ____months

The National Network is also interested in the background/disciplines of program directors.

A13. Please describe the educational background and relevant work experience of the project director. _____

A14. Please check all the functions listed below that apply to your program's Board of Directors.

- Recommend policy for the development of OCOC strategic plan that establish priorities to overcome barriers associated with service issues.
- Review and recommend organizational approaches to ensure total quality assurance.
- Identify and assist in the acquisition of external resources to enhance services available through the program.
- Provide advice for data collection.
- Provide support for data collection.
- Provide advice for program monitoring.
- Provide support for program monitoring.
- Provide advice for evaluation.

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

- Provide support for evaluation.
- Provide advice for public information.
- Provide support for public information.
- Other (specify) _____

A15. Does your OCOC program have and follow a strategic plan?

- Yes
- No

A 16. If yes, how often does your OCOC program review your program's strategic plan and modify as needed?

- Quarterly
- Bi-Annually
- Annually
- Every 5 Years
- As needed
- Never

A17. Does your program's strategic plan include plans for continued funding?

- Yes
- No

A18. Does your program's strategic plan include plans for upgrading technology (such as increase your organization's capacity to use computers, computer software, internet, participate in web telecasts etc.

- Yes
- No

A19. Does your OCOC program have personal computers for all staff? Yes No

A20. Does your OCOC program staff have email that is routinely used to communicate?

- Yes
- No

A21. Does your OCOC program have a website?

- Yes
- No (if no, skip to A24)

A22. If your OCOC program has a website, how often is it updated?

- At least weekly
- At least quarterly
- At least once a year
- As needed
- Never

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

A23. If your OCOC program has a website, who manages the website?

- An OCOC program staff member
- A consultant that is paid by the job
- An outside contractor, working under the terms of a service contract

A24. Does your OCOC program hold staff meetings?

- Yes
- No

A25. How often does your OCOC program hold staff meetings?

- Weekly
- Bi-monthly
- Quarterly
- Annually
- As needed

A26. Does your OCOC program staff meet to have regular case conferences?

- Yes
- No
- N/A

A27. Does your OCOC program staff meet to have regular case conferences?

- Yes
- No
- N/A

A28. Does your OCOC program staff meet regularly with other adoption providers and child welfare workers to discuss cases?

- Yes
- No
- N/A

A29. Does your OCOC program staff meet regularly with other adoption providers and child welfare workers to discuss ways to improve agency collaboration?

- Yes
- No
- N/A

Section B. One Church One Child Services

B1. As you know, One Church One Child services range from using trained volunteers to provide community outreach to agencies that offer the full spectrum of adoption services. Please check any of the following services your program provides.

- 1) Church based outreach presentations to the community. ____
- 2) Church based outreach presentations to other clergy. ____
- 3) Faith based presentations to the community. ____
- 4) Receive adoption inquiries ____

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

- 5) Recruitment of prospective adoptive families and individuals. ____
- 6) Informational orientation sessions for prospective families and individuals. ____
- 7) Adoption services ____
- 8) Home study preparation (family assessment) ____
- 9) Pre-adoption training ____
- 10) Placement services ____
- 11) Supervision services for 6 months ____
- 12) Finalization services (petition circuit court) ____
- 13) Post placement support services ____ (specify) _____
- 14) Adoptive parent support groups _____
- 15) Pre-adoption assessment of children ____
- 16) Youth mentoring services _____
- 17) Independent living services _____
- 18) Other _____

B2. Does your OCOC program provide cultural diversity training?

- Yes (if yes, please specify types of training) _____
- No

B3. What is the average caseload of your OCOC staff ? _____

B4. Does your OCOC program provide in-service training for staff?

- Yes
- No

B5. If yes, what kind of in-service training has your staff received in the last 12 months?

B6. Does your OCOC program collect data on prospective adoptive parents?

- Yes
- No

B7. Does your OCOC program collect data on children served?

- Yes
- No

B8. Does your OCOC program have a plan to evaluate progress?

- Yes
- No

B9. If yes to B7, please describe your program's plan for evaluation.

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

B10. Does your OCOC program have a policies and procedures manual?

Yes

No

B11. Does your OCOC program have a curriculum with service delivery protocol?

Yes

No

B12. Does your OCOC program use the OCOC manual or something else? If something else, please describe.

OCOC Manual

Something else _____

B13. During 2003, how many adoption inquiries did your OCOC program receive? _____

B14. During 2003, how many families or individuals were recruited to become adoptive parents? _____

B15. During 2003, how many children were placed for adoption? _____

Section C. One Church One Child Collaboration and System Efforts

Agencies and organizations frequently work together to achieve desired program results. NNAAP is very interested in learning more about how OCOC programs collaborate with other organizations. The next series of questions look very similar, but we are asking how your OCOC program collaborates with three different groups.

C1. During 2003, did your OCOC program collaborate with any other OCOC programs?

Yes

No

C2. If yes, what was the purpose of this collaboration?

Sharing information (e.g. best practices)

Pooling resources for common needs (e.g. for technical assistance, grant writing)

Joint staff training

Marketing efforts

Working as a team with state agencies (Department of Social Services, Juvenile Justice, etc)

Work as a team with public and private licensed adoption providers

Other, (specify) _____

C3. What benefits do you feel have resulted from this collaboration?

More families recruited to adopt children.

Reduced the amount of time children wait for adoption.

Increased access to information.

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

- Expanded the resources available to use for common activities such as training.
- Enhanced our ability to develop collaborative arrangements with other faith based organizations.
- Enhanced our ability to work with state policy makers on common issues.
- Other, (specify) _____
- No benefits

C4. During 2003, did your OCOC program collaborate with local and/or state public social service agencies?

- Yes
- No

C5. If yes, what was the purpose of this collaboration?

- Sharing information (e.g. best practices)
- Pooling resources for common needs (e.g. for technical assistance, grant writing)
- Joint staff training
- Marketing efforts
- Working as a team with state agencies (Department of Social Services, Juvenile Justice, etc)
- Work as a team with public and private licensed adoption providers
- Other, (specify) _____

C6. What benefits do you feel have resulted from this collaboration?

- More families recruited to adopt children.
- Reduced the amount of time children wait for adoption.
- Increased access to information.
- Expanded the resources available to use for common activities such as training.
- Enhanced our ability to develop collaborative arrangements with other faith based organizations.
- Enhanced our ability to work with state policy makers on common issues.
- Other, (specify) _____
- No benefits

C7. During 2003, did your OCOC program collaborate with any private sector child welfare agencies?

- Yes
- No

C8. If yes, what was the purpose of this collaboration?

- Sharing information (e.g. best practices)
- Pooling resources for common needs (e.g. for technical assistance, grant writing)
- Joint staff training
- Marketing efforts

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

- ☞ Working as a team with state agencies (Department of Social Services, Juvenile Justice, etc)
- ☞ Work as a team with public and private licensed adoption providers
- ☞ Other, (specify) _____

C9. What benefits do you feel have resulted from this collaboration?

- ☞ More families recruited to adopt children.
- ☞ Reduced the amount of time children wait for adoption.
- ☞ Increased access to information.
- ☞ Expanded the resources available to use for common activities such as training.
- ☞ Enhanced our ability to develop collaborative arrangements with other faith based organizations.
- ☞ Enhanced our ability to work with state policy makers on common issues.
- ☞ Other, (specify) _____
- ☞ No benefits

Please respond to the following statements by circling one of the numbered responses. Circle 1 if you strongly disagree with the statement, 2 if you disagree with the statement, 3 if you agree with the statement, 4 if you strongly agree with the statement and 5 if you don't know or aren't sure.

C10. I feel confident that the members of OCOC programs share the same vision and purpose.

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Agree
- 4 = Strongly agree
- 5 = Don't know/ not sure

C11. I feel confident in my knowledge and understanding of the kinds of services other OCOC programs provide.

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Agree
- 4 = Strongly agree
- 5 = Don't know/ not sure

C12. I feel confident that OCOC programs enhance the child welfare system.

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Agree
- 4 = Strongly agree
- 5 = Don't know/ not sure

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

C13. I feel confident that OCOC programs benefit African American children waiting for adoption.

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Agree
- 4 = Strongly agree
- 5 = Don't know/ not sure

C14. I feel positive about the future of OCOC programs.

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Agree
- 4 = Strongly agree
- 5 = Don't know/ not sure

C15. I have first hand knowledge of OCOC's involvement and success placing children for adoption.

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Agree
- 4 = Strongly agree
- 5 = Don't know/ not sure

Most barriers associated with collaboration fall into three categories; Structural barriers are of a physical nature, such as inconvenient location, too far to travel etc. Financial barriers are associated with costs and Personal barriers are barriers associated with the comfort level of conducting business, such as trust, respect, etc.

C16. What do you see as barriers to collaborating with other OCOC programs?

(please check all that apply)

- Structural (specify) _____
- Financial (specify) _____
- Personal (specify) _____
- No barriers

C17. What do you see as barriers to collaborating with *other adoption programs*?

(please check all that apply).

- Structural (specify) _____
- Financial (specify) _____
- Personal (specify) _____
- No barriers

Section D: Summary Questions and Comments

D1. What would you say is your program's greatest strength and weakness?

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

D2. What would your colleagues from other child welfare agencies say is your program's greatest strength and weakness?

D3. What would families who have participated in your program say is your program's greatest strength and weakness?

D4. What would you say is the highest priority issue facing One Church One Child programs?

D5. How effective is the training provided to foster and adoptive parents prior to placement?

D6. What issues affect recruiting families for adoption?

D7. How are adoption issues different across cultures for families and children waiting for adoption?

D8. What can this Network do to assist you with your program? Please tell us your top three priorities.

1) -----

2) -----

3) -----

D9. May we have permission to contact you if we have any questions?

☑ Yes

☑ No

NNAAP sincerely thanks you for your time and effort! Please send your completed surveys back to NNAAP by 4/23/04 in the self addressed FedEx envelopes provided for you.

THANK YOU FOR YOUR PARTICIPATION!!!!!!



**National Network
Of Adoption Advocacy Programs**

**Baseline Survey Summary
October 31, 2004**

**Prepared by: Marilyn McLean, Program & Policy Manager
Survey & Evaluation Research Laboratory
Center For Public Policy
Virginia Commonwealth University**

Table of Contents

	Page Number
Introduction	3
Survey Methodology	3
Organization & Administration	3
Services	5
Collaboration	6
Summary Questions	7
Next Steps	8

National Network of Adoption Advocacy Programs

Introduction

The Survey and Evaluation Research Laboratory (SERL) in the Center For Public Policy at Virginia Commonwealth University has conducted an evaluation of the National Network of Adoption Advocacy Programs (NNAAP) since February 2004. The evaluation of the project is both formative and outcome in nature and will be conducted in two phases. A formative evaluation will examine how the objectives and activities of the project were implemented to accomplish proposed program goals. Performance will be assessed using the project's objectives as outcome measures and examine the extent to which the project met its goals. The evaluation is guided by two research questions; 1) What is a Best Practice model for faith based adoption advocacy programs and 2) How can this Best Practice be replicated to have the greatest impact on children waiting for adoption?

During the first year, a profile describing NNAAP membership and current collaboration activities will serve as the baseline for measuring organizational changes and increases in collaboration over the project period. To that end, in April 2004, NNAAP sponsored a membership survey of all One Church One Child (OCOC) Affiliates. The survey is divided into four sections that describe organizational/administrative elements of existing OCOC programs, OCOC services, system efforts and collaboration of OCOC organizations and a few summary questions. A copy of the survey instrument is located in the appendices.

Survey Methodology and Results

Surveys were sent to the program directors and board presidents of 16 One Church One Child programs across the United States. To date, nine surveys have been completed, however, the analysis represents data from eight OCOC respondents. The ninth survey recently came from one of the new NNAAP mini-grant recipients. Please keep in mind that each response equals almost 13% of the total number of responses. For example, two like responses equal 25%, 4 responses equals 50%, ect. Missing responses are not calculated in the total.

Organization/Administration

The information gathered from this section provides a description of the executive and administrative functions of these OCOC programs. Organizationally the respondents were very similar. Seventy-five percent had a board of directors and 100% of respondents' organizations were incorporated. Clergy members made up 87.5% of the board of directors for these organizations, and 75% did not have board members from community based organizations, State Department of Social Services, prospective families or other foster care/adoption providers. Percents are rounded to next highest number if over .5 of a percentage point.

National Network of Adoption Advocacy Programs Evaluation Report 2004-2005

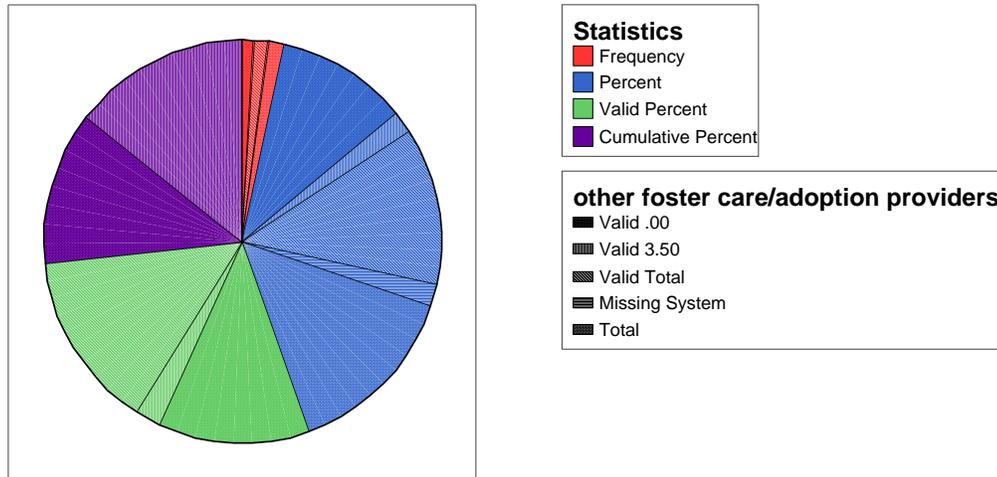
All respondents reported they had administrative support staff and nearly all have one social worker on staff. One respondent has 9 social workers and another has five. Seventy-five percent of respondents reported having at least one parent advocate/trainer and 100% have parent recruiters. Seventy-five percent of respondents reported statewide target service areas. Operating budgets ranged from \$49,001.00 (13%) to greater than \$150,000.00 (88%). Funding for OCOC programs is primarily from federal and state sources however, 75% percent reported receiving smaller amounts of funds from other private foundations and 38% benefit from private donations as well. Program Directors of these programs have a combined total of over 70 years in their current positions and over 90 years of experience with OCOC programs. Most directors have advanced degrees in human services or lengthy careers in human services.

The most reported function of the board of directors (88%) for these OCOC programs is to “recommend policy for strategic planning” with “review and recommend organizational approaches to ensure total quality assurance” second (75%), and “identify and assist with acquisition of external resources” third (63%). Almost 38% reported their board of directors “provide support for public information” and “provide advice for program monitoring”, but only 25% of boards “provide advice for evaluation” and 75% of respondents reported they have and follow a strategic plan. Half (50%) of respondents review their strategic plan annually and half (50%) of these strategic plans include plans for sustainability.

Twenty percent of survey respondents said they did not have personal computers for all their staff, however 100% said that staff has access to email. However, more than 60% have their own website and nearly 38% of these respondents update their website quarterly. A quarter (25%) of respondents use consultants or OCOC staff to manage their websites, one respondent (13%) uses and outside contractor.

All respondents (100%) hold regular staff meetings, with frequencies ranging from weekly to “as needed” (13%). Most respondents (38%) reported holding bi-monthly staff meetings and over 60% reported that their staff meets regularly with other providers, for the purpose of “improving collaboration” (100%). Additionally, 38% reported holding regular case conferences.

other foster care/adoption providers



Services

The information in this section provides a description of the OCOC services provided by survey respondents. Despite differences found in the number of staff in these programs there were more similarities in the types of services provided than differences.

All respondents (100%) report that they provide the core set of OCOC programs including church based outreach presentation to the community, church based outreach presentations to clergy, faith based presentation to community, receive adoption inquiries, recruit prospective families, and provide orientation sessions for prospective families. No respondents (100%) provide independent living services.

Most respondents (63%) provide pre-adoption training, but only half of respondents (50%) said they provide home study preparation. Another 38% of respondents provide adoption services, but only 13% provide supervision services for 6 months, but half (50%) said they do provide post placement support services. Only one responding agency provides pre-assessment for children and 25% of responding agencies provide youth mentoring services. Cultural diversity training is provided by only 25% of the OCOC organizations responding to the survey.

Half of the survey respondents did not report caseloads for staff, however, 25% have caseloads of 20. All respondents provide in-service training for staff on a variety of topics. All respondents currently collect data on prospective parents and 62% collect data on children. All respondents use the OCOC manual 38% have developed policies and procedures for program implementation. During the reporting year, approximately 2,500

National Network of Adoption Advocacy Programs Evaluation Report 2004-2005

adoption inquiries were processed by all the survey respondents resulting in over 700 families recruited to become adoptive parents. One hundred twenty one children were placed for adoption as a result of these efforts.

Collaboration

The information in this section provides a description of what groups survey respondents collaborate with, the types of collaboration and the perceived benefits of collaboration.

Collaboration With OCOC programs

All the survey respondents reported collaborating with other OCOC programs for the purpose of sharing information (100%) and 63% collaborated to “pool resources for common needs”. The purpose of collaborating for half (50%) of the respondents related to “marketing efforts”. Fewer respondents (25%) collaborated with other OCOC programs for the purpose of “working as a team with state agencies” and “working as a team with public and private licensed adoption providers”.

The greatest perceived benefit reported by respondents was “increased access to information” (63%). Half of respondents also said collaboration “enhanced their ability to develop collaborative arrangements with other faith based organizations” and “expand resources available to use for common activities”. Thirty seven percent of respondents said collaboration with other OCOC programs “enhanced their ability to work with state policy makers”. None of the respondents said collaboration with other OCOC programs “reduced waiting time for children”. “More families recruited to adopt” was not perceived as a benefit for collaborating with other OCOC programs for 63% of respondents.

Collaboration With Local and/or State Public Social Service Agencies

All survey respondents reported collaborating with local and/or state public social service agencies. Seventy-five percent of respondents collaborated with other public agencies for the purpose of “sharing information” and “working as a team with state agencies”. “Pooling resources”, “joint staff training”, and “marketing efforts” were the purpose for 63% of respondents for collaborating

Most respondents (63%) agreed that “more families recruited to adopt” was a benefit of collaborating with public local or state agencies, however only 25% thought collaborating with this group “reduced time for waiting children”. Most respondents (63%) also reported that collaboration with these agencies “increased access to information”, “expanded resources” and “enhanced OCOC programs ability to work with state policy makers”.

Collaboration With Private Child Welfare Agencies

Some survey respondents (38%) did not collaborate with private child welfare agencies at all. Those who reported collaborating (50%), said “sharing information” and “working as a team” was one purpose for collaboration. Twenty-five percent of respondents said “pooling resources”, “joint staff training” and marketing efforts” were reasons to collaborate with private child welfare agencies. Cultural diversity training and other types of retreats were other reasons OCOC respondents collaborated with private agencies.

The greatest benefit to collaborating reported by 38% of respondents was “more families recruited to adopt” and “enhanced ability to work with state policy makers”. Twenty-five percent of these same respondents reported that collaboration with private agencies “reduced time waiting for children”. An important note related to responses in this section is 25% of potential total number of respondents did not complete the section.

Barriers Associated With Collaboration

Barriers to collaboration fall into three categories; 1) Structural barriers (physical in nature, such as too far to travel) 2) Financial barriers (costs) and 3) Personal barriers (harder to define, but relate to the level of comfort in conducting business (trust and respect).

Structural and financial barriers were listed as barriers to collaboration with other OCOC programs. Telecommunication strategies were suggested as ways to overcome these barriers. Personal barriers were a barrier to collaborating with other adoption programs, however, respondents offered that barriers can be resolved.

Summary Questions

The purpose of the summary questions is to describe key baseline features related to OCOC vision, knowledge and outcomes. Responses to this section show more differences than any other section of the survey.

Three of the eight survey respondents (38%) said they disagreed with the statement, “I feel confident that OCOC programs share the same vision and purpose”. Fifty percent (50%) said they either disagreed or checked, “don’t know/not sure” that they were confident in their knowledge and understanding of the kinds and services other OCOC programs provide. Overall, 63% said they agreed that OCOC programs enhanced the child welfare system, and 13% said they did not know if it did, and 25% disagreed with the statement.

National Network of Adoption Advocacy Programs Evaluation Report 2004-2005

When asked if respondents were confident that OCOC programs benefit African American children awaiting adoption, nearly everyone (63%) said they agree or strongly agree with the statement. A small percent (25%) reported they strongly disagreed with this statement.

Respondents who said they feel confident about the future of OCOC programs were split, most (50%) either agreed or strongly agreed with the statement, "I feel positive about the future of OCOC programs". First hand knowledge of OCOC's involvement and success placing children was reported by more than half of respondents, but 38% of respondents said they strongly disagreed with the statement.

Next Steps

Half of One Church One Child programs in the United States responded to this survey. Given the small universe of potential respondents and the aggressive outreach efforts of NNAAP staff, the response rate poses questions in relation to the project's proposed goals and objectives and underscores the need for a unifying change agent.

Goal 1) Operate a national network, including collaboration and capacity building for programs in the network.

While half of OCOC programs appear to have strong foundations, provide a wide array of services and collaborate with each other, local and state agencies and private child welfare agencies, it's unknown whether other OCOC programs are as strong. Reluctance to participate in the survey suggests there are unknown issues OCOC programs are dealing with.

Goal 2) Identify diverse communities across the country needing programs that promote adoption.

This survey does not address diverse communities other than providers of services. Collaboration with other OCOC programs, public and private providers does occur according to survey results, however, collaboration with private providers is limited to a few OCOC programs. This suggests that working with diverse groups occurs less frequently thus demonstrating the need to increase efforts to impact this goal. The NNAAP pilot mini-grants targeting diversity will provide the project with information about implementation and sustainability of faith based adoption advocacy programs in diverse communities.

Goal 3) Create and support programs in locations which recruit and develop a pool of adoptive families, match them with children in foster care awaiting adoption, and provide post-adoption support to these families (as in the OCOC model).

Documentation and dissemination of the Lessons Learned from pilot mini-grants to all OCOC programs and child welfare program and policy personnel is critical.

Conclusion

This survey attempts to capture some of the key elements of the OCOC programs across the country. It is disappointing that all OCOC programs did not participate, and that National OCOC did not encourage participation. Therefore the project baseline represents a select group that may or may not be representative of OCOC programs as a whole. Since cooperation is part of collaboration it can be assumed that the collaborative capacity of OCOC programs not represented in the sample is limited. NNAAP has exhausted outreach efforts to these programs, therefore to maintain momentum, new outreach efforts should address goal 2 and 3.

All mini-grant recipients will be required to complete the survey and will serve as a comparison group since only one of these new grantees initially responded to the membership survey. Mini-grant recipients have been trained in the use of Quarterly Implementation Progress Reports (QIPR) to report progress to NNAAP. This is very useful for programs new to evaluation. The format allows the grantee to describe where they are in relation to their stated objectives as well as documentation describing any barriers and lessons learned from implementation. The first quarterly reports from new grantees is due January 15, 2005.

Frequencies Of National Network of Adoption Advocacy Programs Baseline Membership Survey

fiscal year

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid cal year03	2	25.0	25.0	25.0
fis year	6	75.0	75.0	100.0
Total	8	100.0	100.0	

board of directors

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	6	75.0	85.7	85.7
no	1	12.5	14.3	100.0
Total	7	87.5	100.0	
Missing System	1	12.5		
Total	8	100.0		

incorporated

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	6	75.0	85.7	85.7
no	1	12.5	14.3	100.0
Total	7	87.5	100.0	
Missing System	1	12.5		
Total	8	100.0		

when incorporated

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	25.0	25.0	25.0
111997	1	12.5	12.5	37.5
121995	1	12.5	12.5	50.0
1987	1	12.5	12.5	62.5
1988	1	12.5	12.5	75.0
31989	1	12.5	12.5	87.5
41986	1	12.5	12.5	100.0
Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

when 501C3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12.5	12.5	12.5
111997	1	12.5	12.5	25.0
122002	1	12.5	12.5	37.5
1998	1	12.5	12.5	50.0
31989	1	12.5	12.5	62.5
61992	1	12.5	12.5	75.0
61996	1	12.5	12.5	87.5
91989	1	12.5	12.5	100.0
Total	8	100.0	100.0	

clergy member

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 10.00	1	12.5	12.5	12.5
100.00	7	87.5	87.5	100.0
Total	8	100.0	100.0	

community based organization

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .00	6	75.0	85.7	85.7
3.00	1	12.5	14.3	100.0
Total	7	87.5	100.0	
Missing System	1	12.5		
Total	8	100.0		

State Department of Social Services

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .00	6	75.0	100.0	100.0
Missing System	2	25.0		
Total	8	100.0		

prospective families

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .00	6	75.0	85.7	85.7
5.00	1	12.5	14.3	100.0
Total	7	87.5	100.0	
Missing System	1	12.5		
Total	8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

other foster care/adoption providers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	6	75.0	85.7	85.7
	3.50	1	12.5	14.3	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

other/specify

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	6	75.0	85.7	85.7
	77.00	1	12.5	14.3	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

describe executive functions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		4	50.0	50.0	50.0
	9	2	25.0	25.0	75.0
	ED PD	1	12.5	12.5	87.5
	PD	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

management FTE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	1	12.5	12.5	12.5
	1.00	4	50.0	50.0	62.5
	2.00	2	25.0	25.0	87.5
	9.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

administrative support FTE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	37.5	37.5	37.5
	1.50	1	12.5	12.5	50.0
	2.00	2	25.0	25.0	75.0
	3.00	1	12.5	12.5	87.5
	9.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

program coordinator

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	1	12.5	14.3	14.3
	1.00	4	50.0	57.1	71.4
	5.00	1	12.5	14.3	85.7
	9.00	1	12.5	14.3	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

social worker

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	1	12.5	20.0	20.0
	2.00	2	25.0	40.0	60.0
	5.00	1	12.5	20.0	80.0
	9.00	1	12.5	20.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

parent advocate/trainer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	2	25.0	40.0	40.0
	.50	1	12.5	20.0	60.0
	2.00	1	12.5	20.0	80.0
	9.00	1	12.5	20.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

recruiters

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	1	12.5	25.0	25.0
	6.00	1	12.5	25.0	50.0
	9.00	1	12.5	25.0	75.0
	10.50	1	12.5	25.0	100.0
	Total	4	50.0	100.0	
Missing	System	4	50.0		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9.00	1	12.5	50.0	50.0
	31.50	1	12.5	50.0	100.0
	Total	2	25.0	100.0	
Missing	System	6	75.0		
Total		8	100.0		

target area served

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9	1	12.5	12.5	12.5
	DCMD	1	12.5	12.5	25.0
	state	6	75.0	75.0	100.0
	Total	8	100.0	100.0	

OCOC total budget

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	between 49,001 - 100,000	1	12.5	12.5	12.5
	>150,000	7	87.5	87.5	100.0
	Total	8	100.0	100.0	

how program funded

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	1	12.5	12.5	12.5
	federal	2	25.0	25.0	37.5
	state	4	50.0	50.0	87.5
	other	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

what % federal

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	37.5	50.0	50.0
	35	1	12.5	16.7	66.7
	75	1	12.5	16.7	83.3
	90	1	12.5	16.7	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

what % state

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	3	37.5	37.5	37.5
	65.00	1	12.5	12.5	50.0
	77.00	1	12.5	12.5	62.5
	100.00	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

what % local

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	4	50.0	66.7	66.7
	10.00	2	25.0	33.3	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

what % private foundations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	2	25.0	33.3	33.3
	2.50	1	12.5	16.7	50.0
	3.50	1	12.5	16.7	66.7
	10.00	1	12.5	16.7	83.3
	20.00	1	12.5	16.7	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

what % donations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	3	37.5	50.0	50.0
	2.50	1	12.5	16.7	66.7
	5.00	1	12.5	16.7	83.3
	15.00	1	12.5	16.7	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

what % other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	3	37.5	75.0	75.0
	65.00	1	12.5	25.0	100.0
	Total	4	50.0	100.0	
Missing	System	4	50.0		
Total		8	100.0		

project director's length of time in current position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.60	1	12.5	12.5	12.5
	2.90	1	12.5	12.5	25.0
	4.60	1	12.5	12.5	37.5
	7.00	1	12.5	12.5	50.0
	9.30	1	12.5	12.5	62.5
	13.60	1	12.5	12.5	75.0
	15.60	1	12.5	12.5	87.5
	16.70	1	12.5	12.5	100.0
Total		8	100.0	100.0	

project director's length of time with OCO

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.60	1	12.5	12.5	12.5
	7.00	1	12.5	12.5	25.0
	9.30	1	12.5	12.5	37.5
	10.00	1	12.5	12.5	50.0
	13.00	1	12.5	12.5	62.5
	13.60	1	12.5	12.5	75.0
	15.60	1	12.5	12.5	87.5
	16.70	1	12.5	12.5	100.0
Total		8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

project director's education & experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18	1	12.5	12.5	12.5
	28yrs ad	1	12.5	12.5	25.0
	adopt	1	12.5	12.5	37.5
	HS	1	12.5	12.5	50.0
	humserv	1	12.5	12.5	62.5
	lcsw36	1	12.5	12.5	75.0
	MA	1	12.5	12.5	87.5
	msw26	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	recommend policy for strategic plans	7	87.5	100.0	100.0
Missing	System	1	12.5		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	organizational approaches to ensure quality assurance	6	75.0	100.0	100.0
Missing	System	2	25.0		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	identify & assist with acquisition of external resources	5	62.5	83.3	83.3
	unknown	1	12.5	16.7	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	12.5	25.0	25.0
	2.00	1	12.5	25.0	50.0
	advice for data collection	2	25.0	50.0	100.0
	Total	4	50.0	100.0	
Missing	System	4	50.0		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	25.0	50.0	50.0
	2.00	1	12.5	25.0	75.0
	unknown	1	12.5	25.0	100.0
	Total	4	50.0	100.0	
Missing	System	4	50.0		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	37.5	50.0	50.0
	advice for program monitoring	3	37.5	50.0	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	25.0	40.0	40.0
	2.00	1	12.5	20.0	60.0
	support for program monitoring	1	12.5	20.0	80.0
	unknown	1	12.5	20.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	37.5	60.0	60.0
	advice for evaluation	2	25.0	40.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	25.0	50.0	50.0
	2.00	1	12.5	25.0	75.0
	support for evaluation	1	12.5	25.0	100.0
	Total	4	50.0	100.0	
Missing	System	4	50.0		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	37.5	50.0	50.0
	advice for public information	3	37.5	50.0	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	37.5	60.0	60.0
	support public information	2	25.0	40.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

functions of board of directors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		7	87.5	87.5	87.5
	medfund	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

have strategic plan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	6	75.0	75.0	75.0
	no	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

how often review strategic plan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	quarterly	1	12.5	14.3	14.3
	bi-annually	1	12.5	14.3	28.6
	annually	4	50.0	57.1	85.7
	as needed	1	12.5	14.3	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

strategic plan include sustainability plans

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	4	50.0	66.7	66.7
	no	2	25.0	33.3	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

strategic plan include upgrade technology

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	62.5	62.5
	no	2	25.0	25.0	87.5
	unknown	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

staff have personal computers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	6	75.0	75.0	75.0
	no	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

staff have email

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

OCOC program have website

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5	62.5	62.5	62.5
no	3	37.5	37.5	100.0
Total	8	100.0	100.0	

how often is website updated

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid quarterly	3	37.5	60.0	60.0
at least once a year	2	25.0	40.0	100.0
Total	5	62.5	100.0	
Missing System	3	37.5		
Total	8	100.0		

who manages the website

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid ococ staff member	2	25.0	40.0	40.0
consultant paid by job	2	25.0	40.0	80.0
outside contractor with contract	1	12.5	20.0	100.0
Total	5	62.5	100.0	
Missing System	3	37.5		
Total	8	100.0		

hold staff meetings

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

how often staff meetings held

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	weekly	2	25.0	28.6	28.6
	bi-monthly	3	37.5	42.9	71.4
	quarterly	1	12.5	14.3	85.7
	as needed	1	12.5	14.3	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

does your program have regular case conferences

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	60.0	60.0
	no	2	25.0	40.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

does your program staff meet regularly with other providers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	71.4	71.4
	no	2	25.0	28.6	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

does your staff meet w other providers to improve collaboration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	8	100.0	100.0	100.0

church based outreach presentations to community

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	8	100.0	100.0	100.0

church based outreach presentation to clergy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	8	100.0	100.0	100.0

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

faith based presentations to community

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

receive adoption inquiries

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

recruit prospective families

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

orientation sessions for prospective families

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

adoption services

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	3	37.5	37.5	37.5
no	5	62.5	62.5	100.0
Total	8	100.0	100.0	

home study preparation

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	4	50.0	50.0	50.0
no	4	50.0	50.0	100.0
Total	8	100.0	100.0	

pre-adoption training

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5	62.5	62.5	62.5
no	3	37.5	37.5	100.0
Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

placement services

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	25.0	25.0
	no	6	75.0	75.0	100.0
	Total	8	100.0	100.0	

supervision services for 6 months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	1	12.5	12.5	12.5
	no	7	87.5	87.5	100.0
	Total	8	100.0	100.0	

finalization services (circuit court petitions)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	1	12.5	12.5	12.5
	no	7	87.5	87.5	100.0
	Total	8	100.0	100.0	

post placement support services

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	4	50.0	50.0	50.0
	no	4	50.0	50.0	100.0
	Total	8	100.0	100.0	

adoptive parent support services

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	6	75.0	75.0	75.0
	no	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

pre-adoption assessment of children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	1	12.5	12.5	12.5
	no	7	87.5	87.5	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

youth mentoring services

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	2	25.0	25.0	25.0
no	6	75.0	75.0	100.0
Total	8	100.0	100.0	

independent living services

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid no	8	100.0	100.0	100.0

other

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	25.0	25.0	25.0
2	4	50.0	50.0	75.0
ment	1	12.5	12.5	87.5
retreat	1	12.5	12.5	100.0
Total	8	100.0	100.0	

provide cultural diversity training

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	2	25.0	25.0	25.0
no	6	75.0	75.0	100.0
Total	8	100.0	100.0	

average caseload

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 11.00	1	12.5	25.0	25.0
20.00	2	25.0	50.0	75.0
37.00	1	12.5	25.0	100.0
Total	4	50.0	100.0	
Missing System	4	50.0		
Total	8	100.0		

provide inservice training for staff

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

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	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	50.0	50.0	50.0
dhspol	1	12.5	12.5	62.5
grtwrec	1	12.5	12.5	75.0
licen	1	12.5	12.5	87.5
recrtcsh	1	12.5	12.5	100.0
Total	8	100.0	100.0	

program collect data on prospective parents

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

program collect data on children

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5	62.5	71.4	71.4
no	2	25.0	28.6	100.0
Total	7	87.5	100.0	
Missing System	1	12.5		
Total	8	100.0		

program have a plan to evaluate progress

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	7	87.5	87.5	87.5
no	1	12.5	12.5	100.0
Total	8	100.0	100.0	

describe evaluation plan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	75.0	75.0	75.0
contract	1	12.5	12.5	87.5
reviewmo	1	12.5	12.5	100.0
Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

does program have a policies & procedures manual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	7	87.5	87.5	87.5
	no	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

does program have curriculum for service delivery protocol

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	42.9	42.9
	no	4	50.0	57.1	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

does program use OCOC manual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	8	100.0	100.0	100.0

how many adoption inquiries received in 2003

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	120.00	1	12.5	12.5	12.5
	150.00	1	12.5	12.5	25.0
	204.00	1	12.5	12.5	37.5
	228.00	1	12.5	12.5	50.0
	299.00	1	12.5	12.5	62.5
	408.00	1	12.5	12.5	75.0
	467.00	1	12.5	12.5	87.5
	527.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

how many families recruited to become adoptive parents in 2203

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7.00	1	12.5	12.5	12.5
	33.00	1	12.5	12.5	25.0
	42.00	1	12.5	12.5	37.5
	50.00	1	12.5	12.5	50.0
	80.00	1	12.5	12.5	62.5
	83.00	1	12.5	12.5	75.0
	144.00	1	12.5	12.5	87.5
	325.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

how many children were placed for adoption

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7.00	2	25.0	25.0	25.0
	10.00	1	12.5	12.5	37.5
	14.00	1	12.5	12.5	50.0
	17.00	1	12.5	12.5	62.5
	20.00	1	12.5	12.5	75.0
	23.00	1	12.5	12.5	87.5
	30.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

program collaborate with other OCOC programs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	8	100.0	100.0	100.0

sharing information

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	8	100.0	100.0	100.0

pooling resources for common needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	62.5	62.5
	no	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

joint staff training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	25.0	25.0
	no	6	75.0	75.0	100.0
	Total	8	100.0	100.0	

marketing efforts

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	4	50.0	50.0	50.0
	no	4	50.0	50.0	100.0
	Total	8	100.0	100.0	

working as team with state agencies (DSS DJJ)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	25.0	25.0
	no	6	75.0	75.0	100.0
	Total	8	100.0	100.0	

working as team with public and private licensed adoption providers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	25.0	25.0
	no	6	75.0	75.0	100.0
	Total	8	100.0	100.0	

other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		3	37.5	37.5	37.5
	2	4	50.0	50.0	87.5
	conferen	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

more families recruited to adopt

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	37.5	37.5
	no	5	62.5	62.5	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

reduced time for waiting children

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid no	8	100.0	100.0	100.0

increased access to information

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5	62.5	62.5	62.5
no	3	37.5	37.5	100.0
Total	8	100.0	100.0	

expand resources available to use for common activities

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	4	50.0	50.0	50.0
no	4	50.0	50.0	100.0
Total	8	100.0	100.0	

enhanced ability to develop collaborative arrangements w faith based org

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	4	50.0	50.0	50.0
no	4	50.0	50.0	100.0
Total	8	100.0	100.0	

enhanced ability to work w state policy makers

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	3	37.5	37.5	37.5
no	5	62.5	62.5	100.0
Total	8	100.0	100.0	

other

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12.5	12.5	12.5
+clergy	1	12.5	12.5	25.0
2	5	62.5	62.5	87.5
nnaap	1	12.5	12.5	100.0
Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

no benefits

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid no	6	75.0	100.0	100.0
Missing System	2	25.0		
Total	8	100.0		

did your program collaborate with local and/or state public social service

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

sharing information

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	6	75.0	75.0	75.0
no	2	25.0	25.0	100.0
Total	8	100.0	100.0	

pooling resources

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5	62.5	62.5	62.5
no	3	37.5	37.5	100.0
Total	8	100.0	100.0	

joint staff training

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5	62.5	62.5	62.5
no	3	37.5	37.5	100.0
Total	8	100.0	100.0	

marketing efforts

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5	62.5	62.5	62.5
no	3	37.5	37.5	100.0
Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

working as a team with state agencies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	6	75.0	75.0	75.0
	no	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

working as team with public and private licensed adoption providers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	4	50.0	57.1	57.1
	no	3	37.5	42.9	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		2	25.0	25.0	25.0
	1	1	12.5	12.5	37.5
	2	5	62.5	62.5	100.0
	Total	8	100.0	100.0	

more families recruited to adopt

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	62.5	62.5
	no	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

reduced time for waiting children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	25.0	25.0
	no	6	75.0	75.0	100.0
	Total	8	100.0	100.0	

increased access to information

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	62.5	62.5
	no	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

expanded resources for common activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	62.5	62.5
	no	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

enhanced ability to develop collaborative arrangements with faith based orgs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	62.5	62.5
	no	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

enhanced ability to work with state policy makers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	4	50.0	57.1	57.1
	no	3	37.5	42.9	100.0
	Total	7	87.5	100.0	
Missing	System	1	12.5		
Total		8	100.0		

other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	12.5	12.5	12.5
	2	6	75.0	75.0	87.5
	funded	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

no benefit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	5	62.5	100.0	100.0
Missing	System	3	37.5		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

did your program collaborate with private sector child welfare agencies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	5	62.5	62.5	62.5
	no	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

sharing information

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	50.0	50.0
	no	3	37.5	50.0	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

pooling resources

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	33.3	33.3
	no	4	50.0	66.7	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

joint staff training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	33.3	33.3
	no	4	50.0	66.7	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

marketing efforts

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	33.3	33.3
	no	4	50.0	66.7	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

working team with state agencies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	50.0	50.0
	no	3	37.5	50.0	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

working as team with public & private licensed adoption providers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	50.0	50.0
	no	3	37.5	50.0	100.0
	Total	6	75.0	100.0	
Missing	System	2	25.0		
Total		8	100.0		

other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	25.0	25.0	25.0
	2	4	50.0	50.0	75.0
	cultural	1	12.5	12.5	87.5
	retreats	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

more families recruited to adopt

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	60.0	60.0
	no	2	25.0	40.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

reduced time for waiting children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	40.0	40.0
	no	3	37.5	60.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

increased access to information

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	40.0	40.0
	no	3	37.5	60.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

expanded resources for common activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	40.0	40.0
	no	3	37.5	60.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

enhanced ability to develop collaborative arrangements w faith based orgs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	2	25.0	40.0	40.0
	no	3	37.5	60.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

enhanced ability to work with state policy makers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	3	37.5	60.0	60.0
	no	2	25.0	40.0	100.0
	Total	5	62.5	100.0	
Missing	System	3	37.5		
Total		8	100.0		

other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	50.0	50.0	50.0
	2	4	50.0	50.0	100.0
	Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

no benefits

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid no	3	37.5	100.0	100.0
Missing System	5	62.5		
Total	8	100.0		

confident that OCOC programs share the same vision and purpose

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	1	12.5	12.5	12.5
disagree	2	25.0	25.0	37.5
agree	4	50.0	50.0	87.5
strongly agree	1	12.5	12.5	100.0
Total	8	100.0	100.0	

confident in my knowledge & understanding of the kinds of services other OCOC programs provide

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid disagree	2	25.0	25.0	25.0
agree	4	50.0	50.0	75.0
don't know or not sure	2	25.0	25.0	100.0
Total	8	100.0	100.0	

confident that OCOC programs enhance the child welfare system

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	2	25.0	25.0	25.0
agree	3	37.5	37.5	62.5
strongly agree	2	25.0	25.0	87.5
don't know or not sure	1	12.5	12.5	100.0
Total	8	100.0	100.0	

confident that OCOC programs benefit African American children waiting for adoption

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	2	25.0	25.0	25.0
agree	3	37.5	37.5	62.5
strongly agree	2	25.0	25.0	87.5
don't know or not sure	1	12.5	12.5	100.0
Total	8	100.0	100.0	

National Network of Adoption Advocacy Programs
 Evaluation Report 2004-2005

feel positive about the future of OCOC programs

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	1	12.5	12.5	12.5
disagree	2	25.0	25.0	37.5
agree	2	25.0	25.0	62.5
strongly agree	2	25.0	25.0	87.5
don't know or not sure	1	12.5	12.5	100.0
Total	8	100.0	100.0	

first hand knowledge of OCOC's involvement and success placing children

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	3	37.5	37.5	37.5
agree	1	12.5	12.5	50.0
strongly agree	4	50.0	50.0	100.0
Total	8	100.0	100.0	

barriers to collaborating with other OCOC programs

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid structural	1	12.5	16.7	16.7
no barriers	2	25.0	33.3	50.0
all three barriers	3	37.5	50.0	100.0
Total	6	75.0	100.0	
Missing System	2	25.0		
Total	8	100.0		

barriers to collaborating with other adoption programs

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid personal	1	12.5	16.7	16.7
no barriers	2	25.0	33.3	50.0
more than 1 barrier	2	25.0	33.3	83.3
all 3 barriers	1	12.5	16.7	100.0
Total	6	75.0	100.0	
Missing System	2	25.0		
Total	8	100.0		

permission to contact respondent

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	8	100.0	100.0	100.0

Survey Data Analysis
One Church One Child Baseline Survey

April 2004

Confident that OCOC programs share the same vision and purpose	confident in my knowledge & understanding of the kinds of services other OCOC programs provide	confident that OCOC programs enhance the child welfare system	Confident that OCOC programs benefit African American children waiting for adoption	feel positive about the future of OCOC programs	first hand knowledge of OCOC's involvement and success placing children	barriers to collaborating with other OCOC programs	barriers to collaborating with other adoption programs
8	8	8	8	8	8	6	6
0	0	0	0	0	0	2	2

Confident that OCOC programs share the same vision and purpose

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	1	12.5	12.5	12.5
disagree	2	25.0	25.0	37.5
Agree	4	50.0	50.0	87.5
strongly agree	1	12.5	12.5	100.0
Total	8	100.0	100.0	

38% of respondents said they disagreed with the statement, “I feel confident that OCOC programs share the same vision and purpose”, while 63% said they agreed with the statement.

Confident in my knowledge & understanding of the kinds of services other OCOC programs provide

	Frequency	Percent	Valid Percent	Cumulative Percent
disagree	2	25.0	25.0	25.0
agree	4	50.0	50.0	75.0
don't know or not sure	2	25.0	25.0	100.0
Total	8	100.0	100.0	

Fifty percent (50%) of survey respondents said they agreed with the statement, “I am confident in my knowledge and understanding of the kinds of services other OCOC programs provide.” However, another 50% said they either disagreed or checked, “don’t know/not sure”.

Percentages are rounded to the nearest whole number

Confident that OCOC programs enhance the child welfare system

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	2	25.0	25.0	25.0
Agree	3	37.5	37.5	62.5
strongly agree	2	25.0	25.0	87.5
don't know or not sure	1	12.5	12.5	100.0
Total	8	100.0	100.0	

Twenty five percent strongly disagreed with this statement and 25% strongly agreed with the statement, "I am confident that OCOC programs enhance the child welfare system." Overall 63% said they at least agreed that OCOC programs enhanced the child welfare system. One said they did not know.

Confident that OCOC programs benefit African American children waiting for adoption

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	2	25.0	25.0	25.0
Agree	3	37.5	37.5	62.5
strongly agree	2	25.0	25.0	87.5
don't know or not sure	1	12.5	12.5	100.0
Total	8	100.0	100.0	

Approximately sixty three percent (63%) of respondents said they agree or strongly agree that OCOC programs benefit African American children waiting for adoption. Twenty-five percent (25%) of respondents strongly disagreed with the statement.

Feel positive about the future of OCOC programs

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	1	12.5	12.5	12.5
disagree	2	25.0	25.0	37.5
Agree	2	25.0	25.0	62.5
strongly agree	2	25.0	25.0	87.5
don't know or not sure	1	12.5	12.5	100.0
Total	8	100.0	100.0	

Respondents who said they feel confident about the future of OCOC programs were split, but most (50%) either agreed or strongly agreed with the statement, "I feel positive about the future of OCOC programs." Thirty seven percent (37%) disagreed with the statement and 13% said they did not know or were not sure.

First hand knowledge of OCOC's involvement and success placing children

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	3	37.5	37.5	37.5
Agree	1	12.5	12.5	50.0
strongly agree	4	50.0	50.0	100.0
Total	8	100.0	100.0	

The responses to this question showed the most differences in answers. Fifty percent of respondents said they strongly agreed with the statement, "I have first hand knowledge of OCOC's involvement and success placing children." However, 38% said they strongly disagreed with the statement.

Barriers to collaborating with other OCOC programs

	Frequency	Percent	Valid Percent	Cumulative Percent
	1	12.5	16.7	16.7
no barriers	2	25.0	33.3	50.0
all three barriers	3	37.5	50.0	100.0
structural	6	75.0	100.0	
	2	25.0		
	8	100.0		

Twenty five percent (25%) of respondents said there were “no barriers” to collaborating with other OCOC programs. Approximately 38% of respondents said there were structural, financial and personal barriers to collaborating with other OCOC programs. Twelve percent said there were only structural barriers to collaboration.

Total System
 Total

Barriers to collaborating with other adoption programs

	Frequency	Percent	Valid Percent	Cumulative Percent
personal	1	12.5	16.7	16.7
no barriers	2	25.0	33.3	50.0
more than 1 barrier	2	25.0	33.3	83.3
all 3 barriers	1	12.5	16.7	100.0
Total	6	75.0	100.0	
System	2	25.0		
Total	8	100.		

Almost 17% of respondents said there were only personal barriers to collaboration with other adoption programs. Fifty percent said there were no barriers and another 17% said there are personal, structural and financial barriers to collaborating with other adoption programs. Twenty five percent of potential respondents did not provide an answer.

APPENDIX C

2003-2004 MINI-GRANT RFP



NNAAP Announces Three Mini-Grants

The National Network for Adoption Advocacy Programs (NNAAP) is a collaborative partnership including the leadership of One Church, One Child (OCOC) programs in Virginia, Oklahoma, and Illinois with other adoption programs across the country. The Network was funded in October 2003 by the Children's Bureau, part of the Federal Department of Health and Human Services to build capacity of faith-based adoption advocacy programs.

The Network announces three \$10,000 mini-grants to support the application, use and maintenance of the OCOC model in the recruitment of adoptive parents for children overrepresented in the foster care system, as defined by the Children's Bureau.

Faith based, private and public adoption and child welfare advocacy agencies are encouraged to apply. A copy of the application may also be downloaded from the NNAAP website at nnaap-ococ.org.

All applications must be either delivered to the NNAAP office or be postmarked by September 4, 2004.

Please forward questions to:

*Denise Wise
Field Coordinator
National Network of Adoption Advocacy Programs
5601 Chamberlayne Road
Richmond, VA 23227
804-377-1627
E-mail: DWise@NNAAP-OCOC.org*

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

**National Network of Adoption Advocacy Programs
2004 Mini-Grant Application**



NNAAP Mini-Grant General Information

The National Network for Adoption Advocacy Programs (NNAAP) is a collaborative partnership including the leadership of One Church, One Child (OCOC) programs in Virginia, Oklahoma, and Illinois with other adoption programs across the country. The Network was funded in October 2003 by the Children's Bureau, part of the Federal Department of Health and Human Services.

Our Mission

- *To build the capacity of the network members to use the OCOC recruitment and support model to achieve permanency for waiting children.*

Our Goals

- *To operate a national network of adoption advocacy programs modeled on the "One Church, One Child" concept of faith-based organizations partnering to make a difference.*
- *To identify diverse communities across the country needing programs that promote adoption.*
- *To create and support programs in these locations which recruit, develop and support a pool of adoptive families*

Our Purpose

The Network is dedicated to (1) supporting and enhancing the collaborative effectiveness of new and existing adoption advocacy programs modeled after the OCOC concept of "faith-based" partnering and (2) developing programs in diverse cultural communities that utilize the OCOC concept. To demonstrate and provide evidence for the realization of this purpose, three mini-grants of \$10,000 each will be awarded to adoption advocacy programs that address and demonstrate the specific areas of focus described below:

- 1) *NNAAP will award a \$10,000 mini grant to an existing OCOC modeled program to strengthen the capacity of its program in areas, such as operations, recruitment of volunteers, board and staff development, technology, collaboration, or evaluation to insure the viability of the organization. This focus area is for capacity building.*
- 2) *NNAAP will award a \$10,000 mini grant to a start-up program that utilizes the OCOC concept in a culturally diverse community. Traditionally the model has been utilized primarily in the African-American community; however, this grant is interested in working with programs in other cultural communities.*
- 3) *NNAAP will award a \$10,000 mini grant to a start-up or existing adoption advocacy program to pilot an OCOC program with a unique leadership composition. The program's board of directors or leadership must be representative of the diverse cultures of children awaiting permanency as defined by the Children's Bureau. A minimum of three cultures must be included in this pilot in order to qualify as "multicultural".*

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

Who Can Apply?

- *Faith-based adoption advocacy programs which have or are in the process of obtaining non-profit and 501(c) 3 status * which requires incorporation.*
**Applicable programs are required to submit documentation of filing for 501(c) 3 status and a copy of its Articles of Incorporation.*
- *Local or state agencies in collaboration with faith-based adoption advocacy programs.*
- *Private child-welfare agencies in collaboration with faith-based adoption advocacy programs.*

Checklist for Application

- Completed application must be postmarked on or by **September 4, 2004**
- Proposal
- Attachments
- Four copies of proposal.

Proposal Outline

- Cover Page (*Include organization's name, area of focus (1, 2, or 3), and date.*)
- Organizational History and Background
- Overview of Problem or Need
- Goals and Objectives
- Work Plan
- Program Evaluation
- Program Budget
***If budget exceeds grant amount please include list of other possible funding sources.*
- Future plans for program development

Attachments

- Agency Publication or Brochure
- Annual Operations Budget
- Letters of Support (3-5)
- List and Background of Staff
- List and Background of Board of Directors
- Copy of IRS 501(c)(3) Determination Letter or current Articles of Incorporation

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

Proposals should be *double-spaced* with text being printed in a *normal size 12 font*. Proposal must include an evaluation plan. Proposals should be four to eight (4-8) pages in length (not including the application cover page, itemized budget, and attachments) following the outline given previously.

Applications must be postmarked no later than September 4, 2004; *there will be no exceptions.*

Please mail all information to:

National Network of Adoption Advocacy Programs (NNAAP)

ATTN: Denise M. Wise, Coordinator

5601 Chamberlayne Road

Richmond, Virginia 23227

For questions, please call, 804.377.1627 or e-mail, DWise@NNAAP-OCOC.org

****E-mailed or faxed applications will not be accepted.**

A committee will review the application, and selected programs for funding will be notified on or by September 30, 2004. Grant disbursements will be for the 2004-2005 fiscal year.

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005



NATIONAL NETWORK OF ADOPTION ADVOCACY (NNAAP)
PROGRAMS MINI- GRANT APPLICATION
2004-2005

I. Program Information

New program

Existing program

II. Contact Information

Applicant/Organization _____

Contact Name and Title _____

Address _____

City _____ State _____ Zip Code _____

Daytime phone () _____ Evening phone () _____

Fax () _____ E-mail _____

Web Site URL _____ How did you hear about this mini-grant opportunity?

III. Grantee Training *Program representative to attend NNAAP grantee training (October, 2004. Location TBA)*

Contact information for representative

Name _____

Address _____ City _____ State _____

Zip Code _____ Contact # _____ E-mail _____

IV. Who does your program serve?

How many families does your organization serve? (*expected number for new group*) _____

How many children are (*or expected to be*) represented by these families? _____

What is the geographical make-up of your service area?

National Network of Adoption Advocacy Programs
Evaluation Report 2004-2005

____% Hispanic _____ % African-American _____% Native American ____% other specify

V. Proposal Abstract (3-5 lines)

Applicant Signature _____ Date _____
Position _____

APPENDIX D

LETTERS OF ACKNOWLEDGEMENT