



Muskingum County Adult and Child Protective Services



Avondale Youth Center



CHILD WELFARE LEAGUE
OF AMERICA
MEMBER AGENCY

David E. Boyer, MEd, LSW, Executive Director

Dear Prospective Foster/Adoptive Parent:

Thank you for your interest in becoming a foster/adoptive parent with our agency.

There is a need for families who are willing to open their hearts and share their homes with abused, neglected, and/or dependent children who live in Muskingum County.

Foster parenting and adoption can be both a challenging and rewarding experience as you provide nurturance and care for children who have suffered from severe family disruptions and a great deal of adversity in their lives.

Enclosed is information regarding our foster care program, including training topics, dates and times, and requirements for certification. Also, we have enclosed some information about our agency. Foster and/or Adoptive applications are given out at the end of the pre-service training, unless otherwise formally requested. Complete MCCA Foster Parent and Adoption Policy and Procedure Manuals are available upon request. The Ohio Adoption Guide (JFS1675) is a great overview of services, programs and subsidies that the adoptive parent could be eligible. This guide is also available upon request or can be accessed at www.odjfs.state.oh.us/forms. A prospective adoptive parent may also apply to the Department of Job and Family Services for a loan from the state adoption assistance loan fund (contact DJFS for more information).

If you would like to learn more about the challenges and rewards of being a foster and/or adoptive parent, please contact a foster care coordinator or adoption coordinator at (740) 455-6710. They would be happy to answer any questions you may have.

Sincerely,

A handwritten signature in cursive script that reads "Melissa Wood".

Melissa Wood
Protection and Permanency Supervisor

Enclosures





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FOSTER CARE CRITERIA

1. At least 21 years of age.
2. Legally married couple, single person, co-parents.
3. Sufficient income to meet the family's basic needs.
4. Working parents of preschool children must have agency approved daycare.
5. Healthy family relationships.
6. Ability to work cooperatively with the agency.
7. Ability to accept a foster child as part of their family group, but with the understanding that a foster child's placement is only temporary.
8. Ability to provide an opportunity for spiritual growth which does not conflict with the broad religious preference of the birth parents.
9. All household members must be in good health (physician statements are required).
10. Ability to work cooperatively with the foster child's birth family.
11. Ability to discipline in a firm, yet consistent manner, for all children in the home.
12. If well or spring water is used, a safe test result from your local County Health Department is required. There is a cost for this and the agency will pay the fee.
13. A fire inspection by the State Fire Marshall or certified local fire authorities.
14. Criminal Record will be checked for all household members 18 years and older on city, county, state (BCII) and federal levels (FBI).
15. Complete 36 hours of pre-service training plus 2 hours of Agency policies and procedures.
16. Patience to endure 3 months minimum of paperwork, interviews, and investigation.
17. Recertified every two years after completing 40 hours of training for each caregiver.
18. Foster caregivers receive a reimbursement stipend for the foster child while in their home.

| | |
|----------------------|-----------------|
| 0 - 11 years of age | \$30.00 per day |
| 12 - 13 years of age | \$32.00 per day |
| 14-15 years of age | \$35.00 per day |
| 16-17 years of age | \$37.00 per day |

We also provide medical, dental, prescriptions, optical, and initial clothing for the child (if needed) once the foster child enters care.



ASSESSMENT PROCESS AND CRITERIA

OAC 5101:2-7-02 AND 5101:2-5-13 (A)(4)

Revised/Effective 7/1/09

Foster caregivers have the greatest influence on the adjustment and development of the children in the foster home. Many of these children have been abused or neglected, come from unstable family environments, and have a poor self-image. Therefore, it is vital that foster caregivers are emotionally and physically healthy and can provide a stable, nurturing environment in order to meet the needs of each child. Throughout the assessment process, more commonly known as the home assessment or homestudy, it is the mutual responsibility of the agency and the prospective foster caregivers to assess their strengths and needs as caregivers, based on the general requirements as specified in OAC 5101:2-7-02. In addition, the ability of the prospective caregivers to communicate effectively with others, to share the parenting responsibilities with the agency and birth family, the ability to help children develop positive self-esteem, to help children learn appropriate behavior, and their understanding of the impact on their own family while providing foster care will be assessed.

FOSTER CRITERIA

Persons initially requesting a foster caregiver license or an adoption approval are required to complete the following assessment procedures. Other issues may be required at the agency's discretion. Foster parent applicants will start with the completion of the JFS 01691 Application for Child Placement. All foster care applicants must be legal residents of the United States and reside in the state of Ohio. As stated in OAC 5101:2-7-02 (A-G), foster caregivers shall be at least 21 years old, but may be single, married, or co-parents (two adults, related or unrelated) who live together in the same household, and share parenting responsibilities. Each couple will be assessed on the merits and stability of their relationship. At least one caregiver in the home shall be able to read, write, and speak in English. There must be effective communication between the caregiver, the child, and the agency.

Income must be sufficient to meet the needs of the household and make timely payments of shelter costs, utility bills, food costs and other debts. Foster caregivers must be free of any physical, emotional, or mental conditions that would endanger the child or impair the caregivers' parenting ability.

OAC 5101:2-7-02 (I) states that a foster caregiver or any member of the household 18 years of age or older shall not have been convicted of, or pleaded guilty to a felony offense within the last ten years. Therefore, all applicants will be required to complete the BCII (Bureau of Criminal Identification and Investigation) prescribed criminal records check form and a set of fingerprint impressions. These impressions can be taken at the Muskingum County Children Services. The agency shall submit this record check and evaluate the findings. A foster caregiver or any member of the household 18 years of age or older shall not have been guilty of, or pleaded guilty to a misdemeanor offense during the last three years. The exceptions being listed in the OAC 5101:2-7-02.

The agency will use these licensing rules to evaluate any and all criminal offenses found in the record check. The agency will also do local and county-wide record checks. All foster care applicants will also complete an FBI record check during the initial home study. Once a foster care applicant is licensed they, and each household member 18 years and older, will be required to submit to a BCII check at the minimum of once every four years.

Prior to certification or recertification, the foster care applicant shall notify the agency of the revocation of any foster home license, certificate, or other similar authorization in another state occurring within the five years prior to the date of application to become a foster caregiver in this state. The failure to notify of the revocation shall be grounds for denial of the application or revocation of the certificate. If the person has had a revocation within the past 5 years a foster home certificate will not be issued.

A Central Registry search, in addition to a SACWIS search will be conducted to search for any abuse or neglect report history on all applicants and household members.

The assessment activities included as part of the homestudy are home visits and interviews with the family members by an agency representative, completing questionnaires on such areas as family background, family financial situation, communication, working with the foster child, and completing a written autobiography. A home site and safety audit (JFS 01348) must be completed by the worker, a fire inspection, and water well testing completed. The prospective foster caregivers will also be asked to sign a release of information, authorizing the agency to check with at least three (3) unrelated references (if applicant was previously certified as a foster caregiver or provided care and supervision of children additional references will be obtained), law enforcement agencies, previous licensing agencies, medical personnel, school personnel, or others. In some situations, prospective caregivers may be asked to submit additional documentation from mental health assessment and counseling, substance use assessment, counseling, etc.

The agency has the responsibility and the authority to place the foster child in the most appropriate home available. The agency also has the right not to place children in a foster home. No children will be placed in the home until all assessment activities are completed and the foster care license has been issued from the state of Ohio and received by this agency.



I AM A CHILD

I am a child.
All the world awaits for my coming.
All the earth watches with interest
to see what I shall become.
The future hangs in the balance,
for what I am
the world of tomorrow will be.

I am a child.
I have come into your world
about which I know nothing.
Why I came I know not.
I am curious.
I am interested.

I am a child.
You hold in your hand my destiny.
You determine largely
whether I shall succeed or fail.
Give me, I pray you
those things that make for happiness.
that I may be a blessing to the world.

~~This statement, written in Chinese and English, appears at the entrance to the Guideposts Kindergarten in Hong Kong.~~

Frequently Asked Questions

1. WHAT IS FOSTER CARE?

Foster care is one of the many services available through Muskingum County Children Services. In foster care, children committed to the custody of Muskingum County Children Services by court action are placed by the agency into the homes of families who have been state licensed. These families provide a supportive, nurturing, and caring environment and assume the parenting role of the child while the agency's professional staff works with the children's birth parents.

2. WHO ARE THE FOSTER CHILDREN?

Foster children have one thing in common. They cannot live with their parents. Because of family stress/crisis caused by such things as substance abuse, financial stress, mental or physical illness, severe marital stress, physical, emotional, and/or sexual abuse, loss of parent through death, divorce, desertion, or inadequate knowledge or ability to care for and supervise children, these kids' parents are unable to care for them at the present time.

Foster children come into our custody through a private court hearing before the juvenile court judge. There, the judge decides whether or not the children are dependent, neglected, and/or abused and whether or not custody will be given to Children Services.

Foster children range in age from newborn to 18, and in certain cases, up to age 21 years of age. They can be either male or female.

3 YOU SAY THE KIDS GO BEFORE THE JUDGE. DOES THIS MEAN THEY ARE DELINQUENT?

~~No! The hearing is a dependency, abuse, or neglect hearing, not a delinquency hearing.~~ Foster children come into our care primarily through no fault of their own. Most times, children are not present during these hearings. Some of our children, particularly our teens, have had unruly charges placed against them and are on probation or house arrest.

4. WHO ARE FOSTER PARENTS?

Foster parents are loving, caring people living in our community who have strong parenting skills with the capacity to take a child who is not their own into their homes and give them the understanding, patience, security, and structure that each individual child needs.

Foster parents must be able to understand and meet the special needs of a child who has suffered abuse and/or neglect, as well as separation from his/her family.

Foster parents must be committed to helping children through their problems with a positive and caring attitude toward birth parents at the time of visits and during the reunification process as the child returns home.

**5. WHAT DO I HAVE TO DO TO BECOME A FOSTER CAREGIVER?
HOW LONG DOES IT TAKE?**

Once you have made your initial contact and received the initial packet, the next step is the training process. The training is 33 hours of foster training. This is an educational opportunity to learn more about the program such as agency rules and policies, how abuse and neglect affect a child's development, how to help the child through the separation trauma, and help the child learn appropriate behaviors. You need to be well prepared for the fostering experience, and this is one way of meeting that need.

The next step is the home assessment, or "homestudy." During this time, the foster care coordinator/adoption assessor will meet with a family, usually in their own home, to assess the physical structure of the home, family relationships, and your strengths and needs as a foster family. The home assessment generally takes two to three months to complete.

6. ARE THERE CHILDREN WAITING TO BE PLACED NOW?

There are no children waiting. However, there is no definite answer to this question. An average of five children are placed each month. This number has steadily grown as Muskingum County's awareness of child neglect and abuse has grown. As this number grows, more and more of our children must be placed outside of our community.

Thus, there is a great need for more foster homes. We need a reservoir of foster families waiting for children to be placed with them. We need foster homes for children needing long-term care from several months to several years, as well as short-term care of a few days to several months. The agency would like to match foster parents' strengths with children's weaknesses, so that the child can grow much quicker.

7. DO YOU HAVE TO BE MARRIED?

No. If you are single, widowed, or divorced, you may become a foster parent. Co-parents will also be assessed. If you are a couple, you must have been together for at least one year. There must be a strong evidence of stability.

8. IF I AM INTERESTED, BUT MY SPOUSE IS NOT, CAN I BE LICENSED TO BE A FOSTER PARENT?

No! Successful foster care demands the commitment of all members of your family, yourself, your spouse, and your children. Foster care is a family affair.

9. IF WE BOTH WORK, CAN WE STILL BE FOSTER PARENTS?

Yes. The state of Ohio requires that the foster parents for preschoolers use agency approved daycare. Both parents can work so long as supervision is provided by a competent person. The agency does not pay for daycare.

10. ARE FOSTER PARENTS PAID TO DO THIS?

No! Foster parents are professional volunteers. They give a lot of their own expense, both emotionally and physically. They do receive a stipend for the foster child while he/she is in their home as a partial reimbursement toward the cost of food, shelter, upkeep of clothing, school supplies, gasoline for transportation, and other such needs.

11. WHAT DOES THE AGENCY PAY FOR?

The agency supplies the monthly reimbursement. Medical expenses such as doctor, dentist, and prescriptions for the foster child are paid by the agency, supplied by a medical card, or parent's insurance. The agency will also provide for the initial clothing needs when the child is first placed into care, if needed. The Adopt-A-Child Christmas Program purchases gifts for all foster children, which helps reduce expenses for a family during a time that may be financially stressful.

12. HOW IS IT DETERMINED WHAT KIDS I GET?

Through the foster homestudy, the family and foster care coordinator come to a joint decision about the age, sex, and number of children the family will be able to work best with. Once a child who falls in that category needs a placement the foster care worker will contact you and give as much background information as possible about the child. From there, it is the family's decision whether or not to take the child.

13. HOW DO FOSTER PARENTS FIT INTO THE OVERALL PLAN FOR A CHILD?

The agency provides initial information on foster care, training sessions, the homestudy, and recommendation for certification and continuing education for foster parents.

In placement, the agency maintains custody of the child and is, therefore, responsible for the major decisions and planning for the child. The agency respects the foster parents' responsibility for day-to-day decision making with the child. The agency gives support to the family and the child through individual and family interviews and counseling as needed. The caseworker maintains a relationship with each child through visits and counseling. The child will probably maintain continued visitation with parents.

14. WHY SHOULD I BE INTERESTED IN THE FOSTER PROGRAM?

There are serious demands in the foster care program, but there are also gifts. While the rewards are personal and vary from parent to parent, one theme runs throughout. Foster parents most often express the joy of "fostering" as the ability to watch, help, and see a young person grow into a whole human being or at least make steps toward that goal during their stay with them.

Foster parents have felt that the challenge, the importance of their contribution, and the satisfaction have kept them young and active. As one foster mother expresses, "Whatever you sow, so shall you reap."

15. WHAT KIND OF FAMILIES ARE WE LOOKING FOR?

EFFECTIVE COMMUNICATORS – Foster parents and adoptive parents must be able to have positive interactions with their own family members, neighbors, and others in the community; educational, medical, mental health, social service, and other professionals; and, especially with children and very often with children's birth families.

Specific communication skills include: active listening, paraphrasing, asking questions, clarifying issues, identifying your own and others' feelings, and describing behaviors. Good communicators will talk with other adults and children without "double messages," whining, moralizing, lecturing, ridiculing, scolding, complaining, and judging. One of the most important communication skills is the ability to express feelings and share information with others who reflect different outlooks because of their own life experiences, age, culture, values, and abilities.

SHARED PARENTING – Foster parents must share planning and caring for children with Muskingum County Children Services staff. They also must share parenting with the birth family, if not through direct contact, then through the child's feelings about the birth family.

Adoptive parents must share planning and caring for children with the agency until the adoption is finalized. They must also share parenting with birth parents, if not through direct contact, then through the child's feelings about their family of origin. Therefore, foster parents and adoptive parents must demonstrate an ability and comfort level with helping children feel comfortable with their many sets of parents.

HELPING DEVELOP A POSITIVE IDENTITY AND SELF-ESTEEM – Children who have been abused, neglected, or sexually abused often blame themselves for their family's problems. Rejections from birth families and perhaps other foster families or adoptive families also contribute to a poor self-image and identity confusion. Foster parents and adoptive parents have to demonstrate an ability to help children understand and Heal with their family and placement history in a non-judgmental way, and, in a way, that will help children feel good about who they are.

16. WHAT DO I HAVE TO DO TO BECOME A FOSTER PARENT?

Contact: Muskingum County Children Services
205 N. 7th Street – PO BOX 157
Zanesville, OH 43702-0157
(740) 455-6710

Complete MCCS Foster Parent Policy & Procedure Manual available upon request.



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Standards of Conduct

Standard of Conduct with regard to the performance of employees and contractors/providers related to compliance with the Multiethnic Placement Act of 1994 as amended by Section 1808 of the Small Business Job Protection Act of 1996, 42 U.S.C. 622(b)(9), 71(a)(18), 674(d), and 1996(b) (MEPA) and Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq (Title VI), as they apply to foster care and adoption process, without superseding the provisions of the ICWA. These Standards of Conduct prohibit policies, procedures, or actions which serve to:

- Deny any person the opportunity to become a foster caregiver or an adoptive parent on the basis of race, color, or national origin of that person or of the child involved; or
- Delay or deny any placement of a child in foster care or for adoption on the basis of the race, color, or national origin of the foster caregiver(s), of the adoptive parent(s), or of the child involved.

Permissible Actions:

MEPA and Title VI permit the following actions as they apply to the foster care or adoption process:

1. Asking about and honoring any initial or subsequent choices made by prospective foster or adoptive parents regarding what race, color, or national origin of child the prospective foster or adoptive parents will accept.
2. Honoring the decision of a child twelve years of age or older to not consent to adoption when that decision has been approved by a court pursuant to Section 3107.06 of the Ohio Revised Code.
3. Providing information and resources about fostering or adopting a child of another race, color, or national origin to prospective foster or adoptive parents who request such information and making known to all families that such information and resources are available.
4. Considering the request of a birth parent(s) to place the child with a relative or non-relative identified by name.
5. Considering the race, color, or national origin of the child as a possible factor in the placement decision when compelling reasons serve to justify that race, color, or national origin need to be a factor in the placement decision pursuant to 5101:2-48-13 and 5101:2-42-18 1 of the Ohio Administrative Code. These rules permit consideration of race, color, or national origin if an Individualized Child Assessment (JFS 01688) completed pursuant to these rules indicates the child has needs related to race, color, or national origin that should be taken into account when placing the child. Even when the facts of a particular case allow consideration related to race, color, or national origin, this consideration shall not be the sole determining factor in the placement decision.

6. Promoting cultural awareness, including awareness of cultural and physical needs that may arise in the care of children of different races, ethnicities, and national origins as part of the training which is required of all applicants who seek to become foster or adoptive parents.
7. Documenting verbal comments, verbatim, or describing in detail any other indication made by a prospective foster or adoptive family member living in the household or any other person living in the household reflecting a negative perspective regarding the race, color, or national origin of a child for whom the prospective foster or adoptive family has expressed an interest in fostering or adopting. The documentation shall indicate whether those comments were made before or after completion of the cultural diversity training which is required for all foster and adoptive applicants. Documentation shall be included in the family's home study, update, or an addendum to the home study or update prior to consideration of placement or a matching conference. A matching conference is the process of determining the most appropriate adoptive family for the child based on the child's special needs. The matching committee may consider the information in determining if the placement is in the child's best interests.

Prohibited Actions:

MEPA and Title VI prohibit the following actions as they apply to the foster care or adoption process:

1. Using the race, color, or national origin of a prospective foster or adoptive parent to differentiate between placements.
2. Honoring the request of a birth parent(s) to place a child with prospective foster or adoptive parent(s) of a specific race, color, or national origin, unless the birth parent(s) identifies a relative or non-relative by name and that person is found to meet all relevant state child protection standards, provided that the agency determines that the placement is in the best interests of the child.
3. Requiring a prospective adoptive family to prepare or accept a transracial adoption plan.
4. Using "culture" or "ethnicity" as a proxy for race, color, or national origin.
5. Delaying or denying placement of a child based upon the geographical location of the neighborhood of the prospective foster or adoptive family whenever geography is being used as a proxy for:
 - the racial or ethnic composition of the neighborhood;
 - the demographics of the neighborhood; or
 - the presence or lack of presence of a significant number of persons of a particular race, color, or national origin in the neighborhood or any similar purpose.
6. Requiring extra scrutiny, additional training, or greater cultural awareness of individuals who are prospective foster or adoptive parents of children of a different race, color, or national origin than required of other prospective foster or adoptive parents.
7. Relying upon general or stereotypical assumptions about the ability of prospective foster or adoptive parents of a particular race, color, or national origin.

8. Relying upon general or stereotypical assumptions about the ability of prospective foster or adoptive parents of a particular race, color, or national origin to care for or nurture the sense of identity of a child of another race, color, or national origin
9. “Steering” prospective foster or adoptive parents away from parenting a child of another race, color, or national origin. “Steering” is any activity that attempts to discourage prospective foster or adoptive parents from parenting a child of a particular race, color, or national origin.
10. Requiring an ongoing, foster care, or adoption worker or contractor to justify a proposed placement for the reason that the race, color, or national origin of the child is different from that of the family whom the worker is proposing as the child’s foster caregiver and adoptive parent.

Additional Information:

Employees or contractors/providers who desire more information about MEPA and Title VI as related to the adoption and foster care process may contact:

Beth Dalrymple, MEPA Monitor
Muskingum County Adult and Child Protective Services
(740) 455-6710

MEPA Complaint Procedure:

Any person who believes that MCACPS, any other public or private Ohio adoption or foster care agency, or the Ohio Department of Job and Family Services has policies or procedures that violate MEPA and Title VI may file a complaint. In addition, anyone who believes that he or she was intimidated, threatened, coerced, discriminated against, or otherwise retaliated against in some way because he or she made a complaint, testified, assisted, or participated in any manner in an investigation related to alleged discrimination on the basis of race, color, or national origin in the foster care or adoption process may also file a complaint. Individuals who may file a complaint include but are not limited to the following:

- a foster or adoptive parent or other member of a foster or adoptive family
- a prospective foster or adoptive parent or other family member
- an employee or former employee of MCACPS or any other Ohio adoption or foster care agency

Individuals who wish to file a complaint must complete the “Discrimination Complaint Form” (JFS 02333). This complaint may be filed with any of the following:

- Muskingum County Adult and Child Protective Services
Attention: **Beth Dalrymple**
205 North 7th Street, 2nd Floor
Zanesville, Ohio 43701
- Ohio Department of Job and Family Services
Bureau of Civil Rights
30 East Broad Street, 37th Floor
Columbus, Ohio 43266-0423
- Any other public or private Ohio foster care or adoption agency



If the complaint is filed with MCACPS's MEPA Monitor or with any other public or private Ohio foster care or adoption agency, the MEPA Monitor or other public or private agency must forward the complaint within three business days to the Bureau of Civil Rights of ODJFS for investigation. ODJFS must complete the investigation within 90 days of receipt of the complaint, unless unusual circumstances prevent it from completing the investigation within that time frame. ODJFS will provide a copy of the investigation report to the complainant and to the agency that is the subject of the complaint.

For contractors/providers performing foster care or adoption services on behalf of MCACPS, these enforcement requirements shall include discipline in accordance with the contractor/provider's personnel policy and may include contract termination.

These enforcement requirements, which could include suspension and/or removal, are applied in accordance with applicable employment law and union contracts.

Corrective Action Plan:

MCACPS shall provide for the submission of a corrective action plan whenever an investigation conducted by ODJFS, pursuant to Rule 5101:2-33-03 of the Administrative Code, results in a finding that an agency employee or contractor/provider engaged in discriminator acts, policies, or practices. If the finding involves a discriminatory act, policy, or practice by a contractor/provider or subcontractor, MCACPS shall develop the corrective action plan in collaboration with the contractor/provider or in collaboration with the contractor/provider and subcontractor.

The corrective action plan shall:

- address how MCACPS will prevent future violations by that employee or contractor/provider or subcontractor, and
- be submitted to ODJFS within thirty days of notification of the findings of the investigation.

MCACPS shall provide a copy of these Standards of Conduct to each employee or contractor/provider who is:

- engaged in the placement of children into foster care or for adoption, or
- engaged in the recruitment, assessment, approval, or selection of foster or adoptive families.

Employees or contractors/providers shall receive a copy of the written Standards of Conduct. If these Standards of Conduct are revised, employees and contractors/providers shall receive a copy of the revised Standards of Conduct within 30 days of the completion of any revisions. New employees or contractors/providers shall receive a copy of the written Standards of Conduct within thirty days of their hire date or the effective date of their contract. MCACPS and contractors/providers shall ensure that these Standards of Conduct are provided to their employees and subcontractors.

GRIEVANCE PROCEDURE
OAC 5101:2-5-13 (A-9)

The agency shall provide the opportunity to hear grievances from foster caregivers concerning certification, recertification, complaints of discrimination involving race, color, or national origin (RCNO), or any action taken by the agency regarding its foster caregivers. Caregivers will also be given a copy of the grievance procedure.

The agency will be consistent and fair in this process. Explanations will be given for the action(s) being taken, with a treatment plan provided for implementation by the foster caregivers. The foster caregivers can be re-evaluated for recertification, at their request, by the foster care coordinator after completion of the required treatment plan.

Muskingum County Children Services will continue to abide by the highest standards and policies to maintain the best foster homes available. Each family will be evaluated according to its individual situation. If, for any reason, the agency feels it necessary to refuse to recertify, revoke certification, or take another action regarding the foster caregivers, the following process will be followed:

1. The foster care coordinator will meet with the foster caregivers to explain the reasons (with specific rules violated) for the action being taken. Caregivers will also be given a copy of the grievance procedure. The foster care coordinator will follow this up with a written explanation.
2. Should the foster caregivers disagree with the action taken, they may make a written/verbal request, within seven (7) working days, for a conference with the protection and permanency unit supervisor. The supervisor will conduct a hearing and report the result to the foster caregivers, in writing, within fourteen (14) working days of receiving the written/verbal request.
3. If the foster caregivers desire to appeal, they may make a written request for a conference with the executive director for a hearing within fourteen (14) days from the decision of the supervisor. The Executive Director will, within fourteen (14) working days, hold a hearing to decide the status of the grievance. The results shall be provided in writing to all parties concerned, including one to foster caregiver and one to foster care coordinator for the file.
4. If necessary, a recommendation for revocation of the license is then sent to the State of Ohio Department of Human Services to process, according to O.A.C. 5101:2-5-25 (A-H), for a final decision to be determined by the state.

Any individual may file a complaint alleging a discriminatory act, policy or practice involving RCNO in the foster care or adoption process. Any person, including but not limited to, an employee, former employee of a PCSA, PCPA, or PNA, or member of a family which has sought to become a foster caregiver or adoptive parent, may also file a complaint alleging that he or she was intimidated, threatened, coerced, discriminated against or otherwise retaliated against in some way by a PCSA, PCPA, PNA, or by ODJFS due to the individual making a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing in connection with an allegation that a PCSA, PCPA, PNA or ODJFS engaged in discriminatory acts, policies, or practices as it applies in the foster care or adoption process.

The complaint shall be filed using the JFS 02333 "Discrimination Complaint Form." It shall be filed within two years from the date of the occurrence of the alleged discriminatory act; or two years from the date upon which the complainant learned or should have known of a discriminatory act, policy or practice. The complaint may be filed with any PCSA, PCPA or PNA; The Ohio Department of Job and Family Services, The United States Department of Health & Human Services (HHS), or The Office for Civil Rights (OCR). When the complaint is received by a PCSA, PCPA, or PNA, the agency shall forward the complaint to ODJFS within three working days of receipt of the complaint.

If the agency is the subject of the complaint it shall not initiate, conduct, or run concurrent investigations surrounding the complaint or take any further action regarding the complainant or the subject of the complaint until the issuance of the final investigation report by ODJFS, unless approved by ODJFS. The agency will cooperate fully with ODJFS during the course of the investigation and shall submit any information requested by ODJFS not later than fourteen days from the date of the request, unless otherwise agreed upon.

No person who has filed a complaint alleging a discriminatory act, policy or practice involving RCNO in the foster care or adoption process of the agency, or who has testified, assisted or participated in any manner in the investigation of a complaint shall be intimidated, threatened, coerced, or retaliated against by any employee or contractor of the agency.

The agency shall provide a written notice of the procedures for any complaints of discrimination in the foster care or adoption process that involve RCNO within thirty days of the effective date to all foster caregivers certified or in the process of certification and to all individuals who have approved adoptive homestudies or who are participating in the adoptive homestudy process on the effective date. The agency will provide a written notice of this procedure to all individuals inquiring about or applying to be a foster caregiver or adoptive parent. This notice will be included in the initial information folder which is distributed within seven days to all inquiries of the foster caregiver and adoptive parent program.

Ohio Department of Job and Family Services
DISCRIMINATION COMPLAINT

Bureau of Civil Rights
 30 E. Broad Street, 30th Floor
 Columbus, Ohio 43215-3414
 (614) 644-2703 or Toll Free 1-866-227-6353 FAX 614-752-6381
Assistance with completion of this form shall be provided.

| | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| 1. Name: <i>(Last)</i> | | <i>(First)</i> | <i>(Middle Initial)</i> | |
| Home Address <i>(Number and Street)</i> | | | 2. Work Phone Number <i>(###) ### - ####</i> | |
| <i>(City)</i> | | <i>(Zip)</i> | 3. Home Phone Number <i>(###) ### - ####</i> | |
| 4a. On what basis do you believe you have been discriminated against? <input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> Religion <input type="checkbox"/> Sex <input type="checkbox"/> Disability <input type="checkbox"/> National Origin <input type="checkbox"/> Age <input type="checkbox"/> Political Belief (Food Stamps Only) | | | 4b. Program/Services Area <input type="checkbox"/> Adoption/Foster Care/Child Welfare <input type="checkbox"/> Unemployment <input type="checkbox"/> WIOA <input type="checkbox"/> Child Support <input type="checkbox"/> Health Services <input type="checkbox"/> TANF <input type="checkbox"/> Food Stamps <input type="checkbox"/> Other _____ | |
| 5. Race of the Complainant <input type="checkbox"/> American Indian/Alaska Native <input type="checkbox"/> Native Hawaiian/Other Pacific Islander <input type="checkbox"/> Asian <input type="checkbox"/> White/Caucasian <input type="checkbox"/> Black/African American <input type="checkbox"/> Other _____ | | | 6. Complainant's Ethnicity <input type="checkbox"/> Hispanic/Latino <input type="checkbox"/> Not Hispanic/Latino | |
| | | | 7. Sex of the Complainant <input type="checkbox"/> Male <input type="checkbox"/> Female | |
| 8. Name the agency you believe has discriminated against you: | | | <i>(County)</i> | |
| 9. Location: <i>(Number and Street)</i> | | <i>(City)</i> | <i>(State)</i> | <i>(Zip)</i> |
| 10. Name(s) and title(s) of who you believe discriminated against you: | | | | |
| | | | | |
| 11. Date of alleged discrimination | | 12. Working/training site where you were located: <i>(if applicable)</i> | | |
| 13. Please explain why you believe the treatment or incident you experienced was because of your race, color, religion, national origin, age, sex, disability, political affiliation or belief, and/or for WIOA Participants: citizenship/participant status. (Please attach additional sheet(s) of paper, if necessary to fully state your complaint.) | | | | |
| | | | | |
| 14. Date complaint written | | 15. Complainant's signature | | |
| FOR OFFICE USE ONLY | | | | |
| Complaint No. | | BCR staff assigned <i>(initials)</i> | | Date charge received |
| County Agency <i>(specify: CSEA, PCSA, CDJFS, ODJFS, etc.)</i> | | | Program <i>(OWA, WIOA, TANF, Food Stamps)</i> | |



Department of
Job and Family Services

TO STRENGTHEN OHIO'S FAMILIES WITH SOLUTIONS TO TEMPORARY CHALLENGES

Ohio Adoption Guide

A Handbook for Prospective Adoptive Families



Table of Contents

| | |
|---------------------------------------------------------|----|
| Welcome..... | 1 |
| Adoption Basics..... | 2 |
| What Is Adoption?..... | 2 |
| Who Can Adopt?..... | 2 |
| Is Adoption Right for Your Family?..... | 2 |
| What Prospective Adoptive Families Should Consider..... | 2 |
| Researching Adoption Agencies..... | 3 |
| Choosing an Adoption Agency..... | 3 |
| Questions to Ask When Researching Agencies..... | 4 |
| The Adoption Process..... | 4 |
| Attending Informational Meetings and Orientations..... | 4 |
| Pre-Service Training..... | 4 |
| The Homestudy..... | 4 |
| Matching Children and Families..... | 5 |
| When Your Agency Matches a Child with Your Family..... | 5 |
| Placement of the Child into an Adoptive Home..... | 6 |
| Final Steps to Adoption..... | 6 |
| Legalizing an Adoption..... | 6 |
| Post-Finalization Services..... | 6 |
| Financial Support that May Be Available..... | 6 |
| Title IV-E Adoption Assistance..... | 6 |
| State Adoption Maintenance Subsidy Program..... | 7 |
| Non-Recurring Adoption Expense Subsidy..... | 7 |
| Post-Adoption Special Services Subsidy..... | 7 |
| Adoption Tax Benefits..... | 7 |
| Building Families through Adoption..... | 8 |
| Common Adoption Terms..... | 8 |
| Public Adoption and Foster Care Agencies..... | 10 |
| Private Adoption Agencies..... | 15 |

Welcome!

Welcome to Ohio's adoption community. This book is designed to assist individuals and families interested in learning more about the adoption process. Please use this adoption guidebook as a resource for your beginning steps in researching the adoption process.

In Ohio, more than 2,500 children are waiting to be adopted, and more than 1,000 children are joined with their adoptive families each year. These adoptive families include foster caregivers, kinship providers and biological relatives. Many available children still are waiting for adoptive families. Adoption can be a reality for many of you interested in adding a child to your family. For more information, please call your local public children services agency or private adoption agency listed at the end of this guide.

We wish you all the best as you begin your adoption journey!



Adoption Basics

What Is Adoption?

Adoption is a legal process that creates a life-long relationship between a parent and child who are not biologically related. Once the adoption of a child is approved by a court, the adoptive parents will receive an adoption decree and birth certificate, acknowledging that the child is a legal family member with all the rights and privileges of a birth child.

Who Can Adopt?

There are many kinds of adoptive families. The most important requirement for adoption is that the family must be able to provide a loving, stable and secure family for a growing child. Adoptive parents:

- Can be married, single, divorced or widowed
- May or may not have other children
- Must be at least 18 years old
- Can be renters or home owners
- Must have a stable income
- Can have any level of education

Is Adoption Right for Your Family?

Adoption is a decision for the entire family. It requires all family members to talk about what adoption might be like and how adopting a child or children will affect the family's current structure. Adoption may include adopting a biological relative whose parents are no longer able to provide care. Relative adoptions can keep a child out of foster care and in contact with birth relatives.

Since most of Ohio's waiting children are in foster care and often are adopted by their foster parents, your family may want to speak with others who have adopted children from the foster care system. Your family also may want to consider becoming foster parents. Families thinking about becoming an adoptive/foster family also should consider available community resources that may support their decision to adopt and/or foster a child.

What Prospective Adoptive Families Should Consider

The North American Council on Adoptable Children (NACAC) recommends that prospective adoptive families examine themselves through a self-assessment process. The following is an excerpt from an NACAC's manual called "How to Adopt."

"Children don't need perfect parents, just one or two individuals willing to meet the unique challenges of parenting and make a lifetime commitment to caring for and nurturing their children. One of the advantages of special needs adoption is that almost any responsible adult can become an adoptive parent. Prospective parents do not have to be rich, married, under 40, highly educated, or home owners to adopt. Far more important are personal characteristics like:

- a belief in adoption and an ability to commit;
- patience and perseverance;
- a good sense of humor and talent for keeping life in perspective;
- a love of children and parenting;
- the ability to roll with unexpected changes, stresses and challenges;
- the ability to deal with rejection without taking it personally;
- the ability to accept without judging;
- tolerance and understanding for your child's conflicting feelings and your own;
- an awareness that healing doesn't come quickly, all wounds cannot be healed, and your child may not attach to your family;
- the strength to be consistent and set limits;
- a willingness to learn new parenting techniques and advocate for your children's educational and medical needs; and resourcefulness.

"If you have all or most of those qualities, then ask yourself these questions:

- Do I clearly understand why I want to adopt?
- If applicable—Do my partner and I work as a team? Are we both committed to adoption?
- Does my lifestyle allow me the time necessary to meet the needs of a special child?
- Am I willing to change my lifestyle to accommodate the needs of a special child?

"Think carefully about your answers to these questions. Take the time to make a good decision, because it is a decision you and your adoptive child will live with for life.

"In addition, before seriously contemplating special needs adoption, prospective parents must honestly evaluate their desire and ability to successfully parent children who have troubling pasts and uncertain futures. Many children who become available for adoption at older ages have not received the early care that kids need to develop a strong sense of security, trust and self-esteem. Many also suffer from conditions caused by past trauma, or prenatal exposure to alcohol or drugs. Children whose backgrounds include traumatic experiences, abuse and/or neglect may exhibit symptoms of distress, such as:

- aggressiveness
- attachment disorders
- attention deficits and hyperactivity
- bed wetting
- defiance
- depression
- impulsiveness
- learning disabilities
- low self-esteem
- lying
- poor peer relationships/social skills

"Fortunately, through therapy, medication, and consistent care, children can also find ways to overcome or at least better cope with many of these challenges.

"Most children put their new adoptive parents through a period of testing to see if the parents are truly committed or just waiting for an excuse

to desert the child as others have done before. To improve your chances of successfully adopting a child who has special needs, be prepared to offer a home environment that combines extra love, support and attention with clear structure and consistent limit-setting. Parents should also be ready to actively advocate for their child at school, with peers and within the community. It can be immensely helpful for parents to have a support network or belong to an adoptive parent support group." ¹

Researching Adoption Agencies

This guidebook does not discuss infant adoptions, adoptions using private attorneys or international adoptions. It does, however, discuss the process of adoption through a public children services agency (PCSA) or a private agency that works with the PCSA in completing adoptions from foster care.

Choosing an Adoption Agency

Many of the children available for adoption through PCSAs are classified as children with special needs. "Special needs" is a phrase used to identify children who have a harder time finding families willing to adopt them. "Special needs" is used to describe factors such as:

- Age
- Background
- Physical, mental and emotional challenges sometimes found among adoptable children
- Children who are part of a sibling group being placed together for adoption
- Children who are members of a minority group.

The first step in starting the adoption process is to contact your local PCSA or a private adoption agency. Each county has its own PCSA, and there are numerous private adoption agencies throughout the state. Contact information for both public and private agencies can be found at the end of this guide.

¹ Retrieved from the North American Council on Adoptable Children's website at nacac.org/howtoadopt/howtoadopt.html (2013).

Questions to Ask When Researching Agencies

When you call the agency of your choice, the staff will ask you brief questions about whether you are interested in becoming a foster and/or adoptive parent. Because many of Ohio's foster parents adopt children in their care, you can be licensed as a foster parent and approved as an adoptive parent in one process. Questions you may want to ask agencies as you decide which one to work with include:

- How many and what type of children has the agency placed in the past few years?
- How many children does the agency have legally available for adoption?
- What are the characteristics of those children?
- How does the agency work with other public and private agencies both in Ohio and outside Ohio?
- How long, on average, must one wait for a child?
- What are the agency's policies concerning adoption paperwork, educational classes and visits?
- Are adoption subsidies available, and how do I apply for them?
- What are the agency's homestudy requirements, and how do I start a homestudy?
- Have any of the agency's adoptions been disrupted in the past five years?
- Does the agency offer services to adopted children and families after finalization?
- What is the agency's policy toward applicants who do not accept the first child offered to them?
- What services—including parenting classes, support groups, activities, access to therapy and counseling, and respite care—will the agency provide before and after the child is placed in your home?
- Can the agency provide references from parents who recently adopted from the agency?

The Adoption Process

Attending Informational Meetings and Orientations

Agencies generally will invite people who have expressed an interest in adopting a child to an informational meeting and/or orientation. This meeting is designed to provide potential adoptive families with information about the homestudy process, pre-service training, and general information about the pre-placement and the finalization processes. The agency also may discuss supportive services available in the county.

Pre-Service Training

You will be asked to participate in educational sessions to learn more about the children who are available for adoption, as well as to determine your strengths as an adoptive parent. These educational sessions will explore adoption from every point of view and describe the needs of children found within the foster care system. The training will give the prospective adoptive parent realistic expectations about adoption and confidence in the ability to parent a waiting child. Topics discussed during pre-service include:

- The adoption process
- Child development and how it is impacted by abuse and neglect
- Separation and loss that children experience
- Understanding behaviors and dealing with child behaviors and attachment
- Defining diversity and cultural issues
- Adoption issues that relate to the child, birth family and adoptive family
- Community resources and the importance of advocating for your child

The Homestudy

The homestudy is a process of education and self-evaluation. It is a time for you and your assessor to look at your readiness to adopt, as well as identify special parenting abilities that you may offer to an adopted child. The process allows the adoptive family to look at its family structure and support system. During the

homestudy, adoptive parents also will explore their beliefs, attitudes and coping skills. Your caseworker will meet with you and everyone living in your home to discuss the adoption process. Through a series of group and individual meetings, you will learn more about the kind of children you might best parent.

Topics discussed during the homestudy include the following:

- Motivation for wanting to adopt
- Your life experiences and history
- Your marriage or relationship with a significant other
- Your ability to support your family financially
- Your health
- Your support system

When you complete the application for adoption, you will be assigned an assessor who will work with your family to complete the homestudy process. The homestudy process can take up to six months to complete. However, many adoptive families may complete the homestudy process sooner.

During the homestudy process, your assessor is required to review certain documents. Such documents include:

- Physical examination of applicants and medical statements for household members
- Financial statement, including proof of income
- Verification of marriage or divorce
- Criminal background checks for household members over the age of 18
- Safety audit of the home
- Records of involvement with a PCSA

Families will receive notification when their homestudy has been completed and approved. In some cases, when the agency is not able to approve a homestudy, the family can meet with the assessor and, if needed, the agency, to discuss why the family was not approved and possible alternative options.

Matching Children and Families

Your assessor and agency will take into account the characteristics of children that you can best parent and the characteristics of children your homestudy approves you for when considering placement matches for your family. During a matching conference, adoption professionals consider the strengths, characteristics and needs of a waiting child, and compare those with the strengths and characteristics of waiting families. The length of time it takes to be matched with a child largely depends on the special characteristics of children that you are willing and able to parent. A family who demonstrates the ability to parent a child with many special needs may not wait long for placement.

When Your Agency Matches a Child with Your Family

When your assessor identifies a child who may be a good match for your family, he or she will contact you to share detailed information about the child's background. Such background information will include all known, non-identifying information about the child, including:

- Birth parents and other relatives
- Medical, emotional and psychological history
- Past and current developmental issues
- School history if applicable
- Placement history

Adoptive families also will receive the Child Study Inventory, which documents the child's interests, talents, traits and history, as well as the known history of the birth parents. Your assessor will give you time to think about the information and will be able to assist you in deciding whether to adopt the child. Your assessor also will recommend that you discuss the child's information with your pediatrician or other professionals from whom you or your child may need services. If you decide to proceed with the match, your assessor will arrange a time for your family and the child to meet.

Prior to this meeting, the assessor may share your *Welcome Book* with the child, if your agency has requested that your family complete one.

This book, prepared by the prospective adoptive family, includes pictures and information about your family. Many adoptive families choose to include pictures of family members, family pets, the child's room, extended family members and friends. The *Welcome Book* helps in the preparation for the child's first meeting with his or her potential adoptive family.

Before the first meeting, your assessor also will help prepare you and your family. The assessor will give you and your family suggestions for who should be involved in the first meeting and what types of activities may be most comfortable for the child.

Following the first meeting, your assessor will arrange for a series of additional pre-placement visits in order for you, the child and the rest of the adoptive family to get to know one another. Pre-placement visits will be discussed with the foster parents or facility where the child resides in order to ensure the visitation schedule is acceptable to all involved parties. After the pre-placement visits, the child will join your family in your home.

Placement of the Child into an Adoptive Home

Once the child is placed with your family, you become responsible for the child's care. Your assessor will continue to visit with your family for a period of time after the adoptive placement. These visits are designed to assist you in connecting your new family with services and to discuss potential issues that may arise. After a minimum period of six months, your family will be eligible to petition the court to finalize the adoption.

Final Steps to Adoption

Legalizing an Adoption

Legalizing an adoption involves a short hearing at a probate court, during which adoptive parents are granted permanent legal custody of their adopted child. Following the adoption hearing, adoptive parents will work with their assessor and/or attorney to obtain the child's new birth certificate and final decree of adoption.

Post-Finalization Services

A variety of formal and informal services are available to members of the adoptive family, either as a group or as individuals. Support groups, counseling, respite care, medical services, educational resources and a variety of community resources may be available to help meet ongoing needs or new needs that may have surfaced after the adoption finalization. Although types and locations of adoption services vary over time, you always can contact your child placement agency or any other adoption agency for assistance in locating services in your area.

Financial Support that May Be Available

Title IV-E Adoption Assistance

Title IV-E Adoption Assistance was established by the federal government to provide financial support to encourage the adoption of eligible children with special needs. The concept of "special needs" often seems confusing. The term "special needs" describes circumstances that prevent or delay a child from being placed into an adoptive home. Federal law states that when determining a child's special needs, a state must make several determinations. This includes determining whether a specific factor or condition exists that would prevent the child from being placed with the adoptive parents if not for adoption assistance.

Title IV-E Adoption Assistance provides financial assistance to eligible families based on the child's special needs at the time of the adoptive placement. The benefits may include monthly adoption assistance payments and Medicaid eligibility.

The PCSA in the child's county is responsible for administering and determining eligibility for this program. If the child is not in the custody of a PCSA, then the PCSA in the adoptive parent's county determines whether the child meets the eligibility requirement. Contact your PCSA to learn more about Title IV-E Adoption Assistance.

State Adoption Maintenance Subsidy Program

The State Adoption Maintenance Subsidy (SAMS) program is a financial program designed to help adoptive families with expenses related to their adoptive child's ongoing therapy or treatment needs. SAMS provides monthly subsidy payments to families adopting children who (1) meet the criteria for "special needs" as defined by the Ohio Administrative Code and (2) are not eligible for Title IV-E Adoption Assistance.

The family's income is taken into consideration when determining eligibility for the SAMS program. The child may also be eligible for medical coverage under Medicaid.

The PCSA in your county administers and determines eligibility for SAMS. Contact your adoption assessor to learn more about the State Adoption Maintenance Subsidy program and to obtain an application.

Non-Recurring Adoption Expense Subsidy

Nonrecurring adoption expenses are one-time expenses directly related to the legal adoption of a child with special needs. This program provides payment or reimbursement for expenses such as supervision of placements prior to the adoption finalization, attorney's fees, court costs, reasonable costs of transportation, and food for the child and/or adoptive parent(s) when necessary to complete the placement or adoption process. Payment or reimbursement may also be available for costs associated with the adoption homestudy, health and psychological examinations related to the homestudy, and reasonable and necessary adoption fees.

Post-Adoption Special Services Subsidy

The Post-Adoption Special Services Subsidy (PASSS) program is for all adoptive families (except stepparent adoptions) in Ohio whose children may be experiencing adoption-related difficulties or issues that were preexisting, but

were not apparent at the time of adoption. Such services are available to prevent the disruption of an adoption. PASSS services may include:

- Medical services
- Psychological services
- Psychiatric services
- Residential treatment
- Respite care

For more information regarding the PASSS program, please contact your county's PCSA.

Adoption Tax Benefits

The federal government and the state of Ohio allow families who adopt to receive a non-refundable tax credit for the year in which the adoption was legalized. Many foster and adoptive parents are eligible for tax benefits.

The State Adoption Tax Credit is a tax credit for the expenses incurred in the legal adoption of a minor child (less than 18 years of age). The State Adoption Tax Credit is limited to \$1,500 per child adopted during the taxable year. Any unused amounts can be carried forward for up to five years. For additional information on the State Adoption Tax Credit, please contact the Ohio Department of Taxation at 1-800-282-1780 or tax.ohio.gov.

The Federal Adoption Tax Credit is a nonrefundable tax credit for qualifying expenses paid to adopt an eligible child. Families have five years to use the entire credit. For additional information on the Federal Adoption Tax Credit, see Internal Revenue Services (IRS) Topic 607 "Adoption Credit and Adoption Assistance Program" and IRS form 8839 "Qualified Adoption Expenses," or contact the IRS at 1-800-829-1040 or irs.gov.

Building Families through Adoption

Being in a family offers all of us a chance to grow as humans, to reach our greatest potential. Parenting can bring out the best in us. The need to care for and nurture another human, especially a child, is a strong human emotion and impulse.

On any given day, more than 12,500 children in Ohio are living with foster families or in other out-of-home placements. More than 2,500 children's biological parents have had their rights terminated, and most of those children are residing in foster care settings as they wait for adoptive families. These children, who are in the custody of local children service agencies, may be dealing with issues of past abuse, neglect and/or dependency. They need permanent families.

Each year in Ohio, more children become legally available for adoption than Ohio agencies are able to place. We hope that you want to become an adoptive parent. If you decide that adoption is not right for your family, however, you still can help find families for Ohio's waiting children. For instance, you could:

- Distribute adoption recruitment materials within your church and community
- Talk with other people about adoption and Ohio's waiting children
- Pass this guidebook on to someone who may be interested in adoption.

Common Adoption Terms

Adoption: The creation, by a court of competent jurisdiction, of parental rights and responsibilities between a child and an adult. This includes the termination of all parental rights and responsibilities that have not yet been surrendered or terminated by court order between other persons and the child.

Adoption agency: An entity that provides one or more of the following services: homestudy services for potential adoptive parents, counseling for birth parents, placement services for children in need of adoption, post-placement/pre-legalization services and post-legalization/finalization services.

Adoption triad: The three primary groups of people affected by the adoption: the birth parents, the child and the adoptive parent(s).

Attachment: An emotional bond between two people that lasts over a long period of time and helps each person reach his or her potential and feel secure and connected.

Birth parent: A biological parent of an adopted person.

Closed adoption: An adoption in which birth and adoptive families have no legal connection to each other.

Finalization: See "Legalization."

Foster-adopt placement: In general, the term used to describe "legal risk placements" (see definition) and/or the adoption by foster parents of a child who is currently placed in their home with an initial plan of reunification with birth parents, but whose plan has been changed to the goal of adoption, after diligent attempts at reunification have failed. In Ohio, many agencies offer a combined homestudy process so the applicant becomes a licensed foster parent and is approved to adopt at the end of the process.

Guardian ad litem: A guardian appointed by the juvenile court to represent and protect the best interest of a child who is alleged or adjudicated to be abused, neglected or dependent.

Homestudy: A process by which potential foster and adoptive parents educate themselves about the challenges and rewards offered through caring for foster and adopted children, and assess their own skills, life experiences and strengths to determine the type of children they could best parent.

Identifying information: Information such as name, address, place of employment or Social Security number, which could significantly help one individual locate another individual.

Independent adoption: An adoption facilitated by an attorney.

Interstate adoption: The adoptive placement of a child (or children) who is a resident of one state with an adoptive family who resides in a different state.

The Interstate Compact on the Placement of Children (ICPC): A uniform law enacted by states and jurisdictions of the United States that establishes orderly procedures for the placement of children across state lines and for assigning responsibilities for those involved in placing children.

Interstate Compact on Adoption and Medical Assistance (ICAMA): An interstate compact that formalizes cooperation among party states and provides standardized procedures for arranging for medical assistance and services for adopted special needs children and their families when a state adoption assistance agreement or a federal adoption assistance agreement is in effect.

Legalization: Also called "finalization," the legal act that establishes a legal family connection between the adopting person and the adopted person. Usually done in a courtroom setting, it grants rights and responsibilities to the adoptive parent and child equal to those rights and responsibilities granted to families created by birth.

Legally free for adoption: A child is legally free when the parental rights of birth or legal parents have been terminated.

Legal risk placement: A placement of a child with a family who is interested in adopting the child, even though the child placed is not legally free. The placement family usually is both a certified foster family and an approved adoptive home. The risk is that the parents' rights may not be terminated, and the court may order the child to be returned to the parent(s) or a suitable relative. The benefit is that this type of placement decreases the number of placements a child may have.

Lifebook: A record of the child's life, which helps identify events in the child's past, including what happened while in agency care. It includes a chronological listing of important events and relationships in the child's life, and may include photographs.

Loss: The emotional and psychological state experienced when someone temporarily or permanently is separated from someone or something to which they have an emotional attachment or need. All loss causes emotional trauma, though the degree varies.

Medicaid: A type of medical insurance provided through the state, using combined federal and state funds, that most children who are considered to have special needs are entitled to receive. This can be used in conjunction with the adoptive family's medical insurance.

Multi-Ethnic Placement Act (MEPA): A federal law enacted in 1994 and amended in 1996 that prohibits an adoption agency from delaying or denying the placement of any child on the basis of race, color or national origin.

Non-recurring costs: One-time expenses incurred by a person adopting a child, such as travel, legal and homestudy-related costs. These are frequently reimbursable through federal and local funds when adopting a waiting child.

Open adoption/Openness: A wide continuum of adoption options that recognize the child's connection to both the birth family and adoptive family; usually involves an agreement made by the birth and adoptive parents to share information, or to have ongoing contact. In Ohio, these agreements are legal but non-binding.

Parent support groups: Formal or informal groups of adoptive parents and potential adoptive parents coming together to share information and resources. They often offer friendship, emotional support and recreational activities for adoptive family members. Support groups form for a variety of reasons, usually based on a shared interest or characteristic.

Post Adoption Special Services Subsidy (PASSS): A unique subsidy program designed to assist Ohio families whose children may be experiencing adoption-related difficulties or issues after the finalization of their adoption.

Photo listings: Published photographs and descriptions of waiting children that are used by agencies and individuals to recruit potential families.

Post-finalization services: Services provided or arranged by a local agency to support, maintain and assist an adopted child, adoptive family or birth parent any time after an adoption is finalized.

Respite care: Services designed to provide temporary relief of child-caring functions. These services may include paid individuals who provide child care within the home or outside the home.

Special needs: A need or circumstance that may be a barrier to placement or adoption, such as emotional or physical disorders, age, race, inclusion in a sibling group, a history of abuse, or other factors.

State Adoption Maintenance Subsidy Program: A state-funded adoption subsidy program intended to make permanent homes possible for children with special needs. This subsidy is negotiated on a case-by-case basis and is frequently granted if a child with special needs is ineligible for the federal Adoption Assistance program.

Surrender: Also known as "relinquishment," the voluntary termination of parental rights by a legal parent.

Termination of parental rights: The legal severing of ties between a parent and his or her child.

These parental rights and responsibilities may be voluntarily surrendered by the parent or, if the parent is proven unable to meet the child's long-term needs, may be severed involuntarily through the court system.

Title IV-E Adoption Assistance: Created by the Adoption Assistance and Child Welfare Act of 1980, these programs provide federal financial support for children who are described as having special needs who are adopted. In addition to a monthly monetary payment, children who are "IV-E eligible" are entitled to a state medical card and certain services under the federal Title XX program. (See "state adoption subsidy" for information on state financial programs.)

Triad: See "Adoption triad."

Public Adoption and Foster Care Agencies

Adams County Children Services
300 North Wilson Dr.
West Union, OH 45693
(937) 544-2511
adamscountychildren.org

Allen County Children Services
123 W. Spring St.
Lima, OH 45801-4305
(419) 227-8590
allencsb.com

Ashland County Dept. of Job and Family Services
15 W. Fourth St.
Ashland, OH 44805
(419) 282-5000
ashlandjfs.org

Ashtabula County Children Services
3914 "C" Court
P.O. Box 1175
Ashtabula, OH 44005-1175
(440) 998-1811
help-a-child.com

Athens County Children Services
P.O. Box 1046
Athens, OH 45701
(740) 592-3061
athenschildrenservices.com

Auglaize County Dept. of Job and Family Services

12 N. Wood St., P.O. Box 368
Wapakoneta, OH 45895
(419) 739-6505

Belmont County Dept. of Job and Family Services

310 Fox Shannon Pl.
St. Clairsville, OH 43950
(740) 695-1074

belmontcountyohio.org

Brown County Dept. of Job and Family Services

775 Mt. Orab Pike
Georgetown, OH 45121
(937) 378-6104

Butler County Children Services

300 N. Fair Ave.
Hamilton, OH 45011
(513) 887-4055

butlercountychildrenservices.org

Carroll County Dept. of Job and Family Services

95 E. Main St., P.O. Box 219
Carrollton, OH 44615-0219
(330) 627-7313

carrollcountyjfs.com

Champaign County Dept. of Job and Family Services

1512 S. U.S. Highway 68, Ste. N100
Urbana, OH 43078-0353
(937) 484-1500

champaigndjfs.org/fcs

Clark County Dept. of Job and Family Services

1345 Lagonda Ave., P. O. Box 976-A
Springfield, OH 45501-1037
(937) 327-1700

clarkdjfs.org

Clermont County Dept. of Job and Family Services

2400 Clermont Center Dr., Ste. 106
Batavia, OH 45103
(513) 732-7173

clermontforkids.org

Clinton County Dept. of Job and Family Services

1025 S. South St., Ste. 300
Wilmington, OH 45177
(937) 382-5935

co.clinton.oh.us/childrens_services/adoption

Columbiana County Dept. of Job and Family Services

7989 Dickey Dr., Ste. 2
Lisbon, OH 44432
(330) 420-6600

columbianacountyjfs.org

Coshocton County Dept. of Job and Family Services

725 Pine St.
Coshocton, OH 43812
(740) 622-1020

coshoctonjfs.org

Crawford County Dept. of Job and Family Services

224 Norton Way
Bucyrus, OH 44820
(419) 563-1570

crawfordcountyjfs.org/

Cuyahoga County Dept. of Job and Family Services

3955 Euclid Ave.
Cleveland, OH 44115
(216) 432-3390

cfs.cuyahogacounty.us/

Darke County Dept. of Job and Family Services

631 Wagner Ave.
Greenville, OH 45331
(937) 548-3840

DeFiance County Dept. of Job and Family Services

6879 Evansport Rd., Ste. A
Defiance, OH 43512
(419) 782-3881

Delaware County Dept. of Job and Family Services

140 N. Sandusky St., Second Fl.
Delaware, OH 43015-1789
(740) 833-2300

delawaredjfs.org/

Erie County Dept. of Job and Family Services

221 W. Parish St.
Sandusky, OH 44870
(419) 626-6781

eriecountychildrenservices.com

Fairfield County Dept. of Job and Family Services

239 W. Main St.
Lancaster, OH 43130
(740) 653-4060

fcjfs.org

Fayette County Dept. of Job and Family Services

133 S. Main St.
Washington Court House, OH 43160
(740) 335-0350

Franklin County Children Services*

855 W. Mound St.
Columbus, OH 43223
(614) 341-6060

childrenservices.franklincountyohio.gov

Fulton County Dept. of Job and Family Services

604 S. Shoop Ave., Ste. 200
Wauseon, OH 43567
(419) 337-0010

Gallia County Children Services

83 Shawnee Ln.
Gallipolis, OH 45631
(740) 446-4963

Geauga County Dept. of Job and Family Services

12480 Ravenwood Dr., P.O. Box 309
Chardon, OH 44024
(440) 285-9141

geaugajfs.org

Greene County Children Services

601 Ledbetter Rd.
Xenia, OH 45385
(937) 562-6600

co.greene.oh.us

Guernsey County Children Services

274 Highland Ave.
Cambridge, OH 43725
(740) 439-5555

guernseycountycs.org

Hamilton County Dept. of Job and Family Services

222 E. Central Pkwy.
Cincinnati, OH 45202-1225
(513) 946-1000

hcjfs.org

Hancock County Dept. of Job and Family Services

7814 County Road 140, P.O. Box 270
Findlay, OH 45839
(419) 424-7022

hancockjfs.org

Hardin County Dept. of Job and Family Services*

175 W. Franklin St., Ste. 150
Kenton, OH 43326-1972
(419) 675-1130

co.hardin.oh.us

Harrison County Dept. of Job and Family Services

520 N. Main St., P.O. Box 239
Cadiz, OH 43907-0239
(740) 942-3015

Henry County Dept. of Job and Family Services

104 E. Washington St., P.O. Box 527
Napoleon, OH 43545
(419) 592-0946

henrycountyohio.com

Highland County Children Services

1575 N. High St., Ste. 100
Hillsboro, OH 45133
(937) 393-3111

Hocking County Children Services

(South Central Ohio Dept. of Job and Family Services)

389 W. Front St.
Logan, OH 43138
(740) 385-4168

Holmes County Dept. of Job and Family Services

85 N. Grant St., P.O. Box 72
Millersburg, OH 44654-0072
(330) 674-1111

Huron County Dept. of Job and Family Services

185 Shady Lane Dr.
Norwalk, OH 44857-2373
(419) 668-8126

huroncountydjfs.org

Jackson County Dept. of Job and Family Services

25 E. South St.
Jackson, OH 45640-1638
(740) 286-4181

jacksoncountyjfs.com

Jefferson County Dept. of Job and Family Services

125 S. Fifth St.
Steubenville, OH 43952-3090
(740) 264-5515

jcdjfs.com

Knox County Dept. of Job and Family Services

117 E. High St.
Mount Vernon, OH 43050-3401
(740) 397-7177

co.knox.oh.us

Lake County Dept. of Job and Family Services

177 Main St.
Painesville, OH 44077
(440) 350-4000

lakecountyohio.gov

Lawrence County Dept. of Job and Family Services

1100 S. Seventh St., P.O. Box 539
Ironton, OH 45638-0539
(740) 532-3324

lawrencecountydjfs.com

Licking County Dept. of Job and Family Services

74 S. Second St., P.O. Box 5030
Newark, OH 43058-5030
(740) 670-8999

lickingcountyjfs.com

Logan County Children Services

1855 S.R. 47 West
Bellefontaine, OH 43311
(937) 599-7290
co.logan.oh.us

Lorain County Children Services

226 Middle Ave.
Elyria, OH 44035
(440) 329-5340
childrenservices.org

Lucas County Children Services

705 Adams St.
Toledo, OH 43604
(419) 213-3200
lucaskids.net

Madison County Dept. of Job and Family Services*

200 Midway St.
London, OH 43140
(740) 852-4770
co.madison.oh.us/djfs/adoption.html

Mahoning County Children Services

222 W. Federal St., 4th Fl.
Youngstown, OH 44503
(330) 941-8888
mahoningkids.com

Marion County Children Services

1680 Marion-Waldo Rd.
Marion, OH 43302-7489
(740) 389-2317
marionkids.com

Medina County Dept. of Job and Family Services

232 Northland Dr.
Medina, OH 44256
(330) 722-9300
mcjfs.us

Meigs County Dept. of Job and Family Services

175 Race St., P.O. Box 191
Middleport, OH 45760-0191
(740) 992-2117
meigsdjfs.net

Mercer County Dept. of Job and Family Services

220 W. Livingston St., Ste. 10
Celina, OH 45822-1791
(419) 568-5106
mercercountyohio.org/jfs

Miami County Children Services

510 W. Water St., Ste. 210
Troy, OH 45373
(937) 335-4103
miamicountykids.org

Monroe County Dept. of Job and Family Services

100 Home Ave.
Woodsfield, OH 43793-1234
(740) 472-1602
monroecountyohio.com

Montgomery County Dept. of Job and Family Services

3304 N. Main St.
Dayton, OH 45405
(937) 225-4155
mcoho.org

Morgan County Dept. of Job and Family Services

155 E. Main St., Rm. 009
McConnelsville, OH 43756-1299
(740) 962-3838

Morrow County Dept. of Job and Family Services

619 W. Marion Rd.
Mt Gilead, OH 43338
(419) 947-9111
jfs.morrowcountyohio.gov

Muskingum County Children Services

205 N. Seventh St., P.O. Box 157
Zanesville, OH 43701
(740) 455-6710
muskingumkids.org

Noble County Dept. of Job and Family Services

46049 Marietta Rd.
Caldwell, OH 43724
(740) 732-2392
ncdjfs.org/fcs

Ottawa County Dept. of Job and Family Services

8043 W. S.R. 163, Ste. 200
Oak Harbor, OH 43449
(419) 898-3688
co.ottawa.oh.us

Paulding County Dept. of Job and Family Services

252 Dooley Dr.
Paulding, OH 45879
(419) 399-3756

Perry County Children Services

526 Mill St.
New Lexington, OH 43764
(740) 342-3836

Pickaway County Dept. of Job and Family Services
110 Island Rd., P.O. Box 610
Circleville, OH 43113
(740) 474-7588
pickawayjfs.org

Pike County Children Services
525 Walnut St.
Waverly, OH 45690-1165
(740) 947-5080

Portage County Dept. of Job and Family Services
449 S. Meridian St.
Ravenna, OH 44266-1208
(330) 296-2273

Preble County Dept. of Job and Family Services
1500 Park Ave.
Eaton, OH 45320-8680
(937) 456-1135

Putnam County Dept. of Job and Family Services
1225 E. Third St.
Ottawa, OH 45875
(419) 523-4580
putnamcountyohio.gov

Richland County Children Services
731 Scholl Rd.
Mansfield, OH 44907
(419) 774-4100
richlandcountychildrenservices.org

Ross County Children Services
(**South Central Ohio Dept. of Job and Family Services**)
475 Western Ave., Ste. B, P.O. Box 469
Chillicothe, OH 45601-0469
(740) 773-2651

Sandusky County Dept. of Job and Family Services
2511 Countryside Dr.
Fremont, OH 43420-9987
(419) 334-8708
sanduskycountydjfs.org

Scioto County Children Services
3940 Gallia St.
New Boston, OH 45662
(740) 456-4164
sciotocsb.com

Seneca County Dept. of Job and Family Services
900 E. C.R. 20
Tiffin, OH 44883
(419) 447-5011
senecadjfs.org

Shelby County Dept. of Job and Family Services
227 S. Ohio Ave.
Sidney, OH 45365
(937) 498-4981
shelbycountyjfs.org

Stark County Dept. of Job and Family Services
221 Third St. S.E.
Canton, OH 44702
(330) 451-8789

Summit County Children Services
264 S. Arlington St.
Akron, OH 44306-1399
(330) 379-9094
summitkids.org

Trumbull County Children Services
2282 Reeves Rd. N.E.
Warren, OH 44483
(330) 372-2010
trumbullcsb.com

Tuscarawas County Dept. of Job and Family Services
389 16th St. S.W.
New Philadelphia, OH 44663
(330) 339-7791
tcjfs.org

Union County Dept. of Job and Family Services
940 London Ave., Ste. 1800, P.O. Box 389
Marysville, OH 43040-0389
(937) 644-1010

Van Wert County Dept. of Job and Family Services
114 E. Main St., P.O. Box 595
Van Wert, OH 45891
(419) 238-5430

Vinton County Dept. of Job and Family Services
(**South Central Ohio Dept. of Job and Family Services**)
30975 Industrial Park Dr.
McArthur, OH 45651
(740) 596-2584

Warren County Children Services
416 S. East St., Third Fl.
Lebanon, OH 45036
(513) 695-1546
co.warren.oh.us/childrenservices/

Washington County Children Services

204 Davis Ave.
Marietta, OH 45750
(740) 373-3485
<http://www.wcdjfs.org/>

Wayne County Children Services

2534 Burbank Rd.
Wooster, OH 44691
(330) 345-5340
waynecsb.org

Williams County Dept. of Job and Family Services

117 W. Butler St.
Bryan, OH 43506
(419) 636-6725

Wood County Dept. of Job and Family Services

1928 E. Gypsy Lane Rd., P.O. Box 679
Bowling Green, OH 43402-0679
(419) 352-7566
woodcountyjfs.com

Wyandot County Dept. of Job and Family Services

120 E. Johnson St.
Upper Sandusky, OH 43351
(419) 294-4977

* Agencies marked with an asterisk can give out adoption information but do not complete adoptive homestudies as part of their services.

Private Adoption Agencies

Access for Youth, Inc.

1320 Woodman Dr., Ste. 120
Dayton, OH 45432
(937) 424-8815

Adolescent Oasis, Inc.

201 Riverside Dr. Ste. 1B
Dayton, OH 45405
(937) 228-2810

Adopt America Network

3100 W. Central Ave. Ste. 225
Toledo, OH 43606
(800)246-1731
adoptamericanetwork.org

Adoption by Gentle Care

370 S. Fifth St., Ste. 100
Columbus, OH 43215
(614) 469-0007
adoptionbygentlecare.org

Adoption Circle

400 S. Fifth St., Ste. 304
Columbus, OH 43215
(614) 237-7222
adoptioncircle.org

Adoption Connection

8487 Ridge Road
Cincinnati, OH 45236
(513) 489-1616
adoptioncincinnati.org

Adoption Dreams, LLC

312 Walnut St. Ste. 1600
Cincinnati, OH 45202
(513) 762-7616

Adoption HomeStudy Services of Ohio

358 Edna St.
Alliance, OH 44601
(330) 829-9400
homestudyohio.com

Adoption Link, Inc.

512 Dayton St.
Yellow Springs, OH 45387
(937) 767-2466
adoptionlink.org

Adoption Professionals, LLC

2758 Erie Ave., Second Fl.
Cincinnati, Ohio 45208
(513) 321-2229

Adoption S.T.A.R.

433 W. Loveland Ave.
Loveland, OH 45140
(513) 631-6590

Adriel School, Inc.

414 N. Detroit St.
West Liberty, OH 43357
(937) 465-0010
adriel.org

Agape For Youth, Inc.

2300 S. Edwin Moses Blvd., Ste. 140
Dayton OH 45417
(937) 439-4406
agapeforyouth.com

All God's Children International

4100 Executive Park Dr., Ste. 20
Cincinnati, OH 45241
(513) 886-7183

America World Adoption Association Ohio, Inc

51 Benton St
Pataskala, OH 43062
(800) 483-3369
awaa.org

Applewood Centers, Inc.

10427 Detroit Ave.
Cleveland, OH 44102
(216) 696-5800
applewoodcenters.org

Bair Foundation, (The)

275 Martinel Dr.
Kent, OH 44240
(330) 673-6339, (800) 543-7037
bair.org

Beech Acres

6881 Beechmont Ave.
Cincinnati, OH 45230
(513) 231-6630
beechacres.org

Beech Brook

3737 Lander Rd.
Pepper Pike, OH 44124
(216) 831-2255
beechbrook.org

Bellefaire Jewish Children's Bureau

22001 Fairmount Blvd.
Shaker Heights, OH 44118
(216) 932-2800
bellefairejcb.org

Bethany Christian Services

665 E. Dublin Granville Rd.
Columbus, OH 43229
448-2885
bethany.org

Brightside Adoption Connection, LLC

118 W. Streetsboro St., Ste. 88
Hudson, OH 44236
(800) 745-2198
brightsideadoption.com

Buckeye Ranch, Inc. (The)

5665 Hoover Rd.
Grove City, OH 43123
(614) 384-7700
buckeyeranch.org

Building Blocks Adoption Service, Inc.

52 Public Sq.
Medina, OH 44258
(330) 725-5521
bbas.org

Caring for Kids, Inc.

650 Graham Rd., Ste. 101
Cuyahoga Falls, OH 44221
(330) 928-0044
www.cfkadopt.org

Catholic Charities Diocese of Toledo

1933 Spielbusch Ave.
Toledo, Ohio 43604
(419) 244-6711, ext. 448

Catholic Charities Regional Agency

319 W. Ravenwood Ave.
Youngstown, OH 44511
(330) 744-3320

Catholic Charities Corporation dba Parmadale

6753 State Rd.
Parma, Ohio 44134
(440)845-7700

Catholic Social Services of the Miami Valley

922 W. Riverview Ave.
Dayton, OH 45402
(937) 223-7217, (800) 300-2937

Choice Network, Inc.

693½ High St.
Worthington, OH 43085
(866) 989-1466
choicenetorkadoptions.com

Choosing Hope Adoptions

616 N. Limestone St.
Springfield, OH 45503
(937) 471-2954
choosinghopeadoptions.org

Christian Children's Home of Ohio

2685 Armstrong Rd., P.O. Box 765
Wooster, OH 44691
(330) 345-7949
ccho.org

CommQuest Services, Inc.
dba Community Services of Stark County
625 Cleveland Ave. N.W.
N. Canton, OH 44702
(330) 455-0374
communityservicesofstark.org

ENA, Inc.
415 Glensprings Dr., Ste. 201
Springdale, OH 45246
(513) 771-9600

European Adoption Consultants, Inc.
12608 Alameda Dr.
Strongsville, OH 44149
(440) 846-9300

Family and Community Services
705 Oakwood St., Ste. 221
Ravenna, OH 44266
(330) 297-7027

Focus on Youth
8904 Brookside Ave.
West Chester, OH 45069
(513) 644-1030, (800)873-6576
focusonyouth.com

Forever Home Adoptions, Inc.
16255 Chatman Dr., Ste. 104
Strongsville, OH 44149
(440) 879-8174
foreverhomeadoptions.com

House of New Hope, Inc.
8135 Mt. Vernon Rd.
St. Louisville, OH 43071
(740) 345-5437

House of Samuel, Inc.
420 N. Eighth St.
Cambridge, OH 43725
(740) 439-5634

Inner Peace Homes, Inc.
136 ½ S. Main St., P.O. Box 895
Bowling Green, OH 43402
(419) 354-6525

Keeping Kids Safe
417 N. Main St.
Findlay, OH 45840
(567) 525-4520

Kids Count Too, Inc.
1616 E. Wooster St., Ste. 3
Bowling Green, OH 43402

Life Start., Inc.
142 N. High St.
Gahanna, OH 43230
(614) 478-5448

Lighthouse Youth Services, Inc.
401 E. McMillan St.
Cincinnati, OH 45206
(513) 221-3350

Mended Reeds
700 Park Ave.
Ironton, OH 45638
(740) 532-1613

Mid-Western Children's Home
4585 Long Spurling Rd.
Pleasant Plain, OH 45162
(513) 877-2141

National Youth Advocate Program
1801 Watermark Dr., Ste. 200
Columbus, OH 43215
(614) 487-8758

NECCO, Inc.
415 Glensprings Dr., Ste. 201
Cincinnati, OH 45246
(513) 771-9600

Northeast Ohio Adoption Services
5000 E. Market St., Ste. 26
Warren, OH 44484
(330) 856- 5582
noas.com

Oasis Therapeutic Foster Care Network, Inc.
34265 S.R. 681 E.
Albany, OH 45710
(740) 698-0340

Open Arms Adoptions
876 Middlebury Rd.
Kent, OH 44240
(330)697-4751
openarmsadopt.com

Ohio Guidestone
202 E. Bagley Rd.
Berea, OH 44017
(440) 234-2006
ohioguidestone.org

Options for Families and Youth

5131 W. 140th St.
Brook Park, OH 44142
(216) 267-7070
ofycares.org

Pathway Caring for Children

4895 Dressler Rd. N.W., Ste. A
Canton, OH 44718
(330) 493-0083, (800) 838-7284

Private Adoption Services, Inc.

3411 Michigan Ave.
Cincinnati, OH 45208
(513) 871-5777, (888)-231-3339
privateadoptionsservice.com

Providence House

2037 W. 32nd St.
Cleveland, OH 44113
(216) 651-5982

Res-Care Ohio, Inc. dba ResCare Youth Services

8228 Mayfield Rd., Ste. 6B
Chesterland, OH 44026
(440) 477-9246

Sojourners Care Network

605 ½ W. Main St.
McArthur, OH 45651
(740) 596-1117

Specialized Alternatives for Families & Youth

10100 Elida Rd.
Delphos, OH 45833
(419) 695-8010, (800) 532-7239
safy.org

Spirit of Faith Adoptions

3315 Centennial Rd., Ste. A2
Sylvania, OH 43560
(419) 843-5355

Synergy Family Foster Care Inc.

769 E. Main St., P.O. Box 875
Chillicothe, OH 45601
(740) 776-6636

Twelve of Ohio, Inc. (The)

619 Tremont Avenue SW
Massillon, OH 44647
(888) 513-8706
the12inc.org

UMCH Family Services

1033 High St.
Worthington, OH 43085
(614) 885-5020
umchohio.org

Village Network (The)

2000 Noble Dr.
Wooster, OH 44691
(330) 202-3800

Youth Advocate Services

825 Grandview Ave.
Columbus, OH 43215
(614) 258-9927

Notes



John R. Kasich, Governor
State of Ohio

Cynthia C. Dungey, Director
Ohio Department of Job and Family Services

Office of Communications
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