



Licensed Child Caring Agency Site Visit Report Adoption Agency

Licensee: All God's Children International

Date of Site Visit: January 28, 2022

Board Chairperson: Brittany Norman

Executive Director: Hollen Frazier

Director of Clinical Services: Jennifer Kotley

Director of Quality Assurance: Brian DeVos

Licensing Coordinators: Holly Ivey, and Tom Heidt

Other Regulatory or Accrediting Agencies:

SNAC contract with the Oregon Department of Human Services

Hague Accreditation until 2024 through the Intercountry Adoption Accreditation and Maintenance Entity (IAMME)

Also licensed in the States of Indiana, Kentucky, Michigan, Ohio, Texas, and Washington

Program Compliance:

The program was found to be compliant or will be compliant with:

[OAR 413-215-0001 to 0136](#) Licensing Umbrella rules

Personnel records were reviewed and compliance with required background checks was documented for employees in all programs.

Type of Adoptions provided:

Domestic (Indy/Private) Special Needs Adoption Coalition (SNAC, DHS Foster/Adopt) **X**

International (Hague) **X**

(At the time of the review the agency had one family in the SNAC Program)

Program Description:

Reported by the Executive Director:

“AGCI is dedicated to intervening for the 8 million orphans living in institutions. We believe that every child deserves to have hope and be loved—and we’re following God’s call to create real, lasting change for His children! We’re committed to changing the system by elevating the standard of orphan care and creating more pathways to family and independence.”

All God’s Children’s Mission: Reported by the Executive Director:

“All God’s Children International is an orphan care ministry answering God’s call to provide the love and care that every child deserves.”

All God’s Children’s Vision: Reported by the Executive Director:

“Our vision is to empower local leaders to intervene and bring healing for the 8 million children currently living in institutions and create more pathways to family and independence. “

All God’s Children’s History: Reported by the Executive Director:

“Our journey began with one family and has since grown to include 1,000’s of adoptive families. Over the past 30 years, AGCI has united over 3,814 children from 24 countries with their forever families. Throughout our three

decades of service, we have always remained committed to finding families for children, not children for families. Our commitment to ethical adoption practices means we only work in countries which adhere to the Hague Convention and that have a clear process for declaring children orphans and in need of an adoptive family.

AGCI currently provides orphan care and humanitarian aid, including family preservation, training caregivers to provide elevated care in institutions, international adoption and independence programs in 11 countries including: Bulgaria, Burundi, China, Colombia, Ecuador, Ethiopia, Guatemala, Haiti, Philippines, South Africa, and the United States.”

Adoption Services provided:

Reported by the Executive Director:

“AGCI currently provides intercountry adoption services in 8 countries: Bulgaria, Burundi, China, Colombia, Ecuador, Haiti, Philippines, and South Africa. AGCI is now licensed to provide home study, post placement and post adoption services in 7 states, including, Kentucky, Ohio, Oregon, Michigan, Washington, Indiana and Texas. AGCI is also able to provide domestic adoption services in Ohio, Oregon, Michigan, Washington, Indiana and Texas. AGCI also provides adoption services through the Oregon SNAC program.

AGCI is committed to advocating and facilitating adoptions for families who are open to adopting a child who is older, has medical concerns or special needs, and children in sibling groups. AGCI recognizes that it is especially important that families who move forward with these children are well prepared and understand the development and needs of each individual child. In 2021, approximately 90% of the adoptions AGCI facilitated were for children over the age of six or children with special needs.”

Disruptions/dissolutions in the last review period: One disruption was reported that occurred in 2020, a five-year-old child from China. The child was readopted. All God’s Children was not involved with the readoption.

Number of adoptions finalized in the last two years:

Reported by the Executive Director:

Finalized	Bulgaria	Burundi	China	Colombia	Haiti	Oregon	Philippines	Total
2020	4	1	2	21	1	0	4	33
2021	4	11	0	16	3	0	6	40
Total	8	12	2	37	4	0	10	73

Average daily population served – number of families currently serving:

Adoption: Reported by the Executive Director:

329 Active Adoption Families

1,132 Active Post Adoption Families (Supervision)

1,461 Total

Elevated Care for Children: Reported by the Executive Director:

2,170 Caregivers, ministry leaders, pastors, teachers, government representatives, family lawyers and psychologists trained in Trust Based Relational Intervention (TBRI). Each of these leaders touch the lives of at least 20 children for a total of **43,400** children impacted.

Family Preservation: Reported by the Executive Director:

6,258 Therapy sessions for children with disabilities

8,499 Therapy sessions for children who have survived sexual violence

758 Children sponsored (38 Guatemala & 720 Ethiopia)

Children Aging Out (Colombia Dream Home) Reported by the Executive Director:

36 Young women served

Program Strengths:

Reported by the Executive Director:

- “AGCI continues to provide comprehensive services, serving children and families globally through 5 proven initiatives:
 - *Preserving* families
 - *Providing* elevated care for institutionalized children
 - *Placing* children with adoptive families
 - *Preparing* older children for independence
 - Partnering with governments to create sound *Policy*
- AGCI has expanded our policy level work in both the US and abroad. AGCI continues to meet with the US Department of State to create change in intercountry adoption processes which would decrease the time of a child’s adoption process to unite them with their family sooner. AGCI has worked with the central authority in Burundi, China, Colombia and Philippines to improve efficiencies in adoption processes. Specifically in Colombia we played a critical role in changing all the child caregiving policies to be trauma informed.
- AGCI is very strong financially. This strong financial position is in large part due to an increase in donation and grant revenues for non-adoption related activities.”

Program Challenges:

Reported by the Executive Director:

- “The pandemic has had a significant impact on the number of children we serve through adoption. 2020 had a travel ban in place almost the entire year. We have also seen countries stop processing new children’s paperwork, which has significantly decreased the number of waiting children.
- Intercountry Adoption continues to experience a decrease in the number of children adopted in the United States.
- US intercountry adoption regulations continue to increase.

- The time children spend in an institution prior to adoption continues to increase which means children eligible for adoption continue to be older and have more significant special needs.
- AGCI provides additional education and training services to families to better prepare families, without increasing fees.
- Fewer countries open intercountry adoption programs, while closures increase.
- Children experience more complex special needs.”

Changes that have occurred in the last 2 years:

Reported by the Executive Director:

- “AGCI has launched our second Child Advocacy Center (CAC) in Addis Ababa Ethiopia.
- We have expanded our Child Advocacy Model in Colombia and we are in the final stages of getting our NGO approval.
- We received “Ambassador” status with the Karen Purvis Institute for Child Development, which is expanding our reach to empower children and families in Trust Based Relational Intervention (TBRI).
- AGCI co-led the first Latin America practitioner training for TBRI. 150 leaders across 12 Latin America countries attended.
- We received our license to place children in Ecuador.
- AGCI has partnered with the Tim Tebow Foundation to open the House of Hope in Ethiopia. This home cares for up to 30 girls as we work to reunify them with their families.
- AGCI has expanded our Families are Forever training platform by increasing topics and personalized connection.
- Employment:
 - AGCI employs 27 full time employees
 - AGCI employs 20 part time employees, including 18 social workers
 - Jodi Miyama, VP of Adoption resigned her role as of 10/29/2021.
 - Jennifer Kotley, LCSW has become Director of Clinical Services as of 10/28/2021.”

Future Goals:

Reported by the Executive Director:

- “Continue to expand our advocacy for Waiting Children.
- Open two new adoption programs.
- Expand the use of Families Are Forever parent adoptive training program, to include state contract opportunities.
- Launch a second capital campaign in 2022 to expand the reach of our Child Advocacy Model.”

Lawsuits: N/A

Grievances and complaints filed in the last two years: N/A

Corrective Actions and Timeframes: Please submit the following to verify compliance.

Within 45 days of receipt of this report, the agency must submit a letter of verification indicating they are in compliance with the specific rules cited above and describing how compliance will be maintained going forward. Along with the letter of verification, the agency must submit any and all specific documentation requested in the body of this report. The letter of verification and any additional requested documents can be emailed directly to or sent by regular mail to the following address:

Holly Ivey, Licensing Coordinator
Department of Human Services
Children’s Care Licensing Program
201 High Street SE, Suite 500
Salem, Oregon, 97301
Phone: 503.979.7411
E-Mail: Holly.r.ivey@state.or.us

Recommendations:

The contact information for complaints is outdated, as CAF is listed, and should state Licensing’s information. In the Client Rights, please add a line that clients have the right to AGCI’s policies and procedures upon request.

Exceptions: N/A

Changes in License: N/A

Summary of Review					
Program and Services 413-215-0011(2)	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
Program and services are in scope of license	X				
Governance of the Agency 413-215-0021	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(1)(a) Minimum of 5 board members	X				
(2)(f) Formally evaluate the exec. Director's performance annually	X				
(2)(g) Approves annual budget	X				
(2)(h) Obtain and review an annual independent financial review or audit of financial records.	X				
(2)(k) Written quality improvement program	X				
(2)(l) Meeting minutes	X				
Executive Director or Program Director 413-215-0021	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(3)(a) knowledge of requirements for providing care and treatment appropriate to programs	X				
(3)(g) Approval from BCU	X				
Contractors (if applicable) 413-215-0061(6)	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(a) Agency ensures the contractor meets the requirements of this rule and Chapter 413 division 215			X		
(b)(B) Contract includes the following: (i) Services provided (ii) Contractor fees (iii) Disclosure of information from contractor to agency (iv) Lines of authority (v) Adherence to rules, including background check			X		

(vi) Any liability of the agency for acts of the contractor, rights of indemnity and limitations on liability					
Supplemental Information Provided by CCA	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
Documents as indicated on the form titled "Renewal Licensing Required Documents"	X				
Documents as indicated on form titled "Required Financial Documents and Information"	X				
All required policies and procedures as identified in the "Umbrella Rules"	X				
All required policies and procedures as identified in "Agency Type Specific Rules"	X				
Physical Plant	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
413-215-0051(1) Sufficient safe space, equipment, and office equipment	X				
413-215-0091(12) License is posted in common area at each facility	X				

Personnel Files 413-215-0061	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
Staff Name	X				
Position	X				
(3)(g) Date of Hire	X				
(3)(a) record of education, training and previous employment	X				
(1)(b) & (3)(b) reference checks completed and documented	X				
(1)(a) & (3)(c) Background check completed and documented	X				
(3)(d) Annual performance evaluations		X		Personnel Files 413-215-0061(3)(d) Annual performance evaluations One personnel file reviewed lacked documentation of performance appraisals for two years.	
(3)(f) Record of personnel actions	X				
(3)(g) Termination date, reason for termination	X				

(3)(h) Current job description (1)(c) Employee meets minimum qualifications stated in current job description	X				
Meets the qualifications in 413-215-0416	X				
New Employee Orientation – Umbrella Requirements (30 days) 413-215-0061(4)	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(a) Agency policies and procedures	X				
(b) Ethical and professional guidelines	X				
(c) Organizational lines of authority	X				
(d) Attributes of population served	X				
(e) & (5)(a) to (c) Mandatory reporting that includes: (a) legal definition of child abuse ORS 419B.005, Oregon Laws 2016, chapter 106, section 36 (b) legal responsibility to immediately report (c) legal responsibility to report is personal to the employee	X				
(f) Privacy laws	X				
(g) Emergency procedures	X				
Ongoing Training 413-215-0421	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(2) Social services staff and contracted providers complete 10 hours minimum training on issues related to adoption	X				
(3) Social services staff and those who provide adoption services complete training in all of the following areas:	X				
(3)(a) Potential short- and long-term effects of prenatal exposure to alcohol, drugs, and poor nutrition	X				
(3)(b) Potential effects of separation and loss	X				
(3)(c) Process of developing emotional ties to an adoptive family	X				
(3)(d) Normal child and adolescent development	X				
(3)(e) Potential effects of physical abuse, sexual abuse, neglect, and	X				

institutionalization on the development of the child					
(3)(f) Potential issues of race, culture, and identity; issues of acculturation and assimilation; and if applicable, the effects of having been adopted internationally	X				
(3)(g) Emotional adjustment of adopted children and their families	X				
(3)(h) Open adoption	X				
413-215-0061(5) Mandatory reporting that includes: (a) legal definition of child abuse ORS 419B.005, Oregon Laws 2016, chapter 106, section 36 (b) legal responsibility to immediately report (c) legal responsibility to report is personal to the employee	X				
<i>Intercountry Adoptions</i> 413-215-0476(1)(d) Employees and volunteers are trained about the adoption laws and procedures of sending country.	X				
Comments:					

Adoption Files Compliance	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
413-215-0431(3) Adoption records are permanently retained and stored in a fire-retardant, locked location.	X				
Name of Family	X				
Orientation (before approving of home study) 413-215-0446(2)	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed

(a) Adoption program, policies and procedures	X				
(b) Needs and characteristics of children available	X				
(c) Attachment, separation, and loss issues	X				
(d) Importance of cultural and ethnic identity to the child	X				
(e) Effects of adoption on child and family	X				
(f) Adoption process	X				
(g) Rights and responsibilities of adoptive family and agency	X				
(h) Information on potential risks and challenges	X				
(i) Pre-placement, placement, and post-legal adoption services and resources	X				
Training	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
413-215-0451(3)(a) 6-hour minimum pre-adoptive training and education before home study	X				
413-215-0456(1) 10 hours documented orientation and training independent of home study and covers the following:	X				
(a) Possible short- and long-term effects of prenatal exposure to alcohol, drugs and poor nutrition	X				
(b) Effects of separation and loss	X				
(c) Process of developing emotional ties to an adoptive family	X				
(d) Normal child and adolescent development	X				
(e) Research on potential effect on child's development from physical abuse, sexual abuse, neglect, institutionalization, and multiple caregivers	X				
(f) Issues related to race, culture, and identity	X				
(g) Acculturation, assimilation, and if applicable, effects of international adoption	X				
(h) Emotional adjustment of adopted children and their families	X				
(i) Intercountry adoption (if applicable)	X				

(2) Documented reasonable efforts to prepare prospective parents for each child under consideration <i>before</i> the earliest of the following: (a) child is placed (b) travel to child's country for purpose of adoption	X				
(3) Appropriate methods of training used	X				
(4)(a) Agency provided detailed written information on the following subjects:	X				
(A) Resources for financial support	X				
(B) Medical assistance availability	X				
(C) Support services	X				
(D) Identification of organization or individual who will be involved in proposed placement	X				
(E) Potential ramifications of a failure of birth			X		
Home Study 413-215-0451	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(1)(a) Individual interviews completed with each household member	X				
(1)(b) Joint interview with couple (if applicable)	X				
(1)(c) On-site evaluation of home and compliance with CF979		X		Home Study 413-215-0451(1)(c) On-site evaluation of home and compliance with CF979 Verification of the CF979 document was not found in all of the Adoption Files reviewed.	
(2) Written Home Study includes all of the following:	X				
(a) Dates and places of interviews	X				
(b) Identity of each child to be considered for placement (if known)			X		
(c) Motivation for adoption	X				
(d) Family's plan for honoring ethnic and cultural heritage	X				
(e) Education or training needs	X				
(f) Need for support services and description of current support system	X				
(g) Life experiences and challenges	X				
(h) Marriage status or relationship	X				
(i) Names and ages of children in home	X				
(j) Names and ages of children not living in the home	X				
(k) Parenting skills and values	X				
(l) Lifestyle	X				
(m) Home and community	X				

(n) Health	X				
(o) Religion or spiritual beliefs	X				
(p) Employment and finances	X				
(q) Safety information and safety issues	X				
(r) Minimum 4 references - not related	X				
(s) Compliance with background check rules	X				
(t) Release of information	X				
(u) Background check from every state lived in for last 5 years	X				
(v) Background check from every country lived in last 5 years	X				
(w) Assessment of all information gathered and recommendations	X				
(x) Signed approval or denial by social services supervisor to use home for adoption	X				
413-215-0461 Pre-placement evaluation	X				
DOMESTIC ADOPTIVE PLACEMENT 413-215-0466	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(1) Pre-placement visit	X				
(2) Placement Agreement includes:	X				
(a) Agree to legally finalize adoption in time frame based on best interests of child	X				
(b) Agency will provide documents necessary for finalizing adoption	X				
(c) Agree to participate in supervision prior to finalization	X				
(d) Agree to provide prior written notification (change of residency, removal of child from state or in care of another person for more than 72 hours)	X				
(e) Supervision in accordance with ICPC if move out of state	X				
(f) Responsibilities in event of disruption	X				
(3) Medical consent to authorize care	X				
(4)&(5) Child and birth parent information	X				
(6) Post-placement supervision documentation includes:	X				
(a) Home visit within 30 days; frequency depends on adjustment	X				

(b) Changes in adoptive family	X				
(c) Medical information provided to adoptive parents	X				
(d) If placement appears likely to disrupt, efforts for counseling or replacement services	X				
(7) Post-legalization services (counseling, crisis intervention, respite care, support groups)	X				
INTERCOUNTRY ADOPTIONS 413-215-0476	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(1) In <u>compliance with foreign law</u> and makes reasonable efforts to learn and understand requirements in sending country	X				
(2) <u>Compliance by foreign representatives</u> (if applicable) Reasonable efforts are made to ensure: (a) Compliance with laws and procedures of sending country (b) Licensed or otherwise authorized (c) Does not engage in practices that are not in best interests of child or exploitation, trafficking of children (d) No pattern of licensing suspensions or sanctions (e)&(f) Full disclosure	X				
(3) <u>Pre-placement determination of compliance</u> . Authorized service or person has certified that: (a) Child is qualified for adoption (b) Necessary consents and determination made that placement in best interests of child (c) Proper emigration and immigration permits (d) Child's social and medical history or reasons why it could not be obtained	X				
(4) <u>Child information requirements</u> (reasonable efforts made) (a) Date the authority in sending country took custody and reasons why child in custody (b) Child's history (c) Information on child's immediate family	X				

(d) Information on child's cultural, racial, religious, ethnic, and linguistic background (e) Child's medical information (f) Videotapes and photographs of child (date) (g) Health risks specific to region or country where child resides					
(5) Information in section (4) is provided to prospective adoptive parents at least 2 weeks before adoption or placement for adoption, or date which the prospective adoptive parents travel to sending country to complete adoption procedures	X				
(6) The file documents all of the following: (a) Efforts of the agency to obtain the information (b) Reasons why agency was not able to obtain information (c) All communications with prospective adoptive parents (contents, dates, manner information was provided)	X				
(7) <u>Post placement and post-legalization</u> (a) Ensure appropriate measures to transfer child (b) Post placement reports (c) Home visit (1-4 months) documented in the post placement report (d) Original post-placement report is filed with the court and forwarded to the department (e) Parents are informed of other available post-placement services and resources (f) Adoption not finalized in sending country; (A) agency monitors and supervises placement, (B) informs importance of finalizing in U.S. and (C) advise parents means of obtaining proof of citizenship and SSN	X				
413-215-0481 Prior to placing a child in another country, reasonable efforts are made to search for prospective adoptive parents in the U.S.			X		
Comments:					

Adoption Finalization 413-215-0471	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(1) Documents required for filing with court are promptly provided to adoptive family or attorney	X				
(2) Agency promptly files all required documents with the court	X				

Records and Documentation 413-215-0071	Yes	No	N/A	Corrective Actions/Comments	Corrective Action Completed
(1) Stored safely	X				
(2) Permanent, legible, dated, and signed	X				
(3)&(4) Uniform in organization, readily identifiable and accessible, current, and complete, containing all required info. No eraser tape or white out.	X				
(7) Permanent registry of each child	X				

Corrective Action Documents:

Policy Revisions Needed:

413-215-0056 Licensing Umbrella Rules: Policies and Procedures (Amended 1/1/19) (2) In addition to other policies and procedures required by these rules, the policies and procedures in section (1) of this rule must include: (a) A written policy on mandatory child abuse reporting, consistent with ORS 418.257, 418.258, 419B.005, 419B.010, and 419B.015 that includes requirements that child-caring agency employees, staff, contractors, agents, and proctor foster parents do all of the following: (A) Immediately report suspected child abuse directly to the Department via the child abuse reporting hotline. (B) Receive child-caring agency-provided training on mandatory abuse reporting requirements as part of employee orientation and at least annually thereafter as described in OAR 413-215-0061. (C) Receive child-caring agency-provided training on the definitions of child abuse in ORS 418.257 and 419B.005 that apply in child-caring agencies.

The Mandatory Abuse Reporting Policy must be revised with the changes detailed below and resubmitted to the Licensing Coordinator.

- The policy must provide more details of the definitions of abuse 419B.005
- The Policy was missing 419.B.015 Report Form and Content information
- The policy was missing 419B.010 Duty of the official to report, (failure for a Mandatory Reporter to report could result in a Class A Felony)
- The policy must state that employees and volunteers of a licensed child- caring agency are Mandatory Reporters.
- The policy must update the state hotline phone number 1-855-503-7233

- The policy must state that suspected abuse must be immediately reported, and must delete, “must immediately report, or in less than 48 hours following the incident.”

Prior to the Licensing Report being sent All God’s Children had addressed some of the above requirements. The agency’s leadership was working with the Licensing Coordinator to refine the Policy.

Licensing Coordinator’s Signature: Holly Ivey

Date: 2-15-2022

Manager Review: H. Gibe

Date: 2-9-2022