

JUNE 23-25, 2020

virtual
NATIONAL
ADOPTION
CONFERENCE

NCFACONFERENCE.ORG
ADOPTIONCOUNCIL.ZOOM.US



CELEBRATING
40 YEARS
of family

TABLE OF CONTENTS

Welcome _____	5
Schedule at a Glance _____	6
Meet National Council For Adoption _____	8

DAY 1 // JUNE 23

Session One (11:15 ET) _____	10
Session Two (1:00 ET) _____	12
Session Three (2:30 ET) _____	14
Session Four (4:00 ET) _____	16

DAY 2 // JUNE 24

Session Five (11:15 ET) _____	18
Session Six (1:00 ET) _____	20
Session Seven (2:30 ET) _____	22
Session Eight (4:00 ET) _____	24

DAY 3 // JUNE 25

Caucuses _____	26
Continuing Education _____	27
Sponsors _____	28
Speaker Bios _____	33

E-PROGRAM

sponsored by





ACF ADOPTIONS is proud to support the National Council For Adoption and their commitment to being a resource for everyone touched by adoption



ACF is a private non-profit adoption agency established in 1992. We pride ourselves on personal service, clinical expertise, and ethical practice.

“The well-being of children is our priority, and our mission is to assist people in creating new family relationships through adoption.”



📍 Miami

16831 Northeast Sixth Avenue
North Miami Beach, Florida 33162
Tel: 305-653-2474, 800-348-0467
Fax: 305-653-2746



www.adoptionflorida.org
www.acfadoptions.org

CLICK AD TO VIEW LARGER



Chuck Johnson

President & CEO
National Council For Adoption

cjohnson@adoptioncouncil.org



703.299.6633



225 N. Washington St.
Alexandria, VA 22314



[linkedin.com/in/ncfa-chuck](https://www.linkedin.com/in/ncfa-chuck)



twitter.com/ncfachuck



Much has been accomplished, but much more needs to be done—and we will accomplish it together. This is your National Council For Adoption.

W E L C O M E

Dear National Adoption Conference Attendees,

Meeting virtually is not how we originally conceived of NCFA's 40th anniversary National Adoption Conference. We had expected three full days of plenary sessions, breakouts, meals together, late night conversations in the hotel lobby, and even a day on Capitol Hill advocating for important issues such as citizenship for all who have been adopted internationally, a refundable adoption tax credit that increases the possibility of adoption for children in foster care and gives greater benefit to lower and middle-class families, and other adoption-specific issues that are important to us personally. As it has for millions, COVID-19 radically changed our plans, but not our ability to gather together to learn more about adoption and celebrate NCFA's 40 years of advocating for family for children here in the U.S. and around the world who need a legal, loving, nurturing, and supported family through adoption.

As disappointed as I am that we had to postpone being physically present with each other, I am grateful for the technology that allows us to still have our annual conference, a smart staff who didn't allow disappointment and challenges to win out, but, instead, rallied to re-envision a conference by computer, and for the unexpected positive outcome of many dozens of new conference attendees who would not have been able to travel to DC but

are able to meet with us virtually. In addition, I am grateful for our conference sponsors—not one of whom withdrew their support—and also for everyone who has registered to be a part of the 2020 National Adoption Conference.

I've watched with much amazement how NCFA's staff responded to these challenges and put together sessions for learning and opportunities for fellowship via Zoom. I am grateful for their hard work, for the support of NCFA's dedicated Board of Directors, for NCFA's member agencies, attorneys, and resource organizations who are committed to see adoption work better for all, and for every one of our presenters and participants for joining us this week. Thank you for supporting NCFA's 2020 conference. Welcome all!

And, let us not forget those who came together 40 years ago to envision NCFA as an organization that would promote the viable option of adoption through better policies and practices to better serve children, birth parents, and adoptive families. Much has been accomplished, but much more needs to be done—and we will accomplish it together. This is *your* National Council For Adoption.

Sincerely,



Virtual National Adoption Conference

SCHEDULE AT A GLANCE

TUESDAY, JUNE 23

SESSION ONE // 11:15–12:30 ET

The Connected Family: Understanding and Supporting Adoptive Families

Jana Hunsley, MS, MA, LSW, PhD(c)

Session One Zoom Meeting ID: 820 579 596

SESSION TWO // 1:00–2:00 ET

Developing a Comprehensive Approach to Post-Adoption Services and Supports

Berenice Rushovich, MSW, Traci Brickhouse Jones, MSW, and Allison Hebert, MS

Session Two Zoom Meeting ID: 956 284 452

SESSION THREE // 2:30–3:30 ET

The Role of Pre-Placement Medical Review in Contemporary Adoptions: Setting Expectations, Assessing a Child's Needs and Supporting Successful Family Formation

Dana Johnson, MD, PhD

Session Three Zoom Meeting ID: 649 299 505

SESSION FOUR // 4:00–5:00 ET

“The Talk”: How to Speak With Children About Race and Adoption

Ebony Mack, MSW

Session Four Zoom Meeting ID: 392 943 369

WEDNESDAY, JUNE 24

SESSION FIVE // 11:15–12:30 ET

Preparing Children Already in the Home for New Foster/Adoptive Siblings

A.J. Zehner, MSW

Session Five Zoom Meeting ID: 886 0375 0183

SESSION SIX // 1:00–2:00 ET

The Baggage We Carry: Creating an Awareness of How Our Past Impacts Our Parenting and Making It Work

Megan Montgomery, LMSW

Session Six Zoom Meeting ID: 881 7075 8661

SESSION SEVEN // 2:30–3:30 ET

Honestly and Transparently Advocating for Children From Hard Places: Ethically Recruiting Families for Children

Jennifer Lanter

Session Seven Zoom Meeting ID: 861 0302 2332

SESSION EIGHT // 4:00–5:00 ET

Search and Reunion in Adolescence

Debbie Riley, LCMFT

Session Eight Zoom Meeting ID: 880 7214 8955

THURSDAY, JUNE 25**11:15–12:00 ET****Domestic Adoption Caucus**

Moderated by Heidi Cox

This caucus sponsored by*Zoom Meeting ID: 897 2387 5483***12:30–1:15 ET****India Caucus**

Moderated by Sharmeela Shah

*Zoom Meeting ID: 836 5923 1613***1:30–2:15 ET****China Caucus**

Moderated by NCFA Staff

*Zoom Meeting ID: 882 4893 7652***2:30–3:15 ET****Philippines Caucus**

Moderated by Diana Bramble

*Zoom Meeting ID: 890 0431 7025***3:30–4:15 ET****Haiti Caucus**

Moderated by Holt International

Zoom Meeting ID: 853 3781 4007

How to Join the Virtual Conference

We look forward to hosting our first ever virtual conference. You can join each session at:

<https://adoptioncouncil.zoom.us>

Note that each conference session and caucus meeting has a unique ID. You may want to print these schedule pages in advance so that you have the meeting ID numbers on hand before the sessions begin.



VIRTUAL PLATFORM

sponsored by



CELEBRATING
40 YEARS
of family

Meet NCFE

Passionately committed to the belief that *every* child deserves to thrive in a nurturing, permanent family, National Council For Adoption’s mission is to meet the diverse needs of children, birth parents, adopted individuals, adoptive families, and all those touched by adoption through global advocacy, education, research, legislative action, and collaboration.



BOARD OF DIRECTORS

Heidi Bruegel Cox, JD
Chairman

Wayne W. Sharp, PhD
Immediate Past Chair

Lisa Sinclair, Esq.
Vice Chair

Andrea T. Vavonese, Esq.
Vice Chair

Fawn Imboden
Secretary

Phillip Littleton
Treasurer

Jane Castanias, JD
Strategic Plan Coordinator

Kyle Clark

Joseph Firschein

Dana Johnson, MD, PhD

Sheree Jones

Stacey J. Reynolds

William P. Rosen, Esq.

Beth Nonte Russell

Rebecca Spicer

Pamela Stevenson

Steven A. Sunday

Cori Taylor

Mike Thorne

Kate Trambitskaya

Lorna Zimmerman



Stay Connected

adoptioncouncil.org 

ncfa@adoptioncouncil.org 

703.299.6633 

225 N. Washington St.
Alexandria, VA 22314 



@ADOPTIONCOUNCIL

STAFF



SESSION ONE

Tuesday, June 23 // 11:15–12:30 ET

<https://adoptioncouncil.zoom.us> ID: 820 579 596

The Connected Family

Understanding and Supporting Adoptive Families

When you bring a child from a hard place into your home, it affects every member of the family. In this session, you will learn how siblings of children from hard places are impacted by adoption and foster care, how each member of the family affects each other, and how to create a more cohesive family using TBRI® strategies.

More from NCFE

For more resources on this topic, check out:

» **[Adoption Advocate No. 61](#)**

**The Healing Power of
“Giving Voice”**

*by Karyn Purvis, PhD, and
David Cross, PhD*

» **[Adoption Advocate No. 129](#)**

**Increasing Permanency:
Seven Principles for Building
Emotionally Stable Foster
& Adoptive Families**

by Faye L. Hall and Jeff Merkert

Presented by

Jana Hunsley

MS, MA, LSW, PhD(c)



Graduate Research Assistant, PhD Candidate
Karyn Purvis Institute of Child Development,
Texas Christian University

child.tcu.edu

A better cash management solution for your expectant mothers.

With the Prepaid Expense Card, expectant mothers have the funds they need, when they need them.



Manage Spending

Digitally load and unload funds, set spending limits, designate where the card can be used, and restrict or limit cash access for expectant mothers.



Issue Quickly

Options available to instantly issue cards onsite. Fund cards in real-time with a Commerce Bank line of credit* or Commerce Bank Business Visa® Check Card.



Simplify Expenses

Replace gift card and cash handling. Reduce expense management for case workers and streamline retail purchases for expectant mothers.



CommercePayments™

CommercePayments™ solutions are provided by Commerce Bank.
*Immediate load option is subject to line of credit approval by Commerce, which approval may be withheld at its sole discretion.

commercebank.com/expensecard
prepaidexpense@commercebank.com

CLICK AD TO VIEW LARGER



SESSION TWO

Tuesday, June 23 // 1:00–2:00 ET

<https://adoptioncouncil.zoom.us> ID: 956 284 452

Developing a Comprehensive Approach to Post-Adoption Services and Supports

Adoptive families face challenges and have needs that manifest at different times over the course of life. Yet families often struggle to find appropriate help, particularly in rural areas or when problems arise years following the adoption. In this session, the presenters will describe how Virginia Department of Social Services (VDSS) conducted a needs assessment for post-adoption services. Attendees will learn about: how the needs assessment informed the creation of a coordinated, comprehensive service strategy; the tools, products, and communications strategy developed to disseminate this information to relevant audiences; and how VDSS leveraged a revised funding structure to implement the new service array.

More from NCFE

For more resources on this topic, check out:

» ***Adoption Advocate No. 78***

**The Post-Adoption Life:
Supporting Adoptees,
Birth Parents, and Families
After Adoption**

*by Kris Faasse, Sarah Horton
Bobo, and Angela Magnuson*

» ***Adoption Advocate No. 93***

**Post-Adoption Services:
Acknowledging and
Dealing with Loss**

*by Nancy Randall, PsyD, and Kim
Shepardson Watson, LCSW*

Presented by

Traci Brickhouse Jones

MSW

*Adoption Program Manager
Virginia Department of Social Services*

dss.virginia.gov 🔍



Berenice Rushovich

MSW

*Research Scientist, Child Welfare Research
Child Trends*

childtrends.org 🔍



Allison Hebert

MS

*Research Analyst, Child Welfare Research
Child Trends*

childtrends.org 🔍





SESSION THREE

Tuesday, June 23 // 2:30–3:30 ET

<https://adoptioncouncil.zoom.us> ID: 649 299 505

The Role of Pre-Placement Medical Review in Contemporary Adoptions

Setting Expectations, Assessing a Child's Needs, and Supporting Successful Family Formation

Adoption in the U.S. has evolved to where a majority of children now available for placement have either recognized medical problems or are vulnerable to developing a variety of disabilities. This session traces the history of pediatric health care providers in the adoption process and discusses how new knowledge on adversity in early childhood has expanded our understanding of risk factors in adopted children. Finally, the process of pre-adoption medical evaluation is outlined, the goal of which is to assist parents in making a well-reasoned decision on whether they have the resources to provide for their new child's needs.

More from NCFE

For more resources on this topic, check out:

» ***Adoption Advocate No. 142***

Medical Issues in Adopted Children: How Can Adoption Agencies Best Support Parents Before, During, and After Adoption?

by Elaine Schulte, MD, MPH

» ***Adoption Advocate No. 92***

Adoption Medicine: Improving the Health and Wellbeing of Adopted Children

by Emily Todd, MD

Presented by

Dana Johnson

MD, PhD

*Professor of Pediatrics
Member of the Divisions of Neonatology and Global
Pediatrics University of Minnesota Medical School*

adoption.umn.edu 🔍




We help adoption agencies or families who wish to place a special needs baby or toddler and sometimes older children for adoption, find experienced and loving families. No matter what the special need, we can help you find the very best family.

www.specialangelsadoption.org 256-452-9504

Be the hope.
Grow a family.

For over **50 YEARS** Nightlight has been helping families make the right adoption choice.

- Snowflakes® Embryo Adoption, Foster, International, & Domestic Adoption
- Preparing families for the journey of adoption with trusted guidance, resources and home study services.

 **nightlight**
christian adoptions

Because every child deserves a loving family

www.nightlight.org | 970.663.6799

CLICK ADS TO VIEW LARGER



SESSION FOUR

Tuesday, June 23 // 4:00–5:00 ET

<https://adoptioncouncil.zoom.us> ID: 392 943 369

“The Talk”

How to Speak With Children About Race and Adoption

Race and adoption are challenging subjects individually. Many professionals (and parents) feel challenged by discussions of both of these sensitive subjects. This session aims to give participants tools to address these big conversations. Attendees will learn: the ways race affects transracial adoption; where bi-/multi-racial children fit into the conversation; how to talk with children about race and adoption; and how to talk with parents about race and adoption. Attendees will leave with specifics on how to address these matters regarding children in the foster care system in addition to children adopted from birth.

More from NCFE

For more resources on this topic, check out:

- » **Third Culture Kids: What is Your Child Experiencing?**
by Kaylee Walsh
- » **Adoption Advocate No. 128**
Transracial & Transcultural Adoption: Preservation, Policy, and a Personal Perspective
by Alexis Oberdorfer, MSW
- » **Adoption Advocate No. 38**
Race and Identity in Transracial Adoption: Suggestions for Adoptive Parents
by Nicole Callahan

Presented by

Ebony Mack

MSW

Adoptee, Adoptive Parent, Social Worker

c2adopt.com



ADOPTMATCH.COM

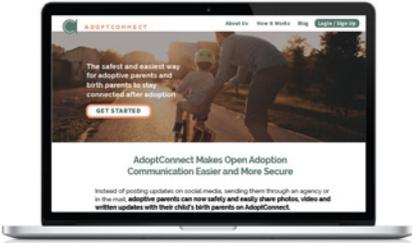


A Better Way to Match Adoptive Parents & Expectant Parents

Using technology and community to promote ethical adoptions and support open adoption communication.

M

A



A Better Way to Stay Connected After Placement

ADOPTCONNECT.COM



Adoption Center of Illinois
at Family Resource Center

Do you work with adoptive families in Illinois?

Adoption Center of Illinois serves families across the state! Our Services include:

International Services

- Home Study Services for any international adoption

Domestic Services

- Traditional Infant Adoption Program – Illinois birth parents
- Identified Adoption Program – Illinois birth parents
- Home Study Services for any domestic adoption
- Home Study & Support Services - US foster care adoption

Additional Services

- Education and Training classes
- Post-Adoption resources

www.adoptillinois.org
Adoption Center of Illinois
5828 N Clark St
Chicago Illinois 60660
773-334-2300

CLICK ADS TO VIEW LARGER



SESSION FIVE

Wednesday, June 24 // 11:15–12:30 ET

<https://adoptioncouncil.zoom.us> ID: 886 0375 0183

Preparing Children Already in the Home for New Foster/Adoptive Siblings

As a foster/adopt agency, it is just as important to adequately prepare children for the arrival of foster/adopt siblings as it is to prepare resource parents. In this session, a day-long training for children will be presented. The training of children is age appropriate, activity based, and prepares them for the arrival of siblings. It also creates a space for them to ask questions, dispel myths, and to get advice about how to address their peers when questions arise about new family members.

More from NCFCA

For more resources on this topic, check out:

» ***Adoption Advocate No. 60***

Preparing Children for the Adoption of a Sibling: Recommendations for Families Considering Intercountry Adoption

by Laura Beauvais-Godwin

Presented by

A.J. Zehner

MSW

Permanency Program Manager
KidsPeace

kidspeace.org



SPENCE-CHAPIN



Building & Strengthening Families For More Than 100 Years

- Options Counseling for Women & Couples
- Domestic, International & Special Needs Adoption
- Home Study Services for New York and New Jersey
- Post-Adoption Counseling & Community Programming

www.spence-chapin.org
info@spence-chapin.org
212-400-8150



SC SPENCE-CHAPIN
Services to Families and Children

CLICK AD TO VIEW LARGER



SESSION SIX

Wednesday, June 24 // 1:00–2:00 ET

<https://adoptioncouncil.zoom.us> ID: 881 7075 8661

The Baggage We Carry

Creating an Awareness of How Our Past Impacts Our Parenting and Making It Work

This session will discuss the importance of recognizing that we all have “stuff” in our history that we bring to relationships. Specifically, we will focus on understanding how a parent’s own past traumas can affect their parenting. Throughout the presentation there will be a focus on how to gain an awareness of this “baggage” and ways to cope with it so that we can feel more successful as parents.

More from NCFCA

For more resources on this topic, check out:

» ***Adoption Advocate No. 120***

Empowering Adoptive Parents to Successfully Navigate the Pathways of Parenting

by Kimberly Harrell, MEd., LPC, NCC, ACS

» ***Adoption Advocate No. 77***

The Joys and Challenges of Parenting Older Adopted Children

by Gary Matloff, PhD

» ***Adoption Advocate No. 144***

For Couples Who Adopt: How to Keep Your Relationship Strong

by Ryan and Kayla North

Presented by

Megan Montgomery

LMSW

*International Adoption Coordinator
AdoptionSTAR*

adoptionstar.com 



HOLT  **INTERNATIONAL™**
Uplifting children. Strengthening families.



Post-Adoption Coaching & Education

All parents encounter challenges as their children grow up. But not every challenge requires therapy or counseling. PACE can help provide support and resources during those times.

Learn more at holtinternational.org/pace
or contact us at pace@holtinternational.org
or 541.505.5556.

CLICK AD TO VIEW LARGER



SESSION SEVEN

Wednesday, June 24 // 2:30–3:30 ET

<https://adoptioncouncil.zoom.us> ID: 861 0302 2332

Honestly and Transparently Advocating for Children From Hard Places Ethically Recruiting Families for Children

This presentation will touch on the ethical considerations of recruiting families for children who come from hard places. How do you advocate for children who have experienced trauma and need special care without exploiting their pain and circumstances? How do you find families who understand the scale and scope of parenting a child who has suffered trauma?

More from NCFCA

For more resources on this topic, check out:

» ***Adoption Advocate No. 97***

Child Placement Best Practices to Support Permanency and Preservation Across the Continuum

by Debbie Wynne

» ***Adoption Advocate No. 101***

A Call for a More Ethical and Professional Adoption Practice

by Chuck Johnson

Presented by

Jennifer Lanter

*Vice President of Communications
Gladney Center for Adoption*

adoptionsbygladney.com 🔍



**FOREIGN SUPERVISED PROVIDER
TRAINING**

adoptioncouncil.org/fsp-training

NEW IN 2020!

NCFA's Foreign Supervised Provider Training is a first of its kind, 1.5 hour online course that educates and equips foreign supervised providers for best practices that adhere to all applicable laws and regulations.

"This is an excellent training course. It makes it much easier for ASPs to respond to the accrediting entity on the issue of FSP training."

-Nicole Skellenger, Dempsey Law

INDIVIDUAL AND GROUP RATES AVAILABLE • NCFA MEMBERS RECEIVE A DISCOUNT!



SESSION EIGHT

Wednesday, June 24 // 4:00–5:00 ET

<https://adoptioncouncil.zoom.us> ID: 880 7214 8955

Search and Reunion in Adolescence

The media often presents the dramatic and heartwarming aspects of search and reunion, but the reality is much more complex. These stories often focus on adult adoptees meeting birth family members. Today, adolescent adoptees increasingly are seeking birth family contact. The old refrain of “wait till you’re 18” is a thing of the past. This session will address: how to assess a teen’s emotional readiness for search and reunion; preparation for all members of the adoption constellation; and managing the potential relationship challenges that can surface after reunion. Ms. Riley will explore the impact of technology, social media, and DNA testing on search and reunion.

More from NCFA

For more resources on this topic, check out:

» [***Adoption Advocate No. 134***](#)

Preparing for Search and Reunion

by Ellen Singer, LCSW-C

» [***Adoption Advocate No. 90***](#)

International Search and Reunion

by Susan Soonkeum Cox

» [***Adoption Advocate No. 104***](#)

How Adoption Professionals Can Support Adult Adoptees’ Search for Information

by Rhonda Jarema, MA

Presented by

Debbie Riley

LCMFT

*Co-Founder and CEO
Center for Adoption Support and Education (C.A.S.E.)*

adoptionsupport.org



Offering primary provider services to Pakistan, Ukraine and Jamaica. Specializing in Home Studies for domestic and international adoption. Family Connections, Inc. has been providing adoption services throughout New York State since 1994.

607-756-6574

info@adoptfamilyconnections.org
www.adoptfamilyconnections.org



Serving Families Through:

Domestic Infant Adoption & International Adoption

Colombia
Jamaica
El Salvador
Honduras
Dominican Republic

Adoption by **Shepherd's Care**
Domestic & International

Providing competent and compassionate adoption services since 1980

www.adoptabsc.org
1.800.981.2060



CLICK ADS TO VIEW LARGER

Caucus Conversations

Thursday, June 25

<https://adoptioncouncil.zoom.us>

Caucus gatherings are always a highlight of the Conference experience for attendees. Participants can ask questions, share ideas, identify solutions to common issues and challenges in these programs, and get to know their colleagues in the field better. A NCFA staff member will serve as host for each session and a NCFA member will serve as the moderator. *All Conference attendees and all NCFA members are welcome!*

If you'd like to submit a question in advance for your caucus session, please email Amy Wolfe, awolfe@adoptioncouncil.org.



CLICK AD TO VIEW LARGER

11:15-12:00 ET

Domestic Adoption Caucus

Moderated by Heidi Cox

This caucus sponsored by



Zoom Meeting ID: 897 2387 5483

12:30-1:15 ET

India Caucus

Moderated by Sharmeela Shah

Zoom Meeting ID: 836 5923 1613

1:30-2:15 ET

China Caucus

Moderated by NCFA Staff

Zoom Meeting ID: 882 4893 7652

2:30-3:15 ET

Philippines Caucus

Moderated by Diana Bramble

Zoom Meeting ID: 890 0431 7025

3:30-4:15 ET

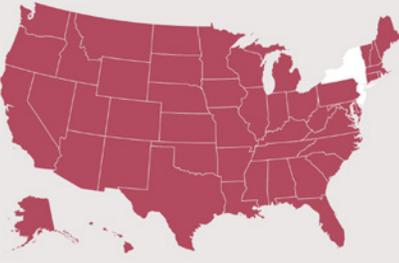
Haiti Caucus

Moderated by Holt International

Zoom Meeting ID: 853 3781 4007

Continuing Education

NCFA is pleased to offer up to eight Social Work Continuing Education hours for participants of the Virtual National Adoption Conference for the following states:



AL, AK, AZ, AR, CA, CO, CT, DE, DC, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI*, MN, MS, MO, MT, NE, NV, NH, NM, NC*, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY

This program is Approved by the National Association of Social Workers. *Approval # 886393493-3662*

* This course is approved by the Michigan Social Work Continuing Education Collaborative. *Course approval # 050820-04*

* This course is approved by the NASW-NC Peer Review Board. *Approval # A-281-512020*

To receive a CE certification, you must:

- » Log in to each conference session with your **full name and email address** for accurate attendance records.
- » Complete the online conference evaluation form for each day of the conference: www.ncfaconference.org/ce

Those needing New York State CE credit must complete the evaluations by **Thursday, June 25**.

If you have not paid for the CE credit, but complete an evaluation form to receive the certificate, you will be asked to pay \$20 before we will issue the certificate. (Staff of NCFA Member Agencies do *not* have to pay for the CE credit.)

Certificates will be emailed by NCFA no later than July 15th. If you have any questions about CE hours, please write to Amy Wolfe at awolfe@adoptioncouncil.org.

Join Us

Join the nation's
leading voice for adoption!

NCFA Membership is your home for professional community, support, training, resources, and advocacy.

"The best thing we ever did was join NCFA"
- 2019 member survey response

Learn more and apply at
adoptioncouncil.org/join-ncfa

Meet the Sponsors

Our Virtual National Adoption Conference sponsors share the belief that in the midst of unprecedented challenges, adoption professionals are rising up in dedicated and innovative ways to meet the needs of the children and families they serve. We are thankful to this year's sponsors for supporting this community through vital training, continuing education, and connection.

Silver Sponsors

CommercePayments



SC SPENCE-CHAPIN
Services to Families and Children

commercebank.com/expensecard

holtinternational.org

spence-chapin.org

The Prepaid Expense Card, a prepaid Visa® debit card, can make birth mother expenses easier for any size agency. Load and unload funds, control merchant and cash use and more. Contact us at prepaidexpense@commercebank.com or by phone at 866-946-3017.

We are a Christian organization committed to a world where every child has a loving and secure home. We help strengthen vulnerable families, care for orphans, and find adoptive families for kids.

Spence-Chapin has been offering exceptional adoption services for over 100 years. Our mission is to help find loving families for children whatever their needs or circumstances, and provide counseling and support for all children and the families to whom they have been born or entrusted.

Bronze Sponsors



adoptmatch.com

specialangelsadoption.org

adoptfamilyconnections.org

AdoptMatch is a mobile app and website that connects expectant parents with hopeful adoptive families and ethical adoption professionals.

adoptconnect.com

AdoptConnect is a digital platform that makes post-adoption communication between birth parents and adoptive families easier and more secure.

We provide advocacy and adoption services to find experienced, loving, capable parents for infants, toddlers, and sometimes older children with special needs.

We are a licensed custodial adoption agency and we work directly with expectant parents, adoptive parents, adoption agencies and attorneys across the country.

Family Connections, Inc. has been providing domestic adoption services and homestudy services for international clients since it was founded in 1994. We have been providing Primary Provider Services for families adopting from Ukraine, Pakistan, and Jamaica. We are centrally located in New York and have social workers employed throughout the New York area to service all areas of the state for homestudy and post-placement services.

Additional Sponsors



nightlight.org

VIRTUAL PLATFORM SPONSOR

Our agency provides you with many paths to parenthood through our domestic, international and foster adoption programs. In 1997, we pioneered the world's first embryo adoption program, Snowflakes®, allowing families to experience pregnancy and give birth to their adopted child.



adoptionflorida.org

E-PROGRAM SPONSOR

ACF Adoptions is a licensed, private adoption agency that provides professional adoption services to birth mothers, adoptive parents, and children since 1992. We believe in putting people before the process—ensuring every plan is customized to the individual family's situation and needs.



adoptionassociates.net

CAUCUS SPONSOR

Adoption Associates, Inc. exists to promote domestic and international adoption for God's glory. The benefits of adoption offered to birth mothers, their children from unplanned pregnancies, and orphaned children abroad are designed to reflect the spirit of adoption modeled by God in Ephesians 1 of the Bible. Accordingly, AAI is a Christian organization, founded on Christian beliefs and values. Pregnancy and adoption services are provided to clients of all faiths.



adoptioninflorida.com

CORE SPONSOR

Adoption by Shepherd Care is celebrating 40 years of providing domestic adoption services to birth parents and families seeking to adopt. With offices in Hollywood and Central Florida, ASC staff members serve birth parents, prospective adoptive parents, and adoptees. ASC is committed to providing competent and compassionate domestic and international adoption services.



Adoption Center of Illinois
at Family Resource Center

adoptillinois.org

CORE SPONSOR

Adoption Center of Illinois at Family Resource Center's mission is helping children through adoption. We do this by finding permanent, loving adoptive families for children, regardless of the background or health of the child; safeguarding the best interests and welfare of children placed in our care; and advancing the practice and understanding of adoption.

SUSTAINING SPONSORS



americaschristiancu.com



adoptionsbygladney.com

Community Sponsors

These individuals and organizations have provided support for the Conference through donation of their registration fees for our originally scheduled in-person conference. We are grateful for their support of NCFCA and this event in these challenging times.

- » [Dr. Elaine Schulte](#)
- » [Gerald Nebeker](#)
- » [ACF Adoptions](#)
- » [Adoption & Beyond](#)
- » [Agape Adoptions \(WA\)](#)
- » [All Blessings International](#)
- » [Adoption Associates](#)
- » [Cradle of Hope Adoption Center](#)
- » [eAdopt](#)
- » [Forever Bound Adoption](#)
- » [Frank Adoption Center](#)
- » [Hope's Promise](#)
- » [Lutheran Child and Family Services of Illinois](#)
- » [New Beginnings International Children's & Family Services](#)

Featured Community Sponsors





National Training and Development Curriculum

FOR FOSTER AND ADOPTIVE PARENTS

Partnering to create a free, comprehensive state-of-the-art training program to prepare foster and adoptive parents to effectively parent children exposed to trauma and to provide these families with ongoing skill development needed to understand and promote healthy child development.

For families who are fostering and/or adopting children through the public child welfare system as well as those adopting through an intercountry or private domestic process.



nurture.
inspire.
empower.

CLICK AD TO VIEW LARGER



NCFE has been the nation's leading voice in adoption advocacy for 40 years. Amidst the unique challenges 2020 has brought to our nation, we continue to engage with federal policies and legislation that impact adoption. We invite you to join us for future virtual and in person advocacy events.

Sign up for [Advocacy Alerts](#) to stay informed about how you can make your voice heard on adoption!

www.adoptioncouncil.org/advocacy-alerts



The [Adoption Advocate](#) is a monthly publication created by NCFE to educate policymakers, families, child welfare specialists, and YOU on today's most relevant child welfare and adoption issues.

To date, the Adoption Advocate has more than 140 issues on topics aimed to help strengthen families, empower professionals, and educate all those with a passion for adoption.

www.adoptioncouncil.org/resources/adoption-advocate

Speaker Bios

Traci Brickhouse Jones, MSW

*Adoption Program Manager
Virginia Department of Social Services*

Traci Brickhouse Jones has worked in child welfare for more than twenty years in various capacities; She completed course work towards a doctorate degree in Social Work at Norfolk State University's Ethelyn R. Strong School of Social Work with an emphasis on adoption. She completed the LEAD (Leading, Educating, and Developing) program at the University of Virginia's Weldon Cooper Center for Public Service and the Virginia Department of Social Services Leadership Academy in 2007. In 2018, Traci graduated from the Virginia Commonwealth Management Institute. She served as an adjunct professor at Norfolk State University in the Ethelyn R. Strong School of Social Work and served on the Community Advisory Council for Virginia's Wesleyan's Department of Social Work for the development of their Bachelor of Social Work program. Since 2014, she has served as the Adoption Program Manager for the Virginia Department of Social Services. She retired from the Virginia Army National Guard in 2012 after 23 years of service.

Allison Hebert, MS

*Research Analyst, Child Welfare Research
Child Trends*

Allison Hebert's primary research includes courts, juvenile justice, child welfare, and prevention and intervention strategies, including community and systems-level efforts. Allison holds a BA in sociology and criminology from Drury University and a MS in justice, law, and criminology from American University. At Child Trends, Allison works on a variety of projects, including leading the quantitative data analyses for a randomized trial of Team Decision Making, providing evaluation-focused TA to sites implementing child abuse and neglect prevention activities, and serving as a quantitative analyst on a rigorous evaluation of a state's juvenile reentry reform efforts.

Jana Hunsley, MS, MA, LSW, PhD(c)

*Graduate Research Assistant, PhD Candidate
Karyn Purvis Institute of Child Development,
Texas Christian University*

The focus of Jana Hunsley's work is on the adoptive family system and how to best support the entire family using TBRI®. In addition to her research, Jana trains parents, siblings, and families at Hope Connection 2.0, a therapeutic camp for adoptive families. Her interest in adoptive family work began when her family adopted

seven children internationally when she was a teenager. Prior to working at the Institute, Jana has worked as a post-adoption therapist and has supported children and adolescents who have experienced trauma in various other settings.

Dana Johnson, MD, PhD

*Professor of Pediatrics and member of the Divisions
of Neonatology and Global Pediatrics
University of Minnesota Medical School*

Dr. Dana Johnson co-founded the International Adoption Clinic at the University of Minnesota in 1986. His research interests include the effects of early institutionalization on growth and development and the outcomes of internationally adopted children. Dr. Johnson has authored numerous scholarly works including co-editing *Adoption Medicine* published by the American Academy of Pediatrics. He has received the Lifetime Achievement Award for Excellence in Adoption Research from the Rudd Adoption Research Program at the University of Massachusetts Amherst, Distinguished Service Award and the Lifetime Achievement Award from Joint Council on International Children's Services, the Friend of Children Award from the North American Council on Adoptable Children, and the Harry Holt Award from Holt International. In addition to serving on the Board of Directors of National Council For Adoption, he serves on the Board of Directors of OneSky Foundation and SPOON Foundation, and on the Advisory Board of the Both Ends Burning Campaign.

Jennifer Lanter

*Vice President of Communications
Gladney Center for Adoption*

Jennifer Lanter provides a unique and engaging perspective on the subject of adoption and has worked in the adoption field for over 16 years. In addition to her professional experience with adoption, Jennifer and her family adopted a precious little boy 10 years ago.

As a Fort Worth native, Jennifer received a Bachelor of Arts in communication from the University of Texas in Arlington. She began her career at the Gladney Center and has since dedicated her career to creating bright futures through the miracle of adoption.

Jennifer has extensive media experience and has worked with *People* magazine, Oprah Winfrey Network, Lifetime, MTV, *Washington Post*, *New York Times*, and several other media outlets. Jennifer is passionate about public speaking and loves the message of hope and adoption across the world.

Ebony Mack, MSW

Adoptee, Adoptive Parent, Social Worker

Ebony Mack is a NYC native currently living in Richmond, VA. She obtained a BA in psychology from CUNY and an MSW from Virginia Commonwealth University. Her experiences as an adoptee, adoptive parent, and social worker all shape her understanding about adoption. She is a proud mom of her 22-year-old son, who came to her family at age 17, and her daughter, who was just born in December 2018. Her near two decades of professional experience includes seven years helping families and children navigate the journey of adoption.

Megan Montgomery, LMSW

*International Adoption Coordinator
AdoptionSTAR*

Meg Montgomery has worked within the adoption field for many years, working with families through their international adoption journey from initial inquiry through post adoption. Meg is the International Adoption Coordinator, overseeing AdoptionSTAR's international home study programs in NY, OH, and FL. As an avid speaker and educator, Meg also frequently speaks at adoption related conferences, provides adoption related workshops for families, as well as providing pre- and post-adoption counseling.

Meg's experience as a social worker also includes working with children with social emotional disorders and/or behavioral challenges and their families. Her volunteer work includes working to provide humanitarian aid to children living outside of family care.

Debbie Riley, LCMFT

*Co-Founder and CEO
Center for Adoption Support and Education (C.A.S.E.)*

Over the past 30 years, Debbie Riley has focused her extensive therapy experience around treating adolescents and families dealing with issues of depression, anxiety, attention, and complex learning challenges. Since co-founding C.A.S.E. in 1998, Debbie has specialized in treating the complexities of adoption that surface in adolescence as well as children adopted internationally who are experiencing post-trauma stress and adjustment challenges. Among her many professional accomplishments, Debbie co-authored the widely acclaimed book *Beneath the Mask: Understanding Adopted Teens*. Debbie is a highly respected and sought-after keynote and workshop presenter both nationally and internationally. She is the proud recipient of the Children's Bureau 2015 Adoption Excellence Award. She collaborates with community organizations that support at-risk teens and integrate allied support services for teens with complex needs. Debbie and her husband Mike are also proud adoptive parents.

Berenice Rushovich, MSW

*Research Scientist, Child Welfare Research
Child Trends*

Berenice Rushovich has over 15 years' experience managing research and evaluation studies in the child welfare and public health fields. She has extensive experience in qualitative research methods, including focus group design and analysis, implementation science, and fidelity assessments. She recently completed the evaluation of two evidence informed foster parent trauma-training models in child welfare. Berenice participated in developing continuous quality improvement (CQI) plans and processes for community-based agencies, including conducting evaluations of their current practices and making recommendations on how these could be improved. Berenice has presented evaluation findings at numerous conferences. She is currently the project director on several studies, including a post-reunification support study, a randomized trial of Team Decision Making, and a state post-adoption services needs assessment. She is the principal investigator on an evaluation of a regional partnership grant to improve outcomes for substance exposed infants and a Caregiver Support Team service.

A.J. Zehner, MSW

*Permanency Program Manager
KidsPeace*

A.J. Zehner has been working with mental/behavioral health for the past 12 years. She has an undergraduate degree in psychology and Master's degree in social work. Having worked in community, residential, and inpatient settings, A.J. has gathered well-rounded experiences with children and families. Currently, she is working as a Permanency Program Manager with KidsPeace's adoption program to provide permanency services to children and youth in foster care, and families. A.J. is also a Licensed Social Worker and works as a therapist seeing children and families in an outpatient setting. A.J. has presented at local and statewide trainings in Pennsylvania on topics including parenting challenging behaviors, trauma and effects on behaviors, community trauma, and has created and facilitated support groups on permanency topics.

Thank You!

NCFCA would like to send a warm thank you to the speakers who helped bring the National Adoption Conference to a virtual audience this year.

E-PROGRAM

sponsored by



