

ENLIGHTENING,
EMPOWERING,
ADVOCATING



NCFA

National Council For Adoption

ANNUAL REPORT
FISCAL YEAR **2025**

MAY 1, 2024-APRIL 30, 2025



Words of Gratitude: Notes from

"Thank you for sharing so much information about the adoption tax credit! It helped our family a lot this year, and I would have never known about it without you!"

"I want to extend my heartfelt thanks for the incredible support you have shown to those who had lost hope. Your kindness and generosity have made a significant difference in their lives."

"I found this to be one of the most useful and applicable trainings I have attended in the 10 years I have been a child welfare worker... There were wonderful tangible tips to share with families."

"Thanks to NCFA's training I have a deeper understanding of the complex emotional and psychological effects of infertility that our clients, adoptive families, may be experiencing and will use that understanding to more effectively communicate compassion."

"Our son is one of the matched children who are still waiting to come home. We have renewed hope now thanks to you."


"We really appreciate the training days you have, which we share with all our social workers to help them keep current on trends in adoption.. For a small agency with a limited training budget, those trainings are a real blessing."

Those Whom You've Helped

"This was by far the best training I attended in a long time! The openness, honesty, and transparency of adopting through foster care was refreshing!"

"Thank you for this resource! Informed parenting—especially in adoption—makes all the difference."

"This program is a comprehensive and essential resource for families navigating the challenges of parenting children who have experienced trauma."




"We learned so much from the birthmother-centered sessions at NCFA's conference that we completely revamped our aftercare! Now we are offering post-adoption counseling to every birthmother. They can utilize this service for as many sessions as they need, at no expense to them. We even went back through our files and made contact with every past birthmother to offer counseling."

We also implemented an annual birthmother retreat, which was incredible. So many connections were made and lives were changed! We had group therapy sessions, played games, made s'mores, watched movies and so much more.

One more thing we added is a series of small but meaningful gifts which go out to each birthmother the first year after placement to show that they are not forgotten."

-NCFA Member Agency

"As a professional working in infant domestic adoption, the information you provide is incredibly helpful in preparing and training adoptive families on the needs their child may have and ways to support them."



Enlightening Through

Your support helped produce **five** new issues of the **Adoption Advocate** in FY25.

#180 Genetic Testing for Adoptees: Key Considerations and Benefits

#181 A Second Choice But Not Second Best: Infertility, Pregnancy Loss, and Adoption

#182 Adopting Through Foster Care Without Becoming a Foster Parent

#183 Adoption in the New Congress and Beyond

#184 Understanding Prenatal Drug Exposure and Adoption



Read any of these, plus all current and back issues, at

AdoptionCouncil.org/Adoption-Advocate.



This spring, NCFA released the latest edition of *Adoption by the Numbers*, the nation's **only** regular count of private domestic adoptions. That data was compared to federally-compiled data on intercountry and foster care adoptions -- and allowed NCFA to analyze trends, assess the current adoption landscape, and make best-practice recommendations to others in the child welfare field.

NCFA gratefully acknowledges our partner **The Opt Institute** for their sponsorship of *Adoption by the Numbers*.

How Does NCFA Use **Data**?

- Evaluate what's working well in adoption and how we can improve.
- Give hopeful adoptive parents a lens to understand their options.
- Help adoption agencies to plan for the future and meet the needs of their clients.
- Provide lawmakers with reliable data on which to base adoption policy.
- Clear up myths and misconceptions among the public.

NCFA gratefully acknowledges our partner the **Morgridge Family Foundation** for their support in developing our data strategy through their Child Welfare Executive Accelerator.



Above: NCFA President & CEO Ryan Hanlon holds a copy of a data report he collaborated on with The Washington Post, "Who's Adopting and Being Adopted?"

Awareness

It has been a shock over the last half-decade to see how loud the voices of those who disagree have become. First online, and then in more mainstream media sources, adoption has been equated to trauma, to human trafficking, and to other evils. More than distressing, it is a profound threat to adoption itself.

Anti-adoption rhetoric not only discourages those who otherwise would consider adopting, it also makes the pathway to pro-adoption policy much more difficult and even threatens to fundamentally devalue adoption among the range of permanency options.

That's why NCFA has launched The Adoption Coalition, dedicated to placing articles and opinion pieces in the media from people with positive personal narratives or stories that reflect the pain and suffering of children who haven't had the chance for a permanent home.

In its first year, the Coalition has made inroads into local media, with strategic focus on outlets that are part of national syndication networks, and built partnerships with parenting publications and lifestyle blogs. Through this strategy, we are telling positive adoption stories that don't sugar-coat its challenges, but also reflect the inherent beauty and love in adoption and its vital, often lifesaving, importance for children living without forever families.

Your Impact, By the Numbers

- 36 article placements
- 1,430,000 readers
- 19,906 total social media followers
- 32,044 email subscribers
- 6 journal articles published

DOTHAN

Dothan family gives special needs boy another chance at life to fill a child-sized void

by: **Christian Jones**

Posted: Feb 20, 2025 / 06:20 PM CST

Updated: Feb 20, 2025 / 10:25 PM CST



0:54 / 2:44

THE SACRAMENTO BEE

Gunshots, criminal gangs: A 5-year-old Haitian girl endures hell to get to CA home | Opinion

By **Angela Edgerly** Special to The Sacramento Bee

March 19, 2025 6:00 AM



Couple Behind 'Possum Trot' Movie Tells How Black Church Sparked Foster Care Movement in Small Texas Town



By **Leah Sutterlin**

July 1, 2024



Empowering Families

Adoption from foster care is by far the most common type of adoption in the U.S., with more than 50,000 children adopted from foster care each year and more than 100,000 waiting for adoption at any given time. NCFA launched an *Adoption From Foster Care* online toolkit to guide prospective parents through the process and provide clarity on what to expect.

The toolkit incorporates recorded webinars, articles, checklists, personal stories, and other resources dedicated to demystifying this type of adoption and empowering more hopeful parents to consider this path to build their families.



Above: Nicole Davi, NCFA's Director of Research and Morgridge Research Scholar, speaks to a conference of adoption attorneys about new support resources.

Below: Emily Kwiatkowski, NCFA's Adoption Education Manager, facilitated a three-day Train the Trainer intensive for adoption professionals to prepare foster and adoptive parents to effectively parent children exposed to trauma, separation and loss and to provide these families with ongoing skill development needed to understand and promote healthy child development.



Your support helped produce **seven** new adoption education webinars in FY25.

- Adoption from Foster Care 101
- How to Foster an Adoption-Inclusive Workplace
- Completing and Preserving Adoptions for Children with Challenging Behaviors
- Supporting Single-Parent Adoptive Families
- How to Explain to Children Their Adoption Story at Different Ages
- Adoption After Infertility: A Lived Experience Panel
- Talking to Friends and Family About Adoption

One of the most important things NCFA learned from our *Profiles in Adoption* research initiative was that while the overall stigma of placing a child for adoption has decreased, hospital-based staff caring for expectant and birth parents are still a major source of stigma. Armed with this information, NCFA began developing solutions to the problem, which culminated in fall 2025 with the award of our first federal grant in over two decades.

Awarded by the Department of Health and Human Services' Administration for Children and Families, the grant provides for NCFA (as the lead among several partners) to develop an online Adoption-Sensitive Clinical Care training for hospital-based staff.

This curriculum will help hospital-based service providers, doctors, nurses, and staff who provide pregnancy or adoption information to navigate those conversations with accuracy and compassion. NCFA's ambitious goal is to see 10,000 people take the training in its first year of launch.



Scan the QR code or visit hbasct.org to see the final product!

and Professionals

NCFA's *Profiles in Adoption* research also showed that a significant and growing number of adopted children require some measure of additional support in the classroom. To meet this need, last year NCFA launched our *School Supports and Resources for Adoptees* online toolkit.

For teachers, we developed new content equipping them with knowledge and strategies to better assist adopted children in their classroom, covering topics like how an adopted child's potential history of trauma, abuse, prenatal substance exposure, or complex or difficult relationships with their birth family may affect their classroom experience, and why teachers should be sensitive about assignments related to biological families, genetic backgrounds, or a child's infancy and early childhood.

For families, we developed new resources covering law and policy governing educational accommodations, school-based supports, their children's rights and their schools' responsibilities, how to advocate effectively for their children, collaborate with teachers and school-based staff to support their child's unique needs, and access additional school-based resources like tutoring, speech-language therapy, and testing accommodations.

Your Impact, By the Numbers

- **5,186** live webinar participants
- **1,188** individuals completing NCFA's online courses
- **880** total conference attendees (in-person and virtual)

NATIONAL ADOPTION CONFERENCE 2024



Nearly 400 adoption social workers from 40 states joined us for the 2024 National Adoption Conference, held in Fort Worth, Texas. The conference kicked off with a half-day intensive training in Trust-Based Relational Intervention (TBRI), a developmental neuroscience tool designed to meet the emotional needs of the most vulnerable children.

Attendees had more than thirty workshops to choose from during the three-day conference, each offering continuing education units in social work that are essential for maintaining their state licensure. Among several all-conference plenaries addressing child development and relational resilience in adoption, attendees also enjoyed an inspiring talk from adult adoptee and Miami Dolphins player Alec Ingold.



Advocating for the

Last year, NCFA's advocacy work prompted the U.S. House and Senate Appropriations Committees in Congress to direct the Federal Trade Commission (FTC) to review and address reports of false and misleading advertising by unlicensed online adoption brokers. The brokers prey on birth and adoptive parents and are the single biggest driver of the rising cost of adoption, reeling prospective adoptive parents in with misleading advertising and pocketing tens of thousands of dollars in "matching fees," even for failed adoptions.

Following Congress' directive to the FTC, NCFA staff subsequently met with regulators several times to discuss this issue and its ramifications. We also co-produced a fifty-page report, documenting numerous examples of deceptive, emotionally manipulative online ads from brokers, capturing testimony from individuals harmed by the brokers, and including recommendations for enforcement actions.

In September 2024, the FTC announced that official warning letters had been sent to 31 adoption brokers, instructing them to review and reform their practices or face the consequences, including the possibility of civil penalties of more than \$50,000 per violation.



Above left: NCFA President & CEO Ryan Hanlon brings partners from the adoption community to meet with members of the U.S. Senate. Above right: NCFA staff delivered adoption briefing packets to each new member of the 118th Congress.

"...these unlicensed entities assure hopeful parents that they will find them a child—a promise that is often **not fulfilled**, many months and tens of thousands of dollars later.

On the other side of the adoption process, expectant parents are similarly exploited. Knowing that expectant mothers may be facing financial hardship and social stigma, intermediaries often advertise housing or financial assistance, even though their **claims are often false, overstated, or merely a tool to pressure** these women into making long-term decisions **based on their short-term vulnerability**.

These practices **commodify** unborn children, and were they done in other countries, would be a **violation of international law**."

-from our report to the Federal Trade Commission

Adoption Community



The 2024 Adoption Hall of Fame celebrated a group of leaders who are helping to solve the problems of unlicensed brokers and adoption affordability.

We also recognized several extraordinary professionals who have set the standard for what it looks like to truly support everyone involved in an adoption.



Top left: Honoree Debbie Riley, Center for Adoption Support & Education, with presenter Will Waller, Jockey Being Family.

Top right: former U.S. Sen. Bob Casey.

Bottom left: Honorees Joshua Zhong and Lily Nie, Cherish Children Adoption International.

Bottom right: Presenter Mark Melson, Gladney Center for Adoption, with honoree Aleda Madison, Madison Adoption Associates.

Your Impact, By the Numbers

- **39** meetings with lawmakers
- **6** bills introduced in the 118th Congress based on NCFCA's advocacy
- **31** total Senate co-sponsors for NCFCA priority bills
- **48** total House co-sponsors for NCFCA priority bills
- **38,030** lawmaker contacts made via our online advocacy center
- **77** adoption briefing packets delivered to new Members of Congress

Adoption Legislation Introduced in the 118th Congress (2023-25)

- **Adoption Tax Credit Refundability Act** - making the Adoption Tax Credit refundable so that more families, especially low and moderate income families, can afford the costs of adopting a child.
- **The ADOPT Act** - protecting adoptive families, children, and expectant mothers from exploitation by unlicensed adoption intermediaries.
- **In Good Standing Adoption Agencies Act** - providing greater transparency into the licensing status of child-placing agencies and into whether an agency has been subject to disciplinary action.
- **Adoption Counts Act** - requiring states to report adoption data annually, which would allow policymakers and service providers to make more informed decisions.
- **Protecting All Parents and Adoptees (PAPA) Act** - creating a National Responsible Father Registry to facilitate the timely adjudication of adoption proceedings.
- **Hospital Adoption Education Act** - providing for programs to train healthcare workers in providing ethical, compassionate care to expectant, birth, and adoptive parents.

Financial Report

For the Fiscal Year Ended April 30, 2025

Assets

Statement of Year-End Financial Position

Cash and cash equivalents	\$643,213
Certificates of deposit	\$596,083
Accounts receivable	\$2,600
Grants and contributions receivable	\$189,909
Prepaid expenses	\$23,608
Property and equipment	\$1,100,882
Total Assets	\$2,556,294

Liabilities

Accounts payable & accrued expenses	\$93,395
Deferred revenue	\$300,030
Total Liabilities	\$393,425

Total Net Assets - April 30, 2025	\$2,162,869
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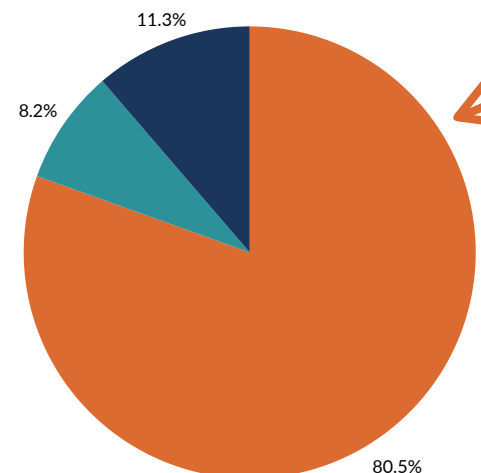
Statement of Activities

Grants and contributions	\$858,447
Federal grants	\$324,160
Conference revenue	\$310,723
Membership dues	\$137,008
Training revenue	\$29,255
In-kind contributions	\$673,351
Interest and other income	\$48,820
Total Revenue	\$2,381,764

Program services	\$1,770,885
Management & general	\$248,788
Fundraising expenses	\$180,597
Total Expenses	\$2,200,270

Revenue & Support

Expenses



Make Your Gift Go Farther

Give monthly!

NCFA is set up to accept secure monthly online donations through ACH (direct withdrawal from your bank account), PayPal, Apple Pay, Google Pay, and Venmo. To set up your recurring gift, visit adoptioncouncil.org/donate.

Give in-kind.

Your donation of professional services (including but not limited to public relations, marketing and media, printing, graphic design, or legal research) can significantly advance NCFA's mission.

Estate and planned gifts to NCFA may be made via:

... A simple bequest that remembers NCFA in your will.

... An insurance policy or other financial instrument that designates NCFA as a beneficiary.

... A qualified charitable distribution from your Individual Retirement Account (IRA).

Make a gift through your workplace.

Many employers will match employees' charitable gifts, multiplying the impact of your support! Check with your human resources office to see if these options are offered.



*Your planned or estate gift can have a **transformational impact** in achieving our shared vision for adoption:*

Give every adoptive family tools and resources to ensure that their children recover from early challenges, thrive and succeed.

Train and equip thousands of adoption professionals.

Uphold a positive pro-adoption culture that celebrates adoption as a positive good.

Safeguard adoption from legislative, regulatory, and diplomatic roadblocks, at home and abroad.

Contribute stock or securities.

Make a secure, instant, tax-advantaged gift – including stock, cryptocurrency, or a grant from your donor-advised fund – at every.org/support-NCFA.



Thank you to these individuals who have generously made a legacy gift commitment to NCFA:

Evelyn Spielmann*
George McDonnell*
Jane and Greg Castanias
Wayne and Linda Sharp
Mike and Maggie Thorne
Christiane Waldkirch Crupe

**deceased*

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Our mission is to meet the diverse needs of children, birth parents, adoptees, adoptive families, and all those touched by adoption through global advocacy, education, research, legislative action, and collaboration.

Our vision is a world in which **all children, everywhere** have nurturing, permanent families.

AdoptionCouncil.org



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