

familybyadoption INC.

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familybyadoption.com

ANNUAL REPORT 2021 - 2022

November 2022

All of us at Family by Adoption Inc. are pleased to report that 2021-2022 has been a good year for the agency.

Family by Adoption is licenced to facilitate international adoptions from South Africa, Nigeria, Ghana, Uganda, Haiti, Jamaica, and Bangladesh.

The difficulty the agency experienced in 2020 related to the rotation of travel closures and program limitations during the pandemic ended in 2021 and agency operations during 2022 have been back to normal and even progressive. We are fortunate to have long-standing professional relationships with our experienced and dedicated child welfare partners in other countries, and also to have applicant families who hung in through the pandemic to be able to realize their family goal of international adoption.

Our existing foreign partner agencies are operating well, and this year FBA also received new licenses.

On May 19, 2022 the agency received a new term on our Intercountry Adoption Act (IAA) licence to facilitate adoptions from Jamaica. Some Jamaican adoptions are finalized in Jamaica court and some in Ontario court, depending on the situational ruling of the magistrate in Jamaica.

On May 19, 2022 the agency received a country specific term on our IAA licence to facilitate an adoption from Uganda.

On June 22, 2022 the agency received a "Licence to Place Children for Adoption", under the *Child, Youth and Family Services Act (CYFSA)* allowing the agency to complete adoptions in Ontario court; the licence includes a *Country Specific Term for Jamaica*, allowing the agency to complete Jamaican adoptions in Ontario Court.

On November 1, 2022 the agency received a *Country Specific Term* on our *CYFSA licence* for Bangladesh. All Bangladesh international adoptions will be finalized in Ontario Court.

Through a 6-month period the agency received and registered 15 applicant families who had been registered and working with World View Adoption Association (WVAA) in their Bangladesh and Jamaica programs. FBA will complete the international adoption process with each of those families.

In June 2022, the agency added a new team member when Ms. Muskan Sarraf joined the agency as the adoption file coordinator for the programs in Bangladesh and Jamaica. Our executive director, Sharon Gollert, continues to lead the agency through growth and sustainability and other team members Josie Borgia, Dave Antognini and Roma Hewitt play significant roles in agency operations.

The five officers of the agency's Board of Directors remain and are the same dedicated members as last year. I want to thank all staff and board members for their time, expertise, and effort in overseeing the operation of the agency through this year and we look forward to another year of providing intercountry adoption services to children and families.

Scott Farrell, Chair, Board of Directors

On behalf of the Board of Directors of Family by Adoption Inc.

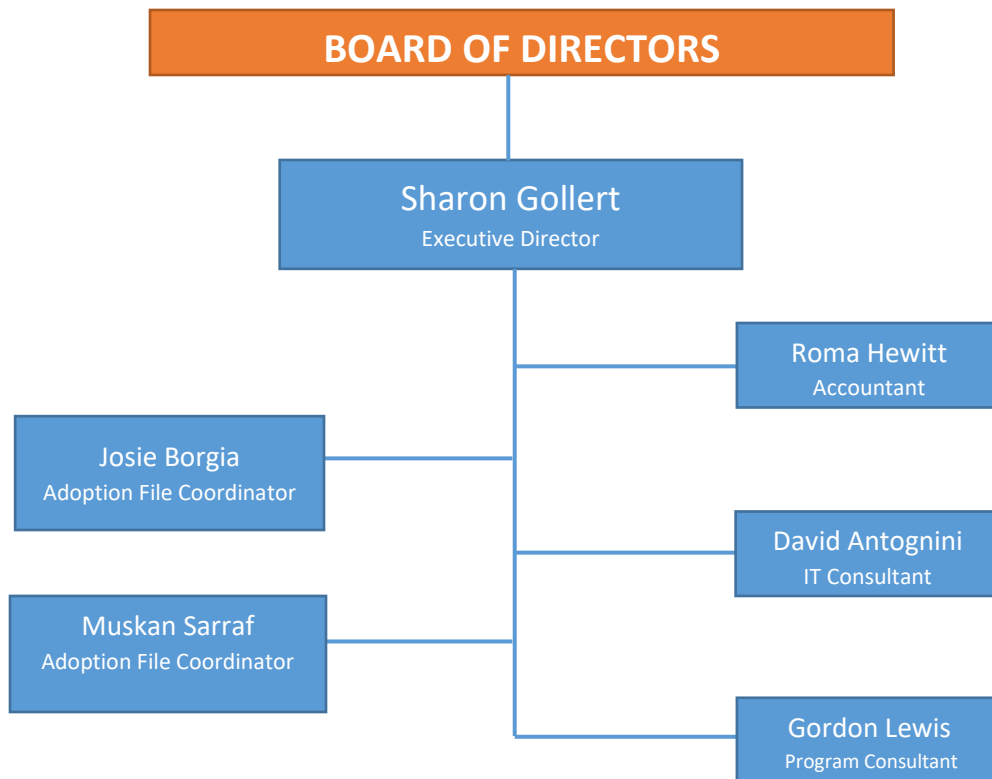
familybyadoption INC.

Board of Directors

| | |
|--------------------|------------------|
| Board Chair | Scott Farrell |
| Officers | Brent Walker |
| | Herbie Kuhn |
| | Andrea Janzen |
| | Godfrey Adderley |

Agency Staff

| | |
|-----------------------------------|-----------------|
| Executive Director | Sharon Gollert |
| Adoption File Coordinators | Josie Borgia |
| | Muskan Sarraf |
| Finance and Accounting | Roma Hewitt |
| I.T. | David Antognini |
| Foreign Program Consultant | Gordon Lewis |



Family by Adoption Inc. holds an Ontario Licence under the Intercountry Adoption Act to facilitate adoptions from:

- South Africa
- Nigeria
- Haiti
- Guyana (limited)
- India (limited)
- Jamaica
- Ghana (limited)
- Uganda (limited)

Program Details by Country

South Africa

Description of the Program: South Africa's Central Adoption Authority is the National Department of Social Development, located in Pretoria. The timeline to receive a child proposal from the of registering the applicants' dossier in South Africa is about 24 - 30 months. Applicants are required to make one (1) trip, with a duration of approximately 6 weeks in South Africa, during which the child is transitioned into their care, the adoption is finalized in Court and the Canadian High Commission in Pretoria reviews the child's immigration documents for approval to enter Canada.

Children in the Program: Children range in age between 2 and 4 years of age.

Post Adoption Reports: Post adoption reports are due once per year for 5 years.

Lagos, Nigeria

Description of the Program: The adoption authority in Lagos State, Nigeria is the Ministry of Youth and Social Development. This program is available for both relatives and non-relatives and for applicants of Nigerian background as well as those who are not Nigerian nationals. The average timeline for adoptions from Nigeria is 18-24 months from the time the applicant receives Ontario Ministry approval. Applicants are required to make one or two trips to Lagos. For those who choose to remain in Nigeria with their child during the wait for the child's immigration review process it is one trip. It may take anywhere from 3 to 24 months for the Canadian High Commission Accra, Ghana to complete the immigration review and issue the child's documents. For those who cannot continue to live in Nigeria to wait for the immigration process, they will sign a Care and Custody Agreement for their newly adopted child to continue to be cared for by the orphanage they live in, while the applicants return to Canada to await approval of immigration. The first trip will be about 8 weeks and the second trip will be about 2 weeks.

Children in the Program: Children are between the ages of about 2 to 10 years.

Post Adoption Reports:

Post adoption reports for Lagos are due for the first 2 years post adoption completed by your practitioner and then reports annually until the child is 18 completed by the family.

Nigeria

Description of the Program: The adoption authority is the relevant Nigerian Ministry which is responsible for child welfare in the child's state of residence. This program is available for relative and non-relative adoptions. The average timeline for adoptions from Nigeria is 18-24 months from the time the applicant receives Ministry approval. Adoption laws differ by Nigerian state and applicants must work with FBA in collaboration with a foreign partner lawyer in the state where the child resides which is where the adoption will be completed. FBA has established Working Agreements with various lawyers in Nigeria, in states other than Lagos state, where we have a standard agency partner. Adoptive applicants must be Nigerian nationals to adopt in all states in Nigeria except for Lagos, which allows non-Nigerians to adopt children in intercountry adoption.

Children in the Program: Children available for adoption range in age from 1 year to older school age children.

Post Adoption Reports: Post adoption reporting is not required presently.

Haiti

Description of the Program: Haiti's Central Adoption Authority is the Institut du Bien-Etre Social et de Recherches (IBESR). The program requires two (2) trips. Dossier documents require translation into French before authentication, legalization, and submission to Haiti. When the applicants' dossier is confirmed as received by IBESR, they receive a log in number, and from the time of receiving the number the timeline to receive a child proposal is about 3 years. Haiti requires a 2-week socialization with the child in the first trip and the second trip is to receive the child. During the global pandemic, socialization has consisted of virtual visits with the child in the orphanage.

Children in the Program: Children in the program are referred between the ages of 2 and 8 years of age.

Post Adoption Reports: The first post adoption report is due 6 months after the child arrives in Canada. Reports are then due annually from the date of the child's arrival in Canada for a total of 8 years.

Guyana

Description of the Program: The adoption authority in Guyana is the Child Care and Protection Agency (CCPA). Guyana is a signatory to the Hague Convention and effective June 2019 is in the process of implementing the legal and administrative requirements of the Hague Convention. Effective September 2019 no new applications have been accepted and will not be accepted until the Hague process has been implemented, at which time FBA will continue. Families must travel twice to Guyana within the adoption program. Guyana law stipulates that a 3-month residency period is required for all adoptions, however, the court may dispense with the requirement of the residency period in intercountry adoptions.

Children in the Program: Children who are eligible and referred for intercountry adoption have been between the ages of about 3 and 8 years.

Post Adoption Reports: To be determined following implementation of Hague process.

Jamaica

Description of the Program: The adoption authority in Jamaica is the Child Protection and Family Services Agency (CPFSA). The program is available for both relatives and non-relatives and for applicants of Jamaican descent or non-Jamaican descent. Non-relative adoption applicants must be at least 25 years of age and relative applicants must be at least 18 years of age. Due to Covid-19 applicants are required to attend court virtually. The Jamaica Court will grant either a Form of a Licence or an Adoption Order. If the court grants a Form of Licence, the adoption must be finalized in Ontario Court.

Children in the Program: Children in this program are mainly relatives of the adoptive applicants and are any age up to 18 years old.

Post Adoption Reports: None

Program Statistics

This chart depicts FBA activity from November 2, 2021, to November 1, 2022.

| | SOUTH AFRICA | LAGOS, NIGERIA | NIGERIA | HAITI | GUYANA | JAMAICA | GHANA | UGANDA | TOTAL |
|---|---------------------|-----------------------|----------------|----------------|----------------|-------------------------|--------------|-------------------------|--------------|
| Adoptions Finalized | 3 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 8 |
| Total Waiting Applicants as of November 1, 2022 | 10 | 10 | 16 | 1 | 2 | 0 | 0 | 1 | 40 |
| Average Timeline | 18 – 24 Months | 30 – 36 Months | 12 – 18 Months | 30 – 36 Months | 18 – 24 Months | 18 – 24 Months | TBD | 18 – 24 Months | |
| Total Fees (FBA & Overseas Fees) | \$31,000 CDN | \$31,000 CDN | \$26,500 CDN | \$35,000 CDN | \$26,000 CDN | \$14,000 - \$20,000 CDN | TBD | \$22,5000 + Lawyer Fees | |

Note: The fees do not include fees for the homestudy, adoption training, services provided by the adoption agency in your province, including review of the child proposal or Post Adoption Reporting requirements. The fees do not include airfare, lodging, daily expenses, or travel to and within the foreign country.

Complaint Procedure

It is the agency's intention to service adoptive applicants in a timely and responsible manner. If an issue arises that applicants want to address with the agency we would like to deal with the matter directly to resolve it. Applicants should bring the issue to the attention of the agency director for discussion and resolution. If the applicants feel that the issue is not resolved in a satisfactory manner after discussion with the agency director, they have the option to contact a member of our Board of Directors by following the following process:

1. Email the Board of Directors at board@familybyadoption.com stating you have a concern to discuss. Outline the basic issue in writing and send it by email.
2. A response confirming that the email has been received will be sent from the Board of Directors.
3. The complaint as outlined will be reviewed by the Board and a written response will be provided.
4. If the matter remains unresolved to the applicant(s) satisfaction after communication in writing at the Board level, the applicants may contact the provincial adoption authority at adoption.unit@ontario.ca