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ANNUAL REPORT 2024

All of us at Family by Adoption Inc. are pleased to report that this was another successful year of providing intercountry adoption services to children and families.

The agency is licensed under the Ontario *Intercountry Adoption Act, 1998* to facilitate international adoptions of children from South Africa, Nigeria, Ghana, Haiti and Jamaica. This year the agency also received a one-time licence to complete an adoption in Burundi. We continue working in dedicated partnerships with foreign partner child welfare representatives.

The agency is also licensed under the Ontario *Child Youth and Family Services Act* to complete Ontario adoptions for families adopting from Bangladesh and Jamaica.

In 2024, Manon Parent joined the agency as an adoption file coordinator working with adoptive applicants to adopt from Haiti.

The executive director, Sharon Gollert, continues to lead the agency through growth and sustainability with fellow team members Josie Borgia, Muskan Sarraf, Manon Parent, Roma Hewitt and Dave Antognini. We maintain a strong Board of Directors comprised of Andrea Janzen, Herbie Kuhn, Brent Walker, and Godfrey Adderley.

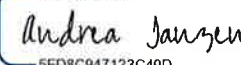
We want to thank all staff and board members for their time, expertise, and effort in overseeing the operation of the agency through this year and we look forward to another year of providing intercountry adoption services to children and families.

Signed by:

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Herbie Kuhn, Co-Chair, Board of Directors

Andrea Janzen, Co-Chair, Board of Directors

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

December 2024

familybyadoption^{INC.}

Board of Directors

Board Co-Chairs: Andrea Janzen
Herbie Kuhn

Board Officers: Brent Walker
Godfrey Adderley

Agency Staff

Executive Director Sharon Gollert

Adoption File Coordinators: Josie Borgia
Muskan Sarraf
Manon Parent

**Finance and Accounting
I.T.** Roma Hewitt
David Antognini



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

- South Africa
- Lagos, Nigeria
- Haiti (not accepting new applications)
- Ghana
- Jamaica
- Uganda (limited)
- Tunisia (limited)
- Burundi (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 18-24 months. Applicants are required to make one (1) trip, with a duration of approximately 8 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 decision-making.

Children in the Program: Children range in age between 1 and 6 years.

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

Fees: approximately \$31,000 CAD

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 of their homestudy. 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 for the child's documents. For those who cannot continue to live in Nigeria to wait for the immigration process, they can sign a Care and Custody Agreement with the orphanage who is caring for their child for the orphanage to continue caring for their child until an immigration decision is made. The first trip will be 8-12 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.

Fees: \$20,300 CAD & \$10,585 USD

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 number, and from the time of receiving the number the timeline to receive a child proposal is about 3+ years. Currently, the applicants are introduced to their child virtually through online socialization visits with the creche director and the child.

Children in the Program: Children in the program are referred between the ages of 1 and 10 years of age. Sibling groups are placed together.



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.

Fees: \$24,900 CAD & \$19,060 USD

Jamaica

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. Nonrelative adoptive applicants must be at least 25 years of age and relative applicants must be at least 18 years of age. The Jamaican court will grant either a form of 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

Fees: \$14,000 CAD - \$20,000 CAD

Bangladesh

Bangladeshi law does not allow for full adoptions of Bangladeshi children in Bangladesh. Adoptive applicants considering adopting from Bangladesh must obtain a guardianship order from a Bangladeshi court and then adopt the child locally in Ontario. Adoptive applicants must be at least 18 years of age. At least one adoptive applicant in a couple must provide proof of Bangladeshi citizenship.

Children in the Program: Children are typically infants and up to the age of 3 years old.

Post-adoption reports: None

Fees: \$26,500 CAD

Other Countries

During this year, Family by Adoption Inc. has facilitated adoptions via a one-time licence from Uganda, Burundi, and Tunisia. FBA licence requests are pending for St. Lucia, Trinidad & Tobago, and The Gambia.

Note: The fee amounts mentioned above are an overall cost estimate for international adoption. Included in these figures are the fees paid to FBA for agency services as well as overseas program and service fees. These figures do not include fees for the homestudy, adoption training, services provided by the adoption agency in your province, including review of the child proposal and preparation and management of Post Adoption Reports. They also do not include airfare, lodging, daily expenses, or travel to and within the foreign country.



Program Statistics

This chart depicts FBA activity in all Canadian Provinces from January 1, 2024 to December 16, 2024.

COUNTRY	ADOPTIONS FINALIZED	WAITING APPLICANTS
South Africa	13	32
Lagos, Nigeria	1	12
Nigeria	1	9
Haiti	1	5
Bangladesh	1	6
Jamaica	2	7
Tunisia	1	0
Burundi	0	1
Ghana	0	0
TOTALS	20	72

Complaint Procedure

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

If a concern or complaint has not been resolved at the agency level, the Applicant may follow this process:


1. Request the email of a member of the agency's Board of Directors. Outline the concern or complaint in writing to attention of the board member for response.
2. A response confirming that the email has been received will be sent from the member of 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 Applicant(s) may contact the provincial adoption authority at adoption.unit@ontario.ca



Report From the Board

1. All Board Members have been provided with an orientation package that includes material describing the roles, responsibilities, and liabilities of Board members.
2. The Board has reviewed the agency's audited financial statement
3. The Board has followed a pre-determined process, including established goals and performance measures when reviewing the performance of the Executive Director
4. The Board has reviewed and approved a report by agency staff on the operations of the agency's programs in each country.

Herbie Kuhn, Co-Chair, Board of Directors

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