



2020 Annual Report

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Message from the Board Chair

Dear Friends,

It is a privilege to serve as the chair of the National Foster Parent Association board of directors. The board is committed to effective governance to ensure that NFPA continues to carry out its vital mission.

This is a personal journey for me. My husband and I are former foster parents in Illinois who were privileged to have two biological sisters join our family permanently via adoption in 2001. Through our fostering and adoption experience, I gained an appreciation for the founding vision of the National Foster Parent Association: to be a respected national voice for foster, kinship and adoptive families through networking, education, and advocacy.

The National Foster Parent Association's founding vision and mission are powerful ones. For 50 years, the NFPA has made a significant impact in the lives of foster, kinship and adoptive families throughout the United States. This past year was no exception even during a worldwide pandemic.

Our accomplishments in calendar year 2020 are detailed in this annual report. 2020 allowed the NFPA to continue, in spite of the COVID-19 pandemic to continue to promote the delivery of services and supports to foster families; support quality foster care by promoting excellence and best practice; provide services and supports to state and local foster parent associations; develop and provide education and training, information, dissemination of information to the public; advocate at the local, state and national level; promote networking and collaboration; promote positive image of family foster care; greater visibility; encourage active involvement

On behalf of the board, I am confident that the NFPA will continue to carry out its mission with the creativity and dedication that have defined its long history.

Karen Poteet
Board Chair, National Foster Parent Association



Mission & Historical Background

NFPA Mission Statement

To be a respected national voice for foster, kinship and adoptive families through networking, education and advocacy.

Historical Overview of the National Foster Parent Association

In the United States, it took well over a century after the emergence of foster parenting as we know it today for the National Foster Parent Association (NFPA) to be created. The reason it was created was based on the premise that fostering and birth parenting were different. The article, Foster Parent Associations: Advocacy, Support, and Empowerment, by Eileen Mayers Pasztor and Emily Jean McFadden, is an outstanding venue to learn the complete history of foster parent associations on the national, state and local levels.

When foster parents were called upon to serve as more than just traditional parents, challenges of the role clarity emerged. The question then still remains today – are foster parents colleagues, clients, or something in-between?

By the 1960's, foster parents and child welfare professionals alike recognized a need for advocacy, support, and empowerment. In 1967 in New Orleans, Louisiana, the Child Welfare League of America (CWLA) sponsored a National Conference on Foster Care that was funded by the U.S. Children's Bureau and the New York Fund for Children. Recommendations from the conference included creating associations of foster parents, upgrading foster parenting as a child-care career, and improving training and education for foster parents.

As a result of this conference, CWLA received a three year demonstration project grant from the U.S. Children's Bureau to officially launch the NFPA. Thus began the idea of NFPA and the work that led to the first official NFPA Conference in 1971 in Chicago, IL. NFPA has held a conference every year since that first official conference totaling forty-nine (no conference in 2020 due to COVID Pandemic) fantastic opportunities for foster parents, kinship parents, adoptive parents, and child protection /welfare staff to learn together. These conferences have been held across the country to help ensure foster parents and those who support them opportunities to attend when it was in their part of the United States.

This short article would be incomplete without recognizing two women who inspired this movement to provide advocacy, support, and empowerment for foster parents. Beatrice L. Garrett, MSW, Specialist on Foster Family Services for the U.S. Children's Bureau, and Helen D. Stone, MSW, Foster Care Project Director for CWLA, envisioned an organization offering foster parents a voice that had been missing for decades.

As better understanding of children who were abused and/or neglected was embraced and practices began to change, the need for foster parents to have a national voice as well as state and local voices became even more imperative.

Thus, the mission of NFPA is "to serve as the national voice of foster parents."

State and local foster parent associations began to be established and foster parent advocacy, support and empowerment began to grow and be embraced.

Many changes over the years brought new programs and opportunities to serve foster parents across the country. NFPA recognizes that well trained, respected and supported foster, kinship and adoptive families ensured more successes with the children entrusted into their care.



Impact Programs

NFPAti.org

As stated in the Historical Overview of the National Foster Parent Association, the NFPA recognizes that well trained, respected and appropriately supported foster, kinship and adoptive families ensure greater successes with the children entrusted into their care. Impact Story #1 will provide you with a brief overview of the NFPA's commitment to parent education to include a listing of all past annual education conferences. As you will see, due to the COVID Pandemic, the NFPA did not host an annual education conference in 2020. Due to the strong commitment of the NFPA Board of Directors and the support of one of our corporate partners, the Centene Corporation, we worked diligently to establish the NFPA Training Institute. This training institute is housed at www.NFPAti.org. This website debuted in May, 2020, to provide quality educational and training workshops/webinars to parents who seek help in parenting. Due to the funding support from the Centene Corporation, anyone may access this information for FREE, 24/7. We invite you to log on and review the topics that are available and check back with us on a regular basis as we continue to add new options to better serve all parents and those who work to support foster, kinship, adoptive and birth parents.



As you will see, due to the COVID Pandemic, the NFPA did not host an annual education conference in 2020. Due to the strong commitment of the NFPA Board of Directors and the support of one of our corporate partners, the Centene Corporation, we worked diligently to establish the NFPA Training Institute. This training institute is housed at www.NFPAti.org. This website debuted in May, 2020, to provide quality educational and training workshops/webinars to parents who seek help in parenting. Due to the funding support from the Centene Corporation, anyone may access this information for FREE, 24/7. We invite you to log on and review the topics that are available and check back with us on a regular basis as we continue to add new options to better serve all parents and those who work to support foster, kinship, adoptive and birth parents.

Coffee with Caregivers

Coffee with Caregivers was developed as a support service to foster, kinship and adoptive parents and to also provide valuable information to those who work within the foster care systems across the country. Foster parents, kinship caregivers and adoptive parents began contacting the NFPA in greater numbers than ever before upon the implementation of lockdowns and safety precautions due to the COVID Pandemic. They were seeking information, timely communication, support, affirmation, and so much more. The NFPA Board of Directors, with the assistance of the chair of the NFPA Public Policy Committee, problem solved a solution that would provide a place for these caregivers to go to receive real time information and helpful ideas on how to best meet the needs of the children in their families. Again, one of our corporate partners, United Health Care, stepped up to assist with this project and Coffee with Caregivers was created. Episodes are archived on the NFPA website, the NFPA YouTube channel and on the NFPA Facebook page. New episodes are posted weekly on the NFPA Facebook page on Tuesday mornings at 10 am Central.



Council of State Affiliates (CoSA)

The NFPA Council of State Affiliates was developed in the mid 1980's when five state foster parent association presidents gathered together to request the establishment of a Council of State Affiliates that could serve as an advisory group to the NFPA Board of Directors while working with the states to identify issues that needed attention. The states could work together to help solve issues or problems while sharing success stories that might be replicated in other states. The states could also help identify topics for discussion with the NFPA Board of Directors to help them better serve the needs of all caregiver families across the country. Thanks to the NFPA Board of Directors this important group was officially sanctioned and the work of the CoSA has been impressive. Impact Story #2 will provide you with a few of the accomplishments of the CoSA through 2020.



NFPA Federal Tax Benefits Guide for Foster, Adoptive and Kinship Caregivers

The NFPA has been providing an annually updated tax guide to assist our members in the preparation of their annual tax returns for the Internal Revenue Service for many years. This guide provides updates on the latest new tax rules and laws and filing information. This guide is free to NFPA members. Many who use the tax guide by themselves or with their professional tax preparer report savings they would not have received without the information in the tax guide.

2020 brought a change with the preparer of this tax guide as the tax specialist that had been updating the guide each year was unable to continue. A special thank you to Bill's Tax Service and one of their Adoption Tax Credit Specialists for stepping up and preparing the annual 2020 update of this guide as a donation of their time and expertise to the NFPA and our constituents. The NFPA looks forward to continuing our partnership with Bill's Tax Service in the future.



You can access the current tax guide by going to the NFPA website at <https://NFPAOnline.org>, then go to the member's only section (upper right corner) and click on the Tax Guide for the appropriate year.

Impact Story #1

NFPA's Commitment to Parent Education

2020 brought many challenges for our country and families due to the COVID Pandemic. These challenges were also significant for organizations and non-profits that support families at a time when many families were seeking assistance. The NFPA's commitment to providing quality, relevant educational opportunities for foster, kinship, adoptive and birth parents was challenged due to inability to hold our annual in-person education conference planned for Reston, VA, in June of 2020.

The NFPA and one of our valued corporate partners, the Centene Corporation, came together on a new project to meet the education needs for our constituents and for any parent who is seeking help to better meet the needs of the children in their family. The NFPAti.org website debuted officially in May, 2020, with FREE webinars and other recorded educational topics that are available on demand 24/7. Upon completion of each session the system prepares a training certificate to the viewer for use as needed for licensure and/or meeting other requirements. Please share the website address with everyone you know!

<https://www.nfpati.org>

2020 ended the 49-year history of NFPA in-person conferences. In 2021, the NFPA held a Virtual Conference that was a huge success and options for 2022 are currently being considered. Take some time to review the Historical NFPA Annual Education Conference Locations. We hope we can go back to hosting in-person education conferences as the COVID Pandemic wains.

2021 – Virtual Conference	2004 – Orlando, FL	1987 – Anaheim, CA
2020 – None due to COVID	2003 – Des Moines, IA	1986 – Wilmington, DE
2019 – Garden Grove, CA	2002 – Las Vegas, NV	1985 – Fort Worth, TX
2018 – Orlando, FL	2001 – Cincinnati, OH	1984 – Denver, CO
2017 – Houston, TX	2000 – Minneapolis, MN	1983 – Norfolk, VA
2016 – Las Vegas, NV	1999 – Albuquerque, NM	1982 – Bismarck, ND
2015 – Norfolk, BA	1998 – Orlando, FL	1981 – Detroit, MI
2014 – Orlando, FL	1997 – Lexington, KY	1980 – Kansas City, MO
2013 – Long Beach, CA	1996 – Los Angeles, CA	1979 – Boston, MA
2012 – Oak Brook, IL	1995 – Chicago, IL	1978 – Houston, TX
2011 – Mobile, AL	1994 – Grand Rapids, MI	1977 – New York, NY
2010 – Baltimore, MD	1993 – Salt Lake City, UT	1976 – Honolulu, HI
2009 – Reno, NV	1992 – Atlanta, GA	1975 – Atlanta, GA
2008 – Atlanta, GA	1991 – Minneapolis, MN	1974 – Spokane, WA
2007 – Washington, DC	1990 – Phoenix, AZ	1973 – Philadelphia, PA
2006 – San Antonio, TX	1989 – Parsippany, NJ	1972 – Denver, CO
2005 – Garden Grove, CA	1988 – St. Charles, LA	1971 – Chicago, IL

Impact Story #2

CoSA - What It is and Impact During 2020

The Council of State Affiliates (CoSA) serves as the Advisory Council to the NFPA Board of Directors. The Council currently consists of one representative from each state affiliated member. All representatives are also regular members of the NFPA.

Jessica L. Lloyd-Rogers (OR) was asked to take over from Jim Hatch (ME) in July 1,2020. Jim resigned for personal reasons. She had previously served as Alternate Vice-Chair and had taken on the responsibility of sending regular updates to Council members. She appointed Maurita McCorkle (NC) as her Vice Chair and Amanda Cruce (FL) as the Alternate Vice Chair. Maurita had to resign due to unforeseen circumstances and Amanda took the position of Vice Chair. Lara Bouse (MI) was asked to step in as Alternate Vice Chair. There were 28 affiliates at that time.

Jim had ably led the Council for nearly 5 years. He laid the groundwork and wrote the initial documents for two significant projects – the incentive plan for Council member participation and an outline for a grant program. The work he started made it easier for Jessica to get a running start and with the help of Strategic Planning -Membership Committee members Tammy Wells, Thomas Rector, both projects were readied for 2021 recommendations to the NFPA Board. Significant work was also done on a Membership Marketing Plan.

Personal conversations and surveys were held with all affiliate members to discover what was important, what worked, and what they wanted to see more of as well as what the Council could do better to represent and advocate for the states. In addition, we began to hold more frequent regular meetings and increase the number of newsletters with actionable opportunities.

We held our first Virtual Mid-Year Meeting on Saturday, October 17, 2020, from 8am to 5:30pm. The National Alliance of Children’s Trust and Prevention Fund/Birth and Foster Parent Network shared new tools for birth and foster parent partnership. Family Equality talked about the potential impact of the Supreme Court case *Fulton v. City of Philadelphia* on the world of foster care and beyond. Participants heard about the potential for mini grants from CHAMPS, the importance of revising and updating the NFPA Code of Ethics, and a solid presentation on Public Policy. Folks were so excited by the program and the opportunity to come together; many stayed an extra half hour at the end of the day for more conversation and networking.

Thought Leadership

Business Practices/Strategic Plan Implementation

The 2019 Strategic Plan set out specific goals and tasks to strengthen the core of the NFPA. The Strategic Plan focused on 3 areas;

- Board Development
- Membership Development
- Operations

Despite the Pandemic and the disruption our country experienced during 2020, NFPA continue to stay dedicated and focused on its Strategic Plan and the tasks set forth for completion in 2020.

Board Development:

The initiatives implemented in 2019 were built upon to advance the development of the Board from a group to a Team thus magnifying the strengths, skills, and interests of the board members. Multiple systems and processes were developed during the year that create and support the foundation for an ongoing and consistent governance of the NFPA.

Membership:

The Strategic Plan recognized the immense importance of the membership. It outlined specific tasks to implement to strengthen and grow the membership;

- 1) Enhance its practices for listening and implementing on membership needs and suggestions. This resulted in creating programs such as Coffee with Caregivers, and NFPAti.org.
- 2) A complete review of the existing membership structure and associated fees. This resulted in the revision and enhancement of the membership categories along with adjustment to fees to reflect the benefits for each group of members.
- 3) Commitment to and development of processes for CoSA to be the primary vehicle of outreach to grow the membership.

Operations:

The Strategic Plan recognized the fundamental importance to success of a smooth and efficient operation of the business of NFPA. Additionally, the need was identified to provide a seamless transition in the Executive Director leadership. This was addressed with 3 fundamental initiatives;

- 1) Financial reporting would be enhanced to provide a transparent view of the many funding sources with their related expenses. This brought forth the need and effort to convert to a

- CLASS presentation of Profit/Loss and Balance Sheet data. With a tremendous amount of energy and commitment the new financial reporting system was implemented.
- 2) NFPA is a 50-year-old organization with its associated paper record of past operations. To bring this data to the fingertips of the staff and to leverage this history in future operations of NFPA, a plan and structure was developed to convert to a cloud-based data storage system. This system will provide centralized quality control of the data while making the data available to the decentralized Team of staff and Board members.
 - 3) The Board of Directors was charged to work with the current Executive Director to develop a strong and efficient succession plan to find personnel to follow both the Executive Director and the Administrative Coordinator as they both planned to leave their positions on December 31, 2021.

Thought Leadership

NFPA Public Policy Advocacy

I was very honored to take the leadership side of the public policy committee in August of 2020. Mike Peterson, the longtime Chair, was stepping down and left a solid foundation on which to build. As 2020 drew to a close, we had built a strong relationships between the committee members that was - and continues to be - the catalyst for robust conversation.

The NFPA PP committee liaised with the COSA Public Policy committee and CHAMPS project. As a result of this partnership, the NFPA Public Policy committee continues to grow in both membership and overall impact as the Resource Parent community continues to be stretched and strained by many factors beyond our control.

These factors are:

- COVID-19;
- Inadequate data collection and reporting;
- Caregiver fatigue;
- FFPSA implementation on 10/1/2021;
- Lack of adequate training; and,
- Negative imaging.

Please feel free to join us on the 3rd Wednesday of each month at 12 Noon EST if you are interested in any of the issues listed or if you feel that something else needs to be added to the discussion and action list.

Feel free to contact NFPA at info@nfpaonline.org, or email me at ebyarnold49@gmail.com for more information about our meetings, or with general questions.

Arnold Eby, Chair

Financial Status

National Foster Parent Association, Inc.

STATEMENT OF FINANCIAL POSITION

As of December 31, 2020

ASSETS

Current Assets

Bank Accounts

10001	WFB General Fund	357,233.83
10001.1	WFB Youth Scholarship Funds	6,813.60
10001.10	PPP Loan	.00
10001.2	WFB Helen Stone Scholarship Funds	21,417.00
10001.3	WFB Conference Scholarships	2,000.00
10001.5	State Awards – Restricted	17,000.00
Total 10001	WFB General Fund	404,464.43
1002	Petty Cash	.00

Total Bank Accounts **\$404,464.63**

Other Current Assets

14001	Accumulated Depreciation	-1,028.55
14010	Office Equipment	5,416.78
14020	Prepaid Expenditures	6,060.63
Total Other Current Assets		\$10,448.86

Total Current Assets **\$414,913.29**

TOTAL ASSETS **\$414,913.29**

LIABILITIES AND EQUITY

Liability

Current Liabilities

Account Payable

21001	Payroll Taxes Payable	.00
Total Accounts Payable		.00

Other Current Liabilities

22001	Deferred Contract Revenue	75,000.00
Total Other Current Liabilities		\$75,000.00

Total Current Liabilities **\$75,000.00**

TOTAL LIABILITIES **\$75,000.00**

Equity		
3001	Unrestricted Retained Earnings	138,304.38
	Retained Earnings	133,208.25
	Net Income	68,400.66
	Total Equity	\$339,913.29
	TOTAL LIABILITIES AND EQUITY	\$414,913.29



Looking Forward

Advocacy Areas to Be Addressed in 2021-2022

Though not apparent at first glance, the child welfare system is built on relationships and works best when those relationships have clear expectations, communication, and respect. When facts and perceptions are addressed and trauma-informed practices operate at every level -with the children/youth in care, the birth and resource families who work with the system, and the agencies and legislators who enact policies and establish practices.

The Council is dedicated to the NFPA's core themes of networking, education, and advocacy. In addition, the Council values inclusiveness and recognition of the many kinds of families who are taking care of children they did not birth. The Council seeks continual input from representatives across the nation regarding their needs and issues.



New legislation and awareness of issues present both concerns and opportunities for the Council to become more effective in our representation, in our advocacy and in our advisory capacity to the NFPA board. Our effectiveness leads directly to appropriate and fitting actions and decisions by the board. It is incumbent on us to be the best we can be.

For example, more money for kinship care and relative placement and older transitioning youth contrasts with court decisions that allow legalized discrimination against potential resource parents who are LGBTQ+, single, or who practice specific religions. Attacks on the Federal Indian Child Welfare Act which protects Native American children and allows them to stay connected to their culture stands up against the many states who are passing ICWA laws to protect Native American families and culture in the even the Federal law is overturned. There is a greater awareness of the power of birth and resource parent partnerships in faster, more stable reunifications. A growing awareness of the 30+ percent of LGBTQ+ youth in care, along with the disproportionality of children of color who are in care reveal that diversity, equity, and inclusion is a critical part of our work.

Plans for 2021/2022 include:

- Widen the scope of the council and the membership to be more representative of caregivers (and their issues) across the nation and territories.
- Recruit an affiliate from every state and US territory as well as tribes/confederations who operate sovereign foster care systems.
- Take full advantage of virtual platforms to increase connections and networking opportunities with affiliates, sub-committee members, and partners.
- Expand Council partnerships to increase opportunities for education, advocacy, and representation.

- Identify and address Council priorities through communication, committees, research, education, and advocacy.
- Share affiliate information about learning opportunities including workshops, seminars, and conferences of interest to our affiliates.
- Build strong, effective committees around priority issues and those issues of concern. Gather input and data and use to make recommendations to the NFPA board.
- Place emphasis and education on the importance of learning about public policy.
- In addition to members of the Council, populate sub-committees with members and stakeholders outside of the Council for more effective representation and recommendations.
- Recommend the Council Incentive Plan and the Grant Awarding plan (based on work begun by Jim Hatch) to the NFPA Board for passage.
- Revise and update the Code of Ethics into the Guiding Principles and present to the NFPA Board with recommendation to adopt.
- Ensure that all affiliate membership documents are in place as there is missing information that needs to be added/updated.
- Create/update a website that works as a resource and information center
- Send regular newsletters to communicate news, networking, and education opportunities
- Find and share resources to build on the emerging trends in child welfare such as a renewed emphasis on reunification, permanency with kith/kin, birth and foster parent partnerships as a foundational relationship, diversity, equity, and inclusion.
- Building leadership among the affiliate members for strong success and representation.
- Implement the Incentive Plan along with a marketing plan for the new membership tiers.
- Implement the new membership plans.
- Show affiliates how to use the membership plan as a benefit for their members
- Council will use the new membership plan as a recruiting tool.

The pandemic has forever altered the foster care system. Gaps that only some recognized as issues became chasms under the extra weight of job loss, in home virtual schooling, and health fears. The 'new normal' saw a huge loss in resource parents leaving the system along with demands for more support and training from those who remained.

NFPA is dedicated to supporting those who care for children in the custody of the state. The Council of State Affiliates sees this challenging time as an opportunity and a space for creativity and partnerships. By serving up specific well-grounded recommendations to the NFPA board, we can do our part to create a better system that supports all stakeholders, most of all the children.

Looking Forward

As the National Foster Parent Association moves toward its 50th year since incorporation, the NFPA is in a strong position programmatically, financially and administratively. An arrow must be pulled back in order to spring forward. During the COVID-19 pandemic, it has seemed as though life was dragging us down with problems and dark times.

The National Foster Parent Association is moving:

FORWARD
with Hope

FORWARD
in Care

FORWARD
toward Change

We Need Your Help

The NFPA relies on our incredible constituents, supportive corporate partners and conference sponsors to provide the funding needed to continue worthwhile programs and to establish new programs as the needs are identified.

Every Penny Helps

The NFPA relies on membership fees, donations such as Memorials, Birthday Recognitions, selection of the NFPA on AmazonSmile, the Combined Federal Campaign, and other such options to help fund our work and various programs. The NFPA does not receive any state or federal funding.

The Friends of NFPA program is a great way to support the work of the NFPA on a recurring basis. There are three levels of monthly recurring giving - \$15, \$25 and \$50. Simple to sign up on our website and manage your donation on your membership page.

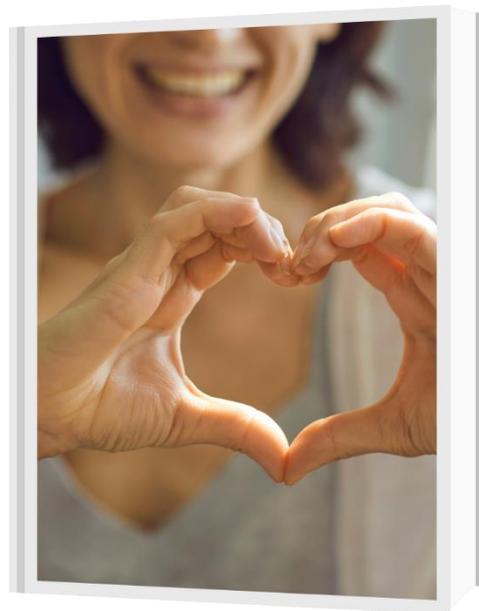
Volunteer and Help Make a Difference

The NFPA understands that not everyone can make a financial contribution. We encourage all foster, kinship and adoptive parents to become members of the NFPA. The NFPA has been committed to keeping membership fees low to enhance the opportunities for all caregivers and those who support foster care in some way to be members. We are thankful for our caregiver members and also the social workers, caseworkers, therapists, psychologists, psychiatrists and others who join in our membership.

The NFPA encourages child placing agencies and other entities that provide services in the foster care arena to join the NFPA and include their caregivers and staff in the membership. Please watch for information on how to make this happen over the next several months.

Due to the NFPA being a national organization, volunteerism is encouraged on the local and state levels within the foster care system where you live.

The NFPA volunteer option that is available is to serve on one or more of the NFPA committees. The listing of committees along with their chairpersons are on the NFPA website. Please consider serving and enhancing the scope of new ideas and advocacy work being accomplished by the committees.



Donor and Partner Recognition

