



EXECUTIVE DIRECTOR'S REPORT

MARCH 20, 2018

MEMBERSHIP OUTREACH: An identified strategy for the Executive Director position to engage the membership-at-large, particularly building collaborative relationships with local support groups. On Monday, February 26, 2018, I attended the Portsmouth and Seacoast Area Foster and Adoptive Parent Association. The monthly meetings have a steady and small core group of attendees, with five to eight individuals. This month's meeting had a mix of both very new and long-time foster/adoptive parents. Of particular interest with this group was the opportunity to get involved with NHFAPA and questions were asked specifically seeking information on volunteering. I did provide updates on the work of NHFAPA and spoke about the conference in the fall, vetting out the theme of self-care/foster parent/parent burn-out and prevention techniques. The suggested topic was highly favorable to the group and the resource worker in attendance, Lisa Belmonte, was supportive of the topic as well and stated she thought the local District Offices and Child Placing Agencies could put together some creative raffle baskets using the theme.

The Seacoast group appeared to be a cohesive group that used the time together to solicit feedback and suggestions about how to handle specific behaviors, who to contact for referrals for developmental screening, and in general was what we hope a support group will offer to parents. The Resource Worker did not facilitate the meeting, which was managed by its attendees. My sense is DCYF is merely a convener of the group, and is willing to offer support and resources to the group when needed.

FINANCIALS/ANNUAL BUDGET: The draft budget and narrative are ready for full board review. The budget was developed using historical data and through the identification of initiatives that NHFAPA has developed and need funding. For example, the budget includes increased funding for printed material and mailing expenses with the goal of improved visibility. The next step is to discuss it as a full board, ask questions, then adopt/vote on it. Once it's final, then we will spread it out over twelve months and have budgeted/projected versus actual reporting. This will help inform the BOD on how the organization is performing financially and if adjustments need to be made throughout the year.

One additional question relates to the fiscal year. Most nonprofits do not have a calendar year fiscal year, and tend to adopt dates that coincide with things such as IRS filings (for nonprofits the deadline is May 15th), annual meetings, elections, etc. The group may want to review the current fiscal year, which runs from July 1 to June 30.

ARCHIBAUD FOUNDATION: At the end of the 2017, NHFAPA received \$5,000 in unrestricted funds from the Archibald Foundation. Discussion about possible uses of the funds include hosting a state-wide event. The idea of rolling it into a fundraiser to help raise additional funds as well as awareness surfaced, with particular interest in a possible motorcycle ride/poker run. The event could be held at a centrally located state park and could include games, food, and other activities. Both foster/adoptive families as well as families participating in the motorcycle ride could attend. The Archibald funds could be used to sponsor the event and we could advertise it as an event underwritten by the foundation (with permission from the foundation trustees).

We recently learned of a nonprofit's dissolution and the need to distribute their assets. They requested proposals for programs that assist with improving foster parent mental health. A possible proposal could be to secure funding and pass through to local support groups to secure speakers, host special events, and/or provide child care at meetings.

STAKEHOLDERS: During the past month NHFAPA board members and the Executive Director have attended meetings with the Health and Human Services Oversight Subcommittee on Foster Care and with DCYF Administrator Ribsam. Both meetings focused on the foster care experience as a whole and aimed to identify areas of strength within the Division as well as opportunities for improvement. Both meetings made it clear the Division is seeking feedback from the foster care community to inform what changes needed to be made. Two major themes from the testimony from foster parents was the need for better communication and a focus on CPSWs building respectful relationships with foster families. Administrator Ribsam stated he believes increased training and a shift in the DCYF culture from being reactive to pro-active will improve the overall functioning of child protective services in New Hampshire. Additional funding is included in the legislative budget to hire additional staff. Administrator Ribsam, Cindy Clark from Fostering Alliance, and NHFAPA have committed to meeting on a regular basis.

GOLF TOURNAMENT: The "Send a Kid to Camp" Golf Tournament will be held again this year and NHFAPA will be the fiscal agent for the funds which will be passed on to CFBI for distribution to children in care. CFBI will open up the camp scholarships to include funds for children and youth requests to attend special activities such as February/April vacation camps, sports camps, etc. CFBI will share information with NHFAPA regarding recipients and funds distributed. Deb Bradley and I will work with the planning committee and will likely solicit volunteers from the general membership to assist with the event. Entry for a team of four for the tournament will be one of the prizes awarded at the Foster Family event at Spaulding on May 5, 2018.

PRESS RELEASE: The press release announcing the hiring of the part-time Executive Director has been distributed to local and state-wide news outlets. Matt Mowry, Editor-in Chief of *Business NH Magazine* did respond asking for a separate photo file as they intend to run the piece in the next edition.

REVIEW OF BYLAWS, MISSION and VISION STATEMENT: I have started the process of reviewing the NHFAPA Bylaws and comparing to other state's associations' bylaws. A couple of observations in my preliminary review is the need to identify policies and protocols for expending funds, the question of expanded membership to include stakeholders, and the need to revisit and perhaps revise the Mission Statement (and create a Vision Statement). And additional question to explore is if the board deems value in renewed membership to the national association.

Respectfully submitted,

Bobbie Gaudette

Executive Director
New Hampshire Foster and Adoptive Parent Association

ADDENDUM TO March 20, 2018 ED REPORT

STRATEGIC PLANNING: Successful nonprofit (and for profit) organizations undergo regular strategic planning and policy exercises and the vision for NHFAPA is to direct time and resources to this task. While it is an option for the Executive Director to lead the strategic planning process, it is not ideal. In order to be effective, the Executive Director's time and attention should be participating in the process and not facilitating it. Having participated in such a process for various organizations, I reached out to a couple of consultants I found particularly talented. Ellen Koenig is a senior consultant for Full Circle, bringing a wide array of nonprofit sector experience. Her background includes managing high profile statewide projects, designing effective learning approaches for boards and nonprofits, working with grantees and donors and making connections among people and organizations. She is also an adoptive parent and has previous history engaging in NHFAPA. Ellen has suggested two possible formats for engaging in strategic planning with one getting a good deal of work done ahead of a special session (retreat). The other approach would be have her walk us through each step and there would be little independent work done ahead of time. Both options require a different level of service and once the board determines which approach it prefers, she can give us a better sense of what the cost will be.

MINI GRANT APPLICATION: The New Hampshire Charitable Foundation made available mini-grants to nonprofit organizations and their funding criteria met several projects NHFAPA seeks to undertake, including strategic planning and capacity-building. Unfortunately, we were not in a position to qualify to register in the Charitable Foundation's portal because it requires an annual budget. Once the board approves an annual budget, the organization will be in a much better position to apply for grant funding through the Charitable Foundation and other more "formal" funders.

SUMMER MOTORCYCLE RIDE and FAMILY OUTING: As previously discussed, we're exploring the opportunity to sponsor a motorcycle ride (fundraiser) to coincide with a family outing at a state park. In discussion with the state park manager, we have a couple of options. Ellacoya in Gilford on Lake Winnepesaukee is centrally located but very busy on the weekends. We could not get any sort of discount on that one and the cost to rent the pavilion would be \$500. The park manager suggested we take a look at Wadleigh Park in North Sutton on Kezar Lake. It's a smaller, less crowded park that could be discounted for our group. Ideas for the event include a cook-out, family games, and the final point for a fundraising motorcycle ride.