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Communication Plan to Reece's Rainbow Community on Program Changes and Updates

1. This policy will refer to any significant program changes for specific international countries in regard to adoption processes for U.S. citizens, such as, country and/or region adoption closures; special needs requirement policy updates; family requirement updates; other 'in country' regulations; and /or any other related issue will follow this protocol.
2. Regular communication with the Board of Directors will keep the Board informed on the progress of international adoption process changes. The Board will be informed first, of any proposed changes to be made with specific related RR programs. Any changes to existing programs will be reviewed and approved by the Board prior to communication to the RR community. Additionally, reallocation of program grant funds of significance may also referred to as a sum of more than \$100,000 (in which the Board must be notified of requested changes).
3. Once approval by the Board, the following protocol will assist with the communication process with RR community members.
 - a. All involved adoptive families (pertaining to any involved country) will be emailed privately to explain specific changes, as well as to provide opportunities for adoptive families to ask questions, related to FSP grants, etc.
 - b. No changes to FSP grants for specific children will be made, unless the child is deceased, child is adopted domestically, child is released from commitment from the adoptive family. Furthermore, these changes won't be made without the adoptive family's involvement. Reallocation of children's grants funds to other 'waiting children' will be posted publically on the RR website.
 - c. All children's FSPs will be held on private if deemed necessary. Additionally, children's profiles may be listed by country and/or relisted when available legally.
 - d. Once all adoptive families have been notified, additional announcements via online channels may be made (email blasts, Facebook, Yahoo group, announcements on the RR website, etc.) in order to inform the RR community of any updates/changes.
 - e. Reece's Rainbow's staff and personnel, including the Executive Director, will be available to answer questions to the RR community, including adoptive families.
4. Any *additional* changes to specific country programs will follow the above protocol (i.e. re-opening of country adoption U.S. programs) to inform all involved parties of ongoing updates or changes.