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ABSTRACT

This document consists of the six issues of the Family Resource Coalition's newsletter "Connection" published in 1995. These newsletter issues explore matters pertaining to family support and related programs. Featured articles are as follows: (January-February) "Board Approves Long-Range Plan, Reaffirms FRC's [Family Resource Coalition] Commitment to local Programs," and "FRC Spreads Family Support News through Computer Network"; (March-April) "Big Changes in Washington: How They Could Affect Family Support Programs," and "Young Adolescents and Their Families"; (May-June) "Announcing Landmark Contributions from FRC Best Practices Project," and "FRC's STATES Initiative Hits the Ground Running"; (July-August) "FRC Nurtures Community Efforts to Grow the Family Support Movement," and "Panel Advises STATES Initiative: Providers, Parents, & Trainers are Experts on Technical Advisory Panel"; (September-October) "FRC Publishes Community Assessment Manual: Experience is Backbone of How-To Guide" and "Block Grants are Coming: How Can We Turn a Crisis into an Opportunity"; (November-December) "Helping States Build Committee's Capacity to Support Children and Families," and "Child and Family Services Block Grants: A Threat to Preservation Programs." Each of the bimonthly issues also features a section entitled Bulletin Board, which contains information on conferences, resources, job openings, seminars, and events. (WJC)

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# connection

January/February 1995

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## Board Approves Long-Range Plan, Reaffirms FRC's Commitment to Local Programs

*FRC's top priority in the coming years will be to support quality community-level family support programs and practice. At a January 29-30 meeting in Chicago, the Board of Directors renewed its commitment to families by adopting a long-range strategic plan that puts communities first.*

For the last few years, FRC's Board of Directors has been planning a strategy for fueling the family support movement into the 21st century. At a January meeting, the Board made a crucial decision to approve a long-range plan, committing to a mission, vision, and set of goals that will advance the status of all families by supporting quality community-level family support.

The Board articulated three general goals to guide the Coalition, and recommended specific ways for FRC to pursue them in its day-to-day work. In order of priority, the goals are:

- I. Expand capacity for developing new ways of supporting quality programs and practice at the community level
- II. Build support for universally available family support opportunities
- III. Develop a self-directed, stable financial base for the organization

In the process of approving the plan, the Board also clarified its mission as a membership, consulting, and advocacy organization to promote, strengthen, and support the family support movement. The movement strives to strengthen and empower families and communities so they can foster the development of children, youth, and adult family members.

The Board recognized that they must envision a world in which that mission has been realized—otherwise, there is no way to gauge progress. Board members agreed that the movement would be successful if, within 15 years:

1. Plentiful, comprehensive, high-quality supports exist for children, youth, and families in their own communities, reflective of families' needs and wants, provided

through a number of public and private delivery systems.

2. There is a broad-based demand for effective family support services for all families from a variety of consumers and institutions, including parents, elected officials, community leaders, and business leaders.
3. All institutions that serve children and families adopt a family-supportive approach in their work, consistent with family support principles, and are accountable to the people they serve for the outcomes they produce.
4. An infrastructure to support the ongoing development and increasing quality of family support practice through training, research and evaluation, and policy development is in place nationally, with elements in every state.
5. All levels of government make family and youth needs—including economic security, adequate housing, and the viability and safety of every community—a priority in funding, and in developing policies and programs.
6. All public and private employers adopt workplace policies and practices consistent with a family support approach.

FRC's team managers have drafted a plan outlining how each team (Policy, Infrastructure, Knowledge Development, Communications, Training and TA, and Constituency) will work to turn the Board's vision into reality.

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*P. Deane*  
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**INSIDE**

*Black History Month Resources*  
*Use Your Computer to Support Families*

**BEST COPY AVAILABLE**

The *Connection* is published bimonthly as a benefit of membership in the Family Resource Coalition.



# BULLETIN BOARD

## SEMINAR

The 20th annual **Advanced Seminars in Child Care Administration** will be held July 8–August 3 in Boston. For information, contact Barbara J. Bagwell, Ph. D., the Center for Career Development, Wheelock College, 200 The Riverway, Boston, MA 02215, 617/734-5200 x279.

## CONFERENCE

A call for papers is out for Head Start's research conference, **Making a Difference for Children, Families, and Communities: Partnerships among Researchers, Practitioners, and Policymakers**, June 20–23, 1996 in Washington, D.C. Call 212/304-5251 or fax 212/305-7024.

## RESOURCE

**Parenting Works!** is a national TV series and educational outreach program for the parents of preschool children. A video of the pilot is available from Work & Family Resources, 15680 37th St. S., Afton, MN 55001, 612/436-7968.

## NOMINATIONS SOUGHT

IBM and the Illinois Literacy Foundation seek nominees for the annual **Spotlight on Achievement Awards**, rewarding outstanding progress by adult literacy students in Illinois. To obtain a nomination form, contact the Secretary of State Literacy Office, 431 S. 4th St., Springfield, IL 62701, 217/785-6925.

## NOMINATIONS SOUGHT

The **Robert Wood Johnson Community Health Leadership Program** seeks 10 outstanding community health leaders to reward with a stipend and program enhancement money. Contact them at 30 Winter St., Ste. 1005, Boston, MA, 02108, 617/426-9772 (phone) or 617/451-5838 (fax).

## RESOURCE

The **Mayo Clinic Complete Book of Pregnancy and Baby's First Year** offers the latest information—from conception to labor and beyond—edited by Dr. Robert V. Johnson, head of Mayo Clinic's neonatology unit. For information, call 507/284-9537.

## CLAIM YOUR EARNED INCOME CREDIT

The **Earned Income Credit** is a tax benefit for people who worked full- or part time in 1994 and (1) raised children and earned less than \$25,296 (\$23,755 for one child) or (2) were 25–64 and earned less than \$9,000. For information on this and on free help filing your taxes, call 800/829-1040.

## NATIONAL TV-TURNOFF WEEK

April 24–30 is a chance for families to read and spend time together instead of watching TV. To organize a local turnoff, contact Elizabeth Barrett at TV-Free America, 1322 18th St. NW, Ste. 300, Washington, DC 20036, 202/887-0436 (phone) or 202/887-0438 (fax).

## Job Openings



The **Family Resource Coalition** is seeking staff to fill a number of positions at various levels throughout the organization, including jobs with the National Training and Technical Assistance Program for States. For information, call FRC at 312/341-0900, ext. 150.

The **National Center for Family Literacy** seeks an educator with background in early childhood education for the position of Family Literacy Training Specialist. For information, contact Susan Paull, NCFL, Waterfront Plaza, Ste. 200, 325 W. Main St., Louisville, KY 40202, 502/584-1133.

## RESOURCE

The Child Welfare League of America's new **Standards of Excellence for Family Foster Care** gives updated guidance on policy and practice. To order, contact CWLA at 440 1st St. NW, Ste. 310, Washington, DC 20001-2085.

## CONFERENCE

The National Council on Family Relations conference **Families: Honoring Our Past, Creating Our Future** will be held Nov. 14–15 in Portland, Oregon. For information, contact NCFR at 3938 Central Ave. NE, Ste. 550, Minneapolis, MN 55421, 612/781-9331 (phone), 612/781-9348 (fax).

## FRC NEEDS YOUR HELP IN FINDING ...



- Cross-discipline programs or training materials for working with families experiencing or at risk for substance abuse AND child abuse (for example: parenting classes in rehab centers) and
- Examples of family needs assessment tools that focus on family strengths, not deficits; or materials/tools used to help families set goals.

## NEW GRANTS FOR COMMUNITY- AND SCHOOL-BASED PROGRAMS

Learn and Serve America, a program administered by the Corporation for National Service and created by the National and Community Service Trust Act of 1993, will offer close to \$11 million in new grants to school-based, community-based, and higher education programs that integrate community service with learning. For information, contact the Corporation for National Service, 1201 New York Ave. NW, Washington, DC 20525, 202/606-5000 x474 (phone), or 202/565-2785 (fax).

**Still not on HandsNet?  
Here's what you've missed ...**

- Tips on Lobbying (Consejos Para El Cabildeo)
- On Congress's Plate in 1995
- New report from the National Center for Children in Poverty
- Federal Goals 2000 Program Funds Parent Centers
- Family-Supportive Welfare-to-Work Program Characteristics
- Action Alert: Proposition 187 Endangers All Families
- Federal Community-Based Family Resource Program
- Family Support At-A-Glance

... plus profiles of more than 10 family support programs, updates on FRC projects, resources for those working with Latino and other families, and more! See article at right for details.

## FRC Spreads Family Support News Through Computer Network

The new year brought a new way for FRC to reach family support professionals and advocates. Now anyone with a computer and modem can access family support information and news that's up-to-date (see September/October 1994, *Connection*).

Via HandsNet, a system that joins human services professionals and other advocates for families and children, the Coalition already has released nearly 50 postings—including late-breaking statistics from the National Center for Children in Poverty showing high rates of poverty among working families.

Accessing the FRC pipeline is easy—once you've registered with HandsNet (call 408/257-4500) and have logged on, select these icons as they appear: "Children, Youth, and Families," "Child Welfare," and "Prevention

and Early Intervention." You'll see FRC's bulletins on family support news; policy and legislation and news from the states; and family support programs, practices, and strategies.

HandsNet is the fastest, cheapest way for FRC to reach out to those who work with families—the moment we post it, you see it, for the cost of a local phone call plus a modest fee.

Communications Assistant Shay Riley began sending the family support messages in January as one of her first projects at the Coalition, and she gets calls, letters, and e-mail from family support advocates who are responding to postings almost every day.

Contact Shay at HN4860 with your ideas on family support news and subjects you'd like to see covered.

### Family Support Resources for Black History Month— Use Them Year-Round!



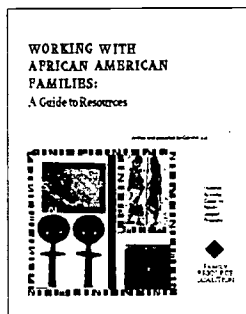
*Christopher Palmer, artist*

(24" x 36")

\$20 FRC members.

\$25 non-members

This unframed, art-quality poster is perfect for home, office, or family support program—order for yourself, or as gifts. We'll mail it in a protective tube anywhere in the U.S.



#### Working with African American Families: A Guide to Resources

by Carolyn Ash

(1994, 100+ pp., loose-leaf)

\$25 FRC members

\$35 members

If you are a program provider or an advocate working with African American families, this guide is a must-buy. References describe useful books and articles, curricula, and national and local organizations. Extensive appendices include a special *FRC Report* on African American families. A multitude of resources to inspire your thinking and help you plan your program.

## TRANSITIONS

Welcome African American Caucus Coordinator Ron Bailey! Ron comes to us from the Community Renewal Society of Chicago, where he was assistant director in charge of development and technical assistance grants to community-based organizations. Ron's leadership and expertise will be great resources for the Caucus and for the whole Coalition.

FRC also welcomes two additions to its Knowledge Development Team. Research Assistant Kai Jackson earned her B.A. in developmental psychology at Loyola University and has worked with two Chicago family support programs. Information Assistant Olga Nieto obtained her B.A. in sociology at the University of Illinois—Champaign/Urbana, where she worked in the Education and Social Science Library.

This winter the Coalition said goodbye to Carolyn Ash, Program Development Associate and author of FRC's *Working with African American Families: A Guide to Resources*. Carolyn will surely be missed.

To order, fax FRC at (312) 341-9361, or call (312) 341-0900.

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## Networking for Family Support In the Bay Area

Two years ago, San Francisco Bay area residents who cared about families came together to make it a better place for them. Since then the Greater Bay Area Family Resource Network has become a powerful force for family support practice and policy in California. "It's a very grassroots network," says executive director Connie Busse, "and that's its strength."

The Network shares strong ties with FRC—several Network advisory council members have been longtime FRC Board members and others have been active in the Coalition in other ways. The Bay Area Network is also contracting with the Coalition for technical assistance services.

Through "sheer hard work," Busse says, the Network was instrumental in ensuring California's plan to spend its federal Family Preservation and Support Services Program dollars funded later intervention and prevention/early intervention efforts equally. Advising planning and implementation of the Program on the state and county levels is one of the Network's many means of infusing family support principles into policy and practice. It also will help plan a San Francisco Beacon—a school-linked family support initiative modelled after New York City's successful Beacons initiative. (For more information on Beacons and other school-linked family support programs, contact FRC.)

The Network's workshops meet the needs of current (and potential!) family support professionals and advocates in the area. So far they have featured topics such as program evaluation, family support principles, integrating family support into existing programs, and "After the Elections: Family Support in a New Era."

Network staff are gearing up to provide highly customized, culturally specific training to a small number of programs serving families, with Jerome Knox as coordinator. "The topics will depend entirely on the work they are doing and, especially, on the specific population they serve and seek to serve," says Busse. FRC looks forward to a visit from Busse this spring.

### CALLING ALL LEADERS Board Seeks Nominees

Do you know a family support leader? Someone with:

- a high level of skill in and knowledge of family support
- an outstanding reputation
- a national perspective, and
- a vital interest in developing the field?

Would they be willing to commit the time and energy it takes to attend semiannual board meetings and serve on two active board and staff committees? If so, nominate them for a position on the Family Resource Coalition Board of Directors. Board members' terms are four years, and there is a limit of two consecutive terms.

Send nominations, including résumés and full descriptions of the candidates' qualifications, to the attention of the FRC Board of Directors—Nominating Committee, FRC, 200 S. Michigan Ave., 16th Floor, Chicago, IL 60604.

# connection

March/April 1995

SAVE THE DATE!  
 Changing the Way America  
 Works for Families  
 April 30-May 4, 1996

FRC National  
 Conference  
 Chicago

## Big Changes in Washington: How They Could Affect Family Support Programs

*FRC has been busy educating policymakers and others about the threat to state family support and other prevention efforts posed by current block grant proposals on Capitol Hill.*

Republicans in the House of Representatives are attempting to institute sweeping reforms in the way federal funding is administered. The linchpin of this effort is H.R. 1214, the Personal Responsibility Act (PRA), which would consolidate funding for assorted welfare, nutrition, and childcare programs and aid to disabled children into a handful of block grants to the states.

Various child protection programs are also slated for consolidation in the proposed Child Protection Block Grant. This block grant would cap the open-ended federal assistance now available under the Foster Care and Adoption Assistance Programs, which guarantees help for abused and neglected children. It would also replace a number of other programs, including the Community-Based Family Resource Program and the Family Preservation and Support Services Program.

Instead of stimulating states' prevention efforts, as these programs were intended to do, H.R. 1214's Child Protection Block Grant would give a lump sum of money to state governments, who could then protect whatever children they wished to, in whatever way they chose.

### What's Wrong with Block Grants?

This approach may appear consistent with the family support movement's call for less categorical funding—block grants or consolidations can be configured to give states and communities greater flexibility to meet families' needs—however, the sweeping block grants of H.R. 1214 require little accountability from states. They destroy the safety net for our nation's most vulnerable children without offering meaningful reform or supports for families in its place.

H.R. 1214's Child Protection Block Grant would certainly doom the efforts in many states to begin family support initiatives. Why?

As if foster care caseloads weren't high enough in most states, other provisions in the

PRA—such as denying aid to children born of unmarried teens, children born to mothers on welfare, and children with disabilities—will make matters worse. If the states only have a limited amount of resources, they will have to use all of their block grant funds to accommodate this increased demand for foster care. In addition, the elimination of open-ended funding for foster care and adoption assistance may mean that states won't have enough money to protect all vulnerable children. Prevention efforts will fall by the wayside, as we have witnessed time and again.

Instead of the H.R. 1214 approach, FRC has been advocating another strategy:

1. Establish a separate block grant for the development of preventive, family resource and support services.
2. Pattern the Child Protection Block Grant for state child welfare agencies after the 1993 Family Preservation and Support Services Program (see *Policy Beat*, October 1993 and February 1994).
3. Retain the Foster Care and Adoption Assistance Programs outside of any block grant to ensure that in times of increased need, federal funding for abused and neglected children is adequate.

FRC staff has been working to drum up support for these ideas:

- Two letters have been sent to members of the House of Representatives and were posted on *continued on page 2*

### INSIDE

*New NRC Brings Expertise to States  
 National Father-to-Father Plans  
 Pursuing the Dream Photo Project*

## BULLETIN BOARD

### ACADEMY ON SCHOOL-BASED ISSUES

The National Academy on Implementing School-Based Child Care and Family Support Programs will be July 17-21 in New Haven, Conn. Orientation and advanced workshops for policymakers, school administrators, teachers, and program staff. For information, contact Bush Center in Child Development and Social Policy, Yale University, 310 Prospect Street, New Haven, CT 06511, 203/432-9944 or 203/432-9945 (fax).

### RESOURCE

**World Without Work: Causes and Consequences of Black Male Joblessness** is a new publication from the Center for the Study of Social Policy and the Philadelphia Children's Network. For information, contact them at 1250 Eye St. NW, Ste. 503, Washington, DC 20005-1565. 202/371-1565 or 202/371-1472 (fax).

### CONFERENCE

A call for presentations has been issued for **Educating Today's Communities for Tomorrow's World**, to be held Nov. 29-Dec. 2 in Atlanta, GA. Apply by April 24. For information, contact the National Community Education Association at 3929 Old Lee Hwy., Ste. 91-A, Fairfax, VA 22030-2401, 703/359-8973.

### NATIONAL PARENT DATABASE

The National Parent to Parent Support and Information System offers parents of children with special health care needs or rare disorders a chance to network with others nationwide through a database. For information, contact NPPSIS at P.O. Box 907, Blue Ridge, GA. 30513. 800/651-1151.

### CONFERENCE

**Building on Family Strengths** will take place June 1-3. For information, contact the Research and Training Center on Family Support and Children's Mental Health, Portland State University, RPI/P.O. Box 751, Portland, OR 97207-0751. 503/725-4040.

### TRAINING INSTITUTE

The National Training Institute for Child Welfare Supervisors will be May 15-17 in Atlanta. For information, contact Tina Smith, Child Welfare Institute, Two Midtown Plaza, 1349 West Peachtree Street NE, Ste. 900, Atlanta, GA 30309-2956, 404/876-1934 or 404/876-7949 (fax).

### CONFERENCE

**Building Alliances for Equity: Detracking Schools and Society** will be August 3-6 in Cambridge, Mass. For information, contact the National Coalition of Education Activists, P.O. Box 679, Rhinebeck, NY 12572, 914/876-4580, e-mail: rfs@aol.com.

### RESOURCE

**On Target** highlights promising initiatives that bring families together, many through local employers. For information, contact the Center for Workplace Preparation, P.O. Box 1200, Washington, DC 20013-1200. *Connection* readers can order at a discount.

## FRC Meets With Fatherhood Leaders

In March, FRC Executive Director Judy Langford Carter met with national leaders on positive fathering, including Vice President Al Gore. The meeting was a follow-up to "Family Reunion III: The Role of Men in Children's Lives," a conference called by Gore at which he kicked off the Father-to-Father Initiative.

"There are new, young fathers struggling with every facet of their role," said the Vice President, "from changing diapers to finding a job that can support their sons and daughters. There are mature, experienced fathers who would love to volunteer to help them. Let's bring them together." The Initiative is expected to offer new ways for local family support programs to reach out to fathers.

The March meeting brought together leaders of national organizations with networks on fatherhood, including the Families and Work Institute, the National Center on Fathers and Families, the National Fatherhood Initiative, the National Center for Fathering, and the National Institute for Responsible Fatherhood and Family Development. It was coordinated by the University of Minnesota Children, Youth, and Family Consortium, cosponsors of "Family Reunion III."

A major public education campaign on involving fathers in local programs is one possibility the group is discussing. The Coalition is planning events for its 1996 national conference, **Changing the Way America Works for Families**, that emphasize the importance of fathers in achieving the goals of the family support movement.

## Block Grants

from page 1

HandsNet as an example for advocates for families.

- Communications Team member Shelley Peck is meeting with other national organizations to plan and carry out a unified communications strategy to get the message out.
- Policy Team staff have been working with a small number of other national organizations since last fall to craft a proposal for a "prevention funding block grant" modeled after the Community-Based Family Resource Program authorized last year (see *Policy Beat*, August 1994).

For more information or to obtain a sample letter to send your Members of Congress, contact Shelley Peck at FRC.

## Young Adolescents and their Families FRC Collaboration to Produce New Findings

Most family support workers who work with fifth-to-ninth-graders haven't been specially trained to do so. And many find it frustrating to try to develop programs and services for those who are no longer children, but not yet young adults.

But beyond these general ideas, not much is known about how—and whether—family support programs are meeting the needs of young adolescents.

FRC is collaborating with well-known researcher Dr. Peter Scales, from the Center for Early Adolescence at the University of North Carolina, to launch a "Helping Families Promote Positive Young Adolescent Development" project. The purpose of the project is to expand and strengthen family support programs and services for 10-to-15-year-olds and their families in order to encourage healthy adolescent development.

But before that goal can be accomplished, the project must round up facts that no one has yet compiled. In May, Dr. Scales and FRC, with funding from

the A. L. Mailman Family Foundation, Inc., will survey 2,000 family support programs providing services and programs for young adolescents, to find out:

- what they are doing for this age group and their families;
- what they'd like to do;
- what kinds of training they've had; and, most importantly,
- what training and resources would help them most in strengthening these services and programs.

The eventual results will be to design training, create mentoring and networking experiences, and produce resources that will make it possible for family support programs to do more for young adolescents and their families.

If you work in a family support program that serves youth between the ages of 10 and 15 and haven't received a letter asking you to participate in the survey, and would like to participate, contact Lynn Pooley at FRC.

## NRC Staff Travel to Assist States

In 1993, the federal Family Preservation and Support Services Program created funding for states to link local programs serving families. Now states are planning for these new systems—with the help of the National Resource Center (NRC) for Family-Centered Practice (see November/December 1994 *Connection*). As a partner in the NRC, FRC is sending staff members to present to state child welfare administrators at regional conferences throughout the U.S.

Bryan Samuels—Associate Director of the NRC—and Nilofer Ahsan visited the Region I conference, held in Boston, February sixth and seventh. A week later they presented to Region V states in FRC's hometown, Chicago. The conferences are set up by the U.S. Department of Health and Human Services (HHS), which administers the NRC and the federal Family Preservation and Support Services Program. Ahsan and Samuels covered the basics of how states should draft their proposals for the planning stage of the program—the phase in which states and communities plan how they will create local networks to support families. Staff also are assisting states individually on planning and implementation of the program.

February 21–22, Samuels represented the NRC at the HHS Administration on Children, Youth, and Families' National Child Welfare Conference in Arlington, Va. He spoke on "How to Make Family Preservation and Support Collaboration Work."

Together, the three partners in the NRC—FRC, the University of Iowa School of Social Work (formerly the National Resource Center on Family Based Services), and the National Indian Child Welfare Association—have the capacity to visit all 50 states by June.



### SAVE THE DATE ... FRC 1996 Conference

**Changing the Way American Works for Families.** FRC's 1996 national conference, is already in the works. April 30–May 4, 1996, are the dates to set aside for networking, workshops, and plenty of special events. Location: Chicago. For updates as conference plans develop, call the FRC Conference Hotline at 312/341-0900 x175.

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## Pursuing the Dream

FRC is working with world-renowned photographer Stephen Shames on a project that will capture the power of community-based programs to improve families' lives. Shames' last book, *Outside the Dream: Child Poverty in America*, crystallized the overwhelming problem of child poverty for readers across the country.

*Pursuing the Dream* will go a step further to show how a strong commitment from public funding sources and community-based programs nurtures children and strengthens families.

FRC is helping Shames identify programs to visit, and will organize public exhibits of his work in summer 1996.



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## Information Highway Grants—Apply Now!

Proposals are due this spring for the \$64 million federal program to help community organizations and state and local governments access new telecommunications technology. The Telecommunication and Information Infrastructure Assistance Program (see September/October *Connection*) emphasizes on-line networks such as HandsNet, the computer bulletin board that FRC posts family support messages on each week, and encourages collaboration among organizations. Last year's grants were \$20,000–\$500,000 each; lasted 12–18 months; and required matching support in cash or in-kind services.

For an application form, send your name, position title, organization, address, phone, fax, and e-mail (if available) to:

DOC/NTIA/TIIAP  
14th and Constitution Ave. NW  
Washington, DC 20230

For information, call 202/482-2048, fax 202/501-5136, or e-mail [tiiap@ntia.doc.gov](mailto:tiiap@ntia.doc.gov).

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## TRANSITIONS

FRC welcomes a number of new staff members this spring!

**Gail Koser** is Project Director for the National Technical Assistance and Training Program for States. Gail previously was Director of Policy for the New York State Council on Children and Families, and brings years of experience in family policy to the Coalition's effort to provide states the training and technical support they need to implement the federal Family Preservation and Support Services Program.

**Joanne Kelly** joins FRC as Senior Policy Analyst for the National Technical Assistance and Training Program for States. Joanne comes to the Coalition from the New York State Council on Children and Families.

**Israel Romero** is now Coordinator of FRC's Latino Caucus. Israel was most recently Family Support Coordinator for Chicago's Child Abuse Prevention Services. His many years supervising and providing services to Latino families at the state and local levels make him an invaluable leader

and resource to the Coalition.

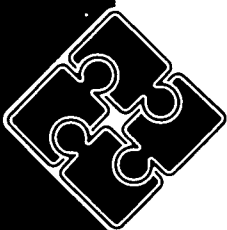
**Lucy Trujillo** joins the Coalition as Director of its Families/Schools/Community project. Lucy was Project Coordinator for Denver's Family Resource Schools, a national model of school-linked family support.

Longtime FRC board member **Maria Elena Orrego**, who was Executive Director of Family Place in Washington, D.C., is now a consultant for the Coalition on issues concerning federal policy.

**Aaron Gurner**, Assistant to the Financial Manager, earned his MBA at the Kellogg Graduate School of Management and has worked in fiscal management for the Infant Welfare Society of Chicago and other nonprofits.

**Bernice Jackson**, FRC's new receptionist, comes to us after many years with Women Employed in Chicago.

The Coalition was sad to say goodbye to five-year staff member **Susan Oliver**, who, as Development Director, contributed invaluable to FRC's work. We wish her the best of luck!



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**INSIDE**  
**Call for Presentations!**  
 Apply to present at the  
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 National Conference  
 in Chicago,  
 1996!

May/June 1995

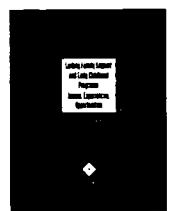
## Announcing Landmark Contributions from FRC Best Practices Project

*A new series of monographs published by the Family Resource Coalition addresses some of family support's most pressing issues and meets needs identified by the Best Practices Project.*

FRC's Best Practices Project is publishing ground-breaking monographs by four top thinkers in the family support field; two are available now. These are the first fruits of an effort to provide family support workers, advocates, planners, and policymakers with the tools they need to revolutionize systems for supporting families.

**Linking Family Support and Early Childhood Programs: Issues, Experiences, Opportunities**  
*by Mary Larner*

Early childhood programs and family support programs share a deep concern for giving children the best possible chance for success. But the two often take very different approaches toward achieving that goal. Larner recommends policies



and practices that can unite these related, but often isolated, fields. This text presents the design and orientation of various early childhood programs and examines strategies for applying the principles of family support to them. *Available now.*

**Key Characteristics and Features of Community-Based Family Support Programs**  
*by Carl Dunst*

Dunst, a pioneer and lauded author in the family support field, gets to the heart of current questions over what a family support program is—and isn't. Legislation is putting resources for family support into the hands of many policymakers, program builders, and human service practitioners who are new at identifying family support practices and principles. This crucial text defines family support programs, explores their key characteristics, classifies their operational features, and proposes a way of categorizing them—giving all readers a way to know family support when they see it. *Available now.*

**Diversity, Cultural Democracy, and the Family Support Movement**  
*by Makungu Akinyela*

Written from a cultural democracy perspective, this text discusses how family support programs serving people of color can find ways for participants to appropriate power for themselves within society. Akinyela examines the principles of family support and the values and assumptions that undergird them in light of programs that serve families of color. He shows why and how program providers must rethink the distribution of power between provider and participant, between staff and supervisor, and among communities, programs, and policymakers. *Available this fall.*

**Community-Based Family Support Centers: Working With Abusive and At-Risk Families**  
*by Joyce Thomas*

Efforts are under way to integrate family support into the child welfare system—which child advocates know is a step in the right direction. How can voluntary, community-based family support programs work with mandated child protective services and family preservation efforts when a family is experiencing abuse or neglect? Thomas explores the challenges and successes of such efforts and recommends strategies for how to move forward. *Available this fall.*

The Best Practices Project's final document, *Family Support: Guidelines for Practice*, will tie together review of academic literature and the experiences of family support program providers and participants throughout the nation. To be reviewed this fall, the guide will define how family support principles are operationalized by programs and what constitutes effective practice in family support programs.

FRC members can purchase the monographs for \$6 each (nonmembers pay \$8), including shipping and handling. For more information, call FRC at 312/341-0900.



## BULLETIN BOARD

### RESOURCE

The **Directory of Operating Grants** lists 670 foundations that support the general ongoing expenses that sustain organizations' usual activities and includes more than 3,000 funding entries. For information, contact Research Grant Guides, Inc., Dept. 3A, P.O. Box 1214, Loxahatchee, FL 33470, 407/795-6129, 407/795-7794 (fax).

### RESOURCE

**Single-Parent Families: Mutual Support Groups for Low Income Parents** is a paper published by the Single Parent Resource Center. To obtain a copy, or for more information on the Center's drug abuse prevention programs for those leaving prison, contact the Center at 141 W. 28th St., New York, NY 10001, 212/947-0221.

### CONFERENCE

**Renewing the Spirit of Excellence.** the National Black Child Development Institute's (NBCDI) 25th national conference, will be Sept. 28-30 in Washington, D.C. For information, contact Conference Coordinator Vicki Pinkston, NBCDI, 1023 15th St. NW, Ste. 600, Washington, DC 20005, 202/387-1281 or 800/556-2234.

### WORKSHOP

**Service-Enriched Affordable Housing—Models and Methodologies** will be presented Oct. 23-24 in Washington, D.C. To be put on a mailing list, call Oliver Libaw, 213/252-0791. For more information, contact Natalie Profant, Beyond Shelter, 213/252-0793 (phone), 213/480-0846 (fax), HN0174 (HandsNet), or HN0174@handsnet.org.

### WORKSHOP

**Fatherhood Development: A Curriculum for Young Fathers** is a series of three-day workshops sponsored by Public/Private Ventures (P/PV) to be held in Chicago, San Francisco, and St. Petersburg, Fla. this summer. For information, contact Liz Alpern, P/PV, 2005 Market St., Ste. 900, Philadelphia, PA 19103, 800/755-4778 x4436.

### CONFERENCE

**The Changing Tide: Innovations for Preserving and Strengthening Families**, the North Carolina Family-Based Services Association's (NCFBSA) fourth annual conference, will be Oct. 18-20 in Charlotte, N.C. For information, contact NCFBSA, P.O. Box 34174, Charlotte, NC 28234-4174, 704/336-4720, 704/336-7509 (fax).

### CONFERENCE

**The Foster Family-based Treatment Association (FFTA)** will hold its ninth annual conference in St. Louis August 7-9. For information, contact FFTA, 43 W. 33rd St., Ste. 601, New York, NY 10001, 212/643-0179 or 212/594-7360 (fax).

### GALA FUNDRAISER FOR CHILDREN

**The Share the Dream Gala**, Sept. 27 at the Garden City Hotel in New York City, will raise funds to build a new wing at Variety Pre-schoolers' Workshop (VPSW), which has provided education and support for children with disabilities and their families since 1966. For information, contact VPSW, 47 Humphrey Dr., Syosset, NY 11791, 516/921-7171 or 516/921-8130 (fax).

## New Father Policy Institute Moves In With FRC Policy Research & TA to Promote Fathers' Responsibility

Family support advocates have long recognized that America's current laws regulating child support, custody and visitation, and establishing paternity are not effective in encouraging father involvement.

The Father Policy Institute is a new project to answer the legal and social policy questions surrounding fatherhood in the U.S. The Institute will do the policy research and provide the technical assistance necessary to recommend strategies that promote fathers' responsibility in a way that treats all family members with respect and fairness.

In the first stage of a six-month planning grant by the Ford Foundation (which also funds FRC's African American and Latino Caucuses' work)

the Father Policy Institute will look closely at four states to study how laws and public programs affect fatherhood. Institute Director Kirk Harris, Lead Consultant David Pate, and Policy Analyst Daniel Ash will convene roundtable meetings throughout the nation to discuss issues such as welfare reform and how welfare regulations affect fathers' involvement in their families.

The Institute is part of a set of activities taking place throughout the U.S. that are focused on low-income fathers and families, funded by the Ford Foundation, Annie E. Casey Foundation, Charles Stewart Mott Foundation, and Danforth Foundation. Programs other than the Father Policy Institute that are collaborating in the activities are the University of Pennsylvania's

National Center on Fathers and Families, the Fatherhood Project at the Families and Work Institute, and the National Institute for Responsible Fatherhood and Family Development.

The Father Policy Institute is an independent entity housed at the Family Resource Coalition.

### Connection

<i>Editor</i>	Jacqueline Lalley
<i>Editorial Assistant</i>	Shamara Riley
<i>Director of Publications</i>	Kathy Goetz

The *Connection* is the bimonthly newsletter of the Family Resource Coalition, 200 S. Michigan Ave., 16th Floor, Chicago, IL 60604, 312/341-0900, 312/341-9361 (fax). Membership in FRC includes a subscription to the *Connection*.

# FRC's STATES Initiative Hits the Ground Running

## Convenes Advisory Groups, Sends Applications, Starts Developing Materials

FRC's STATES Initiative to improve and expand statewide networks of family support programs across the U.S.—funded by the Robert Wood Johnson Foundation—has taken off.

This spring STATES sent information and applications to more than 4,000 community-based family support advocates and programs, and to all U.S. governors, inviting them to apply to be one of 10 states to receive intensive technical assistance (TA). Applications will be accepted from collaborations among state agency staff, the private sector, legislators, and community-based family support programs.

STATES recently convened two important advisory groups:

- **Recipients of Past TA**

What makes good TA good? STATES staff called together representatives from states who have received TA on children and family services and asked them. The group shared ideas on successful strategies, relevant content areas, and lessons learned from their experiences, helping STATES staff prepare to provide high-quality training and TA.

- **Technical Advisory Panel**

To ensure the highest-quality planning and implementation of STATES, FRC has brought together a broad-

based Technical Advisory Panel. The Panel of state officials, community-based service providers, program participants, trainers, and experts in the field of family support will advise staff on programmatic and strategic issues.

The Panel, which will meet for the first time July 12, includes: Pat Balascobarr (Director, Youth & Family Services, NJ); Charlie Bruner (Executive Director, Child & Family Policy Center, IA, and FRC Board Member); Mary Dudley (Family Development Program, NM); Margot

Kaplan-Sanoff (Boston City Hospital); Cecilia Leona (California Tomorrow); Peter Leousis (Asst. Secretary for Children, Youth, and Families, NC); James Mason (President, Beech Acres, OH); Meta Potts (Director of Training, National Center for Family Literacy, KY); Edwin Cancel Rios (Executive Director, Centro Las Americas, MA, and FRC Latino Caucus Steering Committee Member); Yoland Trevino (Director, Vaughn Next Century Learning Center, CA, and FRC Latino Caucus Steering Committee Member); Eleanor Wagoner (National Center on Child Abuse and Neglect, DC); Margaret Williams (Di-

rector, Friends of the Family, MD); Mildred Winter (Director, PAT National Center, MO); Aaron Worthy (President, Alworth Associates, GA, and FRC African American Caucus Steering Committee Member); and Duncan Wyse (Executive Director, Oregon Progress Board).

STATES staff are currently developing materials to use in providing

*STATES sent information and applications to more than 4,000 community-based family support advocates and programs, and to all U.S. governors, inviting them to apply to be one of 10 states to receive intensive technical assistance.*

technical assistance, including a guide to state-sponsored family support initiatives and a notebook of options for states to consider when developing a family support system of services. The Initiative's staff includes consultants with a wide range of expertise and experience, including cultural competence, systems reform, financing, and results-based accountability.

**If you are a program provider and think your state should apply, contact your governor's office. For more information, call Selene James, Assistant to the STATES Initiative Director, at 312/341-0900.**

## TRANSITIONS

The Coalition is pleased to welcome **Courtney O'Malley** as its new Director of Development. Courtney was Associate of the Edna McConnell Clark Foundation's Children's Program. She has been a consultant for nonprofits including Northwestern University's Child and Family Justice Center and the Chicago Children's Museum.

FRC's 1996 conference coordinator is **Juju Lien**, who brings 20-plus years of nonprofit work experience to FRC. The former Executive Director of the Chinese Mutual Aid Association was a consultant in the areas of nonprofit management and community relations and was Director of Constituency for Carol Moseley Braun's U.S. Senate campaign.

**Selene James**, FRC's new Assistant to the STATES Initiative Director, has 22 years' experience in administrative coordination, and worked for the Chicago Housing Authority's Dept. of Resident Programs, which oversees intervention and prevention programs for children, youth, seniors, and families.

**Paul Vivian**, Director of Connecticut's statewide family support program and longtime FRC member, is helping FRC's technical assistance team provide TA to states as they apply for the Federal Family Preservation and Support Services Program.

**Aaron Worthy**, a member of the FRC African American Caucus Steering Committee, is currently working with the Committee and the Coalition staff to clarify the mission and goals of

the caucus. Aaron has been a management consultant for seven years, serving clients such as the governor of Georgia's office, where he helped implement the state's School-to-Work Planning Grant.

This spring FRC said good-bye to staffer **Stephanie Lubin**, school-linked program specialist and coordinator of the Coalition's 1992 and 1994 national conferences. Her leadership made FRC's last two conferences an ideal meeting ground for thousands of family support providers, advocates, and planners. Outside of the conference season, Stephanie promoted FRC's vital connection to school-linked family support efforts across the nation. The Coalition will miss her greatly.

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## Interstate Highways and Country Roads ... Technical Assistance Team Reaches States, Communities

FRC's policy and technical assistance staff have been consulting with communities and states across the country, working to improve their ways of supporting and strengthening families.

### The Local Angle

#### • St. Louis, Missouri

Coalition staff have assisted community planners this spring, as they work to create a strategic plan for a "one-stop-shopping" family center that will provide a spectrum of services and programs at a single site. The plan will be implemented this summer. Planners have acquired an old county hospital building and named it the Prince Hall Family Support Center.

#### • Columbus, Indiana

The Lincoln-Central neighborhood is creating a school-based family resource center as part of Bartholomew County's Children, Youth and Families Initiative. FRC's assistance concentrates on positive youth development, primary prevention, and family support. Staff are helping to create a strategic plan to

address the community's primary concerns: safety, infrastructure, education, health care, support for parents, positive youth development activities, and childcare. FRC will visit Columbus every two weeks this summer to help set goals for the center and to help plan for staffing, structure, and funding and budget development.

### Changing State Systems

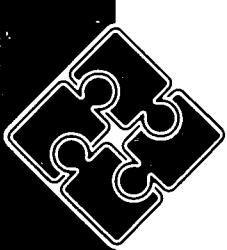
As a partner in the National Resource Center for Family-Centered Practice (NRC-FCP), the Coalition is helping states through the process of applying for federal Family Preservation and Support Services (FPSSP) grants. By the end of June, states must turn in detailed plans for how they will spend the federal funds—which involves evaluating the state's current capacity and planning how it could most effectively use the funds to improve statewide coordination of local family support and preservation efforts.

FRC State Policy Analyst Nilofer Ahsan spent two days in Dallas with staff of the regional office of the U.S.

Department of Health and Human Services (HHS), facilitating discussions and training sessions that centered on evaluating existing family support programs, a key requirement of the FPSSP. The regional HHS staff administer the FPSSP in Texas, New Mexico, Arkansas, Louisiana, and Oklahoma.

NRC-FCP Associate Director Bryan Samuels, FRC Policy Coordinator Jill Garcia, and Ahsan worked in similar ways with the states of Mississippi, Hawaii, and—most recently—Kentucky. FRC previously assisted Kentucky in planning and creating the family resource and youth service centers required by the state's landmark education reform, passed in 1991.

Community involvement is essential to Kentucky's planning process. Program providers and community members must conduct a detailed assessment of their communities' needs and how the federal program could best serve them. FRC staff helped local- and state-level planners pool their ideas to create a cohesive state plan.



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July/August 1995

## FRC Nurtures Community Efforts to Grow the Family Support Movement

*As FRC solidifies plans for Changing the Way America Works for Families, the nation's largest family-focused gathering, staff reach out to grow the field—community by community.*

The Family Resource Coalition Board of Directors reaffirmed at its summer meeting that local communities not only form the bedrock of the family support movement; they are the ground in which the movement grows. In the current political climate, FRC is more dedicated than ever to providing local programs with training and technical assistance, information, and support to build the family support constituency—a national community of organizations and individuals who believe in and carry out collaborative, family-focused practices.

FRC membership adds up to more than the sum of all of its parts. By joining FRC—and its African American and Latino Caucuses—those who work with families add their voices to others' from across the nation, turning community-based efforts into a national campaign to strengthen and support families. Members stay connected to this national effort through subscriptions to FRC's publications and through the FRC conference and day-to-day communication with Coalition staff.

Through publications—the *Connection*, the *Caucus Voices*, *Policy Beat*, the *Report*, and books and monographs—and HandsNet postings (see page 3), FRC also reaches the wider circles of policymakers, educators, human service providers, and others whose work affects the well-being of children and families.

FRC's training and technical assistance (TA) staff are another conduit for building the family support field. While some assist state planners in finding ways to improve family-serving systems, others travel to communities such as Columbus, Indiana, and St. Louis, Missouri, to provide local planners with the tools they need as they tailor services to local families. Staff also speak at conferences to spread the word about family support and build alliances with others.

Focus groups of family support practitioners

form the backbone of FRC's Best Practices Project, which ties their expertise with that of researchers to point out practices that are working to strengthen families. Best Practices has produced two monographs and will produce two more, plus a final report to be released at FRC's 1996 national conference.

### Vice President Gore Invited to Address FRC Conference Dinner

Thousands will gather at the Family Resource Coalition's national conference next spring to make new connections, strengthen existing ones, and refuel for another two years...

**Changing the Way America Works for Families** will kick off with the "State of the Family Dinner" on Wednesday, May 1. **Vice President Al Gore** has been invited to speak on the state of America's families today—our challenges and our strengths. This national event is not to be missed. The dinner will cap off a full day of pre-conference activities, including FRC's membership meeting.

Thursday morning, an eclectic event will bring attendees together with a common vision: an America in which all families get the support they need and deserve. Friday, invited speaker **Audrey Rowe**, Executive Vice President of the National Urban League, will speak on how the current political climate impacts families and those who work with them. A final event Saturday morning will send attendees back to their communities with a charge to use their new tools, networks, and alliances to make a difference for America's families.

Watch your mailbox for a chance to save money by registering as an "early bird." And if you're not already a member of FRC, make sure to join—and get a discount on conference registration. The *Connection* will keep you up to date on speakers and events.



## BULLETIN BOARD

### CONFERENCE

**The North American Conference on the Family: Partnerships for Change**, cosponsored by Family Service America, Inc. and Family Service Canada, will be held Oct. 19-22 in Winnipeg, Manitoba, Canada. For information, contact Ms. Penny J. Mandli, Family Service America, Inc., 11700 W. Lake Park Dr., Milwaukee, WI 53224; 800/221-3726 (phone); 414/359-1074 (fax).

### GRANTS AVAILABLE

Proposals are being accepted for U.S. WEST and Bell Atlantic corporate grants to community-based organizations. Programs that impact the funders' employees and their families will be considered. Contact Jill Kortright, The Partnership Group, at 215/643-8383 (phone), 215/283-4814 (fax), or HN5581 (HandsNet).



### Job Opening

**Community Development Specialist**, Family Resource Coalition's STATES (State Technical Assistance and Training for Effective Systems) Initiative. For a job description, contact Selene James, Assistant to the STATES Initiative Director, at 312/341-0900.

### CONFERENCE

**Twenty Years of Caring for America** will be Sept. 13-15 in Washington, D.C. For information, contact the National Association of Homes and Services for Children, 202/223-3447.

### NATIONAL PARENT DATABASE

**The National Parent to Parent Support and Information System** is a database for parents of children with special health care needs or rare disorders. For information, contact NPPSIS at P.O. Box 907, Blue Ridge, GA, 30513, 800/651-1151.

### RESOURCE

**On Target** highlights promising initiatives that bring families together, many through local employers. For information, contact the Center for Workplace Preparation, P.O. Box 1200, Washington, DC 20013-1200. *Connection* readers can order at a discount.

### FAMILIES IN THE MEDIA

**Sex, Teens, and Public Schools** will premiere Oct. 17 at 10:00 p.m. on PBS. Hosted by Jane Pauley, the program travels to communities to explore the conditions leading to escalating rates of teen pregnancy and to find out what public schools can do.

### CONFERENCE

**The Healthy Families America Conference and the National Committee to Prevent Child Abuse Leadership Conference** will be held in conjunction with each other Oct. 22-25 in Chicago. For information, contact Anna Loftus, 312/663-3520 x 115.

### WORKSHOP

**Peace Education and Conflict Resolution** will be held Oct. 27-28 in Edmonton, Alberta, Canada; and Nov. 10-11 in Albuquerque, N.M. For information, contact Marilyn Gardner or Erin Macey at the Association of Childhood Education International, 11501 Georgia Ave., Ste. 315, Wheaton, MD 20902, 800/423-3563.

### REVIEWERS AND CONSULTANTS SOUGHT

The **National Head Start Bureau** is seeking peer reviewers and/or consultants; all respondents will be put on a mailing list to receive funding bulletins. For information, contact Ellsworth Associates, Inc., Attn: Head Start Reviewers and Consultants, F-A20, 8381 Old Courthouse Rd., Vienna, VA 22182; 703/356-0472 (fax); cclark@acf.dhhs.gov (e-mail).

## TRANSITIONS

FRC welcomes two new staff members. STATES Initiative Senior Training Specialist **Brenda Rodriguez** has conducted training on a broad range of diversity, educational, and community development issues. She previously served as a trainer for the InterAmerica Midwest Multifunctional Resource Center. She received her M.A. in Public Administration, and completed her doctoral work at the University of Colorado in Political Science with a focus on policy and race, class, and gender issues. Technical Assistance Specialist **Mark McDaniel** has planned and led community development efforts for the City of Annapolis, Md., and worked with several community development concerns in Baltimore. He obtained his Master of City and Regional Planning degree at Morgan State University.

The Coalition said good-bye to three longtime staff members this summer. **Adrienne Coffey** fulfilled many roles during her years with FRC, including being Office Manager during a period of great growth and change in FRC's staff structure and managing registration for FRC's 1994 national conference. Director of Information Services **Paul Deane's** expertise in computer and information technology saw FRC through tremendous growth in size and scope; he helped manage FRC's database of family support workers, advocates, and researchers and kept the Coalition up to date on new family support resources. Constituency Assistant **Angela Williams** contributed considerably to the Coalition's work in growing the field and building the African American Caucus.

All three will be greatly missed at FRC. We wish them the best of luck.

## How Would U.S. Budget Cuts Affect Families in Your State?

The White House has prepared a fact sheet for each state, explaining the implications of the appropriation bill approved by the House of Representatives for FY 1996.

Proposed cuts in Head Start, Chapter 1, Goals 2000, job training, Pell Grants, Summer Jobs, and other supports and services are discussed. For a copy of your state's fact sheet, contact FRC at 312/341-0900.

### Connection

Editor	Jacqueline Lalley
Editorial Assistant	Shamara Riley
Director of Publications	Kathy Goetz

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## Panel Advises STATES Initiative Providers, Parents, & Trainers Are Experts on Technical Advisory Panel

A group of community-based service providers, state officials, program participants, trainers, and other family support experts from across the nation met July 12 to advise FRC staff on the programmatic and strategic issues of providing technical assistance (TA) to states. It was the first meeting for the Technical Advisory Panel of FRC's STATES (State Technical Assistance and Training for Effective Systems) Initiative. Panel members are Pat Balasco-Barr, Charlie Bruner, Fredrica Hollis, Mary Dudley, Margot Kaplan-Sanoff, Rosa Lara, Cecilia Leong, Peter Leousis, James Mason, Meta Potts, Edwin Cancel Rios, Janice Shafer, Yolanda Trevino, Margaret Williams, Mildred Winter, Aaron Worthy, and Duncan Wyse.

The Panel met with STATES staff (including new Senior Training Specialist Brenda Rodriguez—see page 2) and Terry Keenan—Program Officer for the Robert Wood Johnson Foundation, which funds the Initiative—to plan for the tools, networks, and partnerships that will be crucial to the Initiative's work to improve family support collaboration on the state level.

In June, staff sent 4,000 brochures and applications to community-based family support advocates and programs, and to all U.S. governors, inviting them to apply to be one of the states selected for intensive TA. Based on the Panel's advice, STATES staff will conduct site visits to states as part of the selection process, to gauge the diversity of parties involved in the collaborations (state and local, public and private) that apply to participate. States will be chosen in October.

The Panel also discussed the content and format of three TA tools to be published. Members agreed to be reviewers for *Making the Case for Family Support*, which will provide language for community-based program providers to use in advocating for their services; an inventory of statewide family support initiatives; and a manual offering states options and strategies for promoting a family support agenda.

### Networks and Partnerships

FRC seeks to develop a strong family support network in each of the states that participate in the Initiative, and to foster state-local partnerships that work

for families. Panel members, who represent a wide spectrum of involvement in working with and for families, helped answer key questions that have arisen as staff prepare to facilitate successful networks. Panel members said both locally based networks that focus on program participants and statewide networks that are oriented toward providers are needed. While the former provide opportunities for leadership development and engage parents in local programs, the latter bring about staff development, advocacy, programmatic information sharing, and coordination of financial resources.

The panel of parents, providers, and administrators offered suggestions on how to foster state and local partnerships, covering subjects such as how states can best allocate money to community-based programs, how to ensure that services respond to communities, and how to reward front-line staff for innovation and positive outcomes. STATES staff plan to draw upon these suggestions as they work with state- and local-level partners to create ways of working together that follow the principle. "The family comes first."

## Nation Logs On for Family Support

FRC's on-line messages on family support and the work of community-based programs have gained top-ten status among readers of the Children, Youth, and Families forum of HandsNet, the computer network for the social service field. If you have a computer and a modem, but aren't on line, call 408/257-4500 to find out how you can instantly exchange family support messages with like-minded people and programs across the nation for the cost of a local phone call. Contact FRC at our HandsNet address, HN4860, with your ideas and feedback.

## Federal Commission on Family Leave Hears Testimony of FRC Board Member



In May, FRC Board member Elizabeth Carlson testified in Chicago before the federal bipartisan Commission on Family and Medical Leave. The commission is assessing the impact of the federal Family and Medical Leave Act (FMLA) passed in 1993, which granted employees of larger companies up to 12 weeks of unpaid leave for the birth or adoption of a child or to care for family members during serious illness. The commission's hearings in Chicago, San Francisco, and Washington, D.C., will culminate in a report due in November.

Carlson has been Director of Human Resources for eight years for the National Futures Association (NFA), the self-regulatory organization for the futures industry, which employees 234 people in Chicago and 36 in New York. Four NFA employees also testified. She concluded her testimony with the following words:

"NFA's experience with [the FMLA] has been very positive. ... [E]mployees benefit ... because it allows them peace of mind without any sense of guilt about shirking their job responsibilities at a time when their energies need to be directed toward their families or personal lives. Management benefits by retaining its trained and experience staff and from the loyalty and good will that the policy engenders among the employees.

"In my opinion, [the U.S.] and all society benefits by ensuring positive family experiences. ... The FMLA is a significant step toward bringing U.S. employment policy into alignment with positive family experiences."



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## Intern's View

by David Sheppard, Public Policy Intern  
Training & Technical Assistance Team



My internship with the Family Resource Coalition has been an educational experience. Not only have I gained greater knowledge and

depth of understanding about family support; I have also become cognizant of what happens when government policy "hits the pavement"—how it impacts real people daily.

I have learned that an integral aspect of family support is comprehensive assistance for families. Problems occur when agencies or providers serving families must operate with a singular mission or limited resources, rather than being able to serve families in a comprehensive way. Consequently, providers have no choice but to "run in circles," unable to help, because it is beyond their means to address the challenges that a particular family faces. As a result, children and families with multiple interrelated problems suffer.

The type of approach needed is one that brings service providers together to address the needs of the specific child or family. Establishing a comprehensive structure of support for children and families that focuses on provider collaboration seems like a simple idea, but issues of "turf" and other factors often prevent collaboration. The current limits on vision and resources and the shortage of expertise in this arena precipitate the need for an organization like FRC. The Coalition can come in and assist community organizations in establishing a network of providers to create the comprehensive system that children and families require.

The Coalition and other extra-governmental organizations can play a great role as a buffer between the policy and the "pavement." Unaffected by the bureaucracy that inhibits state and federal agencies, these organizations can bring providers together, assist them in pooling their resources towards a common objective, and equip them with the tools to help make such a collaboration successful. They can make social policy and services work as they were envi-

sioned to work.

My internship will undeniably affect my future endeavors. If I attain the dream of becoming a public servant, it will shape how I think policy should be implemented and created. I will remain aware of the ways in which policy affects people. Ensuring that those people have input into the creation of policy now stands out to me as the essential part of the policy-making process. I hope that this view of the policy process can establish a firm foundation in government; it would allow policymakers (including, I hope, me) to create policy that provides comprehensive support for all of the children and families of our nation, making the job of FRC and organizations like it that much easier.

I have noticed a theme running through all of the Coalition's work: doing what works best for our nation's children and families, for the benefit of all of us. This may be the idealistic perspective of a novice, but my experience shows me that FRC and organizations like it contribute to our society by strengthening government's ability to work "for the people."

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September/October 1995

## FRC Publishes Community Assessment Manual: Experience is Backbone of How-To Guide

*Drawing acclaim from the National Head Start Association, HIPPY, and Kentucky's Family Resource/Youth Service Centers, Know Your Community: A Step-by-Step Guide to Community Needs and Resources Assessment is the product of FRC's years of technical assistance and training in communities.*



Those who work with families know that in order for their programs to be effective, they have to match residents' specific needs and make use of their resources. Until recently, identifying these needs and resources has been catch-as-

catch-can for community planners. Many wish they had a way to find the "hidden" strengths that, if tapped, could empower the community with greater self-sufficiency.

Now, one simple-to-use guide brings planners who are conducting needs and resources assessments the methods, strategies, and tools they need—with surveys, worksheets, and examples from FRC's work with communities.

*Know Your Community: A Step-by-Step Guide to Community Needs and Resources Assessment* starts at the beginning, with the formulation of a planning team that represents all who would be affected by the new or revised services or programs, and guides readers to compile a complete profile of the community's needs and strengths.

### FRC, Communities Live the Guide

*Know Your Community* brings the Coalition's technical assistance and training work full circle. Many of its examples come from the work of authors Bryan Samuels, Nilofer Ahsan, and Jill Garcia in communities where residents were leaders on planning committees, participated in focus groups, completed surveys, and spoke out at community meetings. (See page two to find out about FRC's current technical assistance with community and statewide planning efforts.)

"It's the most thorough tool that I've ever come across for the needs assessment process,"

says Marcia Morganti, Internal Policy Analyst Principal of the Kentucky Family Resource/Youth Service Centers, who plans to provide *Know Your Community* to applicants for her programs' grants. Miriam Westheimer, Executive Director of the Home Instruction Program for Preschool Youngsters (HIPPY), also looks forward to referring communities to the guide.

### Hands-on, Strengths-based

A strengths-based guide, *Know Your Community* shows planners how to count each community asset (whether it's a prenatal education program or a woman who teaches piano lessons for free) as a way to meet residents' needs. It describes how community residents and service providers can identify their own needs and resources, to ensure that the program will work for those who count.

*Know Your Community's* spiral binding makes its sample surveys, data-collection worksheets, progress charts, and other tools easy to access. The guide comes with a diskette, so that Macintosh and IBM users can customize many of the tools to their communities. To purchase, specify Mac or IBM format for the diskette and send \$24.95 (FRC members) or \$32.50 (nonmembers) plus \$5.00 for shipping to FRC, 200 S. Michigan Ave., 16th Floor, Chicago, IL 60604, or fax your credit card order to 312/341-9361. Call 312/341-0900 for information and to find out about bulk discounts.

### Inside: Block Grants

What they mean for you and the families you work with ... and how to take action now.

## BULLETIN BOARD

### INFORMATION SOUGHT

**The Center for Fathers, Families, and Public Policy** seeks information on innovative programs and state laws and procedures related to fatherhood. It also seeks individuals in the following states for interviews on fatherhood issues: CA, GA, MD, IL, and DE. For information, contact Daniel Ash; Center for Fathers, Families, and Public Policy; 200 South Michigan Avenue, 16th Floor; Chicago, IL 60604; 312/341-0900 (phone); 312/341-9361 (fax).

### RESOURCE

**CWLA Standards of Excellence for Family Foster Care** examines each aspect of family foster care, details the qualifications for foster parents and social work staff, specifies the caseload size for family foster care social workers, and outlines administrative policies for quality services. For information, contact the Child Welfare League of America, c/o CSSC, 300 Raritan Center Parkway, Edison, NJ, 08818-9990.

### CONFERENCE

**The Spirit of '96—To Dream, To Dare, To Do** will be held April 10–13, 1996, in Minneapolis. Contact Marilyn Gardner or Erin Macey at the Association of Childhood Education International, 11501 Georgia Ave., Ste. 315, Wheaton, MD 20902, 800/423-3563.

### RESOURCE

The **Communities That Care Planning Kit** provides step-by-step resource materials that communities can use in organizing around violence prevention. For information, contact Developmental Research and Programs, Inc., 130 Nickerson, Suite 107, Seattle, WA 98109; 800/736-2630 (phone); 206/286-1462 (fax).

### CELEBRATE FAMILIES!

**National Family Week** is Nov. 19–25. This year's theme is "Celebrate Families!" For information, contact Family Service America, Inc., 11700 West Lake Park Drive, Milwaukee, WI 53224; 414/359-1040 (phone); 414/359-1074 (fax).

### CONFERENCE

The **10th annual Zero to Three National Training Institute** will be Nov. 30–Dec. 3 in Atlanta. For information, contact Zero to Three, 2000 14th Street North #380, Arlington, VA 22201-2500; 703/356-8300 (phone); 703/790-7237 (fax).

### PARENT EDUCATION

**Active Parenting Publishers** offers one-day Active Parenting of Teens Leader Training Workshops in various cities that focus on implementing effective parent education groups. For information, call 800/825-0060.

### CONFERENCE

The **1995 National Symposium on Partnerships in Education** will be Nov. 13–18 in Arlington, Va. For information, contact the National Association of Partners in Education, Inc., 209 Madison Street, Suite 401, Alexandria, VA 22314; 703/836-6941 (phone); 703/549-5623 (fax).

## FRC Works With Communities and States to Plan Family Support Programs and Systems

One of FRC's best sources of up-to-date information on family support is its technical assistance (TA) to local practitioners and local and state planners. As staff pass on FRC's knowledge and tools with TA recipients, they gather new information to share.

In Columbus, Ind., FRC staff meet regularly with the Lincoln-Central community planning team as they work to create a school-based family center. The community used the *Know Your Community* method of assessment (see page one) and is now planning services to meet their top-priority needs: positive youth development, safety, infrastructure, education, childcare, health care, and parental support.

In St. Louis, Mo., the Prince Hall Family Center is on its way to being a central location for comprehensive family support. Community residents completed surveys (a needs assessment method described in *Know Your Com-*

*munity*) to identify eight priority areas they felt needed to be addressed. FRC staff are meeting with the Prince Hall Advisory Board to examine staff configuration and functions; the Board is creating an inventory of service providers, to coordinate the community's service delivery system.

### States Seek FRC Knowledge

States frequently call upon FRC's knowledge of local planning efforts in planning family support initiatives. At the request of the Family Investment Trust (funded by the Clark Foundation), staff are designing a training package for teachers and administrators in 16 Missouri counties in an effort to change the way social services are administered in cases of potential child abuse. The training may become part of the state's child protection system.

The range of TA available on a fee-for-service basis includes strategic

planning, consumer involvement, family resource centers, collaboration, and community assessment.

FRC staff also are preparing to provide TA through an initiative funded by the Robert Wood Johnson Foundation. As application deadlines approached this fall, staff prepared to select up to 10 states to participate in the STATES (State Technical Assistance and Training for Effective Systems) Initiative, which will increase states' capacity to implement broad-based family support agendas.

### Connection

Editor	Jacqueline Lalley
Editorial Assistant	Shamara Riley
Director of Publications	Kathy Goetz

The *Connection* is the bimonthly newsletter of the Family Resource Coalition, 200 S. Michigan Ave., 16th Floor, Chicago, IL 60604, 312/341-0900, 312/341-9361 (fax). Membership in FRC includes a subscription to the *Connection*.

## Block Grants Are Coming

### How Can We Turn a Crisis into an Opportunity?

On September 19, the U.S. Senate endorsed a welfare bill that would dismantle the system that for over 60 years has guaranteed aid for millions of poor families and children, legal immigrants, and disabled people. Although slightly less severe than its House equivalent, the bill would set a **lifetime** limit of five years on welfare benefits and reduce social spending by more than **\$65 billion** over seven years—crippling or eliminating scores of services and supports, including most community-based prevention programs. The federal government estimates that nearly one-fifth of the children receiving benefits in 1994—157,000 children—would be ineligible for the most basic aid.

Under the guise of “block grants,” both bills would make states responsible for the social safety net. Differences among states’ capacities to absorb the loss in federal funds could be devastating for children, youth, and families in the nation’s poorer states.

The block grants proposed by Congress are *not* intended to create better policy or more flexibility for the states: like past federal funding mechanisms, they are categorical creatures with plenty of restrictions. They are *not* intended to create better services: they leave in place the walls separating the various categories of assistance that poor families and children depend on.

These block grants *are* intended to cut states’ funding. The proposed block grants will come with funding cuts of 10 to 20 percent. The administrative savings so heralded by their supporters in Congress will be negligible. With less money available, states’ budget-making processes will be politically charged and cold-blooded. Federal cuts may simply be passed on to counties, cities, and communities.

It is critical that we prepare. How? By asking—in our communities, counties, and states—“What do we want to accomplish with our systems for families and children, and how can we use block grants to accomplish these things?” We will fare better if we work proactively for change, rather than reacting to the demands of block grants.

The most successful approaches will be *outcome-based*. Rather than funding services as an end in and of themselves, they will use state funds to achieve the outcomes already identified as most important for children and families. Many states have begun processes to reform their child- and family-serving systems. Many have major comprehensive initiatives under way. All U.S. states, territories, and Indian tribes have developed five-year strategic plans for family support and preservation. These initiatives and plans should guide us in budgeting with block grants.

Local family support programs are on the frontlines, and will be hit hard as more and more families seek essential support. Programs must make extraordinary efforts to lead, participate in, and involve consumers in their states’ budget decisions. They must advocate staunchly, in coalition with other programs, for a prevention agenda.

The Family Resource Coalition will support local programs in all of these efforts. For resources and information on block grants, and how they could be designed to strengthen and support children, youth, and families, please contact FRC Washington Liaison Maria Elena Orrego at 202/371-1565 (phone) or 202/371-1472 (fax).



## FRC Report to Feature Culture

The upcoming FRC *Report* focuses on **culture and family-centered practice**. Mentor and contributor Terry Cross is Director of the National Indian Child Welfare Association, and is primary consultant to the National Resource Center for Family-Centered Practice, which is sponsoring the issue. Seasoned family support workers, researchers, and advocates bring you their insights on:

- culturally competent assessment
- how practice can support cultural identity development
- understanding helping and counseling practices as culturally bound
- practitioner self-awareness in culture learning
- parenting education
- storytelling
- the practitioner’s role in creating intentional communities
- native language and family-centered practice
- cultural competence in management and organizational behavior

A *Report* subscription is a benefit of membership in the Coalition. To order a copy or to join, call 312/341-0900.

## Longtime Members Share Ideas With FRC Staff

FRC staff recently had a rare treat: sitting down with two longtime (since 1982) members to learn about their work and the role FRC has played in it.

Through training, technical assistance, and direct family support services Sheila Sussman (Executive Director of the Center for Family Resources in Mineola, N.Y.) and Sandra Feinberg (Director of the Middle Country Public Library in Centereach, N.Y.) have been influential in the family support movement in New York state.

The lively exchange of information and ideas gave all a better understanding of how the Coalition’s resources (from publications to conferences) translate into enhanced family support at the local level, and how FRC’s knowledge is enriched by the experience of member practitioners and programs. FRC’s welcome mat is out!

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## Family Resource Coalition National Conference

Changing the Way America Works for Families

May 1—May 4, 1996 • Chicago

**1996** will be a crucial year for families and those who work with them. Major changes in Washington will impact families and family support programs in every community. And the 1996 national elections create the possibility of even more change. Those who care about families must work together to *Change the Way America Works for Families*.

The Family Resource Coalition holds the only national family support conference in the U.S. This year, keynote speakers include **Vice President Al Gore**, invited speaker at Wednesday's State of the Family Dinner (new this year); **Audrey Rowe**, Executive Vice President of the National Urban League; and **Roger Rosenblatt**, *Columbia Journalism Review* Editor-in-Chief & *New York Times Magazine* essayist. Don't miss special opportunities to network with others from your state (to form **alliances** on block grants and other important issues), attend **workshops** and **seminars** covering new topics such as fatherhood and public policy, and connect with those who share your interests. Bring your colleagues and friends—call FRC to have us send them information. If you got this *Connection* by mail, watch for an "early-bird" conference **registration** brochure. Call 312/341-0900 x 134 if you're not on FRC's mailing list.

FRC's 1994 conference drew **1500 attendees**: family support practitioners and advocates, policymakers, and academics. Listen to what attendees from Maine to Minnesota, from California to North Carolina, had to say afterward:

"Outstanding. All presenters radiated commitment and vision."

"An extremely powerful session. I still find myself talking about it with colleagues and family!"

"Everyone, regardless of rank or title, who is involved with human services should participate."

"It is a nice feeling to know so many share the same dream about families."

"The FRC Conference is the highlight of my professional life. I can't wait for two years to pass until the next one."

Don't wait! Call 312/341-0900 x 134 now for information and to get our early-bird offer.

# connection

November/December 1995

FAMILY RESOURCE COALITION

200 S. Michigan Ave., 16th Floor, Chicago, IL 60604 312/341-0900 Fax: 312/341-9361

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## Helping States Build Communities' Capacity to Support Children and Families

*With the increasing likelihood of big changes in how states receive federal funding, FRC is in the midst of three technical assistance initiatives to help states maximize their commitment to families and the community-based programs that serve them.*

From a pool of 36 applicants, FRC has selected eight states to receive intensive technical assistance (TA) through the State Technical Assistance and Training for Effective Systems (STATES) Initiative, funded by the Robert Wood Johnson Foundation.

FRC also will expand the TA it offers states as a partner in the National Resource Center for Family-Centered Practice, and will begin providing TA through the new National Resource Center on Community-based Family Resource Programs. Both Centers are funded by the U.S. Department of Health and Human Services (HHS).

### The STATES Are ...

After a thorough review process that included reading all 36 applications and conducting interviews or site visits with 19 applicants, the Family Resource Coalition selected Colorado, Connecticut, Georgia, Michigan, Minnesota, New York, Washington, and West Virginia for participation in the STATES Initiative.

STATES already is linking state governments and community-based organizations that are working to advance a family support agenda. "For example, 20 organizations in New York called the governor's office to say that they wanted to work cooperatively with the state to help advance a family support agenda," says STATES Initiative Director Gail Koser. "This is a sign of the partnership between states and local communities on family support issues."

To apply, states had to demonstrate collaboration: in each state, community-based family support advocates, program staff, and governors

and government staff together planned how the technical assistance would strengthen their joint efforts on behalf of families.

Each state will receive customized TA throughout the multi-year Initiative to build its capacity to support families. TA will focus on putting in place and strengthening networks of county and local family support programs, and on strategies to support and strengthen families. TA will cover consumer involvement, cultural competency, family support definition, local capacity building, networks of family support programs, state/local governance, training, responses to block grants, and other areas determined by states' needs.

### Two NRCs Offer More TA

Together with the University of Iowa School of Social Work and the National Indian Child Welfare Association, FRC will offer even more hours of TA to states on implementing the federal Family Preservation and Support Services Program. Through the National Resource Center on Family-Centered Practice, any state can now get up to 10 hours of TA per year (up from six last year). Two new staff members will be added; one will focus on family support programs, and the other will provide TA on cultural competence issues within the family support field. TA will be provided by phone and through site visits.

FRC will provide additional TA through the new National Resource Center on Community-based Family Resource Programs. With the Chapel Hill Training—Outreach Project, Inc., FRC staff will provide states with ongoing technical assistance on creating networks of family support

*continued on next page*

### INSIDE

**What will block grants mean for community-based prevention programs? FRC's Washington Liaison answers your questions.**

**PLUS: FRC Conference—How to save on registration! Plus, a fathers track!**

The *Connection* is published bimonthly as a benefit of membership in the Family Resource Coalition. Preparation of this issue of the *Connection* was assisted by a grant from the Robert Wood Johnson Foundation (Princeton, New Jersey).



## BULLETIN BOARD

### RESOURCE

The new **Institute for Community Collaborative Studies** at California State University/Monterey Bay promotes integrated human service delivery through training, in-service education, and research on systems change. For information, contact Dr. Rae Grad, Director, Institute for Community Collaborative Studies, California State University/Monterey Bay, 100 Campus Center, Seaside, CA 93955-8001, 408/393-3624.

### YOU CAN REGISTER VOTERS!

For information on how your nonprofit organization can offer voter registration services, contact **Enfranchise America** c/o HumanSERVE, 622 West 113 Street, Suite 140, New York, NY, 10025, 212/854-4053 (phone), 212/854-8727 (fax).

### WORKSHOP

**The Psychology and Politics of Parent Involvement**, a training workshop for educators, parents, and policymakers who want to increase parent involvement in education, will be March 25-29, 1996, in Alamo, Calif. For information, contact the Center for Group Learning, 1894 Granada Drive, Concord, CA 94519.

### RESOURCE

**Parent Education Program Profiles** contains information about the operations, curricula, materials, and participants of nearly 100 programs in the U.S. and Canada. For information, contact the Association of Family and Conciliation Courts, 329 West Wilson Street, Madison, WI 53703, 608/251-4001 (phone), 608/251-2231 (fax).

### CONFERENCE

**Healing America: Building a Movement to Leave No Child Behind**, the Children's Defense Fund's national conference, will be held February 8-10, 1996 in Charlotte, North Carolina. For information, contact CDF, 25 E Street NW, Washington, D.C. 20001, 202/662-3540 (fax).

### RESOURCE

**Empowering People** publishes books, tapes, and videos on parenting and working with children, youth, and families, including a Positive Discipline series. For information or a catalog, contact them at P.O. Box B, Provo, UT 84603, 800/456-7770.

### RESOURCE

**Creative Beginnings**, a preschool curriculum for home visitors, provides materials to help children develop positive values, share ethnic traditions, and express themselves through art, music, and movement. For information, contact Innovative Learning Publications, Dept. DS, 200 Middleford Rd., Menlo Park, CA 94025, 800/552-2259 (phone) or 800/333-3328 (fax).

*To submit a Bulletin Board item, send to FRC at 200 S. Michigan, 16th Floor, Chicago, IL 60604, or fax to 312/341-9361. Advertisement of events or resources in the Bulletin Board does not imply endorsement by the Family Resource Coalition.*

### Job Openings



The National Resource Center for Family-Centered Practice seeks a **Family Support Program Specialist** to provide on-site TA to states and communities, develop materials, and facilitate site visits and linkages to family support programs for child welfare agencies. For a job description, call FRC at 312/341-0900.

The Family Resource Coalition seeks a **Constituency Team Manager**, to be responsible for the development, management, and maintenance of FRC's relationships with members and various groups related to family support. For a job description, call 312/341-0900.

### RESOURCE

**Parentmaking** enables parent educators to help new parents learn about their youngsters' development and behavior and their own new roles as parents. For information, contact Banster Press, P.O. Box 7326, Menlo Park, CA 94026, 415/369-8032.

### RESOURCE

**Proceedings** features summaries of 61 workshop presentations from the **Families and Schools: A Global Perspective** for a **Multicultural Society** conference held in October 1994. For information, contact the Center for the Study of Parent Involvement, John F. Kennedy University, 370 Camino Pablo, Orinda, CA 94563, 510/254-0110 (phone), 510/254-4870 (fax).

from page 1

programs, constituency and coalition building, and using site visits and information dissemination to assist regional and state staff in understanding family support issues. FRC staff also will collaborate with other national organizations to foster family support perspectives in school readiness, childcare, and early education.

As part of the work of the National Resource Center for Community-based Family Resource Programs, FRC staff will develop publications on:

- effective procedures for streamlining intake, confidentiality protocol, and effective interagency linkage agreements;
- long-range planning for family support programming; and
- building state and local partnerships (with an emphasis on coordination and collaboration).

The grant allocates \$200,000 to FRC over 17 months.

The *Connection* will bring you more

news as it develops. For information on either National Resource Center, call the NRC staff at 312/341-0900.

### Connection

*Editor* Jacqueline Lalley  
*Editorial Assistant* Shamara Riley  
*Director of Publications* Kathy Goetz

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## Child and Family Services Block Grants: A Threat to Prevention Programs

A block grant proposal that will soon be on the President's desk would destroy some of the recent gains that have brought federal resources to states and communities to support families and prevent child abuse, family violence, teen pregnancy, welfare dependency, and other problems.

A Congressional conference committee has approved the Child and Family Services Block Grant Act, which would eliminate the Community-Based Family Resource Program, the Child Abuse Prevention and Treatment Act (CAPTA), and other programs and replace them with a block grant to the states for child protection activities.

For FY 1996, \$230 million is authorized. Each state's grant would be based on the state's per capita child population.

The stated purposes of the block grant are to: (1) assist states in improving their child protective service systems; (2) support state networks of community-based, family-focused, family resource and support programs; (3) eliminate barriers to adoption; and (4) support activities to prevent the abandonment of children.

To receive funding from the block grant, a state would have to submit a plan to the U.S. Department of Health and Human Services every three years. In their plans, states would have to address 13 areas, including procedures in place for assessing reports of child abuse and procedures developed for the permanent placement of children who have been removed from their homes. However, states would not be required to submit any plans for prevention or family support services.

Unlike CAPTA, the Child and Family Services Block Grant Act is void of the following statements of principle: (1) reductions of child abuse and neglect are matters of the highest national priority, (2) all elements of American society share responsibility for responding to this national emergency, (3) national policy should strengthen families, (4) federal aid for child protection should be distributed with regard to financial need of the communities, (5) the federal government should ensure resources in every community for child protection, and (6) federal leadership should promote coordinated planning and allocate resources to assist states.

Only with a concerted advocacy effort on the part of parents, providers, and others in the family support field will any of these block grant funds be spent on prevention. Without distinct requirements that states spend a certain portion of their funds on prevention activities or even include prevention in their state plans, it is most likely that states will choose to use their block grant funds to serve children and families already in trouble. And preventive programs, as we have witnessed time and again in times of financial crisis, will fall by the wayside.

Family support advocates should start devising strategies now to convince their state governments to devote resources from this block grant for prevention. For more information, call FRC Washington Liaison Maria Elena Orrego at 202/371-1565.

## IBM's Workforce Diversity Director Joins FRC Board



FRC is pleased to welcome J.T. (Ted) Childs, Jr., Director of Workforce Diversity for IBM worldwide, as a new member of the Coalition's Board of Directors. He has sat on the New York State Governor's Advisory Council on Child Care and has co-chaired the National Council of Jewish Women's (NCJW) Work Family Advisory Board. He has served the American Society on Aging (ASA) as a Board member and as chair of its Business Forum. Childs has been nationally recognized for his work on behalf of families and the aging.



## FRC National Conference

Check your mailbox for a chance to register at a special "early-bird" rate for the Family Resource Coalition national conference. **Changing the Way America Works for Families**, May 1-4 in Chicago. Before Feb. 15, FRC members can register for \$289, and non-members for \$339. After Feb. 15, members register for \$339, and non-members for \$389. Use the brochure to join FRC and to register!

New at the 1996 conference will be a track concentrating on fathers and families. Workshops and seminars will focus on policy (how laws and programs affect fathers' involvement in their families), programs (how community-based programs can involve fathers), and the latest research.

Read your next *Connection* for a thorough preview of the FRC 1996 national conference! The conference hotline is 312/341-4743 x 888.

## TRANSITIONS

FRC welcomes two new staff members! Administrative Operations Manager **Kathleen Zamorski** comes to FRC from Helene Curtis, Inc., where she was a Human Resources/Benefits Specialist for eight years. She has a

B.A. in social work from DePaul University, volunteers at a shelter for abused women and children, and has provided hospice support for families of the critically ill. FRC also welcomes **Anthony Williams**, Community De-

velopment Specialist for the STATES Initiative. He has worked for the City of New York and the Detroit Mayor's Office, and holds a B.A. from Yale University and an M.B.A. from the University of Michigan.



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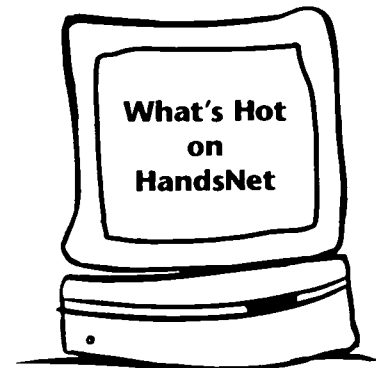
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## Caucus Steering Committees Meet FRC Conference Track to Feature Cultural Democracy

The Steering Committees of FRC's African American and Latino Caucuses met in Chicago Nov. 2-4. Steering Committee members took the opportunity to glean first-hand information from staff on FRC projects in the works, and made plans for FRC's national conference, to be held May 1-4, 1996.

The Steering Committee members and Caucus staff are working with conference coordinator Juju Lien to incorporate cultural democracy issues throughout the conference program. A monograph by African American Caucus Steering Committee member Makungu Akinyela on cultural democracy and the family support movement (to be published by FRC as part of the Best Practices Project) will provide the basis of a panel discussion. Panelists will include members of the Steering Committees and others; if you have ideas about whom you'd like to hear speak, call the FRC conference hotline at 312/341-4743, ext. 888.

The Caucus Steering Committees and staff are also working to establish a significant parents' presence at the conference, including a Parents' Track of workshops and seminars that culminates in a Parents' Assembly.



In recent months, the hottest topic in FRC's Prevention & Early Intervention folder on HandsNet (the computer network for social service professionals) was fatherhood—especially, how to include fathers in program development.

HandsNet users also read FRC postings on: youth development, cultural competency, systems reform, involving communities in initiatives, staff development, and technology issues facing nonprofits.

For information on how to get connected, or to suggest family support information that you'd like to see posted on HandsNet, contact Shamara Riley at 312/341-0900.

### FRC Conference Brochures: Your Networking Tool!

We know we'll see you at the FRC conference May 1-4, 1996, the only nationwide gathering on family support in the U.S.—but don't you know others who should attend? Call FRC to obtain quantities of our conference brochure. Send them out with your newsletter or other mailing, or distribute them at your next event. Or get some to hand out to friends and colleagues. What better place to network than this nationwide gathering devoted to those who work with families?



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