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Administration for Children and Families



## Region X

# Tribal TANF Conference

September 27 – 29, 2010 ★ Tulalip, WA

**Administration for Children and Families Regions X**

**2010 Tribal TANF Meeting**

**Final Report**

**Tulalip, Washington**

**September 27-29, 2010**



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## Executive Summary

The U.S. Department of Health and Human Services Administration for Children and Families, Office of Family Assistance, Region X hosted 26 Tribes from the Pacific Northwest region<sup>1</sup>, Federal policy analysts, and community stakeholders at the Tribal TANF Conference in Tulalip, Washington, on September 27-29, 2010. The conference agenda featured experts and presenters who helped Tribal TANF programs strategize to develop stronger programs that would better serve their participants. Tribes were provided with strategies and approaches for enhancing case management for Tribal participants, promoting collaboration between services, and improving auditing and reporting mechanisms. The conference was designed to provide an opportunity for peer-to-peer learning to enhance Tribal TANF programs and create opportunities for self-sufficiency while maintaining each Tribes' individual culture and traditions.

## Introduction and Background

Increased poverty, long-term unemployment, and a struggling economy are only a few of the realities that Tribal families across the country face. According to the U.S. Census Bureau (2008), Tribal members earn a median annual income of \$33,627 and more than one in four (25.3 percent) lives in poverty.<sup>2</sup> Tribal communities suffer from disproportionate rates of poverty and a persistent lack of opportunity. In fact, the Economic Research Service (2009) reports that American Indian communities have fewer full-time employed individuals than any other high-poverty community and that only 36 percent of males in high-poverty American Indian/Alaska Native (AIAN) communities have full-time, year-round employment.<sup>3</sup> The Economic Policy Institute found that American Indian/Alaska Native (AIAN) workers suffered recession-level rates of unemployment long before the recession began and that rate has increased to more than 14 percent overall.<sup>4</sup> According to Austin (2009), Alaska Natives have the highest unemployment rate, 15 percent, nearly twice that of whites in Alaska, and Austin (2009) indicates that Tribes in the West<sup>5</sup> saw a drastic shift in the unemployment rate. In 2007, Western Tribes had the lowest unemployment rate (6.4%) among American Tribes, but by 2009, the unemployment rate had grown by 12.3% to a staggering 18.7%.<sup>6</sup> Nearly one out of every five American Indians in the West cannot find work.<sup>7</sup>

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<sup>1</sup> Tribes represented included Association of Village Council Presidents, Bristol Bay Native Association, Central Council of Tlingit & Haida Indian Tribes of Alaska, Colville Confederated Tribes, Confederated Tribes of Siletz Indians, Confederated Tribes of Umatilla, Cook Inlet Tribal Council, Cooper River Native Association, Coeur d'Alene Tribe of Idaho, Kodiak Area Native Association, Lower Elwha Klallam Tribe, Lummi Indian Nation, Metlakatla Indian Community, Nez Perce Tribe, Nooksack Tribe, Port Gamble S'Klallam Tribe, Quileute Tribe, Quinault Nation, Shoshone-Bannock Tribes, Skokomish Tribe, Spokane Tribe of Indians, Squaxin Island, The Klamath Tribes, Tulalip Tribes, Upper Skagit Tribe, and the Village of Kotzebue Maniilaq Association.

<sup>2</sup> Public Information Office, U.S. Census Bureau. (2010, December 28). *Income climbs, poverty stabilizes, uninsured rate increase* [Press Release]. Retrieved from [http://www.census.gov/newsroom/releases/archives/income\\_wealth/cb06-136.html](http://www.census.gov/newsroom/releases/archives/income_wealth/cb06-136.html)

<sup>3</sup> Economic Research Service. (2010, September 8). *Rural income, poverty, and welfare: High-poverty counties*. Retrieved from <http://www.ers.usda.gov/Briefing/incomepovertywelfare/highpoverty.htm>

<sup>4</sup> Austin, A. (2009, December 7). *American Indians and the great recessions: Economic disparities growing larger*. (Issue Brief No. 264). Washington, DC: Economic Policy Institute.

<sup>5</sup> West includes Tribes in California, Hawaii, Oregon, and Washington.

<sup>6</sup> Austin, A. (2009, December 7). *American Indians and the great recessions: Economic disparities growing larger*. (Issue Brief No. 264). Washington, DC: Economic Policy Institute.

<sup>7</sup> Ibid.

These challenges and the others that Tribal communities face make it difficult for American Indian families to achieve self-sufficiency and economic independence. In order to help foster a renewed commitment to improving participant outcomes, individual development, family self-sufficiency, and community revitalization, the United States Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance, Region X sponsored the 2010 Tribal TANF Conference in Tulalip, Washington.

The conference focused on improving services and data reporting and promoting collaboration between services, such as domestic violence, emergency preparedness, child support, subsidized employment, responsible fatherhood, Supplemental Nutrition Assistance Programs (SNAP) i.e., food stamps, and Medicaid programs.

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## **Day One – Monday, September 27, 2010**

The event began with a welcome from Mr. Ray Fryberg from the Tulalip Tribe; Mr. Frank Shields, Ms. Susan Johnson, and Ms. Judy Ogliore from the ACF Region X TANF Office; and Ms. Claudia Kauffman from the Washington State Senate.

The first day featured presenters on several key issues, including data reporting, effectively meeting the needs of Tribal TANF participants, subsidized employment, SNAP and Medicaid cooperative programming, and emergency preparedness.

### **Welcome and Opening Remarks**

Mr. Ray Fryberg, Senior Director of Fisheries and Wildlife from the Tulalip Tribe opened the 2010 Region X Tribal TANF conference with an opening cultural reflection and welcomed participants to the Tulalip Tribe.

Mr. Frank Shields, TANF Program Manager, Administration for Children and Families, Office of Family Assistance, Region X, introduced Ms. Susan Johnson, ACF Regional Director, and Ms. Judy Ogliore, Program Specialist, of the Region X office. Ms. Johnson welcomed the Tribes and emphasized the importance of the conference, and asked participants to reflect on both the presentations of speakers and discussions of the participants at large. Ms. Johnson assured participants of her continued involvement in addressing the requests of participants and urged participants to keep open lines of communication with administrators. Lastly, Ms. Johnson introduced Washington State Senator Claudia Kauffman who greeted participants, welcomed them to Washington, and conveyed her excitement at Tribal TANF leaders coming together to share their ideas and collaborations.

Ms. Ogliore provided a meeting overview and presented each Tribe with a gift—a written set of the Four Purposes of TANF. Ms. Ogliore introduced Ms. Jack Granberg, Program Specialist, Administration for Children and Families, Office of Family Assistance, Region X, who assisted with the conference preparations and would assist in meeting management, as well as support staff—Ms. Jennifer Rackliff and Ms. Caterina Bummara from ICF International and Ms. Philisha Rembert from AFYA, Inc. Finally, as a lead-in to the conference activities, Ms. Ogliore introduced the meeting facilitators, Ms. Geene Felix, Program Coordinator for Client Services, South Puget Intertribal Planning Association (SPIPA) and Ms. Rae Belle Whitcomb, Director Workforce Development, Bristol Bay Native Association.

## Session #1: Data Reporting: Data Coding and Databases

Ms. Geene Felix, Program Coordinator of Client Services of the South Puget Intertribal Planning Association (SPIPA) and Ms. Andrea Halstead, Administrator, Tribal TANF Programming at the Quinault Indian Nation spoke on the importance of effectively processing and managing data to improve data performance and participant services of a Tribal TANF program.

Proper coding ensures the accuracy of data and of subsequent reports based on the data provided. If case managers are not familiar with data terms and coding requirements, the data becomes skewed. Many different activities can be counted as work activities to meet Work Participation Rates (WPR) requirements that do not necessarily look like work activities. For example, those on Supplemental Security Income (SSI) can be considered working on a barrier to work, by going to appointments with doctors or lawyers. It is important to accurately document all hours by obtaining doctors' notes, copies of application forms, and by including all related hours, such as transportation time to and from General Educational Development (GED) classes, as well as time spent studying.

Monthly participation rates are calculated by the number of families that receive TANF assistance that include an adult or minor Head of Household (mHOH) who is meeting work requirements, divided by the number of families that receive TANF assistance that include an adult or mHOH required to participate in work activities. Child-only cases are always excluded from this calculation. There are also two types of disregards: Families that were penalized for non-compliance with the work requirements in that month as long as they were non-sanctioned for more than three months in the past year and families with children under the age of one, if the Tribe chooses to exempt these families from participation requirements.

It is important that staff understand the Federal regulations in order to avoid receiving a penalty for low participation rates. In order for a Tribe to increase its WPR, it must make sure the person responsible for entering hours understands the coding requirements, policy, and Tribal Family Assistance Plan (TFAP). Ms. Felix remarked on the importance of correctly coding because at SPIPA, many people were coded "exempt other", and were counted against the WPR. However, once SPIPA trained all frontline staff on Federal regulations and what activities counted as work activities, the WPR jumped from 60 percent to 85 percent. Staff learning what counts as work activities and getting participants into activities as soon as possible were key steps to this increase. Additionally, having a working knowledge of the unemployment rate on a Reservation will also help with job search and readiness programs. Proper training helps ensure proper coding and transparency which will allow for consistent monitoring of Workforce Participation.

### ***Five factors involved in Federal data reporting:***

- 1. Tribal Family Assistance Plans*
- 2. Type of family (1 or 2 parent)*
- 3. Family Affiliation*
- 4. Work Participation Status*
- 5. Hours reported are summed to determine if hours requirement has been met*

Tribes are required to collect and report data each month. The five factors involved in Federal data reporting are: Tribal Family Assistance Plans (TFAPs), Type of Family (1 or 2 parent), Family Affiliation (only members of the eligible family who are receiving assistance are included in the calculation), Work Participation Status (must be able to document hours and count all hours involved including transportation to classes or child care, studying, etc.), and summed hours reported to determine if hours requirement has been met.

Tribes should contact their Regional representatives if they need additional help or question the validity of the Tribe's WPR report.

### Question and Answers

What is required on audits on improving WPR?

- *Auditor should be using the last approved WPR. If there are any concerns, TANF programs should contact the Regional office who can work directly with an auditor (Patty Fisher, Senior Financial Management Specialist, Administration for Children and Families, Region X).*

What is the turnaround time for participation rates? For Tribes there is a three-year lag, is it possible for Tribes' numbers to be processed individually?

- *The process is slow. States and Tribes face the same delay in getting the information (Frank Shields, TANF Program Manager, Region X).*

### Working Lunch: Effectively Meeting the Needs of Tribal TANF Participants

Ms. Cecile Greenway, Native American Coordinator for the United States Department of Health and Human Services, Centers for Medicare and Medicaid Services (CMS) in Region X provided an overview on successful collaborations between TANF and Medicaid programs. Collaborations between TANF and Medicaid programs can be a natural fit as health coverage is a critical need for TANF participants and many TANF participants are eligible for Medicaid. Medical issues are one of the most common barriers to obtaining or maintaining employment in Indian Country where the health disparities are significantly higher than the national average.

Unlike TANF, Medicaid is an entitlement program and has similar criteria as the former welfare entitlement program Aid to Families with Dependent Children's (AFDC) for eligibility. By tying these programs together, organizations are able to better serve participants by encouraging long-term behaviors that move them towards self-sufficiency. For example, by encouraging health activities (such as visiting the dentist) participants are more likely to continue these activities after they have completed their TANF program. States are required to do a Tribal consultation for the program. Many services provided under Medicaid are beneficial to TANF and job readiness programs, such as Early, Periodic, Screening, and Diagnosis & Treatment (EPSDT) and substance abuse services.

Successful collaborations address the needs of the participants by informing them of other programs that may benefit them and providing assistance with coordination and continuous case management across multiple programs. For collaborations to be more effective, it is necessary to provide more documentation of the processes surrounding them and to highlight success stories from real individuals.

### Question and Answers

How does Treaty income impact eligibility and enrollment in Medicaid?

- *Treaty income is discounted.*
- *If it impacts income in the next month, it counts.*
- *Once it is transformed into dollars, it is discounted as income in the month it is received.*

How do you address per capita distributions?

- *If it is related to Treaty per capita, it is discounted. If it is gaming income, that per capita counts as income to the individual.*

## Session #2: Subsidized Employment

Region X Program Specialist, Ms. Judy Ogiore, teamed with Mr. Jim Thomas, Tribal TANF Consultant, to compare and contrast subsidized employment, work experience, and on-the-job training.

Subsidized employment is defined as a form of “work subsidy” consisting of payments to employers or third parties to help cover the costs of employee wages, benefits, supervision, and training. It is not a form of “assistance,” but it is treated and reported as a support service. However, even though subsidized employment is a support service for the purpose of reporting expenses associated with it, the participant can be credited with work participation hours. In contrast, work experience and on-the-job training are types of unpaid work activities and classified as assistance for TANF reporting purposes. These hours can also be counted towards work participation hours, but participants cannot be paid a wage.

*\*For a more detailed explanation of the statutory definition of subsidized employment, please refer to 45 CFR 285.10 (a)\**

Tribes have broad flexibility in expanding Tribal TANF funds within the statute. This flexibility has led to some innovative approaches to finding work, jobs, and careers for TANF participants.

During the session, multiple questions were raised about the statutes and regulations concerning subsidized employment, work experience, and on-the-job training. These questions included:<sup>8</sup>

- Are the definitions of subsidized employment, work experience, and on-the-job training the same between the Administration of Children and Families, the Department of Labor, and the Native Employment Works Programs?
- Is subsidized employment being counted as a month of TANF cash benefits and can you get the monthly allowance?
- Can Tribes offer youth a Work Experience (WEX) position? What age do youth stop being classified as “youth?” Is there a difference between Administration for Children and Families (ACF), Department of Labor (DOL), Native Employment Works (NEW), and other government programs in terms of the age of a “youth?”
- Can subsidized employment programs extend past the time a person is receiving services?
- Are TANF programs that have been running WEX or On-the-Job Training (OJT) programs and providing wages to participants doing so illegally?
- Can we have a subsidized employment program at both our private, for-profit Tribal enterprises as well as government/nonprofit entities (like Indian Health Service)?
- For those of us that had WEX/OJT programs and called the earnings wages, can we retroactively call them stipends/incentives payments?
- What is the difference between the 286.10.2B (OJT) determination and Code of Federal Regulations (CFR)?

## Session #3: Port Gamble Food Stamp, Medicaid Eligibility Pilot Project

Port Gamble S’Klallam has been managing an innovative pilot project to improve service integration and service delivery to Tribal members. Ms. Jolene Sullivan, TANF Program Director for the Port Gamble S’Klallam TANF program, presented on the enhanced TANF and Medicaid integrated services pilot project. Port Gamble S’Klallam Tribe has had its own Tribal TANF program since 1998; a child support program since 2000; and a Tribal Foster Care program since 2004. In 2007, discussions began between the State of Washington and the Tribe to address the need for more streamlined services for Tribal residents. The State had to apply for a waiver to Food and Nutrition Service (FNS) to allow the Tribe to determine food stamp eligibility. The Tribe began processing

<sup>8</sup> Answers to these questions were to be provided to participants after the closing of the conference.



Medicaid cases in November 2009 and received approval from FNS the following January. Currently, the Tribe is able to help any person who comes into the office, Tribal or non-Tribal.

In order to ensure proper implementation, the Tribe has to provide a significant amount of training in order to have a smooth transition into managing these aspects of participant cases. Tribal staff was required to attend trainings two to three days per week for approximately three to four months, while performing their other duties. Three of the Tribal health business office staff were trained on Medicare and three of the Children & Families and TANF staff members were trained on food stamps and medical eligibility. The most critical aspect of the training program was the ability to have a designated trainer at the facility and the ability to have ongoing assistance throughout the first year of the program. The Tribe requested an experienced support staff from the State to be available a few days each week to assist Tribal staff as needed. Costs included training additional staff, computers, and IT staff time to get access to all State programs.

The pilot program has been a success for the Port Gamble S'Klallam Tribe. Participants can apply for and receive basic food benefits and medical coverage on the Reservation thereby saving costs on transportation to the local Community Service Office, which is over 35 miles away. Tribal members can immediately replace lost Electronic Benefits Transfer (EBT) cards, assuring continuity of access, without traveling to Bremerton—the next closest area to receive benefits eligibility screening. The centralized location of food stamps, Medicare, and Tribal TANF services allows low-income families to better access and utilize their benefits because there is no need to use time and resources to travel to multiple offices in multiple locations. Additionally, Tribal members are able to apply for benefits from Tribal staff with whom they are more comfortable. More families have been able to provide healthy food for their children and have lowered their medical costs by having quicker and easier access to the right medical coverage.

Since the pilot program began in 2009, 215 applications have been processed. Because more Tribal members have been identified as Medicaid eligible, the Tribe has seen significant health care service savings. The main challenges experienced by the program include upfront costs; managing current staff workload with the additional workload for the pilot project; and separation of duties in accordance with State and Federal regulations in a small office (e.g., the staff person who holds the benefits cards cannot by law issue them; there must be another staff person available for processing).

Pilot program administrators have maintained monthly meetings to make sure the program is on track and have effectively performed 100 percent audits on both food stamps and Medicare eligibility. Additionally, it is critical that the program train long-term staff members because of the cost incurred in training new staff. Staff should be detail-orientated and have excellent computer skills because of the sophistication of the eligibility determination software.

### Question and Answers

How much increase did you see in the number of participants using Medicaid and Food Stamps?

- *There were around 90 cases in 2007 and estimated 90-150 cases in Food Stamps.*

Would you recommend this to program to other Tribes?

- *Yes, especially the Medicaid component. The Tribal clinic was helping these participants before, now has the added benefits of Medicaid. There has been about \$100,000 savings so far for clinic. Individuals are more comfortable going to Tribal community members for assistance, allowing us to help more individuals.*

Are cases transferred?

- *Sixty cases were transferred from the State at first, these cases required considerable clean up.*

When determining access to food stamps, do you have to log into the State system?

- *Yes, you have to log into the State system.*

## **Session 4: Emergency Preparedness**

Ms. Lewissa Swanson and Ms. Jenny Holladay, Regional Emergency Management Specialists for the Administration of Children and Families, Region X, presented on the importance of emergency preparedness for TANF programs to ensure the continuity of service to TANF participants. Continuity of Operations (COOP) is the key objective when your workplace is affected by an emergency. Essential functions of the programs that must continue during emergencies include: protecting staff and property; maintaining benefits to current participants (including distribution and tracking of checks); communicating with participants and partners; and enrolling new participants. Emergency planning must include an evaluation of what is needed to continue these essential functions, e.g., identifying the need for alternate workspace and materials and clearly identifying leadership and authority during the emergency. The COOP should include a communication protocol that contains information on contacting employees and vendors, insurance policies, and Regional TANF support specialists. Ensuring access to communication equipment during an emergency is critical for maintaining a continuity of service. This includes keeping vital records up-to-date and stored at an alternate location. Emergency kits should be accessible in the TANF office and it is important to coordinate with the Tribal emergency planner, other social service programs, county emergency office, and State emergency office as needed.

Disasters can have a dramatic effect on families served by Tribal TANF offices and how offices can respond to participant needs. TANF eligibility requirements and work requirements may change. For example, if a family loses their documentation, the TANF office may have to adjust their policies in order to continue service to eligible participants. New benefits may need to be added, but a plan amendment must be also submitted. It is important to remember that after disasters there is often an increase in family violence, child abuse, substance abuse, and mental health issues. Being aware of the additional stress put on families and taking efforts to be as prepared as possible will allow an agency and community to take care those needing assistance, especially children who are often the most severely affected.

## **Day Two – Tuesday, September 28, 2010**

The second day allowed for sharing and discussing around client assessment tools, responsible fatherhood programs, domestic violence, support services for non-custodial parents, and child support enforcement. Additionally, the Government Accountability Office presented on a research study being conducted of Tribal TANF programs.

## **Session #5: Client Assessment Tools**

Ms. Geene Felix, Program Coordinator of Client Services at South Puget Intertribal Planning Association (SPIPA), presented on SPIPA's client assessment tools. In order for caseworkers at SPIPA to develop appropriate and effective employability plans for participants, they must first have an accurate assessment of the participants' skills and interests. The case management cycle begins with identifying goals and objectives. Next, the caseworker can explore resources and identify obstacles as they relate to the goals of the TANF participant. The caseworker then works with the participant to develop a case plan and implement tasks, and ensures this plan is followed by monitoring and evaluating progress.

An assessment should be done before a plan is formulated, even if it does not take the form of a formal assessment. Client assessment is a process of measuring knowledge, skills, attitudes, and beliefs, and basic types of assessments include summative, formative, diagnostic, objective, and subjective. The role of the assessment is to determine what is known about the participant and what information needs to be obtained in order to provide the best combination of services for a family.

There are various functions of assessments including personal assessment, barrier assessment, literacy and other educational testing, and substance abuse screening. SPIPA uses the Myers Briggs Type Indicator (MBTI) personality inventory in order to help guide participants to the most suitable type of employment by evaluating their personalities at work, careers that may fit their personalities, and their types of learning. Another tool SPIPA uses is the Strong Interest Inventory (SII) which is commonly used in career assessment and is also frequently used for educational guidance. This test, developed in 1927 and consisting of 291 items, is based on Holland's 6 Personality Types and takes about 25 minutes to complete. Most people are one of six personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. The 'color test' is a shorter version of the SII that shows the ease of taking and understanding these personality tests. Each conference participant was provided materials to take their own SII test to see which personality type they fit under. Ms. Felix concluded her presentation by reminding participants that this is an assessment of interests, and should not be confused with personality assessments or aptitude tests.

### **Session #6: Fatherhood Initiatives**

Mr. Tony Gould, Program Manager, and Mr. Trevor Delgado, Case Manager, of the Revitalizing Fatherhood Project at the Nooksack Tribe, and Mr. Judd Bunag, Fatherhood Coordinator at Cook Inlet Tribal Council, presented on the effectiveness of responsible fatherhood programs and the efforts of their Tribes to create programs that promote responsible fatherhood.

Ms. Janice Holt, the Responsible Fatherhood Program Specialist at the Administration for Children and Families, Office of Family Assistance, Region X, also spoke on Responsible Fatherhood and Healthy Marriage Initiatives. She noted that the Deficit Reduction Act of 2005 created a \$150 million annual grant program for Healthy Families and Responsible Fatherhood with the assumption that families will be far better off with love, care, and emotional and financial support from the father.

#### **Cook Inlet's Father's Journey Program**

Cook Inlet's Father's Journey Program is a service provided by the Tribal Council to promote responsible fatherhood. It consists of father-focused parenting groups, workshops, case management, and peer support. Staff works to keep fathers engaged throughout the referral, pre-assessment, and intake processes through the 13-week course module that can be continued until services are no longer needed. The curriculum was not originally designed for their population, so the Father's Journey Program made modifications to better address the needs of their participants, including the addition of case management which they discovered most fathers in the program needed. The Cook Inlet Tribal Council has been using a data collection tool to improve their processes and the program to ensure the success of their program. The outcomes show an 83 percent reunification rate of fathers with their families, and increased work participation rates.

#### **The Nooksack Revitalizing Fatherhood Project**

The Nooksack Revitalizing Fatherhood Project (RFP) is a three-year program funded by the Family Preservation Grant in 2009 through the Administration for Native Americans. The mission of the program is to revitalize fatherhood to recognize the importance of pride and responsibility. Their vision is to reintroduce fatherhood in native culture, recognizing the importance of fatherhood skills passed down from generation to generation, and to improve father/child involvement. The focus of the program is to help fathers to identify and understand

their own barriers. The program assists parents with co-parenting skills, helping parents to communicate and form goals together for their child. The program also helps participants develop plans and assists with custody and utilization of resources, and identifies effective co-parenting methods in the best interest of the child. Additionally, the program serves children by helping fathers become focused, arranging visitation times and activities, and identifying barriers and opportunities.

In order to meet these objectives, RFP offers multiple workshops on teen violence prevention, nutrition, basic computer skills, CPR training, fitness and health, financial literacy, child support, and elder abuse programs. These workshops incorporate the idea of "Native Fatherhood" about what a father's role is within the community and family, and aims to revitalize these ideas. Participants are expected to participate by attending weekly caseworker meetings, weekly workshops and group meetings, a monthly family fun night, and the Cultural Canoe Project. In addition, fathers must maintain open communication with both staff and their families. In return, the staff provides applicable and interesting topics, support and advocacy, family activities, informational resources, and the space to share the importance of native culture.

The success of RFP has been seen throughout the community by serving Tribal and non-Tribal members and both single-parent and two-parent families. Many fathers have become employed or created attainable goals for employment while enrolled in the program. Others have taken advantage of the Nooksack Tribe's Native College Program. Staff has seen an increase in positive interaction between fathers and their children in the community. Barriers the program has hit include scheduling conflicts for instructors, low attendance at mandatory meetings, and the creation of acceptable portfolios used in the job search.

Ms. Holt, Program Specialist at the Administration for Children and Families, Office of Family Assistance, Region X, discussed the 2011 budget for Responsible Fatherhood and Healthy Marriage funding, including a combined Family Innovation Fund, with the potential of \$500 million per year. This would act as the successor to the current funding stream and make responsible fatherhood even more prominent. Funds would be allocated to States, Tribes, and Territories to distribute as they deem fit.

### Question and Answers

Do you have official MOA's to run coordinated projects?

- *We run through human services and most of our caseload is directly referred from the TANF program (Nooksack).*
- *We run through Office of Family Assistance and are separate from the TANF program (Cook Inlet).*

Are there instances of children dealing with an absent father?

- *They would be referred to female case managers.*

### **Session #7: Government Accountability Office (GAO) Presentation**

Ms. Kristy Kennedy, Senior Analyst, and Ms. Brenda Munoz, Analyst, with the United States Government Accountability Office, presented on the current GAO study of Tribal TANF Programs. Ms. Kennedy provided an overview of the function of the GAO, an independent nonpartisan agency that works for the U.S. Congress. Its mission is to help improve the performance and ensure the accountability of the U.S. Government. Studies are done at the request of Congressional committees or subcommittees, or are mandated by public laws or committee reports. The studies often lead to new laws and acts that improve government operations.

The GAO is working on a study of Tribal TANF programs at the request of the U.S. House of Representatives Committee on Natural Resources. Congress is assessing Tribal TANF programs since the last study conducted

was completed in 2001 for the upcoming TANF reauthorization. Currently, GAO is in the design phase, during which it plans and develops the different approaches to answer each of the following research questions:

- How have Tribes tailored their TANF programs to meet their specific needs? What are the challenges they have faced in administering their own programs?
- How has Tribal TANF programs changed since 2002, especially in light of changing economic conditions?
- To what extent has the U.S. Department of Health and Human Services provided oversight and guidance to ensure the integrity and effectiveness of Tribal TANF programs?

Once GAO analysts receive approval from both supervisors and Congress, they will move forward with the research. GAO will disseminate the report in the spring of 2011.

For the remainder of the session, the speakers requested input from the conference participants and shared the objectives and planned approach for the study, which included:

- #1: How have Tribes tailored their TANF programs to meet their specific needs, and what are the challenges they have faced in administering their own programs?
  - Approaches: Review of all Tribal TANF plans, online survey, and site visits.
- #2: How have Tribal TANF programs changed since 2002, especially in light of changing economic conditions?
  - Approaches: Examine caseload, WPR, and expenditure data over time (from 2002 on), survey, and site visits.
- #3: To what extent has HHS provided oversight and guidance to ensure the integrity and effectiveness of Tribal TANF programs?
  - Approaches: Examine relevant laws and HHS policies that govern Tribal TANF, interview HHS officials (ACF regions and DC), guidance provided to Tribes—from both Washington, DC and from the ACF regional offices, survey, and site visits.

The study plans to incorporate information from past GAO reports, HHS, and academic and research institution reports on Tribal TANF.

Additionally, conference participants suggested research questions to the GAO, including:

- What are the different relationships that each Tribal program has with their State programs and how do they intersect?
- What are the types of interagency agreements that Tribes have?

### Question and Answers

How does this study fit into reauthorization?

- *Congress is trying to link TANF increases to reauthorization*

Is this type of research on TANF being done on States as well?

- *There has been similar research done on States as well.*

How is this tied to State TANF reauthorization?

- *It is tied to the same bill. They will be reauthorized at the same time, under the same bill.*

Why is this study being done? Because of reauthorization in general? Because Tribes are doing a good job? Because they are doing a bad job?

- *The study is being conducted because of TANF reauthorization. Congress wanted results of TANF success.*

## **Working Lunch: Improving Domestic Violence Programs in Tribal Communities**

During this session, participants were given an opportunity to hear from two Tribal domestic violence programs. Each program is unique and addresses the needs of their own unique Tribal and local populations, both serving Tribal and non-Tribal populations. Ms. Bernie LaSarte, Victim Advocate for Domestic Violence at the Coeur d'Alene Tribe, and Ms. Beatriz Arakawa, Victim Advocate for Domestic Violence at the Lower Elwha Tribe, presented on their programs and facilitated a discussion about the need for Domestic Violence programs in conjunction with other TANF services.

### **Coeur d'Alene Tribe's Stop Violence Program**

Coeur d'Alene Tribe's Stop Violence program is a 52-week program for men that was created in 2004. It includes a Domestic Violence Advocacy program which provides shelter, education to schools and communities, and outreach through home visits, court services, emergency assistance, and counseling. Additionally, Coeur d'Alene has a Sexual Assault Program that includes a Sexual Assault Response Team and provides transitional housing. Male re-offenders are required to come back to the program for eight weeks. There is also a program for women offenders. The women offender program is also 52 weeks long and has had six participants since 2005. These programs are funded through the Tribe's Office of Violence Against Women.

### **The Lower Elwha Family Advocacy Program**

The Lower Elwha Family Advocacy Program was started in May 2000 and was funded by the Office of Crime and Violence Against Women from 2000 through 2003. After 2003, the funding for the program came from the Tribal TANF program. Currently, the program is being funded through three different grants from (1) the Office of Crime and Violence Against Women, (2) TANF Unique Needs Grant for Education (on teen pregnancy), and (3) a one-year grant from the State's Office of Criminal Violence Advocacy.

The program provides assistance for anyone in the community seeking support services, including men, women, children, youth, elders, Tribal members, and non-Tribal members. The program conducts home visits and provides education and training, transportation, and a monthly family night that is in collaboration with the Tribal TANF program. Additionally, the program provides shelter and relocation services. Emergency shelter is provided for two to three nights for Tribal women and children. Transitional assistance is provided for up to three months.

Because of the program's success, they are currently revisiting Tribal code and starting a Sexual Assault Response Team. Ms. Arakawa emphasized the importance of working collaboratively with other Tribal and community programs while maintaining the confidentiality of their participants.

## **Session #8: Support Services for Non-Custodial Parents**

Mr. Darrel Pickett from the Child Support Program at the Quinalt Indian Nation, Ms. Janette Taylor, Tribal TANF Program Coordinator of the Coeur d'Alene Tribe, and Ms. Nicole Earls, Tribal TANF Program Coordinator of the Quileute Tribe, provided a panel discussion on the importance of including non-custodial parents (NCPs) in self-sufficiency plans and encouraged participation among Tribal populations. David Johnson, Program Specialist at the Office of Child Support, Region X, also discussed NCP programs from the Federal perspective and brought resources to share.

### Quileute Tribal TANF Non-Custodial Parent Program

Ms. Nicole Earls described Quileute's 2010-2013 plan for their NCP program. The objective of the plan is to promote healthy families and provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives. The Quileute Tribal TANF program will continue to serve a parent or parents receiving TANF even if one or more children have been removed from the home by Indian Child Welfare (ICW). Non-custodial parents without children in their household are ineligible for TANF cash assistance, however, they may be eligible for subsidized employment placement and non-recurrent short-term benefits that align specifically with a court approved reunification plan or fulfillment of their child support obligation.

At intake there is a checklist for the NCP program application, and in addition caseworkers incorporate Family Reunification Plans for ICW and Child Support programs. The program is relatively new, and has only assisted one parent so far.

### Coeur d'Alene Tribal TANF Program

Ms. Janette Taylor provided an overview of the Coeur d'Alene Tribe and its Tribal TANF program. The Coeur d'Alene Tribe engages NCPs by referring them from TANF to general assistance. The plan for TANF supportive services is reliant on the families' safety and takes into account necessary domestic violence services. The referral also includes a career assessment and helps to connect the NCPs with resources at the Department of Education; Department of Labor for vocational, trade, and technical schools; and various other skills training organizations. The aim is to build a safety net around the whole family. In cases of domestic violence, most parents are put into a 52-week program. Once the Domestic Violence program is complete, they help to connect the parents with resources for education. In addition to these programs, Coeur d'Alene Tribal TANF works with North Idaho Colleges Redirections program for displaced homemakers. Through this program, participants can receive financial assistance one time per year for rent and one time per year for electricity bills. Lastly, the program works with NCPs to obtain safe housing so that children have an additional safe place to go.

### Quinault Indian Nation's Non-Custodial Parent Program

Mr. Darrel Pickett described Quinault Indian Nation's NCP program, which was started in the 1990s as part of the Welfare-to-Work Program. The original program referred men when they could not get jobs and thus could not pay child support. When developing the TANF program, the NCP program was linked to the TANF services. In order to set up an effective program, the Tribe researched other programs around the country and worked to develop a program that best fit their population's needs. For the Quinault Indian Nation's NCP program, eligibility is the same as TANF requirements, keeping the process simple and transparent. For a parent to be eligible for the NCP program they must have at least one child receiving TANF and the NCP must sign an agreement.

Once the program plan was approved, the Tribe discovered that they had not incorporated a plan for engaging participants and as a result over the first four years, they only served three participants. They did not have a child support enforcement program and had no incentive for opting in, but they are hoping the program will make a bigger difference now that they have a child support program and have strengthened their working relationship with WIA to access other support services for NCPs.

### Question and Answers

How do you reach out to non-custodial parents and not breach confidentially?

- *The Coeur d'Alene Tribe is so small and is built on trust and friendship within the community. We talk about common issues and what training they are looking for.*

Do they forgive any child support debt?

- *No, it is not the decision of the child support program to forgive debt, but up to the TANF program.*

How are they staffing the program?

- *We using existing staff with additional duties - mostly because there is often only one staff member. If the program grows, we will need more money (Quileute Tribe).*
- *We do not have additional staff, participants are referred out to additional staff. Other programs do not have additional staff (Coeur d'Alene).*

How many Tribes have something in the works for non-custodial parents?

- *Three to four Tribes stated that they are working on supports or programs for non-custodial parents.*

## **Session #9: Child Support-Federal Perspective**

Ms. Nancy Mathieson, Child Support Program Specialist, Ms. Linda Gillett, Mr. Levy Fisher and Mr. David Johnson, Child Support Enforcement Specialists from ACF Region X, presented on the various Tribal Child Support Programs and their relationship with State, Federal, and other stakeholders in increasing the payment of child support.

Child Support Programs (CSPs) have the same goals as TANF, which is promoting self-sufficiency and stability. The role of the Office of Child Support Enforcement (OCSE) is to provide agencies with technical assistance, ensure regulations are followed, and respond to public inquiries about child support programs. OCSE's core mission is to locate parents, establish paternity, establish orders, and collect support. When the OCSE Commissioner visited Region X reservations and programs, Tribes expressed concern about the lack of consultation. The Commissioner is now committed to addressing OCSE's consultation policies.

OCSE has developed a Child Support toolkit that has tools designed to: increase economic stability, engage fathers, help build and support healthy family relationships, increase health care coverage, prevent family violence through collaboration, and prevent the need for child support services. An example of programs already supporting these six domains is the Head Start collaboration. This collaboration is Federally funded and embraces the principle of serving the whole family as the key strategy for improving developmental, social and economic conditions for low-income children. The project also identifies gaps and overlaps in service delivery to low-income families and initiates/recommends strategies resulting in improved access, delivery and coordination of services for families with young children. The project is charged to develop initiatives in eight priority areas: education, child care, health care, welfare, family literacy, national services activities, homelessness, and children with disabilities.

Currently, 38 Tribes have Child Support programs. Most Child Support cases come from referrals through TANF, Foster Care, and Medicaid; court orders; or applications. There are many ways to collect child support including: income withholding, unemployment intercept offset, Federal tax offset, and State tax offset. In the 2011 fiscal year there are two proposals for additional funding. These include \$500 million for the Fatherhood, Marriage and Families Innovation Fund, and \$10-\$20 million for States for increases in Access and Visitation grants, which include a \$250,000 Tribal set aside.

The presentation included a video on the 35<sup>th</sup> Anniversary of the National Child Support Program and a skit on the relationship between TANF and CSE. The skit expressed the importance of Tribes knowing the assignment of Child Support monies.



## Day Three – Wednesday, September 29, 2010

On the third day, Federal representatives presented on audit and reporting requirements. Additionally, Rae Belle Whitcomb from the Bristol Bay Native Association shared a special presentation on using gardening to promote self-sufficiency for her local community. The conference closed with a traditional Tribal ceremony.

### Session #10: Audit Resolution & Federal Reporting

Ms. Patty Fisher, Senior Financial Management Specialist, and Mr. Sam Stitt, Financial Management Specialist, both from the Administration for Children and Families, Region X Office presented on the Federal reporting process and provided participants with the tools necessary to successfully navigate a program audit.

The Office of Management and Budget (OMB) has issued Circular A-133, Audits of State, Local, and Tribal Governments, and Nonprofit Organizations, which requires those spending more than \$500,000 per year in Federal funding to have an audit. This audit is required even if the Federal money is passed through another agency. A-133 audits, like non-Federal audits, test financial statement information. However, the A-133 audit looks more closely at tracking and classifying revenue from Federal sources. In addition, the auditor looks for compliance with general and specific government audit requirements, which cover both financial and non-financial factors such as program effectiveness, client eligibility, efficiency with which resources are used, etc. The auditor must also test internal control procedures more rigorously than in a standard audit, making sure that adequate systems are in place for complying with funding requirements.

The A-133 Audit is prescribed by the Office of Management and Budget (OMB) and is assigned the major control over the expenditures under grants and cooperative agreements. Any entity receiving \$500,000 or more in Federal funds in a year is required to have an audit on an annual basis. Non-Federal entities receiving less than \$500,000 are exempt but must still have records available for review. Costs associated with a required Federal audit are an allowable expense. If an organization does not conduct and/or provide an annual audit to the Federal Audit Clearinghouse it will become delinquent and may be subject to any of a number of sanctions including: withholding a percentage of Federal funds until the audit is completed, withholding or disallowing overhead costs, suspending Federal funds, converting the Grantee to reimbursement method of payment, withholding further grant payments, or termination of the Grant

Award. The auditor reviews: internal controls, known questioned costs greater than \$10,000 for a program, known fraud affecting a Federal award, and prior findings. OMB also provides an A-133 compliance supplement, which was provided to participants in their conference materials. This supplement is a program-specific guide for reviewers regarding internal controls, compliance requirements, suggested audit procedures, and audit reporting requirements.

The presenters shared the top 10 suggested ways to prepare for an audit:

1. Assemble an audit book;
2. Answer auditor questions directly;
3. Know the terms and conditions of each Federal grant award;
4. Know which expenditures are allowable, reasonable, and allocable;
5. Maintain documentation;
6. Have written internal policies and procedures;
7. Have time and effort reports;
8. Obtain prior written approvals;
9. Submit timely and accurate financial and performance reports; and
10. Build a relationship between the financial and program staff.

Once an audit is performed the auditor provides the audit to the Federal Audit Clearinghouse (FAC), which reviews the package for completeness, then assigns it a Common Identifier Number. Next, FAC submits the package to National External Audit Review (NEAR), which performs the initial review of findings and submits recommended actions to both the grantee and the responsible Federal agency.

In the case of TANF programs, ACF will decide if penalties will be assessed and what audit resolution is necessary. Depending on the findings, the grantee, grant and program staff, and auditor will work together to avoid penalties and resolve findings. The audit process is not to take money away from Tribes but to ensure that monies are being used properly and effectively. In order to avoid any penalties, it is vital that a grantee understand the written policies and procedures of their award and to have good internal controls. In addition, being responsive to a NEAR letter with a clear and actionable corrective action plan, avoiding repeat findings, and maintaining a good working relationship with the regional financial office will better position Tribes for future audits.

Next, the Online Data Collection System (OLDC)<sup>9</sup> was introduced. The OLDC is a convenient electronic method for submitting ACF financial reports. OLDC is accessed via the Internet and Tribes can obtain access by submitting a request form. The benefits of using OLDC include submitting Quarterly Financial Reports quickly over the Extranet (secure Internet site), access to the latest report forms available, automatic calculations, immediate warnings of errors, e-mail notification of submission, and reporting and retrieving information for their specific grants. While OLDC reporting is not required, Tribes have found that it helps with timely submissions and provides immediate access to past reports for comparison. Participants were shown a demonstration of the system.

### Question and Answers

Do you have any guidance for going paperless?

- *Electronic documentation is still documentation.*

### Session #11: Self Sufficiency Programs/Gardening

Ms. Rae Belle Whitcomb, Director Workforce Development at Bristol Bay Native Association (BBNA) then presented on BBNA's self-sufficiency gardening program. Historically, bartering and trading for foods helped families stay close as they traded for the foods they needed. Over time, many Tribal members have forgotten how to do many things their elders taught and now choose easy to access foods. Easy access to fast food has changed their diets, thus changing their lives. BBNA started a program to relearn and utilize the skill passed down through generations.



When developing a community gardening project, it is essential to identify potential partners, including local colleges, cooperative extension services, private foundations, local gardening experts, diabetes prevention programs, schools, master gardeners, and U.S. Department of Agriculture (USDA) and Natural Resource Conservation Service (NRCS) liaisons. By setting up meetings with local agencies, BBNA was able to do a comparison of 14 common vegetables that could be grown in the region, review a return on investment plan, and offer gardening education and activities. Through gardening, participants are taking steps towards self-sufficiency, while actively engaging with the community.

<sup>9</sup>For further information on the OLDC, refer to: <https://extranet.acf.hhs.gov/oldcdocs/materials.html>

## Wrap-Up Session

At the wrap-up session, Ms. Judy Ogliore solicited feedback on both the content as well as the logistics of the conference. In particular, participants gave feedback regarding the subsidized employment session, conference structure, and the initial 2011 conference planning.

### Subsidized Employment Session

Several questions were raised during the Subsidized Employment Session on Monday. Ms. Ogliore assured the participants that ACF Region X would be submitting the questions formally to the Federal ACF office, particularly regarding the intersections between subsidized employment, work experience, and on-the-job training and the requirements through ACF, Department of Labor, and Native Employment Works (NEW) programs. The ACF Office indicated that a Tribe can change their work experience program to a subsidized employment program as long as the program is modified to fit under the Federal regulations of being a subsidized employment program.

### Conference Structure, Content, and Feedback

Overall, participants thought that the Tulalip Resort and Casino provided a great setting for the conference. The hotel was good and the conference space was accommodating. The Region looks forward to planning future events.



Regarding content, some participants indicated that they would have liked to hear more about the Welfare Peer Technical Assistance (WPTA) Network. WPTA information sheets and other materials were passed out prior to the session and a brief overview was provided to participants, however, participants indicated they would like more information on how WPTA requests are submitted and approved.

Conference participants thanked Ms. Judy Ogliore and the staff for putting together a meaningful conference.

### Initial 2011 Conference Planning

Region X Tribal TANF conferences will continue to be held yearly in either May or September if at all possible. Participants are interested in exploring additional venues, potentially include States, and possibly partner with other Regions to hold a collaborative conference.

### Conference Planning

The conference was officially closed during a traditional closing ceremony led by Leo Smith, the TANF Program Director for the Nez Perce Tribe.

## **Appendices**



# Region X

# Tribal TANF Conference

September 27 – 29, 2010 ★ Tulalip, WA

## Agenda

Monday, September 27, 2010

*Facilitator: Rae Belle Whitcomb, Director Workforce Development Center, Bristol Bay Native*

Time	Activity & Presenters
9:00 a.m. - 10:00 a.m.	Registration and Networking
10:00 a.m. - 10:30 a.m.	<p>Welcome and Opening Remarks</p> <p><i>Frank Shields</i>, TANF Program Manager, United States Department of Health and Human Services, Administration for Children and Families, Region X, Seattle, WA</p> <p>Traditional Opening Ceremony:  <i>Ray Fryberg, Sr.</i>, Director of Fisheries and Wildlife, Tulalip Tribe, Tulalip, WA</p> <p><i>Susan Johnson</i>, Regional Director, United States Department of Health &amp; Human Services (HHS), Region X, Seattle, WA</p> <p>Introduction of Conference Facilitators  Monday: <i>Rae Belle Whitcomb</i>  Tuesday: <i>Geene Felix</i>  Wednesday: <i>David Lee</i></p>
10:30 a.m. - 11:45 a.m.	<p><b>Session #1: Data Reporting: Coding and Databases</b></p> <p><i>Geene Felix</i>, Program Coordinator of Client Services  South Puget Intertribal Planning Association (SPIPA), Shelton, WA</p> <p><i>Andrea Halstead</i>, Administrative Director, Tribal TANF Programming  Quinault Indian Nation, Taholah, WA</p> <p>Data management is a broad concept and Tribal TANF programs include a lot of data about financials, clients, and program components. Effectively managing a Tribal TANF program requires that administrators manage data. During this session participants will learn strategies for processing and managing data, while using program data as a resource to improve program performance and client services.</p>
11:45 a.m. - 12 noon	Room set-up for lunch

- 12:00 p.m. – 1:30 p.m.      Working Lunch: Effectively Meeting the Needs of Tribal TANF Clients**
- Cecile Greenway*, Native American Coordinator, United States Department of Health and Human Services, Centers for Medicare & Medicaid Services (CMS), Region X, Seattle, WA
- Health coverage is a critical need for TANF clients. Most clients are eligible for Medicaid. Assisting in enrolling and accessing the services of Medicaid can help programs and individuals meet their work participation goals through access to needed services. Additionally, understanding the benefits of the Medicaid and Children’s Health Insurance Program (CHIP) can help to move beneficiaries toward self sufficiency.
- 1:30 p.m. – 2:15 p.m.      Session #2: Subsidized Employment**
- Jim Thomas*, Tribal TANF Consultant, Lummi Island, WA
- Subsidized employment has been used successfully to provide Tribal TANF participants and Tribal TANF-eligible clients with paid work experience. These programs have developed a stronger link to unsubsidized employment and have provided comprehensive wrap-around supports to help participants overcome barriers and improve work-related skills. To date, eight Tribes have received funding from the American Recovery and Reinvestment Act of 2009 to establish and/or enhance subsidized employment programs. During this session, participants will discuss the usefulness and effectiveness of subsidized employment to provide more supportive work environments, additional training, and enhanced connections to other services that are necessary to help individuals succeed in the labor market.
- 2:15 p.m. – 2:45 p.m.      Session #3: Port Gamble Food Stamp, Medicaid Eligibility Pilot Project**
- Jolene Sullivan*, TANF Program Director, Port Gamble TANF, Port Gamble, WA
- The Port Gamble Tribe has been working with Washington State, Division of Community Economic Services, for more than six years to allow TANF Tribes to determine the eligibility of both medical and basic food assistance services within the Tribe. In January of 2010, Port Gamble began a pilot project which is the first of its kind in the nation to offer enhanced services to Tribal residents. During this session, participants will hear about the pilot project and discuss strategies for establishing similar projects at other Tribal communities.
- 2:45 p.m. – 3:00 p.m.      Break**
- 3:00 p.m. – 4:15 p.m.      Session #4: Emergency Preparedness**
- Lewissa Swanson & Jenny Holladay*, Program Specialists, Administration for Children and Families, Region X, Seattle, WA
- Disasters can strike anywhere anytime – from floods and fires to earthquakes and windstorms. TANF programs need to be able to continue to provide services to current and new TANF recipients during and after a disaster. During this session, participants will discuss how to develop an emergency plan, how TANF funds may be used to assist disaster survivors, and how to prepare yourself for a disaster and recovery.
- 4:15 p.m.      Adjourn for the day**
- 5:00 p.m. – 6:00 p.m.      Networking Reception**  
**Upper Skagit Dance Group**  
**Light Snacks will be served**

Tuesday, September 28, 2010

*Facilitator: Geene Felix, Program Coordinator of Client Services, SPIPA TANF Program*

Time	Activity & Presenters
8:00 a.m. – 8:30 a.m.	<b>Networking</b>
8:30 a.m. – 9:15 a.m.	<b>Session #6: Client Assessment Tools</b>  <i>Geene Felix</i> , Program Coordinator of Client Services, South Puget Intertribal Planning Association (SPIPA), Shelton, WA  In order to develop an appropriate employability plan, case managers must first assess their clients' strengths and barriers to obtain important information on job readiness. During this session participants will receive an overview of effective client assessment tools and discuss strategies for developing appropriate assessments to obtain important information on soft skills, employment and educational skills, mental and physical health, and other specific strengths and barriers to work.
9:15 a.m. – 9:30 a.m.	<b>Break</b>
9:30 a.m. – 10:45 a.m.	<b>Session #7: Fatherhood Initiatives and Involvement of the Dads</b>  <i>Tony Gould</i> , Program Manager, Revitalizing Fatherhood Project, Nooksack Tribe, Deming, WA  <i>Trevor Delgado</i> , Case Manager, Revitalizing Fatherhood Project, Nooksack Tribe, Deming, WA  <i>Judd Bunag</i> , HS-BCP, Fatherhood Coordinator, Cook Inlet Tribal Council, Inc., Anchorage, AK  Although there may be substantial barriers to the active engagement of fathers, many non-custodial fathers remain involved and engaged in the lives of their children. Fatherhood and male parenting are important to the development of children and communities and many Tribes have developed new interventions that are focused on decreasing father absence, while improving the relationship between fathers and children. During this session, participants will discuss strategies that promote responsible fatherhood and gain a better understanding of how to increase the effectiveness of responsible fatherhood programs.
10:45 a.m. – 11:00 a.m.	<b>Break</b>
11:00 a.m. – 12:00 p.m.	<b>Session #8: Government Accountability Office (GAO) Presentation</b>  <i>Kristy Kennedy</i> , Senior Analyst, United States Government Accountability Office (GAO), San Francisco, CA  <i>Brenda Muñoz</i> , Analyst, United States Government Accountability Office (GAO), San Francisco, CA  As the U.S. Congress looks toward reauthorizing the TANF program in 2011, the Chairman of the Natural Resources Committee, U.S. House of Representatives has requested a GAO study on tribal Temporary Assistance for Needy Families (TANF) programs. This is a follow-on study to a report GAO issued on July 5, 2002, entitled <i>Welfare Reform: Tribal TANF Allows Flexibility to Tailor Programs, but Conditions on Reservations Make it Difficult to Move Recipients into Jobs</i> (GAO-02-768). GAO will provide updates and highlights of upcoming activities for their current study as they relate to gaining a better understanding of: (1) how tribes have tailored their TANF programs to meet their specific needs, and the

challenges they have faced in administering their own programs; (2) how tribal TANF programs have changed since 2002, especially in light of changing economic conditions; and (3) the extent to which the U.S. Department of Health and Human Services (HHS) has provided oversight and guidance to ensure the integrity and effectiveness of tribal TANF programs.

12:00 noon - 12:15 p.m.

**Room set-up for Lunch**

12:15 p.m. - 1:45 p.m.

**Working Lunch: Improving Domestic Violence Programs in Tribal Communities**

*Beatrice Arakawa*, Victim Advocate for Domestic Violence, Lower Elwha Tribe, Port Angeles, WA

*Bernie LaSarte*, Victim Advocate for Domestic Violence, Coeur d'Alene Tribe, Plummer, ID

Tribal communities, in general, experience higher rates of domestic violence than other communities. The importance of this issue has led many communities to establish special initiatives and programs that are specifically tailored to the cultural norms of Tribal communities. During this session, participants will discuss strategies for identifying domestic violence among Tribal members and developing services to reduce the incidences of violence. Participants will also learn how to use TANF funds to improve services and also learn how to conduct community education programs for law enforcement and families.

1:45 p.m. - 3:00 p.m.

**Session #9: Support Services for Non-Custodial Parents**

Panel Lead: *Darrel Pickett*, Child Support Program, Quinault Indian Nation, Quinault, WA

*Jannette Taylor*, Tribal TANF Program Coordinator, Coeur d'Alene Tribe, Worley, ID

*Nicole Earls*, Tribal TANF Program Coordinator, Quileute Tribe, La Push, WA

Non-custodial parents play an important economic and social role in the lives of children and communities. Besides providing economic resources, non-custodial parents are also sources of emotional support, practical assistance, information, guidance, impacting child development. During this session, participants will discuss strategies for improving the participation of non-custodial parents and strategies for providing employment-related services to non-custodial parents as a method to improve child outcomes. Participants will hear about the importance of in-depth assessments, referrals to job-training programs, job placement, and career development/counseling in Indian country.

3:00 p.m. - 3:15 p.m.

**Break**

3:15 p.m. - 4:30 p.m.

**Session #10: Child Support-Federal Perspective**

*Nancy Mathieson*, Child Support Program Specialist, Administration for Children and Families, Region X, Seattle, WA

With 38 Comprehensive Tribal Child Support Programs and 9 Start-Up Programs in existence that are funded by the federal Office of Child Support Enforcement (OCSE), it's time to get to know more about their role in family self sufficiency. Child support is a partnership between Tribal, State, Federal and other stakeholders to increase parental support of children, strengthen families, and help provide economic stability to improve the lives of children. During this session, participants will gain a better understanding of the child support enforcement program from a federal perspective and of the importance of communication, connection and collaboration between TANF and Child Support as partners working together to provide support to children and families.



4:30 p.m. Adjourn

Wednesday, September 29, 2010

*Facilitator: David Lee, TANF Manager/Interim 477 Director, Shoshone-Bannock Tribes of the Fort Hall Reservation*

Time	Activity & Presenters
8:00 a.m. - 8:30 a.m.	Networking
8:30 a.m. - 9:45 a.m.	<b>Session #11: Audit Resolution &amp; Federal Reporting</b>  <i>Patty Fisher</i> , Senior Financial Management Specialist, Administration for Children and Families, Region X, Seattle, WA  <i>Sam Stitt</i> , Financial Management Specialist, Administration for Children and Families, Region X, Seattle, WA  Effectively managing Tribal TANF programs requires a clear understanding of the Federal fiscal policies and procedures. During this session participants will gain a better understanding of Federal reporting procedures and will also learn effective strategies to prepare for and successfully navigate a program audit.
9:45 a.m. - 10:00 a.m.	<b>Break</b>
10:00 a.m. - 11:15 a.m.	<b>Session #12: Self Sufficiency Programs/Gardening</b>  <i>Rae Belle Whitcomb</i> , Tribal TANF Program Manager, Bristol Bay Native Association (BBNA), Dillingham, AK  For generations, Tribes have lived and prospered using the bounty of the land. Tribal cultures promote leadership, self-sufficiency, and self-reliance. During this session participants will discuss strategies and fundamentals of gardening and how it relates to economic self-sufficiency. Participants will learn about the essentials of good gardening and how to turn home-grown products into economic power and individual independence.
11:15 a.m. - 12:00 p.m.	<b>Conference Closing</b>  <i>Frank Shields</i> , TANF Program Manager ACF Region X  <b>Traditional Closing Ceremony</b> <i>Tulalip Tribal Member</i>
12:00 p.m.	Adjourn



# Region X Tribal TANF Conference

## Participants

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# Region X Tribal TANF Conference

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# Region X

## Tribal TANF Conference



Tulalip, Washington  
September 27-29, 2010

## Evaluation Summary



## Evaluation Summary

The 2010 Administration for Children and Families Region X Tribal TANF meeting was held in Tulalip, Washington at the Tulalip Resort. The meeting contained a series of targeted discussion forums, working lunches, and interactive plenary sessions.

Over the three days, attendees were exposed to a variety of sessions presented by more than 25 distinguished experts and peers from the TANF, workforce, social service, and research communities. Highlights from the evaluation results reveal the following:

- Most attendees agreed that the sessions were informative and met the stated objectives.
- Participants felt that presenters were informative and pertinent to each Tribe's work, but that more time was needed to cover in detail.
- Many attendees expressed the desire to have more breakout sessions or networking with other Tribes in attendance in order to learn about new programs and best practices.
- Suggestions for additional topics and more information included: subsidized employment, non-custodial parent programs, and government reporting and audits.
- Recommendations for future meeting formats included: break-out sessions for small groups, no working lunches, and handouts for all sessions.
- For the most part attendees were satisfied with the Tulalip Resort. Specific requests included: a larger variety of beverages, constant temperature control in the meeting rooms, and better volume control for the microphones during sessions.

Eighty-six (86) individuals attended the meeting. Of the 86 attendees, 61 evaluations were completed and returned to meeting organizers. This represents 71% of total meeting attendees. This high rate of return is most likely due to the incentive of receiving a digital copy of the meeting materials upon receipt of a completed evaluation. Overall the meeting was well-received with 85% "agreeing" or "strongly agreeing" that the sessions met their objectives and that the information was valuable, relevant, and helpful to their work within Tribal TANF organizations.

Additionally, attendees were asked to provide responses to a series of questions about the meeting and provide recommendations for future meetings and technical activities. Some individuals responded to the questions and those comments are below. Highlights of the meeting included the range of topics presented on and the chance for Tribes to network with other Tribes to learn about new and innovative programs.

Conducting a comprehensive evaluation of a meeting this size poses many challenges. These include collecting enough evaluations to make up a representative sampling of participants and understanding the many varied responses to the open-ended questions. Notwithstanding, the 2010 Region X Tribal TANF Conference was rated among the highest ACF Tribal TANF events. As such, this conference should be considered a success.