

Roadmap to Success

Lessons from the Healthy Marriage and Responsible Fatherhood (HMRF) Learning Community



Lori Theros' Journey Klamath Tribes Social Services

As the TANF Program Manager for a small, remote location, Lori Theros spent 15 years singlehandedly managing day-to-day operations and case management. When she joined the Healthy Marriage and Responsible Father (HMRF) Learning Community, she was looking for a community of support. In the group of five state and Tribal TANF program leaders, she was able to share resources, collaborate on solutions, connect with federal leaders, and adapt core HMRF practices into practical solutions to improve services and train staff.

The resources and experiences from the Learning Community empowered Lori to make changes to help her TANF program thrive. **HMRF practices help participants build skills that support them in work and life.**

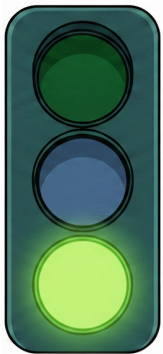
What Happened Along the Way?

- ✓ Re-launched *Fatherhood is Sacred* workshops and re-engaged fathers
- ✓ Prepared to open a second location to improve access
- ✓ Engaged with TANF roundtables and innovation groups
- ✓ Trained staff in HMRF practices

"Nobody wants to admit they need help... but when you're there with a group of people who are asking for help, you can too."
Lori Theros

Make It Yours: A Guided Reflection Exercise

Instructions: Gather your team and share reflections. Then, answer the questions below to align on the actions you can take to drive progress for your TANF program.



1. **Pinpoint your location:** What is the most pressing challenge your program is facing right now to serve families?
2. **Identify your crew:** Consider champions or organizations who could offer advice, support, resources, or even just a fresh perspective.
3. **Chart your next mile:** What are the first 3 achievable steps you can take in the next 30 days to address your program's challenges?



Interested in learning more? The Family Routes Initiative helps TANF programs use proven ideas from Healthy Marriage and Responsible Fatherhood (HMRF). Email familyroutes@deloitte.com to learn more.