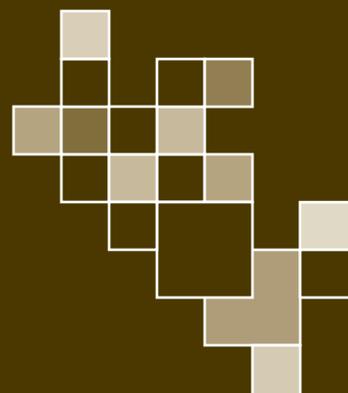


FAMILY DEVELOPMENT AND SELF-SUFFICIENCY PROGRAM



Mission: Improve the lives of families at risk of long-term welfare dependency or family instability by creating opportunities for self-sufficiency.



FAMILY DEVELOPMENT AND SELF-SUFFICIENCY COUNCIL MEMBERS

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Vicki McInroy, Program Manager

IOWA FaDSS: STRENGTHENING IOWA'S FAMILIES. STRENGTHENING IOWA'S ECONOMY.

Iowa's Family Development and Self-Sufficiency (FaDSS) Grant Program was created by the 1988 Iowa General Assembly to assist Family Investment Program (FIP) families with significant or multiple barriers reach self-sufficiency. FaDSS provides services that promote, empower, and nurture families towards economic and emotional self-sufficiency.

The foundation of FaDSS is regular **home visits** with families, using a strength-based approach. Core services include support, goal setting, and assessment. **Support** is given in many ways such as referrals, group activities, linking families to communities and advocacy. **Assessment** aids the family to identify strengths that they possess that may be used to eliminate barriers to self-sufficiency. **Goal setting** helps families break down goals that seem out of reach into small steps that will lead to success. Participation in FaDSS is a voluntary option for people receiving Family Investment Program (FIP) benefits.

The FaDSS Council awards grants to agencies to provide Family Development Services to families at risk of welfare dependence and family instability. In FY 2008, FaDSS provided services **in all 99 Iowa counties** through a network of eighteen grantees providing services to over 3,700 families, including nearly 7000 children. During FY2008, FaDSS families earned total **wages of \$4,995,598** resulting in a **FIP savings of \$1,617,625**.

During fiscal year 2008, FaDSS was funded through an appropriation of \$5,563,042 in TANF block grant and state general funds. In addition, local and in-kind funds of \$1,177,684 were provided to supplement FaDSS services.

Families in FaDSS:

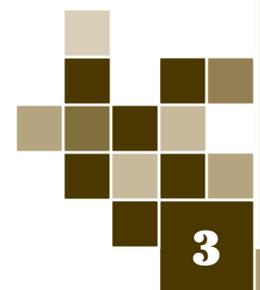
- Stay off Welfare
- Become Employed
- Earn Higher Wages
- Increase Their Income
- Access Treatment for Substance and Mental Health Issues
- Improve Their Housing
- Achieve Educational Goals
- Provide a Return on Investment



FaDSS GRANTEE FISCAL DATA FY2008
(7/1/07 to 6/30/08)

Grantee	Capacity	FY 2008	Local Cash	In-Kind	Total
Community Action Agency of Siouxland	54	\$151,478	\$8,616	\$1,500	\$161,594
Community Action of Eastern Iowa	118	\$331,007	\$0	\$24,543	\$355,550
Community Action of SE Iowa	104	\$291,735	\$5,000	\$2,000	\$298,735
Four Oaks	285	\$799,466	\$43,300	\$0	\$842,766
LSS	54	\$151,478	\$5,000	\$0	\$156,478
MATURA	41	\$115,011	\$7,000	\$11,364	\$133,375
MICA	163	\$457,238	\$77,622	\$2,950	\$537,810
Mid-Sioux	48	\$134,647	\$2,000	\$0	\$136,647
NICAO	90	\$252,463	\$8,500	\$31,657	\$292,620
OT	88	\$246,853	\$8,490	\$0	\$255,343
Polk FEC	150	\$420,771	\$577,394	\$165,720	\$1,163,885
SCICAP	60	\$168,309	\$500	\$1,000	\$169,809
SIEDA	130	\$364,669	\$200	\$2,000	\$366,869
UDMO	99	\$277,709	\$4,245	\$4,800	\$286,754
WCDC	131	\$367,474	\$16,886	\$32,800	\$417,160
Winn	89	\$249,658	\$28,000	\$0	\$277,658
YSS	108	\$302,955	\$34,253	\$7,150	\$344,358
YWCA	72	\$201,970	\$62,194	\$1,000	\$265,164
Total	1884	\$5,284,890	\$889,200	\$288,484	\$6,462,574

FaDSS Administrative - DHR **\$278,152**
Total Appropriation **\$5,563,042**



PROGRESS TOWARD SELF-SUFFICIENCY

FaDSS can continue to support families up to three months after they no longer receive FIP benefits. Of the families who were still in FaDSS for three months after leaving FIP in FY2007, 74% had not received any FIP one year later. This compares to 68% of families in FaDSS who received less than three months of support. Many families still face severe barriers to self-sufficiency even though they no longer receive FIP benefits. When families receive the maximum support of three months they stay off FIP longer.



In FY 2008 18% of FaDSS head of households were employed at program entry. Of those exiting FaDSS in FY 2008 45% of head of households were employed.

Wages and Income

44% of households served during the year increased their income. The statewide goal for FY 2008 was 45%

The average hourly wage of head of households employed at exit from FaDSS was \$8.22. The statewide goal for FaDSS in 2008 was \$7.65.

For every dollar invested in FaDSS \$1.25 is returned in the form of wages and FIP savings. The statewide goal for FY 2008 was \$1.40. Every dollar earned in wages regenerates in the community five to six times by consumer spending and taxes paid.

PROGRESS TO FAMILY STABILITY

When families begin services with FaDSS most are unemployed or under employed. In addition, these families face many other barriers including poverty. FaDSS assists families to address these barriers in a supportive manner. As families become more stable they are able to concentrate more fully on becoming economically self-sufficient. FaDSS is designed to work with the most vulnerable and multi-barrier families in Iowa.

Barriers Facing Families

Barrier	% of All Families
Adult survivor of sexual abuse, incest, physical or emotional neglect as a child	53.4
Current* or past victim of domestic violence	58.4
Head of household lacks HS diploma/GED or literacy skills	31.1
Child in home is a survivor or is currently* experiencing sexual, physical, or emotional abuse	31.0
Current* or past child abuser/neglector	23.8
Families face 2 to 4 barriers	37.9
Families face 5 or more barriers	26.4
Families face 2 or more	64.3

*Currently is defined as experiencing the barrier during the last twelve months

Problem Solving/Decision Making

74% of families at exit showed improved problem solving, decision making and coping skills. The statewide goal was for 72% of families to show improvement.

Substance Abuse and Mental Health

In FY 2008, 1727 or 88% of individuals with a substance abuse or mental health barrier were successfully accessing treatment. The goal was for 84% of individuals to access treatment.

A key strategy to promote healthy mental development in infants and toddlers is by strengthening the mental health focus in home visiting programs. **FaDSS made 26,821 home visits in FY 2008.**



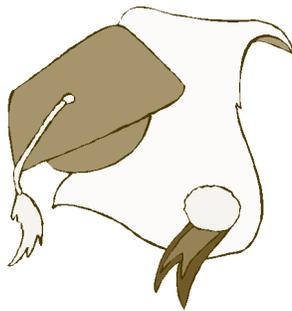
Child Protection

One in three FaDSS households has a child in the home that has survived sexual, physical, or emotional abuse. 78% of families served during FY 2008 engaged in activities to promote the health and well-being of their children. The statewide goal was 75%. These activities include such things as acquiring a medical home, getting immunizations, attending school conferences, and enrolling in parenting classes. FaDSS Specialists and Supervisors are mandatory reporters.



Housing

1,312 families enrolled in FaDSS this past year accessed Section 8 or other subsidized housing which is safe and affordable.



Education

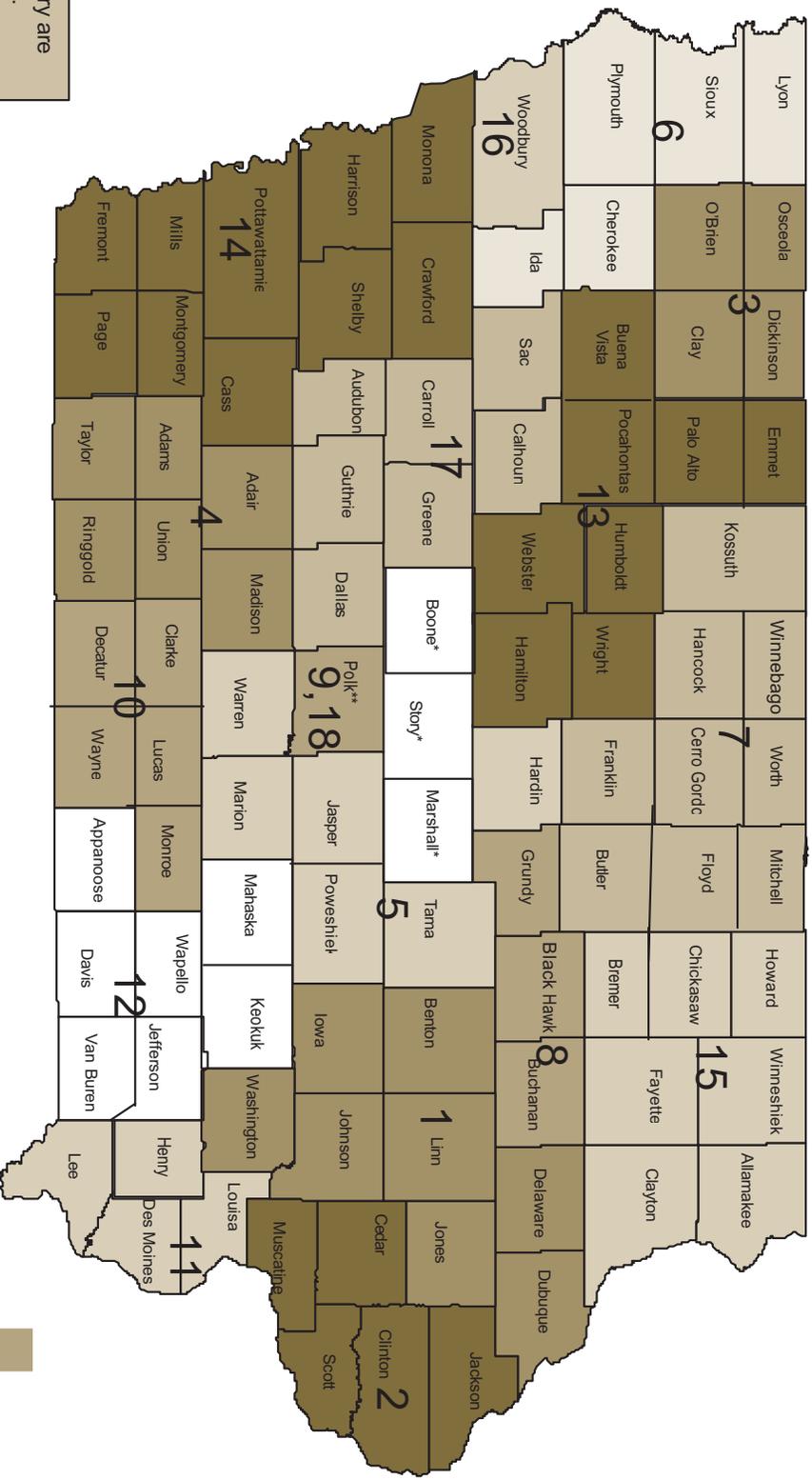
31% of families in FaDSS had an adult member who lacked a high school diploma or GED. In FY 2008 FaDSS assisted 346 families in achieving a major educational goal:

- 154 High School Diplomas or GEDs
- 123 certificate programs
- 54 Associate degrees
- 15 Bachelors degrees

**FaDSS Year End Summaries
for FY 2008
as prepared by FaDSS
Grantees**

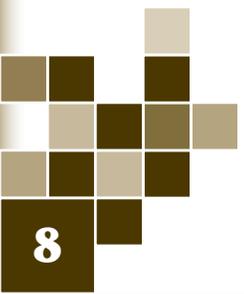


1. Four Oaks
2. Iowa East Central TRAIN
3. Lutheran Social Service of Iowa
4. MATURA Action Corp.
5. Mid-Iowa Community Action
6. Mid-Sioux Opportunity
7. North Iowa Community Action Org.
8. Operation Threshold
9. Polk County Family Enrichment Center
10. South Central Iowa Community Action Program
11. Southeast Iowa Community Action Org.
12. Southern Iowa Economic Development Association
13. Upper Des Moines Opportunity, Inc.
14. West Central Development Corp.
15. Winneshiek County Board of Supervisors
16. Woodbury County Community Action Corp.
17. Youth and Shelter Services, Inc.
18. YWCA of Greater Des Moines



•Boone, Marshall and Story are served by YSS and MICA.
 **Polk Co. is served by the Polk Co. FEC and the YWCA

FADSS Grantee Service Areas



COMMUNITY ACTION OF EASTERN IOWA

FaDSS Service Delivery Area: Cedar, Clinton, Jackson, Muscatine and Scott Counties

Capacity: 118 families

Successful Goals:

- We provided FaDSS services to 262 families.
- Twenty-five (25) individuals participated in GED or high school programs, with 8 completing those programs.
- Thirty-six (36) individuals participated in post-secondary education programs, and 3 completed their education programs this year.
- One hundred forty-three (143) individuals were employed, earning \$348,328 in wages, and saving Iowa \$92,811

Partnering with Community Agencies: Even though this community partner is across the Mississippi River in Illinois, many of our FaDSS families are thankful that their specialist made this connection. For the last year Dianna Van Zuiden, President of the Illowa Thrift Store in Fulton, Illinois made it possible for FaDSS families to acquire clothing items at no cost. With a referral from FaDSS, a family can get something for that job interview, or to meet the clothing needs of those growing children.

Success with Families: Allison heard about FaDSS when she attended Workplace Essentials at Promise Jobs, and decided the program could help her family. Allison had recently returned from Texas and was jobless, as was her domestic partner, Greg. Their blended family included Emily, 7; Lucy, 6 and four-year-old Danny. The girls were enrolled at Washington Elementary, and the family was looking into preschool for Danny. Danny began attending Head Start after a FaDSS referral. Danny loves to go to school, and his teachers tell Allison he is doing a great job. The girls joined a Girl Scout troop at Washington.

Allison wanted to divorce her husband, who had been out of her life for some time, and marry Greg. As she and her estranged husband did not have a custody agreement of their children from their marriage, FaDSS helped her access information about pro se divorce, and Allison began the process.

Allison soon found a job as a waitress, but was looking for a place with better business and bigger tips. In October, she was hired at the Olive Garden and continues to work there part-time. Greg attended Workplace Essentials at Promise Jobs, participated in a work experience at the Salvation Army Shelter, and then began working at Proctor and Gamble for \$7.50 an hour. In January, he began working at Olympic Steel for \$10.80 an hour.

The family is now able to begin catching up on old bills and budget for current expenses. They plan to stay in the same neighborhood for a while, and begin saving toward a home of their own.

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COMMUNITY ACTION AGENCY OF SIOUXLAND

Service Delivery Area: Woodbury County

Capacity: 54 families

Successful Goals:

Our goal was that 25 families would be off FIP due to increased income

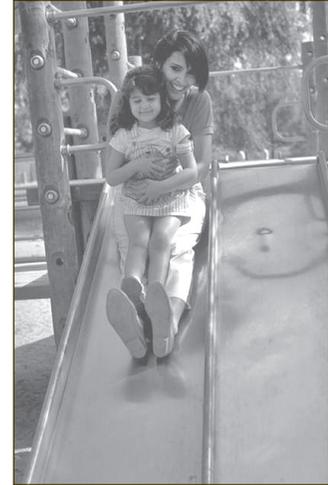
- 49 families increased their income
- 29 families went off of FIP due to increased income

Proposed goal for employment was 15 part-time and 24 full-time

- 20 families were employed part-time
- 29 families were employed full-time

Proposed goal for families to receive necessary and appropriate treatment for mental health and substance abuse issues was 7 families for mental health and 9 families for substance abuse.

- 39 families received the necessary treatment (20 families with mental health issues and 19 with substance abuse issues.



Partnering with Community Agencies/ Organizations: We have a new partner this year. Mercy Medical Advocacy Center Light a Child's Life Education/Prevention Program. We are partnering with them for mutual referrals. They offer Parenting Classes at their site as well as many other classes. They will be referring families to FaDSS that need Parenting Training but may have barriers to getting to classes on site (transportation, child care etc.). We will be referring to all of the other classes they offer. The Parenting Classes they provide are: Birth to Adolescence, Parenting of Newborns to One Year- Olds, Parenting of Toddlers, Parenting of Teens, and Active Parenting for Step-Families.

Success with Families: I have been in the FaDSS program for almost a year now. My FaDSS worker has helped me to become a more knowledgeable mother. For example, I have learned how to feed my child nutritious meals and how to interact with her at an age appropriate level. She has encouraged me to stay in school even when it was difficult. She has also helped me develop a budget that meets my income accordingly.

Thank you for your support and assistance.

Sincerely,
Susann

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COMMUNITY ACTION OF SOUTHEAST IOWA

Service Delivery Area: Des Moines, Henry, Lee and Louisa Counties

Capacity: 104 families

Successful Goals:

- 221 children (0-5) are current on immunizations
- 133 families are taking steps to enhance the efficiency and affordability of energy consumption
- 86 families are involved in their children's formal education
- 4 adults are involved in a four year degree
- 77 families worked in a part-time job during the year
- 51 families worked in a full-time job during the year

Partnering with Community Agencies: During FY '08, our agency worked extensively throughout the four county service areas, partnering with other agencies. We have attended and participated in the Inter-Agency meetings in each of our four counties. We work with the Nest in all counties providing educational meetings, such as teaching budgeting and weatherization for the home. We work with local churches that provide clothing, furniture and infant products for our families.

Success with Families: A note about a Wonderful Grandmother! Yuvonne C. is a member of the FaDSS program in Keokuk. Yuvonne has been raising her first two grandchildren since they were babies and the third about two years since she turned five years old. The girls are now 13, 14 and 7 and doing well in school. The girls still have some issues but handle them much better with the support of their Grandmother who helps them solve their problems and if she can't she finds someone who can help her and the girls stay happy, healthy and safe. Yuvonne works part-time as a cook and manages to keep the house safe and spotless. Yuvonne will be going off FIP soon and will be getting full custody of her girls soon also. She will be able to work more while the girls continue with school. The girls are happy, healthy and thankful for their hardworking and talented grandmother who can find beauty in a piece of wood, an old piece of cloth and make something artistic out of it. This family is still working hard to stay together and with the help of FaDSS they found someone to talk to and to help when they need someone to be there for them. This family is happier, healthier and thankful because of the assistance that they received from FaDSS whether it was assisting with a doctor's visit, advice with shopping or going for a treat to get an ice cream cone.



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FOUR OAKS CORNERSTONE

Service Delivery Area: Benton, Delaware, Dubuque, Iowa, Johnson, Jones, Linn, and Washington

Capacity: 285 families

Successful Goals:

The staff employed by the FaDSS program continues to be the force behind the services being offered to families. Not only are staff active advocates for families by participating on committees or boards locally, regionally, and statewide to raise awareness of issues families face but they continue to provide strong, quality, comprehensive and tailored services to families.

- **Recruitment Rate:** This past fiscal year, staffs' recruitment rate for new families was 85% which demonstrates their ability to engage immediately with high needs families who are being referred to FaDSS services.
- **Access to services:** Families reporting substantiated mental health issues (232) who are accessing services (209) is 90%. Families reporting substantiated substance abuse issues (62) who are accessing services (55) is 89%. This demonstrates that not only are staff able to identify barriers around substance abuse and mental health but they are able to provide appropriate interventions with families to assist them in receiving treatment. If treatment wasn't accessed it would truly impact families' ability to sustain long term financial and emotional success.

Partnering with Agencies: This fiscal year we would like to highlight our partnership with United Action for Youth as being an integral partner to a successful FaDSS program. UAY is able to help and support young families in many ways, hence increasing the impact of services to families participating in the FaDSS program.

UAY staff is all certified in the Parents as Teachers curriculum which enhances their knowledge of child development, parenting, and issues related to school readiness. All these areas of expertise help to increase the program requirements in the FaDSS program centered on parenting and child development. UAY also offers groups and other social activities that include participation from FaDSS families. In addition to the knowledge of the staff and the increased socialization opportunities, UAY participants are eligible to receive daycare stipends paid for through a partnership with Iowa City School System. This financial benefit is made eligible to families through a drop out prevention grant. All families who are on a waiting list to receive daycare services but can't find providers due to the low reimbursement rate that is offered are eligible to access this grant. This opportunity helps to offset the costs for families and increases the incentives to providers. This helps new parents to stay in school to begin their journey towards self sufficiency.

Success with Families: Stephanie is a 42 year old mother of two who joined FaDSS in September 2006 after moving to the Dubuque area. Stephanie had moved from Chicago to provide a better, more safe and stable life for her children and had heard about the FaDSS program from her PROMISE JOBS worker. Stephanie had worked as a pharmacy technician in Chicago and was interested in pursuing that field again but had some other obstacles to overcome first. Stephanie is diabetic and needed to focus on getting her health under control before addressing employment. With the help of the family support worker she was able to learn about and access a clinic in Dubuque that focuses on diabetic health. Together, they were able to address and document her health issues during home visits to assure that the best medical plan was designed for her. With the help of her FaDSS worker, she was able to learn how to utilize the city's bus system as well. After addressing the issues of health and transportation which would have impeded any type of long term success, Stephanie's opportunities for success broadened and she was able to become employed full time at a local Pharmacy as a pharmacy technician. She graduated successfully from the Cornerstone Program after her three month transition ended and she credits the support from the FaDSS program as being integral to her success.

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LUTHERAN SERVICES IN IOWA

Service Delivery Area: Clay, Dickinson, O'Brien and Osceola Counties

Capacity: 54 families

Successful Goals:

- In our counties this grant year for every \$1.00 spent on the FaDSS grant there was a return of \$1.47.
- 53 families reported substantial mental health issues. Of these 53, 51 actually accessed necessary services. This gives us a rate of 96%. This is an increase from last year's 95%.
- 17 families reported substantiated substance abuse issues. Of these 17, 17 accessed necessary services. This is a 100% rate that is substantially bigger than the 69% from last year. Since transportation is a big issue in our rural counties, this is a huge accomplishment.

Partnering with Community Agencies:

- This year we continued to build our strong relationship with our area Promise Jobs workers. With their help, we developed a more intense program for couples who have both partners willing to work with FaDSS on overcoming barriers. We were able to do this in all 4 counties we serve.

Success with Families:

- A 30 year old woman with a small daughter has been working with FaDSS off and on for 7 years. She always struggled to get on track because of alcohol issues and her goal being work. Two years ago she finished treatment and with lots of support she tested for schooling and found she could do well. She earned a scholarship this last year of \$1,000, will graduate with an AA degree in May 2009 and remains clean and sober.
- C was pregnant with her 2nd child when she entered FaDSS. She had just left an abusive relationship, couldn't work due to complications with her pregnancy, and wasn't receiving child support. Through work with varying agencies including FaDSS she has been able to find employment, petition for child support, and has maintained strong boundaries with her children's' father. She plans on attending college next year.
- P was a 43 year old with a 10 year old daughter who found herself unable to work due to disabilities, and was kicked out of her family home by her abusive husband. She was homeless, no income, and no family supports. She has been able to find her own apartment, get on track to get herself disability insurance, and has worked on recognizing the abusiveness she had survived for many years. She is currently off of FIP and has received child support.



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MATURA ACTION CORPORATION - FaDSS PROGRAM

Service Delivery Area: Adair, Adams, Madison, Ringgold, Taylor and Union Counties

Capacity: 41 families

Successful Goals:

During FY08, 42 households had someone working either full or part time. Due to this employment, a total of \$98,388.00 in wages was earned by FaDSS families. Some other year to date totals for FY08 are as follows:

- 28 families assessed Section 8 or other formal assisted housing
- 55 families had a written budget
- 55 families took steps to enhance efficiency and affordability of energy consumption

Partnering with Community Agencies: FaDSS families have multiple issues and barriers that they address with a FaDSS Specialist. This past year we had several families with legal issues that we referred to Iowa Legal Services and in doing so, we learned a great deal about helping families appeal decisions and how to better work with legal entities. Having more knowledge about the legal process helps us to be more successful in assisting families. In addition, this led us to get further training in regards to legal issues. We made some strong connections with Iowa Legal Services. We were able to arrange for them to provide training for our IFDA Region and even IFDA statewide. These trainings not only helped the MATURA - FaDSS program but hopefully strengthened FaDSS statewide.

Success with Families: Chris is a single father of an 8 year old little girl. A few years ago he had the luck of being directed to the FaDSS program by the DHS/PJ office in Madison County. This was a turning point for Chris, who up until that point, did not know the program existed. Chris's worker, Kristie, has gone above and beyond to help his family. She helped to guide him not only through his struggle with the Social Security Disability office, but with his home life and any issues that may arise. It gives Chris great comfort knowing he can always call Kristie when he does not know where to turn. The FaDSS program is a wonderful asset to the community. Without it Chris states he'd not have been aware of many of the available programs for people in his situation. Chris is grateful for all that FaDSS has provided. Chris joined the MATURA FaDSS Program at the 2008 Day on the Hill, has since received his Social Security Disability and even after being exited from the FaDSS program, continues to call or stop by to check in.

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MID-IOWA COMMUNITY ACTION

Service Delivery Area: Boone, Hardin, Jasper, Marion, Marshall, Poweshiek, Story, Tama and Warren counties

Capacity: 163 families

Successful Goals:

- 203 families showed progress towards economic independence
- 257 families improved health care patterns
- 45 families started their own business or home-based business



Partnering with Community Agencies: Mid-Iowa Community Action (MICA) FaDSS program developed a partnership with Clearview Recovery, Inc. who provides client-driven substance abuse services for women, pregnant women and women with children. Some of the specific components of the program are assertiveness training, parenting, anger management, awareness of co-occurring issues, education, health and case management. Clearview counselors and FaDSS staff worked closely together to coordinate efforts and identify specific roles, enhancing services to support the family through their recovery providing a strong network of support with the final goal to transition the family back into the community. These collaborative efforts allowed for enhancement of services.

One FaDSS family who received services from Clearview Recovery, Inc. and MICA FaDSS made great strides with coordinated support from both programs. Staff met and updated each other regularly on goals accomplished and area's of support needed, setting goals with the family to move to the next level of her transition. FaDSS conducted assessments, provided support and referrals to assist the family towards their goals. She regained her driver's license, obtained car insurance, applied for housing assistance and received assistance to pay for the certified nurse aide fees to increase her independence including employment searches. The coordination of services and planning efforts between Clearview, FaDSS and the family is truly the "key to success" for this family to return to the community to meet her goals of self-sufficiency and family stability. MICA FaDSS will continue to work closely with Clearview Recovery, Inc.

Success with Families: "Julie" was an at-home mother of three in an abusive marriage. When her husband decided to leave her without warning, she was left with no income and three children to support. Her husband would not offer assistance or pay child support. Julie took up a part-time job, but was still unable to make basic payments. After applying for welfare through FIP, she was referred to MICA's FaDSS program through Promise Jobs.

When she first arrived at MICA for support, Julie was beginning to foreclose on her home and was unsure of where she would live with her children. MICA's FaDSS program helped her apply for housing assistance, which she received. The FaDSS program then helped Julie focus on long-term goals. Through this process, MICA assessed Julie's skills and abilities and discovered she was ready for the workforce as long as she learned to have more confidence. After learning more about her strengths and developing greater confidence in her abilities, she applied for and was offered a new job. Julie was able to gain the confidence she needed to overcome her husband's abuse and was able to find a job and provide for her family.

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MID-SIOUX OPPORTUNITY, INC.

Service Delivery Area: Cherokee, Ida, Lyon, Plymouth and Sioux counties

Capacity: 48 families

Successful Goals

- Number of individuals involved in getting a 2 or 4 year degree or other certification program – 23.
- Number of families who engage in activities that promote health and well-being of their children – 86
- Number of individuals who were employed during the year (unduplicated) – 76
- Number of families increasing their income while in FaDSS – 63
- 36 out of 42 persons with substantiated mental health issues accessed necessary and appropriate treatment for these mental health issues.

Partnering with Community Agencies: This year our agency partnered with the Iowans for Social and Economic Development and the Barnabas Tax Program for the first time. At the present time, there are no free tax preparation sites in our five county service area so we partnered up with them to do free mail-in tax preparation for low-income families. We had a FaDSS family participate in this. He had not been filing his taxes for several years because he owed back child support and couldn't afford to pay to have his taxes done and not get any money back for his return. Since this program figured his taxes for free, he filed for the past 3 years and ended up getting almost \$6,000 taken off the amount he owes for back child support. He was extremely happy about this and hopes to be able to do this each year to help him reduce the amount he owes.

Success with Families: Amanda is a single mother of one. She and her daughter have dealt with severe allergies most of their lives. Amanda has been in the FaDSS program several years and has worked through many obstacles and barriers during this time. Amanda's allergies have affected her life in many ways, from the types of jobs she has been able to look for to finding a place to live that didn't bother her allergies. She doesn't have a lot of family support around the area so has enjoyed having FaDSS to talk to about some of her issues. FaDSS has been able to help Amanda in finding a house to rent that has no basement, which is good for her allergies. Amanda thought about going back to school since she was having difficulty finding employment and discussed this with her FaDSS worker, who encouraged her to do so. FaDSS assisted her with getting her schooling lined up by getting her the Workforce Investment Act paperwork and helped her complete the paperwork. Amanda was approved for this financial assistance. FaDSS also helped Amanda throughout her schooling by setting goals with her for the things she needed to complete. Throughout the years, Amanda's allergies have gotten better and her daughter's are under control as well with medications. Amanda is a wonderful parent. FaDSS encourages Amanda in her parenting and offers advice and connects her to resources in the area that are beneficial to her and her daughter. Amanda graduated this past spring with her Bachelor's degree in Elementary Education and is currently looking for employment. With the help of FaDSS and other area services, she has worked hard to achieve her goals and she has a bright future ahead of her. She has realized her potential and she is looking forward to helping many children find and develop their potential as well.

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NORTH IOWA COMMUNITY ACTION ORGANIZATION

Service Delivery Area: Butler, Cerro Gordo, Floyd, Franklin, Hancock, Kossuth, Mitchell, Winnebago and Worth

Capacity: 90 Families

Successful Goals:

- 87 Individuals obtained part-time employment by the end of the fiscal year and 54 individuals were employed full-time during FY'08. Overall 131 individuals had employment during the fiscal year.
- 89% of FaDSS families reporting mental health issues accessed appropriate mental health treatment.
- 124 children (0-5) are current on their immunizations, 71 children (0-5) have been screened for elevated lead levels.
- 52 individuals enrolled in FaDSS were involved in some form of post-secondary education.

Partnering with Community Agencies: A successful partnership that our FaDSS program has developed throughout the years is with the NICA's Community Partners Program. Community Partners is a collaborative program between NICA and Mercy Medical Center-North Iowa. Community Partners is modeled after the FaDSS program and was established as a strength-based "self-help" program in north central Iowa to assist families and individuals who are experiencing challenges or crises. Community Partners is a home visitation program available in Cerro Gordo, Floyd, Franklin, Hancock, Mitchell, Winnebago and Worth counties that individualizes services. The program serves a wide range of ages and socioeconomic backgrounds, and has no income guidelines. Recently, Community Partners has received two grants to provide parenting education services for families with children 0-18 who live in Cerro Gordo, Hancock, Winnebago and Worth Counties. FaDSS and Community Partners work collaboratively to provide a complete array of services to families. FaDSS is able to refer families that are interested in developing improved parenting skills. FaDSS utilizes Community Partners as a support service for families transitioning out of FaDSS that still need services. Our teams meet together bi-monthly and team members have strong, positive working relationships with one another.

Success with Families: Amy enrolled in the FaDSS program in June 2006. When she entered FaDSS, Amy was enrolled at college full time to become a hairstylist. Amy was scheduled to complete this program in April 2007. Amy was also experiencing difficulties with her 5 year old son's behaviors. She expressed her frustration and sought assistance on how to manage his behaviors and work on parenting skills. The FaDSS specialist spent a lot of time during home visits working on parenting techniques and ideas for coping. Amy was receptive to try new ideas and techniques and followed through with suggestions. When her son started school, Amy noticed a change in his behaviors and expressed that through her improved parenting techniques she was more confident and better able to manage. In 2006, Amy broke her foot and was unable to attend college pushing back her graduation date. The PROMISE JOBS program planned to discontinue assisting with mileage reimbursement when this occurred, as Amy would have been in college over two years. Amy's FaDSS specialist successfully advocated with PJ to continue providing benefits to Amy so she could complete her degree. Amy experienced some difficulties with her housing while in FaDSS. Amy's landlord did not complete some repairs that were needed; therefore she did not pass her HUD inspection. FaDSS assisted Amy with ideas for communicating with her landlord. Eventually her landlord made the necessary repairs and she was able to keep her HUD assistance. During her involvement in FaDSS, Amy was able to access several forms of financial assistance through our agency including LIHEAP, assistance with new tires for her vehicle, gas vouchers and successfully completed the DARP program to better manage her utilities. In July 2007, Amy completed her college education and passed her state boards. She was able to secure a full time job and ended her FIP. Amy continued to be successful during her three month transition in FaDSS, and exited in the fall of 2007.

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OPERATION THRESHOLD EXECUTIVE SUMMARY

Service Delivery Area: Black Hawk, Buchanan, Grundy

Capacity: 88 families

Successful goals:

During FY 08 we surpassed our goal of having 70 families employed during the program year (unduplicated). Along with these families, 46 were involved in workshops and/or trainings to enhance their work skills. In comparison with FY 07 results, we had more parents enrolled in post-secondary education. There was also a significant increase of families engaging in activities that promote health and well-being of their children.

Partnering with Community Agencies: Operation Threshold continues to sustain a good working relationship with Promise Jobs. We still meet on a weekly basis with the Partnering with Parenting Families (PPF) to share referrals for offers of service to qualified participants. We have also started meeting quarterly with HOPES, Early Head Start, Early Access, and Young Parents Together as in-home providers. During the meetings we collaborate and network, sharing new information. We have had guest speakers come and kept everyone informed on events and resources in our own agencies too. We continue to make referrals to Career Ladders for participants needing extra assistance finding employment. Two new programs that Operation Threshold has been able to collaborate with are the Family Self Sufficiency Program (FSS) through Waterloo Housing Authority and Parents as Teachers (PAT). FSS assists families who are receiving Section 8 in Waterloo. Participants are able to build an escrow account to use as a down payment on a house, going back to school, buying a car, etc. They have to complete goals as well, before they receive the money. The PAT program covers our Grundy County area. They are able to go into some of our families homes and provide extra parenting information.

Success Story: AM is a 37 year old African American with two children; a daughter who is 13 years old and a son 15 years old. AM divorced her husband and decided to move to Waterloo from Minnesota because of the job opportunities. Since the move, her ex-husband has remarried and continues to live in Minnesota. AM and the kids still have a good relationship with him. When AM enrolled in the FaDSS program she was on Section 8. She stated that she was looking for employment and her work experience consisted of security type jobs. We assisted her with the John Deere application as well as mailed her job searches weekly. AM also worked very closely with Promise Jobs and was approved for the FSSG to find reliable transportation. We also informed AM of the Energy Assistance Program to assist with her utility bill. Through Pocket Change we were able to obtain AM's birth certificate so that she could receive medical and she also applied for assistance for her water bill. AM was very appreciative of all the help and support she received from her FaDSS worker. She ended up getting a job at Eagle Tannery in the security department working third shift. She stated she loves her job because she is making a livable salary. She received FaDSS services for six months and completed the transition period. AM was a successful exit from FaDSS.

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POLK COUNTY — FAMILY ENRICHMENT CENTER

Service Delivery Area: Polk County

Capacity: 150

Successful Goals:

- 80 participants were enrolled in education programs
41 in GED or High School, 4 completing
6 in an educational program <2 year, 13 completing
32 in a 2-year college, 3 completing
1 in a 4-year college
- 175 participants were employed
127 in full-time employment
46 in part-time employment
- 115 families improved housing safety and/or affordability
- 177 families increased family income

Partnering with Community Agencies: Community, Family & Youth Services, the umbrella organization for the Family Enrichment Center, has representatives on a number of committees that are involved in the human services planning for the community. FEC, specifically, has a representative on the Polk County Housing and Homeless Coalition, the Economic Self Sufficiency Network, the Workforce Partnership, and the Early Childhood Partnership Advisory Board.

FEC Specialists are members and/or participants on various committees in the community, including: The Parent Training Coordination Committee, the Collaboration for Self Sufficiency, and the Child Abuse Prevention Council Board.

The seventh annual Job Fair, open to the community and specifically marketed to families being served by social service agencies, was a collaborative effort between FEC and the business community. The Job Fair was held in May at the Family Enrichment Center. Fifteen businesses participated. Sixty five job seekers attended.

The Family Enrichment Center and the Child Abuse Prevention Council continued a long-term partnership in providing parenting classes that are open to the community. FEC provided space and childcare. CAPC provided facilitators. Three series of classes were completed this year: 0-5 Parenting, School Age Parenting and Children with Difficult Behaviors.

FEC's Program Administrator is Polk County's representative on the DHS Service Area Advisory Board.

Success with Families: A couple with children ages 9, 5 and 2 first enrolled in the program in March, 2006. They exited self sufficient in February, 2007 due to the mother's employment. The father was in college. The mother lost her job due to illness and the father was forced to quit college and seek employment due to owing back child support. They returned to FIP and reenrolled in FaDSS in August, 2007. At enrollment, they were homeless and both parents were unemployed. The father did not have a driver's license. During their participation in FaDSS, the couple moved into transitional housing and then to unsubsidized housing. Both parents started part time jobs which ultimately became permanent. They earn \$11.00 and \$9.00 per hour. The father has paid old traffic fines and secured his driver's license. He is paying child support. The family exited self sufficient in April, 2008.

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SOUTH CENTRAL IOWA COMMUNITY ACTION PROGRAM

Service Delivery Area: Clarke, Decatur, Lucas, Monroe and Wayne Counties

Capacity: 60

Successful Goals:

- 87% of parents involved in GED/HS throughout the year completed their GED/HS.
- 56 families had children in formal education and 82% of those parents were actively involved in their child's education through attending conferences and/or assisting with homework.
- 70% of families took steps to promote and increase the well-being of their children to achieve an increase in family stability.

Partnering with Community Agencies: Every year we strive to maintain and expand on partnering with agencies in the communities served. With the collaborative efforts of Rural Economic Development, Energy Crisis Intervention and a grant from Home Progression a single female parent with MS received a new furnace, refrigerator, insulation, siding and storm windows replaced along with completely rewiring of the home and roof repair. This parent has an autistic son which requires her full attention. Having not to worry about all the repairs that were completed has strongly impacted her day to day life.

Success with Families: Lisa is a single parent of a young son in rural south central Iowa. She joined the SCICAP FaDSS in May of 2007. Lisa has been attending college in Des Moines to become a paralegal. During this time she has been tutoring other students, commuting back and forth from her home in Lovilia 4 days a week. Lisa has maintained a 4.0 GPA and has also held a part time job to help pay for her fuel to attend classes. Her mother, sister and the father of her son has helped her with child care during this process.

Lisa will graduate in the top ten of her class and is ranked first in the legal program. When Lisa did her capstone, she received the top grade and was approached by one of the judges to assist Lisa in getting a job and to open doors for her to become a lawyer.

SCICAP FaDSS specialist advocated with Promise Jobs to assist Lisa on staying on task to meet the Promise Job requirements. The 3rd party monies were utilized to assist Lisa in getting new tires for her car and an oil change to ensure that she had transportation to classes. Lisa has stated to her FaDSS specialist that she is grateful for the FaDSS Program and the specialist for the encouraging words and assistance that she has received in her meeting and completing this goal.

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SOUTHERN IOWA ECONOMIC DEVELOPMENT ASSOCIATION (SIEDA)

Service Delivery Area: Appanoose, Davis, Jefferson, Keokuk, Mahaska, Wapello and Van Buren Counties

Capacity: 130 families

Successful Goals: We have continued to strengthen our relationship with the Bridge of Hope in Ottumwa. We began utilizing a new data collection tool that was originally obtained for use with our transitional housing program. This tool allows staff to document where the families are when they enter the FaDSS program and then where the families are when they leave the program. It is showing progress made while a family participates in the FaDSS program.

Partnering with Community Agencies: Over the last year we have continued communicating on a weekly basis with the Promise Jobs staff and continue working with the Bridge of Hope.

The Parenting Wisely curriculum was purchased for use in the various counties covered by SIEDA. FaDSS staff are able to take this parenting program into the homes and work one-on-one with the FaDSS families. This is a great resource that we are excited to offer to families.

Mahaska County conducted a community needs assessment which has provided useful information on issues and resources that a random sampling of citizens provided. This assessment has highlighted areas where strengths are within the county and areas where more information/services are needed. SIEDA was a partner in joint collaboration with other agencies in Mahaska County and ISU Extension to conduct this county wide assessment.

Success with Families: Our success story for this year involves a Wapello County family. Our work with this family was a true partnership with the DHS Income Maintenance staff, the Promise Jobs staff and other community agencies. Kathy began with FaDSS many years ago. Kathy is a single mother with one child. Kathy's barriers stemmed from her developmental issues. Over the years FaDSS has been referring Kathy to various agencies to assist her in her daily living. One of the referrals was to Southeast Iowa Case Management. They were able to perform medical/psychological testing with Kathy. Kathy's IQ was ranked at a borderline level from mild/moderate mental retardation. Once the reports were received for Kathy, FaDSS referred her to Vocational Rehabilitation and to the Social Security Administration for SSI. Vocational Rehabilitation placed Kathy with a job coach who worked with her at a local Burger King restaurant. Kathy enjoys working at Burger King and was deemed an excellent employee by the manager at Burger King. Unfortunately, this was the highest level of work that Kathy could perform and the income was not sufficient for Kathy and her child.

Kathy continued to work at Burger King but her time limit on FIP was running out and she was denied SSI. The Income Maintenance Worker and the Promise Jobs Worker assisted in keeping Kathy on a hardship for SSI, keeping her employed at Burger King and keeping FaDSS in her FIA. FaDSS assisted Kathy with filing her appeal with the Social Security Administration for SSI. Finally in March 2008, Kathy won her appeal with Social Security and was eligible to start receiving her first benefits in May 2008. Kathy's SSI, her part time employment and FIP for her child will provide income sufficient to meet her family needs. This truly was a great collaboration between all of the agencies that worked diligently to help Kathy become self-sufficient.

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UPPER DES MOINES OPPORTUNITY, INC. PROGRAM

Service Delivery Area: Buena Vista, Emmet, Hamilton, Humboldt, Palo Alto, Pocahontas, Webster, and Wright counties

Capacity: 99 families

Successful Goals:

- Out of 76 people, who declared to have a mental health issue, 71 sought treatment
- Out of 28 people who declared to have a substance abuse issue, 21 sought treatment.
- 95 participants were employed at some point during the year (unduplicated)
- 93 families exhibited improved self-advocacy skills
- 88 households were involved in their children's formal education

When families are involved in their children's education they are more involved in their child's life in general. We have found by encouraging this, families recognize the importance of education.

- 95 families we served gained employment experience
- 93 families learned to advocate on behalf of themselves and their families

Along with these two experiences specialists observed families displaying a sense of pride and self-confidence.

Partnering with Community Agencies: This year our team attended a combined total of 32 Family Team Meetings. These continue to be an important part of the planning process of family success. Our FaDSS team has become highly involved in these meetings. We are not only invited but called upon to assist the family in determining their strengths and areas of concerns. By partnering with these other agencies and family members (I.e. DHS, probation, domestic abuse counseling centers, school personnel, Head Start, Public Health, and various others) in this type of format, there is faster change for families. As the family takes the "wheel" and us as professionals are all in the same room, change happens faster and the family feels the support from all involved.

Success with Families: A single mother has struggled with alcoholism and the removal of her children from the home as a result. After the kids were removed and placed into foster care, she decided that she was going to do whatever it took to get her children back home. She completed alcohol treatment and followed through with the DHS plan. The kids were back home in less than 10 months. FaDSS has assisted this mother with navigating the system, finding employment and stabilizing her home. She has been employed and no longer on state assistance. She is able to pay her bills and is in the process of purchasing her own trailer. She has been sober for over a year and is one hearing away from the CINA being lifted. Her children have not missed a day of school. She has learned healthy coping skills and feels empowered to take control of her own life.

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WEST CENTRAL COMMUNITY ACTION

Service Delivery Area: Cass, Crawford, Harrison, Mills, Monona, Montgomery, Page, Pottawattamie, and Shelby Counties.

CAPACITY: 131 Families

Successful Goals: WCCA provided FaDSS Services to 249 families in Southwest Iowa's ten counties. Success Families achieved in the past twelve months include:

- 23 Families received Maternal Depression Screening
- 39 Families received treatment for substance abuse
- 112 Families received treatment for mental health issues
- 135 Families obtained employment throughout the year

Partnering with Community Agencies: Our FaDSS Program completed its second year of collaboration with Parent Link/Trailblazers. A parent and youth outreach program, Parent Link provides parenting education, budgeting, nutrition and life skills, along with drug prevention education. Trailblazer's gives youth the opportunity for structured activities, field trips and healthy personal development. FaDSS Staff co-facilitate with other Partners, AEA, Iowa State Extension and Lutheran Services of Iowa.

Success with Families: A young couple, Jane, age 21 and John, age 22 entered FaDSS in August of 2007. They had 1 child, 11 months old. They lacked employment and housing. Jane had a history of depression but was not being treated. While in FaDSS the couple secured SIRHA housing, Jane began treatment and medication for her depression, obtained her CNA certificate. Both Jane and John secured employment. The baby has quality day care. Goals set by the family were achieved with the Family Development Specialist's support. FaDSS assisted in advocating with PROMISE JOBS, referrals, and transportation.



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WINNESHIEK COUNTY BOARD OF SUPERVISORS

Service Delivery Area: Alamakee, Bremer, Chickasaw, Clayton, Fayette, Howard and Winneshiek

Capacity: 89 Families

Successful Goals: In section two of our grant application we were instructed to include a staff vacancy plan. NEICAC policy also requires that there is cross training that insures the continuation of services when a position is vacant. The core of our plan in both Grant and policy says, "The Lead Specialist will assume responsibility for the Director. This Specialist will report directly to the NEICAC Executive Director." This year the FaDSS Director missed a total of seven weeks work. Six of these weeks were consecutive. The Executive Director chose to leave all responsibility with the Lead Specialist. The plan as set forth in the Grant and in policy worked as written. Immediately upon the return of the Director of FaDSS one of the Specialists was ill for four weeks. The Director and Lead Specialist were able to continue the delivery of services without interruption. During this extended period there was no confusion of responsibility or authority.

Partnering with Community Agencies: Upon enrollment in 2007 this family consisted of a mother, a learning disabled son & a physically disabled stepfather. Two inoperable shattered vertebrae in his neck separated the stepfather from the traditional workforce. A 17 year-old drug felony separated them from subsidized housing. They were living with friends and relatives on a day by day basis. An additional barrier identified by the family was the stepfather's belief that he is now "less of a man". When affordable housing was found and then lost, she seriously considered divorce as a way of overcoming the problem. When asked what would happen to him after a divorce, his hopeless response was, "It doesn't matter."

The family teamed with their; FaDSS Specialist, family Doctor, IWD Navigator & Promise Jobs. Team Benefit Services handled their denied claim for Social Security Disability. Voc Rehab supplied him with a computer and an online job lead so he could try working from home doing soft sales. Promise Jobs furnished a special chair and an ergonomic keyboard tray for pain management. FaDSS supplied him with a used printer. When the original lead from Voc Rehab failed he continued on his own. His FaDSS Specialist is also helping him create a spreadsheet to track his time and earnings. He has spent the last several months doing surveys and questionnaires online, working 4-5 hours/day. Most of these companies have a three month turn around time for payment, and he has seen only about \$16 thus far. He has over \$3000 in payments pending. He has begun to think in terms of starting a business helping people with disabilities find online work. The family found affordable housing.

His outlook has changed from family identified despair and hopelessness to believing he can make a way in the world despite his disabilities. He has learned to manage his pain and he has regained his humor and positively; his wife reports that she sees a huge difference. She said life has been pretty good since he began online work, and she started a garden and making the house nice for them. She is now thinking of providing daycare in her home. She is eager to begin taking in some money of her own.

Success with Families: This divorced mom with a teenage son came to us with a BA degree and dual citizenship. (USA & Mexico) She had been raised by her mom in Mexico. She came to her dad's home in Waverly to escape from Domestic Violence. She and her FaDSS Specialist partnered with Cedar Valley Friends of the Family to develop a safety plan. After being referred to Section 8 and USDA housing, she self-advocated even as she and her specialist worked on her English, her second language. She secured a temporary three year full time position with John Deere, the area's premiere employer. She moonlights by selling jewelry at Farmer's markets. Her son is in a school that meets his needs and they are living in an apartment. She is assisting her son in adjusting to school and getting a driver's license. She has started saving for home ownership. She has developed an informal support system and has become interested and active in politics both local and national.

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YOUTH & SHELTER SERVICES, INC.

Service Delivery Area: Audubon, Boone, Calhoun, Carroll, Dallas, Greene, Guthrie, Marshall, Sac, and Story

Capacity: 108

Successful Goals: This year's program achieved results related to our outcome indicators show a consistent increase in participants' movement towards self-sufficiency. The outcome indicator of "increasing household income" increased from last fiscal year and exceeded the expected goal by 25 %. In one single county, we exceeded the expected goal by 30%. For the outcome indicator "participants will be involved in post-secondary education" our participants exceeded the expected goal by 5%. We often see a correlation between parent's personnel success and the increase in participants involving their children in community activities such as parks and rec programs etc. We believe when parents become less isolated it is a great benefit to the children and the family as a whole.

Partnering with Community Agencies: An exciting possibility has presented itself as a result of staff being actively involved in our ten county area community collaborations. In one of our service areas, the county is asking for additional families to be served by our YSS / FRC FaDSS program. The county has identified the need, realizes our program constraints, and is exploring how the county may be able to assist in serving additional families.

Success with Families: Amanda and Brian enrolled in the FaDSS program to receive support and to help the family become self sufficient. Amanda struggled with having 2 young children and one on the way, and a fiancé who was not mentally stable. Amanda worked full time until the end of her pregnancy, while Brian struggled to keep jobs for more than a couple of weeks. The family had several barriers when they enrolled in FaDSS, which included not having a vehicle, being unemployed, and Brian's mental health. The family was able to purchase a vehicle with their income tax money, so they were on their way to reaching their goals. Throughout their involvement in the FaDSS program, their Family Development Specialist (FDS) encouraged Brian to get serious about accessing mental health services. He decided to take a break from the stress of trying to maintain employment, and instead decided to get his mental health under control. Brian started seeing a therapist and psychiatrist and was diagnosed with schizophrenia and depression. Brian was placed on medication that he finally felt was making a positive difference.

In the meantime, Amanda struggled with trying to secure employment. Amanda became very discouraged when she wasn't immediately hired for jobs she felt she was qualified for, but FDS encouraged her not to give up. Their FDS helped Amanda with her resume and cover letter to increase her chances of getting hired. During this time, the family was told that they would need to find a new place to live, due to their apartment building needing repairs. FDS referred them to the Emergency Residence Project, where they were able to stay for a couple of weeks. When the family felt like giving up, Amanda finally got a very good job at 3M in Ames. She was very excited and felt like things were finally starting to go her way. Their FDS was able to assist them in acquiring housing, by speaking to the landlord and advocating for the family. The family is still enrolled in FaDSS, but will soon be exited due to no longer receiving FIP. This family has overcome several barriers, many of which they didn't believe they could. The obstacles they faced made this family stronger and brought them closer together. Now, Brian is happy that he has his mental health under control and is able to stay home with the children while Amanda works. Amanda is so proud of her accomplishments and is working hard to maintain her employment.

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YWCA OF GREATER DES MOINES

Service Delivery Area: Polk County

Capacity: 72

Successful Goals:

- 76 families became employed at some time during the year (up from 71 last year)
 - 68 families increased their income (up from 61 last year)
- 117 families engaged in activities that promote health and well-being of their children
- 70 of 76 families were involved in their children's formal education
 - 43 of 49 families with substantiated mental health issues accessed treatment
 - 81 of 87 families improved problem solving, decision making, and/or coping skills

Partnering with Community Agencies: Over the past year, our FaDSS Program has developed a great partnership with Mid-Iowa Community Therapy. Beyond just collaborating and sharing referrals, our staff has worked together to provide the best services to families at risk of losing their children. A family involved with Mid-Iowa Community Therapy has been identified by DHS as needing further services to reduce the risk of neglect or abuse. These families have not been involved with the court system yet, however. We share quite a few of these families, and we feel the relationship we have developed with Mid-Iowa Community Therapy has helped these families greatly. We work together to teach the family parenting, living, and self-advocacy skills.

We have also worked together with Representative Services a lot this year to advocate for families applying for Social Security. These families have already gone through the application process and have been denied. We refer a number of families to Representative Services and work with the staff there to walk families through the appeal process with the least amount of stress.

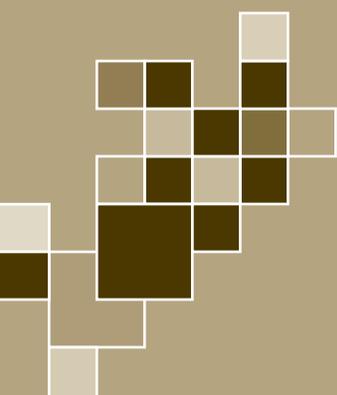
Success with Families: A 23-year old mother, pregnant with her second child, enrolled in the program in August of 2006. She and her 5-year old daughter were living with the woman's parents and teenaged siblings. Their living arrangements were poor. Mother and child were sharing an air mattress on the living room floor. She desperately wanted to move out of the house and into a safe place to raise her children, but did not have the skills or support to make it on her own. She was ashamed of her living situation and was very depressed, which made it difficult to let her specialist into her home for visits. The specialist worked with her on goal-setting and encouraged her to pursue her dreams. While working on her GED, she gained confidence in her abilities and started accomplishing her goals. Her specialist noticed a positive change in her outlook, and soon the mother had finished her GED classes and had found a full-time job. Once she was working, she was able to save enough money for a deposit on her own apartment. When the family moved into their new home, the specialist used third party assistance funds to purchase a mattress set for the 5-year-old daughter, who had never had her own place to sleep. The family is no longer on FIP and is transitioning out of FaDSS. We are very proud of this mother, and we are confident that she will continue to find success in her future.

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