



Building Bridges to Self-Sufficiency: Tools for ACF Regions V and VII TANF Programs

Kathleen Cloutier, Executive Director, Dorcas International Institute of Rhode Island

As Executive Director of Dorcas International Institute of Rhode Island, Kathy Cloutier is responsible for leading the recently merged organization, formed last year by the merger of Dorcas Place, an adult literacy and learning center; and the International Institute of Rhode Island, an immigrant and refugee service provider. Dorcas International Institute provides an impressive continuity of education and employment services for over 15,000 low-income adults and families which benefit Rhode Island's economic growth by positively impacting the development of a more literate and productive workforce. Dorcas International Institute is unique in serving a broad continuum of education levels, from ESL and beginning literacy through preparation for college and career tracks, and integrating intensive, one-on-one case management that has proven essential to the persistence and success of the students. It is also the only agency in Rhode Island offering free and low-cost immigration advice to the public, as well as legal immigration and cultural competency workshops to the community.

Kathy has over 30 years of experience in non-profits, most recently as Executive Director at the Albany Community Action Partnership (ACAP), a programmatically diverse organization in Albany, N.Y. that serves low-income children and their families in a high-poverty and ethnically diverse urban setting. The programs at ACAP include career services, early childhood education, housing and heating assistance, and the New American Opportunity Center, a one-stop resource for the many immigrants and refugees relocating in that community. Her previous positions include Director of Administration & Finance at Human Resources Unlimited in Springfield, MA and Director of Administration & Finance at Franklin Community Action in Greenfield, MA. She has served her community as the member of numerous boards and commissions including the Albany County Strategic Health Alliance, Albany City Comprehensive Planning Commission, Albany United Way Strategic Planning Task Force, and New York State Community Action Association Board. She has an MBA in International Masters in Management from the Krannert School of Management at Purdue University, an International graduate degree

Beverley Ebersold, Regional Coordinator, United States Interagency Council on Homelessness

Beverley Ebersold currently serves as a Regional Coordinator at the United States Interagency Council on Homelessness (USICH), a principal representative and bridge between the work of the full Council and states and communities. In this role, she is responsible for facilitating the strategic implementation of Opening Doors specifically in the upper Midwest and Northwest regions. Regional coordinators convene stakeholders at every level of government and with the private sector, encouraging implementation of strategies that maximize the impact of Federal resources and supporting strategic planning efforts. Regional Coordinators also disseminate information about proven practices, bridge linkages among communities, and share practical resources to support community efforts and foster momentum through shared knowledge and cross- community collaboration.

Beverley has extensive experience in supportive housing development, service design, delivery and coordination, working with Continuums of Care, and building local partnerships to end homelessness. Her previous background includes coordinating blended management for a supportive housing non-profit developer, serving as program director of a homeless shelter, and providing supported education for persons with psychiatric disabilities. Beverley was hired to the CSH Michigan team in April 2006 and worked on capacity building and technical assistance with HUD grantees, strategic planning and restructuring of Continuums of Care, and convening stakeholders to promote

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the alignment of resources for person experiencing homelessness, with an emphasis on permanent supportive housing. She has a Masters Degree in Social Work with a concentration in Community Organizing & Administration from Wayne State University.

Susan Golonka, Acting Director, Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance

Susan Golonka is the Acting Director of the Office of Family Assistance, Administration for Children and Families (ACF), U.S. Department of Health and Human Services (HHS). She is a nationally recognized expert on welfare reform, foster care and related human service issues. Prior to joining ACF, Ms. Golonka served as the program director of the Economic, Human Services and Workforce Division at the National Governor's Association (NGA). Ms. Golonka directed NGA's policy analysis, research, and technical assistance efforts on welfare reform, low-income families, work supports service integration, and child welfare to help State policymakers and administrators develop and implement sound policies. She oversaw technical assistance to States through on-site consultations, intensive ongoing technical assistance, customized workshops, and policy academies. Ms. Golonka also managed the network of governors' Human Services Policy Advisors. Ms. Golonka received her Master's degree in Public Administration from the University of North Carolina at Chapel Hill and her Bachelor of Arts degree from the University of Virginia.

Mark Greenberg, Acting Assistant Secretary, Department of Health and Human Services, Administration for Children and Families

Before joining HHS, Mark H. Greenberg directed the Georgetown University Center on Poverty, Inequality and Public Policy, a joint initiative of the Georgetown University Law Center and the Georgetown Public Policy Institute. In addition, he was a Senior Fellow at the Center for American Progress (CAP) and the Center for Law and Social Policy (CLASP). He previously served as the Executive Director of CAP's Task Force on Poverty and as CLASP's Director of Policy. During his career, Mr. Greenberg has written extensively on issues relating to Federal and State welfare reform efforts; workforce policy issues affecting low-income families; child care and early education policy; tax policy; poverty measurement; and a range of other low-income issues. In addition, he frequently provided technical assistance to State and local governments regarding poverty reduction strategies. Prior to coming to D.C., Mr. Greenberg worked at Jacksonville Area Legal Aid in Florida and the Western Center on Law and Poverty in Los Angeles, California. Mr. Greenberg is a graduate of Harvard College and Harvard Law School.

Stan Koutstaal, Program Manager, Health Profession Opportunity (HPOG) Grants, Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance

Dr. Stan Koutstaal is Program Manager for the Health Profession Opportunity Grants (HPOG) program in the Administration for Children and Families (ACF). HPOG provides training and education to TANF recipients and other low-income individuals for occupations in the health care field that pay well and are in high demand. Prior to serving the HPOG program, he provided leadership for several other ACF programs including Abstinence Education, Runaway and Homeless Youth Programs, Mentoring Children of Prisoners, and Family Violence and Prevention Services. Before his Federal service, he was the Director of Counseling for a non-profit organization in St. Louis, Missouri. He has also served as an adjunct faculty member for graduate classes at St. Louis University and Virginia Tech University. He received his Ph.D. in Marriage and Family Therapy from Texas Tech University.

LaDonna Pavetti, Vice President, Center on Budget and Policy Priorities, Family Income Support

Dr. LaDonna Pavetti is the Vice President for Family Income Support Policy at the Center on Budget and Policy Priorities. In this capacity, she oversees the Center's work analyzing poverty trends and assessing the nation's income support programs, including the Temporary Assistance for Needy Families (TANF) program. Before joining the Center in 2009, Dr. Pavetti spent 12 years as a researcher at Mathematica Policy Research, Inc., where she directed numerous research projects examining various aspects of TANF implementation and strategies to address the needs of the hard-to-employ. She has also served as a researcher at the Urban Institute, a consultant to the U.S. Department of Health and Human Services on welfare reform issues, and a policy analyst for the District of Columbia's Commission on Social Services. In addition, for several years she was a social worker in Chicago and Washington, DC. Dr. Pavetti has an A.M. in social work from the University of Chicago and a Ph.D. in public policy from Harvard University's Kennedy School of Government.

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Catherine Peterson, Senior Management Analyst, U.S. Department of Housing and Urban Development

Catherine Peterson is a Senior Management Analyst with the U.S. Department of Housing and Urban Development. One of her focuses is Homeless Programs, including the HUD VASH program. Catherine is the Chicago HUD lead for the Dedicating Opportunities to End Homelessness Initiative (DOEH). She graduated from Lehigh University with a B.A. in Sociology in 2000, holds a J.D. from the University of Denver Sturm College of Law, and was admitted to the New Hampshire Bar in 2008. That same year Catherine joined the federal government through the Presidential Management Fellowship program in Hartford, CT. She transferred to the HUD Chicago Regional Office two years ago.

Mary Roberto, Senior Manager, ICF International

Ms. Roberto is currently a Senior Manager at ICF International and began employment there in April of 2014. She has over 25 years of state and local level experience in policy development, program implementation, and cross-system initiatives for a wide range of human services and workforce development programs. She has been instrumental in shaping the Temporary Assistance for Needy Families (TANF) program for Colorado, as well as the associated workforce and benefit systems development. She has conducted federal and state policy analysis and implemented various cross-program initiatives, including client assessment, effective case management, work and training engagement initiatives, career pathways, Affordable Care Act, subsidized employment (HIRE Colorado), fatherhood programming, comprehensive sexual health initiatives, as well as related statewide training and technical assistance projects. Ms. Roberto also specializes in poverty reduction initiatives and interagency/multi-program interoperability.

Deborah Schlick, Project Manager, Office of Innovation, Minnesota Department of Human Services, Economic Assistance and Employment Supports

Deborah Schlick is a project manager leading the Reform and Innovation office in the Economic Assistance and Employment Supports Division at the Minnesota Department of Human Services. She worked in local government for 15 years: at the City of Saint Paul on child care programs and policies and for the state's second largest county as a planner assigned to welfare reform and child care services, starting three weeks after the passage of the Personal Responsibility and Work Reconciliation Act in 1996. Between 2005 and 2011 she was the executive director of the Affirmative Options Coalition, a coalition of non-profits that advocate for more effective anti-poverty and public assistance policies.

Damon Waters, Program Specialist, Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance

Mr. Waters is a Family Assistance Program Specialist within the Office of Family Assistance, Administration for Children and Families, U.S. Department of Health and Human Services. He collects and disseminates information essential to TANF, develops technical assistance products, and works across poverty and TANF stakeholder groups to improve outcomes. Prior to joining OFA, Mr. Waters was a technical specialist in welfare and workforce policy at ICF International, where he managed a series of public health and education initiatives and conducted qualitative analyses of policies and programs affecting underserved populations. Previously, Mr. Waters was a political science researcher and instructor at Howard University. He has written on the effectiveness of community coalitions in delivering social services, employment and training, welfare and poverty, treatment and care services, and higher education desegregation. Mr. Waters received a Masters of Arts in Political Science and Masters of Public Policy from Howard University.