

**Tribal TANF in the Heartland**  
**2010 ACF Regions V & VII Tribal TANF Meeting**  
August 11-12, 2010 | Mystic Lake, Minnesota

Administration for Children and Families  
Regions V & VII  
2010 Tribal TANF Meeting  
Final Report

Mystic Lake, Minnesota  
August 11-12, 2010



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## EXECUTIVE SUMMARY

The U.S. Department of Health and Human Services, Administration for Children and Families Regions V & VII hosted 12 Tribes from the Midwest and Great Lakes regions, State program administrators, Federal policy analysts, and community stakeholders at the Tribal TANF in the Heartland Conference in Prior Lake, Minnesota on August 17-19, 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 optional strategies and approaches for enhancing case management for Tribal clients, identifying economic development objectives and techniques, coping with domestic violence cases, 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>1</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 Native American communities have full-time, year-round employment.<sup>2</sup> The Economic Policy Institute found that American Indian workers suffered recession-level rates of unemployment long before the recession began and that rate has increased to more than 14 percent overall.<sup>3</sup> According to Austin (2009), the Midwest saw the second largest increase-- behind Alaska-- in the American Indian unemployment rate. In the latter half of 2007, the American Indian unemployment rate in the Midwest was 8.8%.<sup>4</sup> By the first quarter of 2009, it had nearly doubled to 16.5%, making it the region with the second highest unemployment rate.<sup>5</sup>

*The conference was created to explore strategies to improve job opportunities and employment among Tribal TANF participants, to outline keys to enhancing client case management for Tribal clients, to discuss economic development objectives and techniques, and other key topics for economic self sufficiency among Tribal communities.*

These challenges and the others that Tribal communities face make it difficult for American Indian families to achieve self-sufficiency and economic independence. To help foster a renewed commitment to improving client outcomes, individual development, family self-sufficiency, and community revitalization, the United States Department of Health and Human Services, Administration for Children and Families, Regions V and VII sponsored the 2010 TANF in the Heartland Conference in Prior Lake, Minnesota August 17-19, 2010 at the Shakopee Mdewakanton Sioux (Dakota) Community Mystic Lake Casino Hotel. The conference was created to explore strategies to improve job opportunities and employment among Tribal TANF

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<sup>1</sup> U.S. Census Bureau. *Income Climbs, Poverty Stabilizes, Uninsured Rate Increases*.  
[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>2</sup> Economic Research Service. *Rural Income, Poverty, and Welfare: High-Poverty Counties*.  
<http://www.ers.usda.gov/Briefing/incomepovertywelfare/highpoverty.htm>

<sup>3</sup> Austin, Algernon. *American Indians and the Great Recessions: Economic Disparities Growing Larger*. Economic Policy Institute. Issue Brief #264. December 7, 2009.

<sup>4</sup> Ibid.

<sup>5</sup> Ibid.

participants, to outline keys to enhancing client case management for Tribal clients, to discuss economic development objectives and techniques, and other key topics for economic self-sufficiency among Tribal communities.

The conference welcomed invitees from 12 Tribes<sup>6</sup> located in the Midwest and Great Lakes regions, State program administrators, Federal policy analysts, and community stakeholders to help Tribal TANF representatives design strategic economic development ideas and client service plans to better benefit their communities. Additionally, the Tribal TANF in the Heartland Conference was designed to help Tribal communities to implement and support programs that create opportunities for self-sufficiency and self-esteem, while preserving and promoting their cultures and traditions.

## DAY ONE – WEDNESDAY, AUGUST 11, 2010

The event began with a welcome from Shakopee Mdewakanton Sioux (Dakota) Community Vice-Chairman Glynn Crooks, Steven Krasner, TANF Regional Program Manager for Region V and Gary Allen, TANF Regional Program Manager for Region VII, welcomed the participants to the event. Ms. Jennifer Rackliff, Senior Associate at ICF International, provided an overview of the agenda and facilitated the one and half day event.

The first day featured presenters on several key issues, including improving case management, identifying job opportunities in Tribal communities, and serving participants with domestic violence issues.

### CASE MANAGEMENT AND HARD TO SERVE PARTICIPANTS

**MS. GEENE FELIX** is the TANF Program Coordinator of Client Services for the South Puget Intertribal Planning Agency (SPIPA); a consortium of five Tribes in the Seattle area. Ms. Felix was involved in the planning, negotiation, and implementation of SPIPA's TANF Program. She was also instrumental in the development and implementation of the SPIPA One Stop Career Center. Ms. Felix has more than 23 years of experience in human services and has worked in the area of program development for 12 years. She is often called upon to present to Native human service professionals regarding TANF program development and case management services. SPIPA provides direct services, planning, and technical assistance to each tribe and eligible Native Americans residing within the SPIPA service area.

### TRIBAL PROGRAM ROUND ROBIN

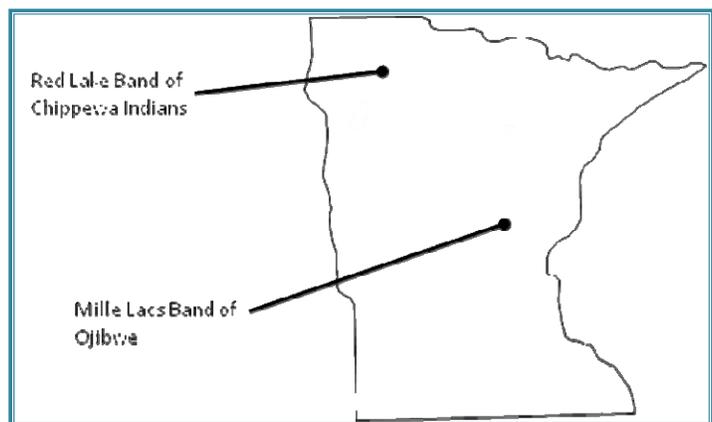
To begin her workshop, Ms. Felix facilitated a group activity in which participants wrote down their program names, locations, if the programs are urban or rural, how many clients are served, average case load size and the activities that are offered to clients. Each Tribe then took a turn introducing their programs and provided an overview to the other participants.

#### MILLE LACS BAND OF OJIBWE

The Mille Lacs Tribal TANF Program has two locations: one in central Minnesota and another in Minneapolis.

The Tribe offers services such as GED, job search, postsecondary education, cultural awareness, mental health, parenting help, and budgeting instruction.

FIGURE 1: TRIBES OF MINNESOTA



<sup>6</sup> Participants represented 12 Tribes from Regions V and VII, including the Bad River Band of Lake Superior Chippewa, Forest County Potawatomi, Lac Courte Oreilles Band of Lake Superior Chippewa, Lac du Flambeau Band of Lake Superior Chippewa, Menominee Indian Tribe, Mille Lacs Band of Ojibwe, Oneida Tribe of Indians of Wisconsin, Red Lake Band of Chippewa Indians, St. Croix Chippewa Indians, Sokaogon Chippewa Community, Stockbridge-Munsee Community, and the Winnebago Tribe.

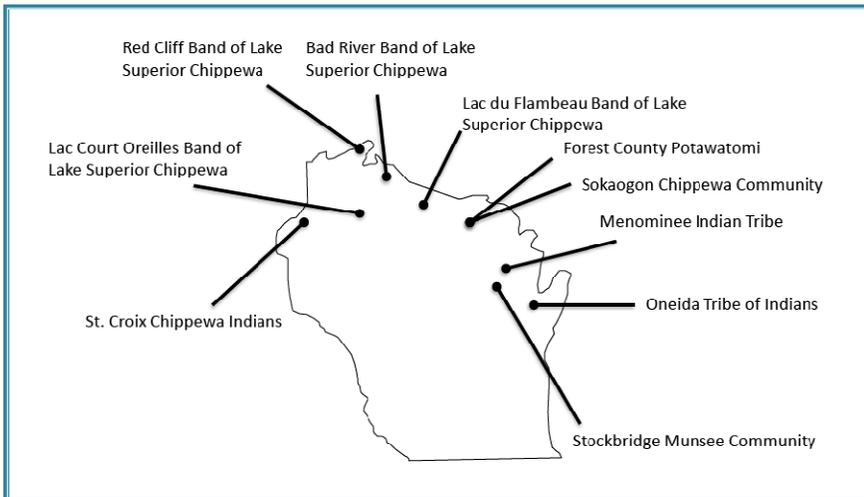
### RED LAKE BAND OF CHIPPEWA INDIANS

The Red Lake Band of Chippewa Indians serves a very rural community in which the closest town is 30 miles away. The Tribe is in the process of applying to operate their own Tribal TANF program and currently has an employment and training provider called New Beginnings. New Beginnings has a similar caseload of 800 TANF participants and has 13 employees, 10 of whom are job counselors. New Beginnings caseloads are approximately 80-100 people and services such as GED classes, job search, teen parenting classes, transportation, and car repair are offered.

### MENOMINEE INDIAN TRIBE

The Menominee Indian Tribe's TANF Program serves five communities in a rural area. They have a caseload of 75 clients and currently have 12 diversionary clients. They offer services such as training, education, job placement and search, community activities, parent involvement, financial literacy, a 477 program, Menominee language instruction, cultural activities, and healthy living instruction. Recently the Tribe helped clients deal with the high prices of food by offering canning classes.

FIGURE 2: TRIBES OF WISCONSIN



**FOREST COUNTY POTAWATOMI**  
The Forest County Potawatomi has been operating their TANF program since 1997. They serve three rural communities and work closely with other programs such as Native Employment Works, General Assistance, child care services, and the Tribe's family resource center. The Tribe's average caseload is 10 to 15 people and they employ three TANF workers.

Services offered by the program include: referrals, drivers license assistance, transportation, resume building, mock interviews, life skills, professional development, work experiences, and cultural activities.

### SOKAOGON CHIPPEWA COMMUNITY

The Sokaogon Chippewa Community did not share but they often partner with Forest County Potawatomi as they are very close geographically.

### BAD RIVER BAND OF THE LAKE SUPERIOR CHIPPEWA

The Bad River TANF Program maintains a maximum caseload of 20 people and because of this, they have a waiting list. A benefit to the Tribal TANF program is that all social services for the Tribe are in the same office. In addition, the Tribe recently opened an off-site location for its family resource center. The biggest barrier for clients on the reservation is housing because there is not enough suitable housing for all the families on the reservation. The Tribe offers services such as work site placement, job skills, mock interviews, child care, GED classes, an annual conference, and a cultural component. The cultural component is to make regalia for the yearly Pow Wow. This activity has led to establishing a regalia lending closet for families who do not have regalia for the event.

### LAC COURT OREILLES BAND OF LAKE SUPERIOR CHIPPEWA

The Lac Court Oreilles band of Lake Superior Chippewa maintains a total caseload of about 30 to 40 child welfare cases and is exploring applying to operate their own Tribal TANF program. There are no per capita payments and the Tribe is the third poorest in Wisconsin. Housing is also identified as a barrier for many in the Tribal community. The child welfare program supports a family Bingo night, in which the prizes include cleaning supplies, blankets, and school supplies.

### ONEIDA TRIBE OF INDIANS

The Oneida Tribe has a Center for Self-Sufficiency that houses its Tribal TANF, income maintenance, and child support enforcement programs. Their Tribal TANF caseload ranges from 40 to 50 cases and the program employs two workers. The Tribe has its own transportation system that connects with city transportation systems. The Center for Self-Sufficiency has a food pantry and a domestic violence program on-site. The program serves both rural and urban areas but tend to be more urban focused.

### STOCKBRIDGE-MUNSEE COMMUNITY

The Stockbridge-Munsee Community serves an extremely rural population and transportation is a huge issue for Tribal members. The total Tribal TANF caseload varies between 15 and 25 people, and with three TANF workers, the caseload is about 10 to 15 people. The Tribe has a casino and a convenience store that they operate.

### LAC DU FLAMBEAU BAND OF LAKE SUPERIOR CHIPPEWA

The Lac du Flambeau Tribe has operated their Tribal TANF program since 1997 and serves a rural community that stretches across four counties. The program employs six staff who each maintains a caseload of about 110 people. The Tribal TANF program serves only Lac du Flambeau members or descendants. They also received ARRA funding.

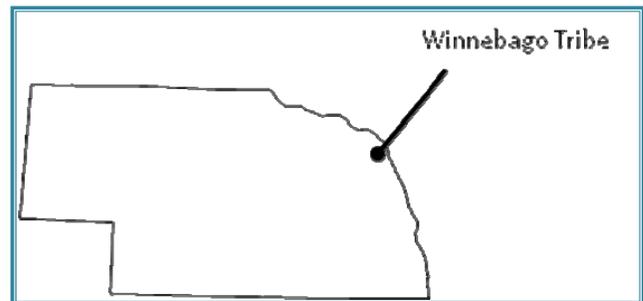
### ST. CROIX CHIPPEWA INDIANS

The St. Croix Tribe is in the process of getting a Tribal TANF program up and running. The impetus for the Tribe starting their own TANF program was based on complaints they received about how their families were treated when they went to the state to apply. This sentiment was echoed by many of the other Tribes. St. Croix has no transportation and does have a per capita pay. The per capita payment is \$400 a month, however taxes are not taken out unless individuals request that the Tribe does so and many members end up facing a large tax bill. On the Reservation, having a drivers license is a rare commodity and housing is also a big barrier. The public housing on the Reservation is not set up in a "waiting list" style but is passed down through families.

### WINNEBAGO TRIBE

The Winnebago Tribe of Nebraska chose not to share regarding their TANF program.

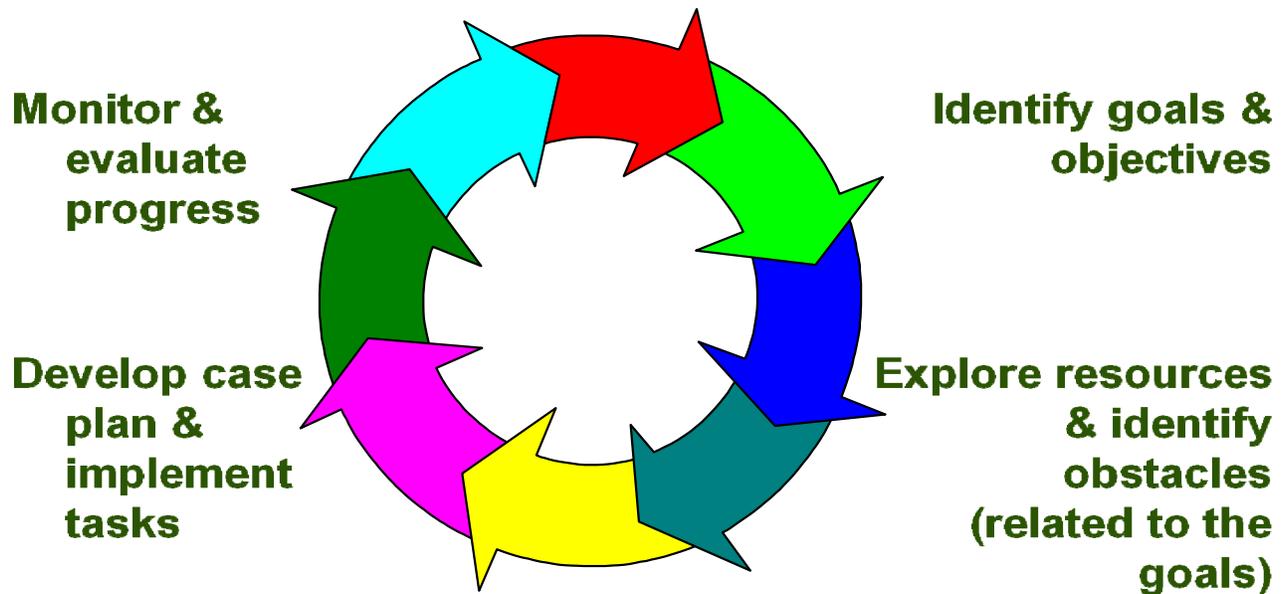
FIGURE 3: TRIBES OF NEBRASKA



### STRATEGIES FOR EFFECTIVE CASE MANAGEMENT

Once each Tribe shared about their program, Ms. Felix discussed the purpose of case management. The purpose of case management is defined as helping increase a person's competence and enhance their problem solving and coping abilities. Clients often come into the TANF program when they are in crisis and a case manager is tasked with supporting them during that crisis. Ms. Felix presented research that shows that if a person has support during a crisis, they often emerge from the crisis functioning at a higher level than before the crisis. The case management cycle was reviewed (see figure 4 on the following page) and specialized assessments were discussed.

**FIGURE 4: THE CASE MANAGEMENT CYCLE**



Ms. Felix discussed SPIPA’s approach to case management as very client-driven and that creating a plan is a partnership between the case manager and the client. She discussed the Cliff Effect, which happens when clients exit TANF due to their employment. To combat the Cliff Effect, SPIPA focuses on financial planning with the client throughout their time on TANF and offers transition services for one year. Ms. Felix then reviewed a study from the University of Kansas School of Social Work that showed the following practices produced positive outcomes for clients:

- Caseload sizes should be small enough to allow for a relatively high frequency of contact:
  - 30:1 maximum caseload size;
  - 40:1 to 100:1 is the average for most programs;
- Individual versus Team case management;
- Both have pros and cons for clients and workers;
- Natural community resources are seen as primary resource;
- Case managers are seen within the community;
- Case managers have primary responsibility for a person’s services;
- Case managers should be para-professionals and supervisors should be experienced and fully credentialed; and
- Case managers should foster choice for clients.

Ms. Felix closed her presentation following a group discussion of how each representative’s program handles these practices.

### **SUBSIDIZED EMPLOYMENT**

*MS. SAMALA MALONEY*, the former Employment and Training Coordinator for the Hoopa Valley Tribal TANF Program, spoke first on subsidized employment. She began by explaining to participants how she created an office space that was conducive to work and showed respect for her clients. Previously, some of the client’s files had been “drop filed”, meaning papers were dropped in a drawer and not properly filed. Ms. Maloney encouraged participants to maintain clear, correct files because it shows dignity and respect for the client and their property.

*Maintaining clear, correct files shows both dignity and respect for TANF participants.*

In the Hoopa community, the Tribe is the largest employer. Ten percent of the Tribe's 380 employees are TANF participants in subsidized employment. This has worked well for the Tribal TANF program, though the jobs are subject to Tribal policies which can occasionally create roadblocks. Ms. Maloney also facilitated relationships with businesses outside the Reservation to employ TANF workers. Subsidized work creates

opportunities that might not have occurred otherwise for the TANF participant. Ms. Maloney provided an example of a female subsidized employment participant who was placed at the local Tribal transfer station. After a few months, a supervisor position opened up and she was hired to supervise the transfer station. Ms. Maloney pointed out that the participant probably never would have said she would want this job but because of subsidized employment, she has a job she enjoys.

Next, **MR. MIKE RAWLEY**, CEO of the National Tribal Development Association (NTDA), spoke about Tribal economic development. He started off by describing the mission of the organization, which is to promote the economic viability of American Indian and Alaskan Natives by developing cooperative relationships with private sector, public sector and Native organizations in establishing a foundation for self-sustaining socioeconomic development initiatives.

The NTDA was established in 1995 by a group of 15 Tribal leaders, who came together from different regions of Indian country, in order to advance their common interest in the development of Tribal economies. The Tribal leaders decided to create a national association of Tribes for the following purposes:

- To formulate an action agenda for Reservation-based economic development and to advance this agenda through the combined efforts of member Tribes;
- To organize, in coordination with all other Tribal organizations, a data base comprised of Tribal business profiles into a national network;
- To develop a "State of the Art" computer-based communications service that will link the members of the association and their business into a national network; and
- To commission business and economic research on issues and topics that is relevant to Indian Country economic development and Tribal policymakers.

Mr. Rawley explained that the NTDA is chartered under the authority of the State of Montana and has 501(c)3 status. The Association's office and corporate headquarters are located on the Rocky Boy Indian Reservation in North-central Montana. NTDA is presently comprised of 48 member Tribes located throughout Indian country. The Association's Board of Directors has issued an invitation to all Tribal leaders to become members of the association through the adoption of a Memorandum of Agreement. The NTDA is committed to assisting Tribes in reaching their economic development goals.

After providing this overview, Mr. Rawley discussed some of the NTDA's past projects. These include:

- Risk Management Agency (RMA)
  - *Cooperative Agreement*
- Bureau of Indian Affairs
  - *UCC Project*
- Administration for Native Americans USDA-FAS
  - *International Marketing Program for American Indian Agriculture Products*
- USDA-Rural Development
  - *American Indian Trade Show*
- DHHS-Administration for Native Americans
  - *Social and Economic Development Strategies*
- USDA-Foreign Agricultural Service
  - *International Marketing Program for American Indian Agriculture Products*
- DHHS-Administration for Native Americans

- *Social and Economic Development Strategies*

Current projects include:

- Community Development Entity (CDE), New Markets Tax Credits (NMTC)
  - *Certified by Department of Treasury and received a \$30 Million GO Zone Allocation*
- USDA Farm Service Agency (FSA)
  - *American Indian Credit Outreach Initiative*
- USDE Cooperative State Research, Education, and Extension Service (CSREES)
  - *“United Minorities Whole Farm USDA Empowerment Project”*
- Administration for Native Americans (ANA), Social and Economic Development Strategies (SEDS)
  - *Financial Literacy Training & Education Services to Tribes* (described below)

Next, Mr. Rawley provided a detailed description of one of the NTDA’s current projects entitled “Social and Economic Development Strategies” (SEDS). The goal of this project is to increase the economic self-sufficiency of Native Americans residing in Idaho, Montana, North Dakota, Oregon, South Dakota, and Washington by providing a wide range of financial literacy training and education services to entrepreneurs. The objectives are as follows:

- By utilizing project partners (such as First Nations Oweesta, Rural Dynamics and Affiliated Tribes of the NW Indians) the NTDA will provide improved and expanded technical assistance to at least 75 individuals in the designated services area and will include individualized financial literacy training sessions; and
- By September 29, 2011 NTDA will have offered four improved and expanded financial literacy and technical assistance seminars with the assigned region for an average of at least 15 individuals at each seminar.

Mr. Rawley concluded his presentation by describing the lessons that the NTDA has learned since its inception. He stated that Native entrepreneurship is alive and well in Indian country. For example, many Tribal members have the desire to start their own business as a pathway out of poverty. However, without the proper training, guidance, and coaching there is a very limited chance for successful outcomes. It is important for Tribal leadership to provide the opportunity for Tribal members to be successful in their personal and business life. Tribal programs such as TANF and Vocational Rehabilitation provide a potential pool of applications for these types of seminars. As a result, many attendees have been able to start-up their own businesses on their Reservation with the help of seminars such as an initial Financial Budgeting Seminar.

### **OUTSTANDING DISCUSSION TOPICS**

After Mr. Rawley finished, there was time to address some of the issues in the “parking lot” that was created during Ms. Felix’s session. The topic most participants wanted to discuss was the housing barriers that so many Tribal TANF participants face. Housing on reservations (and in Tribal TANF service areas) is one of the hardest issues to tackle because much of the reservation land is already developed and there simply is not room to build more homes for families. This creates an issue that Ms. Maloney brought up, that a Tribal TANF participant may be able to secure housing off the reservation but then they lose their Tribal TANF services because they no longer reside in the service area. A suggestion of amending the service area in the Tribal TANF plan was given and Regional Office staff noted that the question should be asked on the conference call with the Central Office staff the next day.

Briefly, participants discussed the transportation barriers many of their Tribal TANF participants face. Having a driver’s license on some reservations is rare and a work activity for some participants includes obtaining their drivers license. In addition, some programs pay Tribal TANF participants with valid licenses to drive other participants to appointments.

### **DOMESTIC VIOLENCE PREVENTION AND TREATMENT ACTIVITIES**

*MS. BONNIE CLARMONT*, Victim Advocacy Program Specialist at the Tribal Law and Policy Institute, and *MS. LONNA HUNTER*, Director of the Sheila Wellstone Institute, presented jointly on domestic violence in Indian Country. First, participants were

asked to describe what the term domestic violence meant to them. A discussion of who is most often the victim of domestic violence ensued, as some participants wondered if too much attention was given to female victims and not enough to male victims. Ms. Clairmont clarified that statistically; women are much more often the victims of domestic violence than men, which is why the discussion usually centers on women as victims and men as perpetrators. Ms. Clairmont then presented the following statistics regarding violence against women in Indian Country:

- 61.4% of all American Indian women will be physically assaulted in their lifetime. (USDOJ/CDC 1998)
- 17% of Native women will be stalked during their lifetime.
- Native women experience the highest rate of violence of any group in the United States.

Next, Ms. Hunter discussed the impacts of domestic violence on women, children and the mother-child relationship. The impact of violence on women includes physical injuries but also many emotional and psychological injuries such as shame, guilt, fear, and a feeling of powerlessness. Violence also impacts her ability to be physically and emotionally available to her children, who also suffer impacts of the violence. Watching or experiencing violence against their mothers can impact children's values and beliefs about the sacredness of women. Children also experience shame, guilt and fear and exhibit extreme behaviors (very withdrawn, an exceptional overachiever). Witnessing domestic violence has also been found to relate to children engaging in high-risk behaviors. It was noted that the harm caused by a batterer to the mother-child relationship can last long after the mother has left the batterer.

Ms. Clairmont then explained to participants that both the mother and the child, individually and as a unit, need assistance in healing and repairing the damage caused by the violence. Successful interventions with the mother and child strengthen their relationship and build individual resilience. The needs of the mother and the child are inextricably linked and protecting them as a unit is key. Ms. Clairmont mentioned the common policy in child welfare to remove the child from the mother if domestic violence is occurring in the home and how this is often a successful intervention for either party. She gave practical suggestions of ways that workers can help women and their children who have experienced violence:

- Listen with support and without judgment;
- Tell a battered woman good things about her kids;
- Let her know that it takes time to recover—that no one can ever totally sever the mother-child relationship;
- Disagree with negative things said about a child's mother;
- Show respect to a battered mother around her children;
- Help children unlearn violence;
- Give children messages that their mother is worthy of respect;
- Tell children that the abuse is not their fault and there is nothing wrong with them –or with their mother;
- Let children know the good things their mother does; and
- Respect the wishes of children and of battered mothers.

To illustrate some of the main points of their presentation, Ms. Hunter and Ms. Clairmont went through a "True or False" activity with participants. They then spoke about why Native women stay in abusive relationships. Research has shown that one of the most common reasons that women report staying or returning to abusive relationships is financial dependence on the batterer and a lack of option for employment and training. TANF can be vital in helping a woman and her children escape abuse by providing a temporary income for the mother and offering employment, education and training opportunities. Other reasons women report staying include concern for children, affection for the batterer, and societal ideals.

*61.4% of all American Indian women will be physically assaulted in their lifetime.  
(USDOJ/CDC, 1998)*

One participant asked if any research existed about values and ideals related to male and female roles based on Tribal affiliation. Ms. Clairmont said she was unaware of any research in this area but that research has been conducted on male and female roles in the larger society.

## DAY TWO – THURSDAY, AUGUST 12, 2010

### FISCAL AND AUDIT ISSUES

The second day of the event began with a session in which the staff from Regions V and VII discussed audits and financial issues with participants. Mr. Tom Schindler spoke first and explained that an audit is simply a procedure to ensure that everything was done correctly and to correct any mistakes if they exist. He noted that it is not intended to assign blame or create fear for those working in the TANF program. Ms. Frances Dixon then discussed strategies to deal with an audit. She suggested planning a mock audit or self audit to be completed before the actual audit. She referenced resources in the packet that participants received that would assist programs in preparing.

*For fiscal questions, it is important for Tribal TANF agencies to maintain a relationship with their Regional Office.*

Mr. Steve Krasner spoke about eligibility requirements for Tribal TANF and how these relate to an audit. He stressed the importance of correctly determining eligibility for the program, as this is an element of audits and providing services to those who are not eligible can have financial consequences. Ms. Felix offered that her agency, SPIPA, audits 20 files a month for complete accuracy as well as each new file that comes in is audited for eligibility.

Mr. Gary Allen discussed the correct documentation of hours and asked participants what problems they experienced in submitting documentation to the Office of Family Assistance. Participants noted that their offices were short staffed, making it difficult to find time to submit information. Others noted problems with software used to submit data electronically, as well as issues with duplicate information.

Mr. Neil Lawhead then spoke to participants about fiscal issues and the importance of financial reporting in accordance with federal regulations. He explained that fiscal documentation is simply to make sure that expenditures match up with what was purchased. He stressed the importance of monitoring sub grantees and contractors based on the policies and procedures of the Tribal TANF agency because the Tribal TANF agency is ultimately held responsible for what the sub grantees spend. Maintaining a relationship with the Regional Office for specific fiscal questions is welcomed. Mr. Lawhead encouraged participants to train their auditor briefly on TANF, specifically Tribal TANF so that they have a basic understanding of program. He did caution that penalties exist for misusing money and they are often specific to the action or the Tribal TANF plan.

### QUESTIONS AND ANSWERS WITH THE ACF CENTRAL OFFICE

The last session of the event was a question and answer conference call with the Office of Family Assistance Central Office staff. Event participants submitted questions to the Central Office staff beforehand and the answers were addressed on the conference call. Participants were also given a chance to ask questions during the session. The question and answer session was moderated by Regional staff and answers were provided by Central Office policy representatives.

Steven Krasner introduced Dr. Earl Johnson, the new Director of the Office of Family Assistance, who welcomed the meeting participants and thanked them for their work. The questions were answered by Mr. Ray Apodoca, Tribal TANF Services Program Specialist and Mr. Bob Shelbourne, Director, Division of State TANF Policy and Acting Director of the Division of Tribal TANF Management. Also present on the call was Mr. James Butler, Federal Project Officer for the Office of Family Assistance Training and Technical Assistance Contract, which sponsored the event.

## APPENDICES

# Tribal TANF in the Heartland

## 2010 ACF Regions V & VII Tribal TANF Meeting

August 11-12, 2010 | Mystic Lake, Minnesota

### APPENDIX A: AGENDA

#### TUESDAY, AUGUST 10, 2010

**3:00 – 6:00 PM**                      **REGISTRATION AND CHECK-IN**

#### WEDNESDAY, AUGUST 11, 2010

**8:00 – 8:30 AM**                      **REGISTRATION**

**8:45 – 9:00 AM**                      **MEETING OVERVIEW**  
**Jennifer Rackliff**, Senior Associate, ICF International

**9:00 – 10:00 AM**                      **WORKSHOP: CASE MANAGEMENT AND HARD-TO-SERVE PARTICIPANTS**  
**PART 1**  
**Geene Felix**, TANF Coordinator of Client Services, South Puget Sound Intertribal Planning Agency

**10:00 – 10:15 AM**                      **BREAK**

**10:15 – 11:30 AM**                      **WORKSHOP: CASE MANAGEMENT AND HARD-TO-SERVE PARTICIPANTS**  
**PART 2**  
**Geene Felix**, TANF Coordinator of Client Services, South Puget Sound Intertribal Planning Agency

**11:30 AM – 12:45 PM**                      **LUNCH**

**12:45 – 2:45 PM**                      **WORKSHOP: IMPROVING JOB CREATION AND INCORPORATING SUBSIDIZED EMPLOYMENT IN INDIAN COUNTRY**  
**Michael Rawley**, CEO, National Tribal Development Association  
**Samala Maloney**, Employment Development Program Coordinator, Hoopa Tribal TANF

**2:45 – 3:00 PM**                      **BREAK**

**3:00 – 4:30 PM**                      **WORKSHOP: DOMESTIC VIOLENCE PREVENTION AND TREATMENT ACTIVITIES FOR TRIBAL TANF**  
**PARTICIPANTS**  
**Bonnie Clairmont**, Victim Advocacy Specialist, Tribal Law and Policy Institute  
**Lonna Hunter**, Director, Sheila Wellstone Institute

**4:30 – 4:45 PM**                      **DAY ONE WRAP-UP AND REPORT OUT**



# Tribal TANF in the Heartland

## 2010 ACF Regions V & VII Tribal TANF Meeting

August 11-12, 2010 | Mystic Lake, Minnesota

### THURSDAY, AUGUST 12, 2010

<b>8:30 – 9:00 AM</b>	<b>NETWORKING AND DAY ONE REFLECTIONS</b>
<b>9:00 – 10:00 AM</b>	<b>UPDATES AND Q&amp;A CONCERNING FISCAL AND AUDIT ISSUES</b>
	<b>Region V and VII Staff</b>
<b>10:00 – 10:15 AM</b>	<b>BREAK</b>
<b>10:15 – 11:45 AM</b>	<b>Q &amp; A CONFERENCE CALL WITH ACF CENTRAL OFFICE</b>
<b>11:45 AM – 12:00 PM</b>	<b>CLOSING REMARKS AND EVALUATION</b>
	<b>FAREWELL</b>
<b>12:00 – 12:15 PM</b>	<b>Mdewakanton Tribal Representative</b>

# Tribal TANF in the Heartland

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# Tribal TANF in the Heartland

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# Tribal TANF in the Heartland

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# Tribal TANF in the Heartland

## 2010 ACF Regions V & VII Tribal TANF Meeting

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### APPENDIX C: SPEAKERS

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# Tribal TANF in the Heartland

## 2010 ACF Regions V & VII Tribal TANF Meeting

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