

Agenda

Wednesday, November 6, 2002

8:00 AM - 5:00 PM - Registration [Lobby]

10:00 - 11:30 AM: Opening Plenary Session
[Zurich]

- **Welcome:** Dwaine Simms, Chairman of the Board, NPNFF and Ann Adalist-Estrin, Vice-Chair, FCN
- **Keynote address:** Dr. John Jeffries



John Jeffries, Ph. D. joined Vera Institute of Justice in 1996 and became the first director of the National Associates Programs when he helped create the department in 1997. He teaches at Columbia University, where he is an associate professor in the Graduate School of Architecture, Planning and Preservation and a visiting professor at the Institute for Research in African-American Studies. He, Creasie Finney Hairston and Suzanne Menghraj co-authored "Serving Incarcerated and Ex-Offender Fathers and Their Families: A Review of the Field."

11:30 AM - 1:15 PM: Luncheon [Versailles]

- **Luncheon address:** Emani Davis and Liz Gaynes - "A view from the outside."



Elizabeth Gaynes (left) is director of the Osborne Association, a NYC nonprofit that serves prisoners, ex-prisoners and their families. Her children's father is incarcerated in Virginia. She is a member of the Board of Directors of Family and Corrections Network.

Her daughter **Emani Davis**, (right) 24, attends Manhattanville College and volunteers with Osborne's FamilyWorks program, speaking with prisoners and families about her experience of her father's incarceration for 18 years.

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1:15 - 1:30 PM: Break

1:30 - 3:00 PM: Workshops

1A - The South Carolina Survey of Households: “Public Perceptions of Fatherhood- What Does the Survey Say?”, Irene Luckey [St. Moritz]

Results from a statewide survey designed to assess current perceptions of fatherhood and how well men fulfill their responsibilities in their roles as fathers will be presented. Perceptions from the viewpoint of fathers and mothers will be discussed along with implications of the findings for policy, programming related to fatherhood, and findings that suggest areas of strengths that can be helpful in supporting men in their roles as fathers.

1B - Child Support and Family Formation: A Partnership that Works, Monique Rabideau and Debra L. Pontisso [Bern]

This workshop will present an overview of the access and visitation program as well as other Office of Child Support Enforcement (OCSE) funded projects that help parents behind bars and upon release. Through these projects, OCSE is beginning to identify barriers to parent-child re-unification and to explore ways to make the child support program a more friendly program for ex-offenders.

1C - Addressing Reintegration Issues With Incarcerated Fathers Leaving Prison, Joseph Mason and Robert Houston [Alpine 2]

The local demonstration project, to be conducted in Chicago, will focus on introducing child support case management services to two Adult Transition Centers (ATCs), which are managed by the non-profit employment and training service provider, Safer Foundation. Project staff will add child support presentations to ATC educational services, refer Non-custodial parents (NCPs)/offenders residing at the ATCs to family reintegration services and other appropriate services and will key child support payment arrangements to the current employment situations of NCPs who are leaving the ATCs and re-entering society. Illinois Division of Child Support Enforcement is currently collaborating with the Illinois Department of Corrections and with numerous community-based service providers that serve low-income families. This project will enhance these collaborations and will explore linking child support activities with the expertise of an established employment and training program for offenders in order to promote reintegration of incarcerated and released NCPs through successful employment.

1D - Fatherhood 101: The Basics of Fatherhood Program Practice, Neil Tift [Alpine 1]

This workshop will present the basic strategies for establishing an effective community-based fatherhood program as part of a larger organization, or as a stand-alone fathers resource center. It will offer participants opportunities to examine and apply promising practices to the operation of sound fatherhood programs. From establishing meaningful partnerships and selecting service options to recruiting clients and creating effective program models, the workshop will address how organizations can establish, maintain, and grow services that are designed to assist men in becoming involved, nurturing fathers to their children and families.

1E - Mining the Father-Daughter Relationship, Joe Kelly [Zermatt]

The workshop will look at the unique power within the father-daughter relationship, including power for positive personal and cultural change. Also, the workshop will offer a description of a successful, easily replicated program: Daughters and Fathers Growing Together.

1F - A Community Guide to Working With Families and Children of Prisoners, Jim Mustin and Ann Adalist Estrin [Zurich]

Authors Ann Adalist-Estrin and Jim Mustin will present material from their new publication, *Working with Families of Prisoners: A Community Guide*. The booklet describes the impact of the criminal justice system on families, identifies risk factors, describes how community programs, agencies and services can serve as protective factors, discusses strategies for getting started and taking action, and identifies resources. With over 2 million Americans behind bars, communities are beginning to seek ways to respond to families and children of prisoners. Ways to use the Community Guide as a tool for community organizing and policy development will be discussed.

1G - Parent Education for Incarcerated Parents: Lessons and Issues From Research and Practice, Glen A. Palm [Davos]

This workshop will describe some of the valuable lessons about parent education for incarcerated parents based on both research and practice literature. The session will address important issues about parent education for incarcerated parents including: What are the needs of incarcerated mothers versus fathers? Who should deliver parent education services? Which parents are most likely to benefit from parent education? What are the cost benefits? How should parent educators address cultural differences in parenting beliefs and practices?

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1H - Children of Incarcerated Parents; National Institute of Corrections Demonstration Projects,

Arlene Lee and Randi Blumenthal Guigui [Interlaken]

This presentation will introduce the demonstration project through the National Institute on Corrections, which created the first Federal Resource Center for Children of Prisoners and funded 10 demonstration sites, from planning grants to expansion of programs and services. Information will be presented about the work of the Resource Center, a community in the planning stages of program development, and outcomes from a well-established program that provides parenting services for incarcerated fathers and mothers.

3:00 - 3:30 Break

3:30 - 5:00 PM: Workshops

2A - Quenching the Father Thirst: A Family Systems Theory Approach to Therapeutic Father Training,

George Williams [Davos]

For many disconnected dads, their first experience with father absence (father thirst) was as a child themselves. They grew up without a model of a father and are passing on that heritage to their own children. To change that heritage requires development of a new, healthy foundation for the men as fathers and the learning of new relational skills. This interactive multi-media workshop presents a family systems theory approach to therapeutic father training. The goal of this approach is that it be relevant, engaging and life changing for fathers and ultimately, their children.

2B - Mentoring Children of Prisoners - A Policy Discussion, Kirk Harris, Arlene Lee, and Denise Johnston [Interlaken]

In 2001, Congress created P.L. 107-133, a discretionary grant program for mentoring children of prisoners. Mentoring is defined as matching screened adult volunteers for one-on-one activities with children of incarcerated parents. The law does not provide for any services to the families of children of prisoners. This workshop will explore the policy issues raised by the Mentoring Children of Prisoners Act. Can the Act be modified to better meet the needs of children of prisoners? What approaches to policy change would be most effective? How can agencies concerned with families and children work together on these issues?

2C - Healing the Wounds of Father Absence, Daniel J. Andrews [St. Moritz]

Healing the Wounds of Father Absence has been a very energetic and sometimes emotional workshop that has provided, in many cases, for the first time, a safe place

for practitioners and participants to address the effect that father absence has played in their personal lives.

2D - From No-Time to Full-Time Fatherhood:

Transitioning the Ex-Offender Father, Halbert

Sullivan, Joyce White and Reginald Slaughter [Alpine 1]

This workshop specifically addresses the barriers practitioners face when assisting ex-offender fathers to make the transition into or back into the lives of their children. Activities will be used to illustrate the mindset of the no-time/part-time offenders. Strategies will be presented that can transform no-time ex-offender fathers into full-time, emotionally and financially involved fathers.

2E - I Can't Get IN to Fit In, Reginald P. Hayes [Zermatt]

The Problem Solving curriculum teaches fathers behind bars, offenders, youth, students, and adults the basic social skills critical to effective problem solving training. The workshop will teach practitioners how to work with the offender population in jails, prison and during re-entry back into the community. The training focuses on the cognitive behavior strategies of the fathers, changing anti-social attitudes, feelings and peer association by promoting positive feedback and giving reinforcement.

2F - Fathers for Life: The Missouri OCSE Fatherhood Initiative Demonstration Project, Kathy

LeFebvre, Dr. Kathryn L. Fuger, and Tom Clements

[Alpine 2]

This workshop highlights the Missouri Division of Child Support Enforcement's newest fatherhood initiative, Fathers for Life. The demonstration project, funded by a grant from the Federal Office of Child Support Enforcement, works with incarcerated fathers to provide opportunities, resources, and supports to promote responsible fatherhood.

2G - Family Arrested: How to Survive the Incarceration of a Loved One, Ann Edenfield and

Marge Myers [Bern]

Experience the fun of the Wings Ministry. Learn how and why Ann started this ecumenical Christian outreach program for children of inmates, children who are six times more likely to go to prison than other youth. This unique ministry model, organized through youth church volunteers, has the ability to change entire communities. Learn how you could start the Wings Ministry in prisons too.

2H - Child Support and the Incarcerated Parent,

Jessica Pearson, Mike Stevens and Joseph Mason

[Zurich]

This session will focus on why child support matters for incarcerated and paroled parents and the types of policies needed for this population. The three presenters are

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involved with Office of Child Support Enforcement (OCSE)-funded demonstration projects on incarcerated and paroled parents in Colorado, Massachusetts and Illinois. Jessica Pearson, the evaluator for these projects, will provide information on the overlap in caseloads between corrections and child support agencies; the child support status of inmates when they enter prison, the growth of arrears during incarceration, and child support payment patterns for ex-offenders following their release. Michael Stevens, manager of the Massachusetts Fathers in the Criminal Justice System project will discuss methods of communicating with incarcerated and

paroled offenders about their child support situation including making live presentations in prison settings. The presentation will conclude with recommendations on how child support information should be disseminated to incarcerated parents and the types of resources and policies that are needed to sustain this type of information effort. Joseph Mason, an experienced child support administrator and manager of the Addressing Reintegration Issues of Fathers Leaving Prison project will describe the child support policies that incarcerated and paroled parents face with respect to order establishment, modification, bank account attachment, interest and penalty charges and settlement of arrears owed to the state.

5:00 - 7:30 PM: Reception and Banquet [Versailles]

Many thanks to Long Distance Dads for co-sponsoring this reception and banquet.

- **Speakers:** Gary D. Kempker, Director Missouri Department of Corrections and Kathy Martin, Director, Department of Social Services - "Missouri's Approach to Incarcerated Fathers."



Gary Kempker was appointed Director of the Department of Corrections by Missouri Governor Bob Holden on May 1, 2001. Kempker brings to the Department a strong law enforcement

background, having served in the field for more than 20 years.

His most recent position was as Director of the Department of Public Safety (1995-2001). He was appointed by former Governor Mel Carnahan on May 15, 1995. Prior to becoming Director of DPS, Mr. Kempker served as Chief of Police for the Jefferson City Police Department.



Kathy Martin was appointed by Governor Bob Holden as Director of the Missouri Department of Social Services (DSS) on March 1, 2001. DSS is the umbrella agency consisting of the Divisions of Child Support Enforcement,

Family Services, Medical Services, and Youth Services, as well as four support divisions. DSS annually serves nearly 850,000 Missourians through its children's services, income assistance, Medicaid, and related social service programs. The DSS budget exceeds \$5 billion, with approximately 9,300 staff in 300 locations. Prior to this appointment, Kathy served as a consultant with the Center for the Study of Social Policy and private foundations, as interim executive director of Prevent Child Abuse-Missouri, and as president of the Methodist Early Learning Board.

Thursday, November 7, 2002

7:30 - 8:30 AM: Continental Breakfast
[Zurich]

8:30 - 10:00 AM - Plenary Session [Zurich]

- **Speaker:** Dr. Kirk Harris



Kirk E. Harris, M.P.A., J.D., Ph.D., is Senior Group Vice President and General Counsel at Family Support America. His duties encompass the management and oversight of the day-

to-day legal and administrative affairs of the corporation in collaboration with the President/CEO and the senior management team. He provides strategic leadership and management of staff who support the research, evaluation, and the public policy work of Family Support America.

10:00 - 10:30 AM: Break

10:30 - 12:00: Workshops

3A - Every Door Closed: Barriers Facing Parents With Criminal Records, Amy Hirsch and Vicki Turetsky [Zurich]

This session will discuss some of the public benefits, employment, housing, student loan and child welfare barriers commonly faced by parents with criminal records as they try to rebuild their lives and their families.

3B - Innovative Use of TANF Funds to Enhance Alternatives to Incarceration, Probation, and Parole: The New York State Experience, Tracie M. Gardner, Bernard Wilson, and Brad Dudding [Interlaken]
This workshop will focus on New York State's experience in identifying and utilizing Temporary Assistance to Needy Families funds to support custodial and non-custodial parents with criminal histories.

Specific program models and possible opportunities for other federal resource support will be highlighted.

3C - Agency Assessment for Father Inclusion: Creating a Father-Friendly Service Climate, Neil Tift [St. Moritz]

The workshop will offer a comprehensive self-assessment that allows management and staff of family service agencies to appraise their level of sensitivity to recruiting and serving fathers and men in families. It will introduce the self-assessment process and tool to family service agency staff and managers and will demonstrate how to apply the assessment categories to the operations of their agency. It will also describe how this self-assessment process can encourage staff and volunteers to examine their personal attitudes about expanding their programs to meet the growing needs of this previously underutilized population.

3D - Providing Community-based Services to Latino Fathers, Bobby Verdugo [Davos]

In this workshop we will discuss strategies and programs dealing with Fatherhood and Male Responsibility in the Latino Community. Historically when educators, child welfare institutions and social service providers initiated any work with children and families, they all but ignored the father. This is especially true when we examine work with Latino fathers. Until recently, there were only a handful of programs or agencies that dealt with the needs of Latino fathers. Literacy programs were limited to "Mommy and Me" and "MotherRead" groups; parenting classes were almost exclusively set up for moms; and if couples separate, their children are rarely placed in the custody of the father. When we observe what is done for teen-aged fathers we see that they fare even worse. Because Latino men are usually stereotyped as procrastinators (I'll do it manana!), lustful (Latin Lovers) or violent (Gang members or wife beaters), the only services they can expect are punitive or corrective. In a word, they will end up either in jail, in a batterer's group, or having their children placed in protective custody.

3E - Working with Faith-based Organizations to Develop Re-entry Services for Urban Fathers, Wallace O. McLaughlin and Sarah Meadows [Alpine 2]
Faith-based organizations are playing an increasingly active role in the development and sponsorship of responsible fatherhood programs. Drawing from insights gleaned from the partnership of a local fatherhood program and a faith-based organization, the workshop will discuss the services a local fatherhood program might offer to address the issues and challenges incarcerated fathers face and explore the role of faith-based organizations in promoting responsible fatherhood practices in the community, consider how community-based fatherhood programs can use faith organizations to reinforce their efforts, and explore ethical, cultural and

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philosophical issues relating to the involvement of faith-based organizations in the fatherhood movement.

3F - Child Custody Issues for Incarcerated Fathers, Denise Johnston and Mike Carlin [Bern]

This presentation will examine the child custody issues facing incarcerated fathers, including locating and communicating with children, obtaining child visits, and father-child reunification after release. The challenges of long-term incarceration, estrangement from the children's other parent, and child support will be discussed. Child custody advocacy services for prisoners and other resources will also be reviewed.

3G - Long Distance Dads, Charles Stuart [Alpine 1]

Long Distance Dads is a character-based educational and support program developed by the National Fatherhood Initiative in collaboration with the Pennsylvania Department of Corrections. Now in use in many states, the program helps incarcerated men develop skills to become more involved and supportive fathers. We believe that a positive investment of education, time and peer leadership will produce responsible fathers who are less likely to draw upon the resources of local, state and federal tax dollars. The results will be families who contribute to their community, reversing the cycle of poverty and dependency due to absent fathers. Ultimately, the children will reap the greatest benefit, a loving father who is there for them.

3H - Reuniting Incarcerated Dads and Their Kids: A Collaborative Model Between Friends Outside and the San Francisco Department of Human Services, Gretchen Nehls Newby [Zermatt]

Children of incarcerated parents often find themselves in foster or kinship care. Many of them will remain there until maturity. However, the potential for reuniting these children with their incarcerated fathers is often overlooked, even when the father has the will and the capacity to assume custody after release. Through its Incarcerated Parents Program, the San Francisco Department of Human Services has made a commitment to use extraordinary means to return these children to the care and custody of their parent, with appropriate support. Workshop participants will be provided with a blueprint for the best practices model for family reunification, with implications for replication.

12:00 - 2:00 PM: Luncheon [Versailles]

- **Speaker:** Dr. Anne Nurse



Anne M. Nurse is Assistant Professor of Sociology. B.A. University of California, Berkeley; M.A., Ph.D. University of California, Davis. Her research examines the meaning and practice of fatherhood for

young men on parole. She is the author of *Fatherhood Arrested*, a study of fathers while in the California Youth Authority and upon release.

Anne will discuss issues involving incarcerated and paroled juvenile fathers. Rates of juvenile incarceration have increased dramatically over the last twenty years and it is estimated that over a quarter of male inmates are fathers. Little is being done to address the needs of this population. Drawing on her own research in California, Nurse will discuss young imprisoned men's relationships with their children. She will focus on how the structure of the prison shapes these relationships and presents barriers to fathers' involvement. The presentation will also include a discussion of select issues facing juvenile fathers as they return home. She will conclude with policy and program recommendations.

2:00 - 2:15 PM: Break

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2:15 - 3:45 PM: Workshops

4A - Child Support Modifications for Prisoners, Scott Sussman [Zurich]

This interactive session will highlight the state policies surrounding modification of child support for incarcerated parents. The session will also discuss the various arguments for and against granting a child support modification for incarcerated parents. Finally, the session will discuss a recent Wisconsin supreme court case surrounding this issue.

4B - Ethical Theory & Practice in Fatherhood Programs, Glen Palm, Vivian Gadsden, and Neil Tift [Zermatt]

The emergence of responsible fatherhood programs over the past decade has generated a wide range of difficult ethical issues for practitioners. This workshop will outline a process for discussing and resolving ethical situations faced in policy and practice. Practitioners will employ a case study process to examine moral concerns and establish guidelines for the application of ethical decision-making among diverse client populations.

4C - Fatherhood and the New Americans: Involving and Working with Recent Immigrant Communities, Robert Clarence Jones [Bern]

Over the past few decades, there have been major shifts in the demographic makeup of the United States. Immigrants from Africa, Asia, Europe, Latin America, and the former Soviet Union have made their way to America. They have come seeking refuge, asylum, and the land of opportunity. Many of these “new Americans” are fathers who have brought their entire families, their dreams, and their aspirations of becoming successful. This workshop will explore how to begin to work with these families and address some of the issues and barriers that often interfere with the fulfillment of those dreams and aspirations.

4D - Promoting Positive Father-Child Interaction, Gardner Wiseheart [St. Moritz]

Historically, family support programs have tended to focus on mothers and, by implication, assume an interchangeable role between mothers and fathers. Lacking in some family support programs is a commitment and a strategy that explicitly delineates mothering and fathering and how these roles interrelate. Dads Make A Difference, a project of Health Families of San Angelo, is a program designed to promote fathers’ emotional connection to and financial support of their children. This workshop will focus strategies for promoting positive father-child interaction and tools for enabling a dad’s emotional connection to his child, based on a father’s style of parenting.

4E - The Comprehensive Service Delivery System for Non-Custodial Fathers Demonstration Project: The Pittsburgh Experience, Kathryn Rudy, Jay Darr, Ray Howard, Debra Stark, and Eric Yenerall [Alpine 1]

This workshop is designed to present the Fathers Collaborative’s conceptual framework, service delivery structure, program implementation, and successful outcomes for the Comprehensive Service Delivery System for Non-Custodial Fathers Demonstration Project. Workshop participants will learn how Allegheny County (PA) created a single point of entry and a seamless system of services for non-custodial fathers with child support delinquencies promoting responsible fatherhood through an effective collaboration.

4F - Israel’s Program for Parental Training, Avraham Hoffmann [Interlaken]

The main goal of this project is to impart tools for active parenthood to its participants: released prisoners, prisoners awaiting release, and their spouses. The basic assumption being that parenthood is a very important aspect of the overall rehabilitation of the prisoner and his family. The second goal is to encourage the participants to become familiar with services in the community, their role, and how they can be of assistance in times of need. The project’s evaluation research will be presented.

4G - Formerly Incarcerated Fathers, Charles S. Lanier, Edwin (Eddie) Ellis, Michael Carlin, Ragland Biggs and Carol Burton [Alpine 2]

This session will focus on the challenges facing parents released from prison. Understanding the scope and impact of civil disabilities, as well as being able to constructively confront and surmount these drawbacks, will also be a topic of discussion during the panel. The session will be far ranging, and offer abundant time and opportunity for audience participation as well.

3:45 - 4:30 PM: Break

4:30 - 6:00 PM: Workshops

5A - Fathers as Teachers, Dwaine Simms, Karen Hoelker, Ron Jenkins, and Ann Adalist-Estrin (moderator) [Interlaken]

Parents are children’s first teachers. Parents teach skills, guide behavior and interpret the world to their children. What is a father’s role in child development? In a child’s education? Do fathers teach their children differently than mothers? How do mothers and female caregivers influence the father’s teaching role? How do community programs support the teaching role of fathers? How do incarcerated fathers involve themselves in the education of their children? These and other related questions and issues will be discussed.

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5B - Fathering Court, Stacey Diamond, Victor Crawford, Amos Johnson, and Commissioner Robert Scheiber [Zermatt]

Fathering Court began in March 1998 in Jackson County, Missouri for fathers financially failing to support their children. Fathers are given the opportunity to participate in this court supervised, case managed program as an alternative to a jail sentence. A variety of issues and challenges are addressed including substance abuse, lack of effective fathering skills, literacy, medical and mental health, unemployment, and housing. Because of Fathering Court, fathers are spending more dollars on and more hours with their children.

5C - Confronting Gender Bias in Employment Training and Social Services Delivery: A Report on a National NPNFF/SPAN Study, Neil Tift [Alpine 2]

This workshop will present the results and recommendations stemming from a four-city study conducted jointly by the National Practitioners Network for Fathers and Families (NPNFF) and the Social Policy Action Network (SPAN). The objective of the study was to identify real and potential barriers to the provision of employment training and social services to low-income, non-custodial fathers. Interviews and focus groups were conducted in four cities (Austin TX, Columbus OH, Minneapolis MN, and Philadelphia PA) with service delivery caseworkers, fatherhood program practitioners, and low-income fathers who were clients in responsible fatherhood programs. This workshop summarizes the findings of the study and outlines recommendations for making employment training and social services agency more father-inclusive.

5D - Visitation for Low-Income Non-Custodial Parents, Jacquelyn Boggess and Scott Sussman [St. Moritz]

This interactive session will discuss issues facing low-income fathers in obtaining custody and access to their children. It will also address how domestic violence impacts the ability of fathers to spend time with their children. Finally, it will include an overview of a legal handbook that discusses these matters.

5E - Building the Responsible Fatherhood Field: Starting and Sustaining a State Fathers and Families Network, John A. Smith, Don Christian, Alvin Borders and Clarence Jones [Davos]

Through the dedicated efforts of community-based fatherhood program practitioners and advocates in Maryland, North Carolina, South Carolina, southern California, Massachusetts, and Minnesota, and with the support of NPNFF's State Development Program supported by the Ford Foundation, statewide fathers and families practitioners networks are emerging to build the

responsible fatherhood field at the grassroots level. This workshop will describe the experiences and strategies involved in NPNFF's State Development Project and the efforts in Minnesota, North Carolina, and Minnesota that are helping foster these new statewide networks.

5F - Is There Life After Prison?, Linda Schroeder [Bern]

Project COPE's model of congregation-based team partnerships with selected ex-offenders for community re-entry support will be presented along with discussion of predictable behavior patterns, stresses, and ways of coping. COPE participants will share their own stories.

5G - McNeil Island Corrections Center's Family & Fatherhood Program, Rick A. Jordan and Alice Payne [Zurich]

McNeil Island Corrections Center has developed an innovative and comprehensive family and fatherhood program that could serve as a model for and be duplicated in other correctional facilities. Key elements for success – like establishing community-based partnerships and innovative programs – will also be discussed. The program has six components: offender accountability, education, child and family focused activities; advocacy; family support, and partnerships. These components promote positive family relationships, help incarcerated fathers learn skills to be active and involved fathers, encourage incarcerated fathers to provide financial support for their children, facilitate program for offender families through community partnerships, and provide constructive opportunities for children to participate in special activities with their incarcerated fathers.

5H - Long-Term Incarceration and Fatherhood, Mike Carlin and Denise Johnston [Alpine 1]

This presentation by a former prisoner will examine the effects of long-term incarceration on fatherhood, including influences on fathers' identity, parenting and parent-child relationships. Overviews of the fatherhood projects of the Center for Children of Incarcerated Parents will be presented and resources for fathers who are lifers or long-term prisoners will be discussed.

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8:30 - 10:00 AM: Workshops

6A - Men's Health, Clarence Jones and Pam White [Alpine 1]

SCHS recognized that a large number of men returning to the community confront a wide range of systemic barriers. One of the issues that is seldom addressed deals with men's health. These include physical, emotional, and spiritual health. Many of the men returning to the community have STD's, heart disease, diabetes, cancer, undiagnosed AIDS and other health issues which clearly impact the neighborhood, the family and the community. SCHS will share how it works with correctional institutions and community organizations to reintegrate fathers back into their families.

6B - What Research Tells Us About State Policy and Incarcerated Fathers, Vivian Gadsden [Zermatt]

6C - Applying the Principles of Case Management to Fatherhood Program Practice, Neil Tift [Interlaken]

As fatherhood programs continue to develop and expand, practitioners are finding that the needs of fathers are vast and quite complicated. The identification and ultimately the engagement of assistance to address these issues are critical if programs are to make a significant impact in the lives of the fathers they serve. Good case management will help track services that are provided and measure the extent of effectiveness in which they are able to improve the outcomes of fathers, as they become better parents. This workshop will provide introductory practice-based training on the fundamentals and principles of human and social service case management, and instruction on how responsible fatherhood program practitioners can apply case management strategies in their work with men in fragile families and non-custodial fathers.

6D - The MELD Program for Young Dads at the Hennepin County Home School, Dwaine R. Simms [St. Moritz]

The MELD for Young Dads Program supports young fathers as they seek to be involved in raising their children. At the Hennepin County Home School, a juvenile detention facility, this program is designed to increase awareness of the choices young fathers have in parenting and encourage the development of their commitment to be involved in their children's lives.

6E - Employment and Training: A Critical Component of Inmate Re-entry, Alvin F. Borders [Alpine 2]

To support their children today, inmates need all the resources and help imaginable. This is especially true for young fathers re-entering society and facing multiple

barriers such as underemployment, limited education, poor work histories, criminal records, and a lack of employment ethics. This workshop will address developing employability resources and outcomes that can boost the morale of fathers and help them reach their full potential.

6F - "A Sentence of Their Own: Families of the Incarcerated" A Video Presentation and Discussion, Edgar A. Barends [Zurich]

The documentary film, "A Sentence of Their Own," will be screened, followed by a question & answer session on the issues the film raises about the plight of families with incarcerated loved ones. The film will provide a solid springboard to discuss the damage incarceration inflicts on children, families, and society.

6G - Homecoming: Children, Families and Parole Adjustment, Ann Adalist-Estrin [Bern]

This session will explore issues related to the release of a parent from prison including the role of relationships before and during incarceration, the impact of visiting and the influence of culture and environmental stress on parole adjustment. Strategies for understanding children's developmental reactions as well as for supporting families in the post release period will also be included.

6H - From Prisoner to Producer: A Planning Worksheet for Success, DJ Andrews [Davos]

This workshop will introduce participants to a newly designed and implemented community resource worksheet from Andrews Training & Communications Consultancy. The resource tool is used to help inmates create a transitional plan for their release after prison. Content areas as housing, employment, counseling, child support and parole visitation will be covered. This tool will help participants to manage the needs of each transitioning inmate. The worksheet was developed to complement the Dads Wear media campaign.

10:00 - 10:30 AM: Break

10:30 - 12:00 PM: Workshops

7A - The Implications of TANF Reauthorization on the Development of Services for Fathers, Andrea Kane [Davos]

This workshop will offer an update on welfare reform reauthorization, with a particular focus on the provisions related to services for fathers. Depending upon the status of congressional action at the time of the conference, it will highlight what has recently been enacted or the legislative options still pending in Congress.

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7B - Improving Outcomes For Children And Fathers Through Collaboration, Clavon Wesley [Alpine 2]

This workshop will explore the use of building collaborations throughout all sectors of the community to bring about better outcomes for fathers and children.

7C - Addressing Client Behavioral Health Needs in Responsible Fatherhood Programs, Randal Rucker [St. Moritz]

Young fathers are often supported in their quest to become and remain responsible fathers when their behavioral health needs are identified and addressed in a respectful and client-focused manner. Randal Rucker, CEO of Family Service of Greater Boston, the lead agency in Boston's Project Fragile Families, will share his agency's experience in working with young fathers to address behavioral health needs.

7D - Effective Proposal Writing, John Smith [Bern]

Every request for funding should include certain information that is required by every funder. This workshop will provide and outline the basic elements of an effective grant proposal, its format, and the key areas that should be covered.

7E - Working With American Indian Fathers, Jack Sharp [Alpine 1]

This workshop will present information and strategies on working with, recruiting, and retaining American Indian fathers. Among the topics that will be covered are identifying diversity in the Indian community, expanding practitioners' knowledge base about Indian country, understanding reservation vs. urban ideologies, and identifying different parenting styles among varying Indian communities.

7F - Fit-2-B Fathers, Joseph Maiorano [Interlaken]

Fit-2-B Fathers is a parenting skills program for incarcerated males. The goal is for participants to reduce recidivism rates and decrease the likelihood that their children will acquire a criminal record. Hear about the research, the sessions, and the findings of a program that helps participants become physically, practically, and socially fit for fatherhood.

7G - Helping Incarcerated Fathers Become Dads: A Research Based Approach to Changing Attitudes & Improving Skills, Arthur D. Cleveland and Larry Barlow [Zurich]

DADS Family Project is based upon the belief that fathers can be empowered in their roles as valued parents, enabled through skill building techniques, and inspired in a supportive gathering of fathers. Since 1997 it has worked conjointly with the Florida Department of Corrections and Florida State University to assist

incarcerated fathers. Over 2,000 fathers have completed the program.

7H - Addressing Racial Disparities in the Criminal Justice System, Bobby Tucker [Zermatt]

The purpose of this workshop is to examine racial disparities in the criminal justice system and how such disparities may result from decision-making at various points in the system. We will explore means to reduce racial disparities at each decision point of the criminal justice system.

12:30 - 2:00 pm

Closing Luncheon [Versailles]

- **Speaker: Tom Lagana**



Tom Lagana is a professional speaker, trainer and co-author of *Chicken Soup for the Prisoner's Soul* and *Chicken Soup for the Volunteer's Soul*. A popular speaker around the country, Tom specializes in helping people become their best.

Workshop Presenters

Ann Adalist-Estrin is a Child & Family Therapist, BRIDGES: Parent-Child Counseling and Consultation Services in Jenkintown, Pennsylvania. She was Founder and Director of the Parent Resource Center in Wyncote, Pennsylvania and Director of Incarcerated Parents and Their Children – Consulting Services. She is a trainer for the Healthy Steps For Young Children Project at Boston University School of Medicine. She is an author, speaker and consultant to a wide variety of agencies serving children and families in the United States and Canada. She teaches a seminar for childcare directors at Holy Family College, Philadelphia and “Those Left Behind” a graduate course for teachers addressing the needs of children of incarcerated parents at Gratz College in Philadelphia. She serves on the Board of Directors of the Family and Corrections Network and has two daughters born in 1980 and 1987.

Daniel J. Andrews is President & Consultant, Andrews Training and Communications Consultancy, Rockville, Maryland. Daniel Andrews is the principal in Andrews Training and Communications Consultancy, a small consulting practice that specializes in developing fatherhood curricula, training, and the development of social marketing campaigns for non-profits and fatherhood programs. Prior to starting ATCC, Daniel worked for two prominent national fatherhood organizations, the National Fatherhood Initiative and the National Practitioners Network for Fathers and Families.

Edgar A. Barens, Director/Producer and Independent Filmmaker, New York, received his MFA in film production from Southern Illinois University. His films have been screened at festivals, distributed educationally, and broadcast nationally and internationally. His recent film, “Angola Prison Hospice: Opening the Door,” was instrumental in jump-starting numerous hospices throughout the United State’s correctional system.

Larry Barlow, Ph.D., LMFT, Family Therapist and Graduate Instructor at Florida State University in the Department of Family and Child Sciences, Tallahassee, Florida, has served as President of the Florida Association For Marriage And Family Therapy and as a Board Member of the American Association for Marriage And Family Therapy.

Jacquelyn Boggess is Senior Policy Analyst, Center for Fathers, Families, and Public Policy, Madison, Wisconsin. She directs the Center’s national legal assistance project. The project provides legal education about child support to low-income parents. Ms. Boggess has a particular interest in the impact on mothers and

children of non-resident fathers’ involvement with their children. She is a graduate of the University of Wisconsin Law School.

Carol Burton, MSW was responsible for the implementation and overall direction of this country’s first comprehensive prevention program and longitudinal study (Project S.E.E.K.) that targeted young children of incarcerated parents. The program has received national awards, recognition and is listed as a model program by OJJDP’s Strengthening Families Initiative. Her career includes Adjunct Professor at Wayne State University, School of Social Work in Detroit, MI; Supervisor of Prevention Programs at Mott Children’s Health Center in Flint, MI; and Consultant. Ms. Burton recently joined The Osborne Association in New York as the Senior Director of Youth and Family Services. She is a member of the Board of Directors of Family and Corrections Network.

Alvin Borders is a Case Manager/Family Development Specialist for the Winston-Salem Urban League. He provides consultation, case management, family development, and support group services where participants can actively discuss their problems, share information, and find solutions to their problems. He was the Fatherhood Coordinator for the Association For the Benefit of Child Development with responsibilities for program start-up, site development, program expansion, evaluation, and staff development. Alvin is a principal founder and current President of the North Carolina Practitioners Network for Fathers and Families (NCPNFF).

Michael Carlin received the first Fellowship granted by the Center for Children of Incarcerated Parents in 1996, and his articles on incarcerated fathers and their children have been widely published. After serving 15 years in state and federal prisons, Mr. Carlin is employed by the Center where he provides child custody advocacy services to prisoners, and is implementing the FatherRight Project.

Donald Christian is Past-President, Maryland Practitioners Network for Fathers and Families.

Tom Clements, Assistant Director-Division of Adult Institutions, Missouri Department of Corrections, has 23 years of experience with the Missouri Department of Corrections. Mr. Clements began his career as a Probation & Parole Officer in St. Louis. He has served as a Unit Supervisor, Regional Administrator, and Chief State Supervisor for the Division of Probation and

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Parole. Since 1999, he has served as Assistant Director for the Division of Adult Institutions. In his current position, Mr. Clements is responsible for seven of the state's adult correctional institutions. He holds a Masters of Public Administration from the University of Missouri-Columbia.

Arthur D. Cleveland, LCSW, BCD is Co-Director, DADS Family Project, Tallahassee, Florida. Art Cleveland is a psychotherapist with a private practice specializing in children, adolescents and families. He holds advanced credentials as a Registered Play Therapist Supervisor and as a Board Certified Diplomat in Clinical Social Work.

Jay Darr, M. Ed., CCJS is President, Holistic Development and Consulting, Inc.

Jay E. Darr, MS Ed., NCC, CCCJS is President and co-founder of Wholistic Consulting & Development, Incorporated. Mr. Darr is a facilitator, counselor, manager, and trainer in the areas of manhood and fatherhood development, holistic wellness, human capital development, organizational transformation, and international academic and business exchange programs. He is a certified Clinical Criminal Justice Specialist and Counselor. He holds a Master of Art degree in Applied Social Research from West Virginia University, a Master of Science in Education degree in Counseling Education and Supervision from Duquesne University and is currently a doctoral student in Duquesne University's Executive Doctoral Program in Counselor Education and Supervision.

Ann Edenfield had it all - Student Council President, Cheerleading Captain, Who's Who in American High Schools and Colleges, Phi Beta Kappa, Homecoming Queen, Miss Michigan contestant, flight attendant, real estate broker/mogul, a loving marriage, and mother of four precious boys. Suddenly her world came crashing down on her with the arrest of her husband and his 15-year prison sentence. Now she was facing a nightmare that no one could prepare her for. Ann is author of *Family Arrested: How to Survive the Incarceration of a Loved One* and Director and Founder of the Wings Ministry.

Edwin (Eddie) Ellis is president of the Community Justice Center, Inc., a New York advocacy organization and the host of "On the Count," a 90-minute weekly public affairs program on Radio Station WBAI-FM in New York City. He served 25 years in prison where he acquired a Masters Degree from New York Theological Seminary and a B.S., magna cum laude, from Marist College. He is a consultant for the Soros Foundation's Open Society Institute, Criminal Justice Initiative and the New York State Black and Puerto Rican Legislative

Caucus. He serves on numerous boards and advisory committees including the Institutional Review Board of the Vera Institute of Justice, New York City Human Rights Commission, Council of State Governments and the National Criminal Justice Commission.

Dr. Kathryn L. Fuger, Research Associate at UMKC Institute for Human Development, conducts applied research for projects addressing incarceration and fatherhood, adolescent pregnancy, prenatal substance abuse, and kindergarten readiness. Her credentials include a B. S. (Psychology), M. A. (Curriculum and Instruction) and Interdisciplinary Ph.D. (Education, Public Affairs and Administration).

Vivian Gadsden, PhD is Director, National Center on Fathers and Families (NCOFF), Graduate School of Education, University of Pennsylvania, Philadelphia, Pennsylvania.

Tracie M. Gardner, Director of NYS Policy, Legal Action Center, New York NY Center, where she coordinates the Center's policy work on issues relating to HIV/AIDS, criminal justice, and substance abuse in New York State.

Randi Blumenthal Guigui, from the Memphis Shelby Crime Commission in Memphis, Tennessee, works on initiatives that build resilience and reduce risk for youth. She is coordinating the Memphis community-wide initiative, funded by the National Institute of Corrections, to develop a continuum of programs and services for children of prisoners.

Reginald P. Hayes is Program Director, ABCD Fatherhood Connection Program, Winston-Salem, North Carolina.

Amy Hirsch is Supervising Attorney, Community Legal Services. Amy's report *Some Days are Harder Than Hard: Welfare Reform and Women With Drug Convictions in Pennsylvania* was published by the Center for Law and Social Policy (CLASP). She is one of the authors of *Every Door Closed: Barriers Facing Parents With Criminal Records* (CLASP and Community Legal Services, 2002)

Avraham Hoffmann is founder and Director General of Israel's Prisoner Rehabilitation Authority (PRA), Jerusalem, Israel. He has developed innovative rehabilitation programs for inmates and their families and has published articles on most of them. Among these programs are the Students-Inmate Shared Housing Program for young released inmates, and the Triangular Program: Treating the Inmate, His Children and Wife.

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Denise Johnston, M.D. is the founding director of the Center for Children of Incarcerated Parents and a leading national authority on children of criminal offenders. Under her direction, the Center for Children of Incarcerated Parents has conducted over 40 educational, family reunification and therapeutic projects serving children of criminal offenders, their parents and their families. She oversees the MIRACLE Project, which includes Early Head Start services for pregnant women incarcerated in Los Angeles County Jails. As principal investigator, she has completed 12 major research projects for the Center, including the first longitudinal investigation of the children of criminal offenders, begun in 1991 in Southeast Los Angeles County, and the landmark "Jailed Mothers", "Children of Criminal Offenders & Foster Care", and "Children of Criminal Offenders in the Community" studies. Dr. Johnston is the editor of the first American text on incarcerated parents and their children (Lexington Books, 1995).

Clarence Jones is the project manager for both the Fathers and Families Initiative Project of the Saint Paul Urban League and the Southside Community Health Services in south Minneapolis. This combined job allows him access into the medical community in his work with non-custodial fathers and their families. He is married to Debra and has two children and grandchildren. He has been involved in community work since his teens. He has both his bachelors and masters degrees from Concordia University in Saint Paul. His work also includes working with young men on not becoming fathers until they are legally, emotionally and financially ready for that responsibility. He is active on several boards that work with teens and their families.

Rick A. Jordan is Community Involvement Manager, McNeil Island Corrections Center in Steilacoom, Washington, has over 17 years experience developing community-based programs. He has worked at MICC for the past 8 years, and has oversight responsibility for the Family and Fatherhood Program. He holds a B.A. degree from Walla Walla College and a M.Div. degree from Andrews University.

Andrea Kane is Visiting Fellow, The Brookings Institution, Washington, DC. Kane is the Outreach Director for Brookings Institution's Welfare Reform & Beyond initiative as well as the director of public policy at the National Campaign to Prevent Teen Pregnancy, where she is responsible for directing the Campaign's legislative and intergovernmental affairs. From 1997 to 2000, she served at the White House Domestic Policy Council where she worked on issues including welfare reform, responsible fatherhood, teenage pregnancy, and supports for working families. Before that, she worked at the National Governors' Association, and held a variety of positions with state and local governments.

Charles S. Lanier is an Assistant Editor of the Sourcebook of Criminal Justice Statistics, Hindelang Criminal Justice Research Center, and ABD at the School of Criminal Justice, University at Albany. He is co-author/co-editor of *America's Experiment with Capital Punishment: Reflections on the Past, Present, and Future of the Ultimate Penal Sanction* [1998 and 2003 (forthcoming), Carolina Academic Press] with James R. Acker and Robert M. Bohm. He has analyzed U.S. death-penalty statutes in a series of *Criminal Law Bulletin* articles (with James R. Acker). He also has written numerous articles on incarcerated fathers, including most recently "Who's doing the time here, me or my children?": Addressing the Issues Implicated by Mounting Numbers of Fathers in Prison," in *Convict Criminology* (2002).

Arlene Lee is Director of The Federal Resource Center for Children of Prisoners at the Child Welfare League of America. Arlene Lee graduated from American University's Washington College School of Law in 1987. Upon graduation she worked for the Legal Aid Bureau, representing children in the child welfare system. Later, in a firm she founded, she represented children in delinquency, child welfare and divorce/custody matters. She served with the Maryland Governor's Office of Crime Control and Prevention as the Youth Strategies Manager.

Kathy LeFebvre works for the Missouri Division of Child Support Enforcement coordinating grant projects and special initiatives. She has extensive experience in program planning and development, community collaboration and networking. She was instrumental in developing and coordinating the state's Parents' Fair Share program and manages two mediation programs for the Division. Ms. LeFebvre currently manages Missouri's Fathers for Life Section 1115 Demonstration Grant Project.

Joe Kelly is the father of 22-year-old twins, is author of *Dads and Daughters: How to Inspire, Understand, and Support Your Daughter When She's Growing Up So Fast* (Random House, 2002), publisher of the national newsletter *Daughters: For Parents of Girls*, and Executive Director of Dads and Daughters, a national nonprofit in Duluth Minnesota.

Irene Luckey, Ph. D. is Associate Research Professor, Institute for Families in Society, University of South Carolina, Columbia SC. Dr. Luckey is principal investigator and works closely with the 16 fatherhood programs across the state of South Carolina as part of the Sisters of Charity Foundation Fatherhood Initiative. She is actively involved in consulting with nonprofit and faith-based organizations around issues of capacity

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building, organizational development, programming, and evaluation.

Joseph Maiorano is Family and Consumer Sciences Agent, Ohio State University Extension, Winterville, Ohio. Joseph's work with the Ohio State University Extension specializes in issues of fathering and father involvement. He created Fit-2-B FATHERS during his graduate program at Ohio State. He, his wife, and two sons live in Steubenville, Ohio.

Joseph Mason is manager of Community Outreach for the Illinois Department of Public Aid's Child Support Enforcement Program. Mr. Mason graduated from Southern Illinois University with a BA in Communication. Prior to his present position, Mr. Mason was Associate Director for the Chicago Institute for Economic Development, a community-based agency that provides employment and training services to economically disadvantaged adults.

Wallace O. McLaughlin, Ph. D. is President & CEO, Fathers Resource/Research Center, Inc., Indianapolis, Indiana. He is a nationally recognized expert on working with low-income, non-custodial fathers. Through his leadership, the Fathers Resource Program at Wishard Health Services pioneered work with new fathers in a hospital setting. Dr. McLaughlin serves as pastor of Imani Community Church, which has an outreach ministry to unmarried fathers and their families.

Sarah Meadows is Education and Career Development Manager at Fathers Resource/Research Center. Her primary responsibility is to prepare our young fathers for taking and passing their official GED test. Crucial to her work is the development of a positive relationship between each man and Sarah. So she has to help the men, both academically and psychologically, prepare for taking their GED. She has Master's degrees in Education, Vanderbilt University, and Social Work, University of Louisville.

Jim Mustin is the executive director and founder of Family and Corrections Network (FCN). At FCN, he publishes FCN REPORT, the only national publication on working with families of offenders and manages the FCN web site, www.fcnetwork.org, which has over 150,000 visitors a year. Under Jim's leadership, FCN has produced five national conferences on families of offenders. Jim co-manages the North American Conference on Fathers Behind Bars and on the Streets with the National Practitioners Network for Fathers and Families. In 1995, Jim took early retirement from the Virginia Department of Corrections. He lives with his wife, Ellen, in Palmyra, Virginia.

Marge Myers is a Composer/Musician with Enlightened Spirit Productions, St. Louis, Missouri. Raising five children (mostly as a single mother) was quite challenging but nothing to match what she experienced at age 69 when during meditations she unexpectedly began hearing heavenly music. At the insistence of her angelic messengers Marge has self-published 50 of these angel songs. She is known as "the angel music lady" and at 79 is working on her 5th recording.

Gretchen Nehls Newby is Executive Director, Friends Outside. Gretchen has been involved in the field of corrections as a program director, treatment specialist and consultant for over 30 years. She is a former probation officer, victim-offender reconciliation mediator, public safety commissioner, and school board member. She developed and implemented the Parenting Education Program for Incarcerated Parents, which is provided in all 33 California prisons.

Glen A. Palm, Ph. D. is Professor, Child and Family Studies, St. Cloud University, St. Cloud, Minnesota. Glen has been teaching at St. Cloud State University since 1983. He teaches courses in child development, family studies and parent education. Dr. Palm also coordinates the Dad's Project and teaches parenting classes for fathers of young children and for incarcerated fathers through the St. Cloud Early Childhood Family Education program. As a researcher/practitioner Dr. Palm has studied ethics in parent and family education, fathers' perceptions of attachment, the parent education needs of incarcerated fathers, fathers and early literacy, and the role of fatherhood in influencing men's values and moral/religious beliefs.

Alice Payne is Superintendent, McNeil Island Corrections Center, Steilacoon, Washington. With over 25 years in corrections, Alice Payne has served in a variety of positions, including Superintendent at Washington Corrections Center for Women where she established the Residential Parenting Program. She holds a B.A. in Sociology from Washington State University and a M.A. in Public Administration with Criminal Justice emphasis from the University of Oregon.

Jessica Pearson, Ph.D., is Director of the Center for Policy Research, a private, non-profit organization in Denver, Colorado that does research and evaluation on issues that affect families and children. In addition to many other studies on child support, Pearson recently completed demonstration projects with Colorado dealing with modifying inmate child support orders and as assessment of a reentry program that offered child support assistance to paroled and released offenders. She is currently working with Massachusetts and Illinois on demonstration and evaluation projects dealing with

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incarcerated and released parents with child support orders.

Debra Pontisso is Advocacy Relations Specialist - Fatherhood Initiative for the Office of Child Support Enforcement (OCSE), U.S. Department of Health and Human Services (DHHS). Ms. Pontisso manages OCSE's Access and Visitation Grants to states and explores the extent to which child support agencies can assist incarcerated fathers in becoming more financially and emotionally supportive of their children. Ms. Pontisso also served as Associate Director of the U.S. Commission on Child and Family Welfare. She has a B.A. in Sociology from the University of Northern Colorado and a Masters degree in public administration from the University of Southern California. She is a single parent of one daughter.

Monique Rabideau heads the community outreach and fatherhood initiatives for the NYS Division of Child Support, and has implemented a number of initiatives targeting incarcerated and under-supervision non-custodial parents regarding their financial and emotional responsibilities for their children.

Randal Rucker is President & CEO, Family Service of Greater Boston (FSGB), Boston, Massachusetts. Prior to joining FSGB, he was Chief Operations Officer at Roxbury Comprehensive Community Health Center. Mr. Rucker sits on the Boards of the Mental Health and Substance Abuse Corporations of Massachusetts, and the Massachusetts Council of Human Service Providers, the National Practitioners Network for Fathers and Families. He is actively involved in a collaborative approach to systems reform and state and national policy reform.

Kathryn Rudy, MSW, LSW, is Director of Internal and Community Services for the University of Pittsburgh Office of Child Development. She is especially suited for this position due to her role as leader in the Allegheny County fatherhood arena, Project Director of the Fathers Collaborative, past convener and facilitator of the Fathers Working Group, and other community-university collaborations and networks, program development skills on both a local and international level, and administrator of federal and private grants.

Linda Schroeder became Director of Project COPE 17 years ago after a career in Christian education as a parish worker, writer, editor, and teacher. She acknowledges several awards for her criminal justice work, but asserts that she is still learning by doing.

Jack Sharp is Fathers Coordinator, Indian Teen Parents Program, Division of Indian Work, Minneapolis, Minnesota. The program works with Indian fathers on many aspects of being an Indian parent. He is a member

of the Blackfeet nation from Browning, Montana. He has lived in Minnesota for 19 years. He attended St. Cloud State University and was the first in his family to attend and graduate from college.

Dwaine Simms has been the Young Dads' Twin Cities Site Coordinator and National Program Replication Manager of MELD since 1991. In this position, he has helped develop community-wide networks of providers to serve young custodial and non-custodial fathers. He has provided training and consultation to MELD affiliate programs across the United States. He brings extensive communications and media experience to the fatherhood field. He is a founding member of the National Practitioners Network for Fathers and Families, and serves as President of the NPNFF Board of Directors.

Reginald Slaughter is Facilitator, Fathers' Support Center (FSC), St. Louis, Missouri. Slaughter coordinates and administers FSC fatherhood curriculum, facilitates classroom instruction and activities, markets FSC fatherhood program in community, recruits and conducts assessment of clients. He collaborates with other social service agencies to develop linkage and resource base. Provides presentations on responsible behavior, youth development and prevention training. Slaughter has four years experience working with fatherhood programs.

John A. Smith is Director of Constituency Development, National Practitioners Network for Fathers and Families.

Debra Stark, MSW, MPH, PhD is Research Associate, Office of Child Development, University of Pittsburgh. She has worked with numerous community-based agencies to develop and implement collaborative evaluations to assess both program service delivery and program outcomes. Her training and experience as a social worker has been an asset in developing solid, trusting relationships with community partners as they move toward becoming more accountable to funders and other stakeholders. She also has extensive knowledge and skills in the development of data collection instruments, data collection systems, and data analysis.

Mike Stevens manages Fathers in the Criminal Justice System, a research and demonstration project funded by the federal OCSE that is being conducted by the Massachusetts Department of Revenue. As part of that project, child support representatives regularly visit Massachusetts prisons, jails, and parole offices in order to meet with incarcerated and paroled parents, discuss their child support situation and initiate appropriate actions including order establishments and modifications.

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Charles Stuart is the National Fatherhood Initiative's Executive Director of Incarcerated Fatherhood Programs in the United States, Canada, Germany, England, South America and Africa. He is responsible both for Long Distance Dads and for Foundations of Fatherhood, which deals with the transitioning of offenders from incarceration to their communities. He was the Fatherhood Initiative Coordinator/Parole Manager for the Pennsylvania Board of Probation and Parole. He is a member of the American Correctional Association, the Pennsylvania Association of Probation, Parole and Corrections and the National Association of Blacks in Criminal Justice. Most of all, Mr. Stuart is a responsible father.

Halbert Sullivan is Executive Director, Father's Support Center, St. Louis, Missouri.

Scott Sussman is Legal Analyst, Center for Fathers, Families, and Public Policy, Madison, Wisconsin. Sussman is a graduate of the University of Wisconsin Law School. He has been the primary author in developing question and answer brochures surrounding the child support system and handling select cases for low-income fathers. Scott has made numerous presentations on the issues facing low-income families.

Neil Tift is Director for Professional Advancement, National Practitioners Network for Fathers and Families, Washington, DC. Neil is responsible for coordinating staff development and technical assistance services to help community agencies and government organizations enhance their capacity to serve fathers. He is also managing NPNFF's project to establish program standards for the fatherhood field. Neil is a father, grandfather and foster father.

Bobby Tucker has been working with fathers and families in the prevention and treatment fields for the past twelve years. He is a Senior Program Associate with the National Practitioners Network for Fathers and Families. He served as Program Coordinator for the State Commission for Minority Affairs in South Carolina. Bobby has trained professionals across the nation and worked with organizations to provide program development and implementation. He is a Certified Chemical Dependency Clinical Supervisor.

Bobby Verdugo is Fatherhood Program Coordinator, The National Latino Fatherhood and Family Institute at Bienvenidos Family Services, Los Angeles, California, an integrated effort of nationally recognized leaders in the field of Latino health, education, social services and community mobilization to address the extremely important area of Latino Fatherhood and Families. He has served as the Senior Counselor and Mentor for the Con Los Padres Program, an innovative mentoring and

support program in East Los Angeles that helps young fathers develop a positive and nurturing relationship with their children.

Clayvon A. Wesley is a Program Development Specialist with the Department of Social Services, Division of Child Support Enforcement for the State of Missouri and Fatherhood Initiative Coordinator for the State of Missouri. He has served as a social worker with Purchase of Services that certified children for health and day care services, as a Child Abuse and Neglect case manager, a Child Abuse and Neglect Hotline Investigator, and a Social Services Supervisor. He was a member of the Parenting and Paternity Alliance, National Black Child Development Institute, Inc. St. Louis Affiliate, Convener/member of the St. Louis Consortium for African-American Male Survival, and Past Interim President of the Methodist Children and Family Services of American. He is married to Mary LaRena Hite Wesley and has one daughter, Rega Courtney Wesley.

Joyce White is Project Director Fathers' Support Center, St. Louis, Missouri. She oversees agency operations and develops curricula for FSC community outreach programs. White has eight years of experience in prison ministry, 21 years in social work, pastoral counseling, family mediation, child support and custody issues, and in staff and youth development. White is the former radio host of a local family development program and is a licensed minister and an author.

George Williams, MS, MFT is Executive Director, Urban Fathering Project of the National Center for Fathering, Shawnee Mission, Kansas. George is a regular writer for the Center's *Today's Father* magazines and a column called the *Heart of Fathering* for a local newspaper. He was selected as a "Phenomenal Father" by *Ebony* magazine. He has spoken and taught on the subject of fathering at national conferences including, the National PTA Conference, the National Welfare Reform Conference, and Family Support America. George and his wife, Trudy have three boys and live in the greater Kansas City area.

Gardner Wiseheart is Founder & Director, DADS MAKE A DIFFERENCE, Healthy Families of San Angelo, San Angelo, Texas. Gardner Wiseheart brings over 25 years experience in the field of human services-designing and implementing programs, supervising staff and providing direct service. He is a Managing Partner and Senior Trainer with the Southwest Partnership for Fathers and Families. He serves on the Board of Directors of the National Practitioners Network for Fathers and Families as well as on numerous national and state Fatherhood Advisory Boards. Gardner is married and the father of 2 daughters and a son.

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Eric Yenerall is the Director of Workforce Development for Goodwill Industries of Pittsburgh and is part of the FREEdLANCE team specializing in career development orientation, assessment, counseling, and case management. He also specializes in performance based pay systems in workforce development centers. Eric oversees major Welfare to Work projects in the western Pennsylvania area. Eric has created national award winning and recognized career development program models. Eric holds Masters degrees in Education and Social & Public Policy and is continuing his Doctoral Studies in Instructional Learning at the University of Pittsburgh.

Many thanks to our Local Host Committee

Linda Schroeder

Donnell Whitfield

Halbert Sullivan

Karen Hoelker

Clayvon A. Wesley

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