



# Family Development and Self-Sufficiency Program (FaDSS) **ANNUAL REPORT**

FISCAL YEAR 2022

*PREPARED BY:*

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“

My wife would like to become a nurse and needs support. And also for me to go back to school to finish my mechanical engineering degree, which is my dream. With FaDSS services and with Melissa's support, my family has a big challenge — but we can do it all together.”

— Mohammed & Entisar,  
FaDSS family members



# Contents

<b>1</b>	<b>Family Development and Self-Sufficiency Council</b>
<b>2</b>	<b>Iowa Family Development and Self-Sufficiency Program (FaDSS)</b>
<b>3–4</b>	<b>FaDSS Overview</b>
<b>5–6</b>	<b>Continuous Quality Improvement</b>
<b>7</b>	<b>FY 2022 — Selected Outcomes</b>
<b>8–9</b>	<b>The Self-Sufficiency Matrix</b>
<b>10</b>	<b>FY 2022 — Selected Demographics</b>
<b>11</b>	<b>Two-Generation Initiative</b>
<b>13</b>	<b>FY 2022 — Capacity and Funding</b>
<b>14–15</b>	<b>FaDSS Grantee Service Areas</b>

“

I got a lot of financial, mental health, and doctor support. And a lot of support for the kids. A lot of stuff I wouldn't find on my own. I've never had my own home before, so that is a big accomplishment. Allison is like a sister — I just know she's there.”

— Sarah & Gary, FaDSS family members



# Family Development and Self-Sufficiency Council



## COUNCIL MEMBERS AS OF 6/30/2022

Patricia (PJ) West, <b>Chair</b> Iowa Department of Public Health	Stephanie A. Stebens, <b>Vice Chair</b> Citizen Representative
Anthony Santiago Iowa State University	Nicole Berensmann-Maddox Citizen Representative
Alison Sidwell Iowa Workforce Development	Eudora Beckley Citizen Representative
Bill Brand Iowa Department of Human Rights	Zebulon Beilke-McCallum Domestic Violence Representative
Michael Fleming University of Northern Iowa	Paige Buchanan Iowa Department of Human Services
Billie Marchik University of Iowa	Monica Garner Iowa Department of Education
Business Representative- Vacant	Business Representative- Vacant

## EX-OFFICIO MEMBERS

Senator Jim Carlin Iowa State Senate	Representative Marti Anderson Iowa House of Representatives
Senator Claire Celsi Iowa State Senate	Representative Anne Osmundson Iowa House of Representatives

## COUNCIL STAFF

Lorie Easter, Program Manager Iowa Department of Human Rights	Angela Madison, Program Manager Iowa Department of Human Services
Page Humphrey, Program Manager Iowa Department of Human Rights	Melanie Ruffalo, Secretary Iowa Department of Human Rights

# Iowa Family Development and Self-Sufficiency Program (FaDSS)

STRENGTHENING IOWA'S FAMILIES.  
STRENGTHENING IOWA'S ECONOMY.

## INTRODUCTION

### **IOWA'S FAMILY DEVELOPMENT AND SELF-SUFFICIENCY PROGRAM (FaDSS)**

was created by the 1988 General Assembly to assist families receiving Family Investment Program (FIP) cash benefits and experiencing significant or multiple barriers to reach self-sufficiency. FaDSS partners with families to identify and achieve goals to move toward economic security and family stability.

Participation in FaDSS is a voluntary option for families receiving FIP benefits. Eligible families are referred to the program primarily by Iowa Workforce Development's PROMISE JOBS program. Referrals to FaDSS also originate with the Department of Human Services, other social service providers, or as self-referrals. In FY22, the program was available in all 99 Iowa counties through a network of 17 community action and non-profit social services agencies.

Utilizing a strength-based approach, the program is delivered to families through home visits by certified Family Development Specialists. Core services include assessment and screening, family-driven goal setting, referrals to community resources and supports, and advocacy and self-empowerment.

## FaDSS ADMINISTRATION

The FaDSS program is administered by the Iowa Department of Human Rights, Division of Community Action Agencies via a memorandum of understanding with the Iowa Department of Human Services. The program is funded with a combination of federal Temporary Assistance for Needy Families (TANF) and state general fund appropriations.

The Family Development and Self-Sufficiency Council, established to study, fund, and evaluate programs which provide developmental services to families at risk of long-term welfare dependency, is tasked with issuing a grant renewal application, reviewing proposals, and approving funding decisions every three years.



# FaDSS Overview



## HOW SERVICES ARE PROVIDED

**THE FaDSS PROGRAM IS PROVIDED TO FAMILIES IN PARTNERSHIP WITH 17 COMMUNITY ACTION AND NON-PROFIT SOCIAL SERVICE AGENCIES.** The program employs approximately 80 home visitors; over 90% of all FaDSS staff (home visitors and supervisors) have achieved at least a Bachelor's degree. All specialists complete an eight-day Family Development Certification program with the University of Iowa's National Resource Center for Family Centered Practice. All FaDSS staff are mandatory child abuse reporters and are required to complete criminal and child abuse background checks at hire and every two years.

Home visits serve as the foundation for all FaDSS services. The family development specialist with input from the family and supervisor determine the level of

services the family will receive. Families are provided a minimum of two home visits and one additional contact per month during the first three months and at least one home visit and two additional contacts per month after that. If the family needs are determined to be greater than the minimum, the level of home visits and contacts will be adjusted. Families may receive FaDSS services while receiving FIP benefits and for seven months post-FIP.

## NUMBER OF FAMILIES SERVED

At any point in time, the FaDSS program may serve 1,451 families. **IN FISCAL YEAR 2022, 2,323 FAMILIES RECEIVED SERVICES.** 1,195 families completed the program during the reporting period, including 2,411 children (under the age of 18). Most families (85%) are referred for FaDSS services by the PROMISE JOBS program.

## FAMILY WAGES AND FIP SAVINGS

During FY 2022, FaDSS families earned **TOTAL WAGES OF \$7,727,658** resulting in a **FIP SAVINGS OF \$1,033,373.**

# FaDSS Overview

Families that participate in FaDSS receive in-home services that result in:

- ✓ Increased employment
- ✓ Increased income
- ✓ Decreased Family Investment Program (FIP) payments
- ✓ Achievement of educational goals
- ✓ Increased access to services and treatment for identified domestic violence
- ✓ Increased access to services and treatment for identified mental health concerns
- ✓ Increased access to treatment for identified substance abuse

Services are tailored to each family, using identified strengths to address barriers to self-sufficiency through six core program components:

ASSESSMENT



GOAL SETTING



HOME VISITING



REFERRALS AND COLLABORATION



SUPPORT



ADVOCACY AND SELF-EMPOWERMENT



# Continuous Quality Improvement



**THE FaDSS PROGRAM IS COMMITTED TO PROVIDING HIGH QUALITY, OUTCOMES-FOCUSED SERVICES FOR FAMILIES.** To that end, program leadership meet each quarter to review performance on select contract measures and family outcomes with the goal of identifying:

- 1) areas where the program is achieving desired results and**
- 2) opportunities to implement responsive changes to practice to ensure the program is on track to meet year-end targets.**

## EVALUATION METHODOLOGY

The Iowa Department of Human Rights, in partnership with the FaDSS grantees, gathers a wealth of data related to program performance and self-sufficiency outcomes for families. Information about participants is collected by Family Development Specialists using the Self-Sufficiency Matrix, a tool that measures changes in 14 life domains. Demographic characteristics and information about the specific activities and services completed with families are also gathered. Together, this information allows the FaDSS program to:

- **Understand family characteristics, including assets and barriers to self-sufficiency;**
- **Assess changes in family self-sufficiency and stability domains over the course of enrollment;**
- **Build upon program success and consider areas for further focus.**

## A NOTE ON THE DATA PRESENTED

In March of 2020, the State of Iowa declared an emergency public health disaster due to COVID-19. As a result, the FaDSS program implemented a series of rapid-response adjustments to ensure the safety of all staff and families served, including a requirement that programs provide virtual home visits only and the extension of transition services for up to 60 days after the end of the emergency declaration. FaDSS services were delivered virtually or through a hybrid approach that included both in-person and virtual visits from March 17, 2020 through April 15, 2022. Extended transition services were offered through April 15, 2022. All data are based on families that have completed the program.



# Continuous Quality Improvement

## PROGRAM EQUITY & COVID-19 RECOVERY

At the direction of the FaDSS Council, the program began concerted efforts to apply an equity lens to service provision with the formation of a FaDSS Equity Committee. All policies and practices are reviewed with an equity lens and focused efforts to engage FaDSS workers in ongoing discussions and learning are being implemented statewide.

As we continue to realize the impacts of COVID-19 on all Iowans, specific attention is being drawn to the disproportionate impact for low-income, marginalized and other under-served communities. This creates the opportunity to center the voices of families in addressing equitable economic recovery strategies.



## FaDSS MATHEMATICA EVALUATION

The Family Development and Self-Sufficiency (FaDSS) program continues its participation in a national evaluation of family-focused coaching strategies designed to foster family economic self-sufficiency. The three-year evaluation is sponsored by the Office of Planning, Research and Evaluation at the U.S. Department of Health and Human Services and conducted by Mathematica Policy Research. The study is utilizing random assignment to treatment and control groups in a longitudinal study to measure the impact of FaDSS services.

**863 FAMILIES ARE ENROLLED IN THE EVALUATION.** Local sites are continuing to submit service and program data into the Mathematica reporting system for families enrolled in the evaluation and still enrolled in the FaDSS program. Mathematica is now conducting follow-up surveys with program participants to collect data for the three impact studies that will follow. The first impact study will be released in the fall of 2022. Future reports are scheduled to be released in 2023 and 2025. For more information visit the FaDSS website at <https://humanrights.iowa.gov/dcaa/fadss>.

“

It was as if Nicole and Brooke were just my friends helping me out. It made me more receptive to the services and be able to understand what I was signing up for. We're happy. That's the most important thing. We learned that it's not just about money. As long as all the bills are paid and we don't have to worry about losing our roof — we're rich.”

— Sarah, FaDSS family member



# Selected Outcomes



## INCREASED EMPLOYMENT

- In FY 2022, 16% of FaDSS households had at least one adult employed at program entry. At exit, 51% of households had at least one adult employed.
- 660 families were involved in activities designed to increase work preparedness skills. These activities, provided by FaDSS, include resume writing, mock interviews, and assistance with completing job applications.

## INCREASED INCOME

- In FY 2022, families that were employed at exit had an average monthly family income of \$1,458, an increase of \$1,191.

## DECREASED FAMILY INVESTMENT PROGRAM (FIP) PAYMENTS

- At entry, families averaged \$379 in monthly FIP payments. At exit, the average FIP payment for families was \$106, a decrease of \$272.

## ACHIEVEMENT OF EDUCATIONAL GOALS

- 181 adults that exited the FaDSS program in FY 2022 achieved a change in their education status.
  - 22 families completed a GED/HS Diploma
  - 52 families completed some college courses
  - 42 families completed a certification program
  - 9 families completed an Associate's Degree
  - 4 families completed a Bachelor's Degree

## INCREASED ACCESS TO SERVICES AND TREATMENT — DOMESTIC VIOLENCE

- In FY 2022, 87 FaDSS families that exited the program had experienced domestic violence as identified through self-disclosure or positive screening.
- 94% of families who screened positive accessed necessary and appropriate assistance. The FaDSS program assisted 59% of families with accessing domestic violence assistance.

## INCREASED ACCESS TO SERVICES AND TREATMENT — MENTAL HEALTH

- In FY 2022, 578 adults that exited the program had a substantiated mental health issue.
- 89% of those adults with a mental health barrier accessed treatment. The FaDSS program assisted 89% of adults with gaining access to treatment.

## INCREASED ACCESS TO TREATMENT — SUBSTANCE ABUSE

- In FY 2022, 155 adults that exited the program had a substantiated substance abuse issue.
- 83% of those adults with a substance abuse barrier accessed treatment. The FaDSS program assisted 84% with gaining access to treatment.

# The Self-Sufficiency Matrix

Families participating in the FaDSS program often face multiple barriers to self-sufficiency. **THROUGH AN IN-DEPTH ASSESSMENT PROCESS** (including both formal and informal assessment), Family Development Specialists work with families to identify areas of strength that are then used to address barriers. The Self-Sufficiency Matrix provides a mechanism for program staff to measure changes in a family's situation from entry (within 60 days of enrollment) to program exit. The Self-Sufficiency Matrix measures family stability across 14 life domains. Answering a series of questions for each family domain, Family Development Specialists rate stability on a scale of 1 through 5 based on his/her observation and assessment.

## SELF-SUFFICIENCY MATRIX – DOMAINS

1	Housing	8	Parenting, Nurturing and Attachment
2	Transportation	8	Child Care
3	Mental Health	10	Support of Child Development
4	Substance Abuse	11	Adult Education
5	Health	12	Language
6	Income	13	Support Network
7	Employment	14	Relationship with Partner

## SELF-SUFFICIENCY MATRIX – STABILITY SCALE



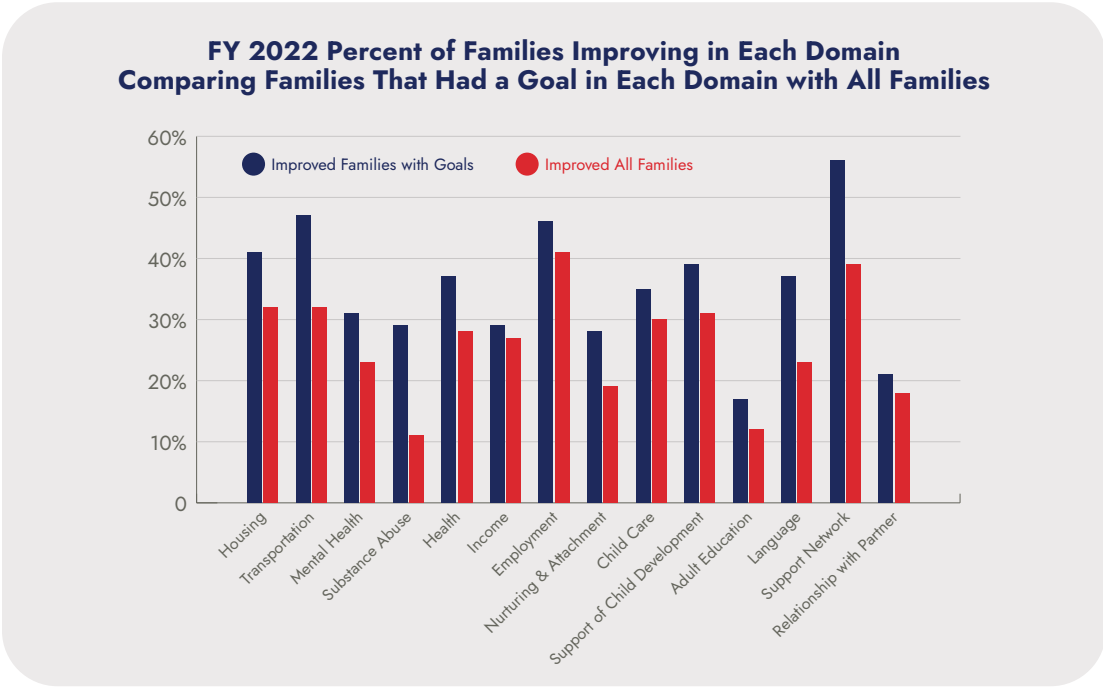
# The Self-Sufficiency Matrix



## SELF-SUFFICIENCY MATRIX RESULTS

By comparing scores for each family domain at entry and at exit, we can gain insight into the cumulative impact of FaDSS services on self-sufficiency and stability measures. For the current reporting period, 1,176 families had both entry and exit scores.

A key component of FaDSS is helping families learn to set goals to meet the needs of their families. The chart above shows the difference between the improvements of families in each domain compared to those who established goals within each domain. Below are examples of how goal setting has made marked improvement in families' lives.



## TRANSPORTATION

Many families struggle to access reliable transportation for such things as work and appointments. Overall, thirty-two percent of families in FaDSS improved their transportation. Forty-six percent of families improved in the area of transportation when goals were established.

## SUPPORT NETWORK

FaDSS assists families in identifying support networks. Thirty-eight percent of all families improved their support networks. Fifty-six percent of families improved in their support networks when goals were established.

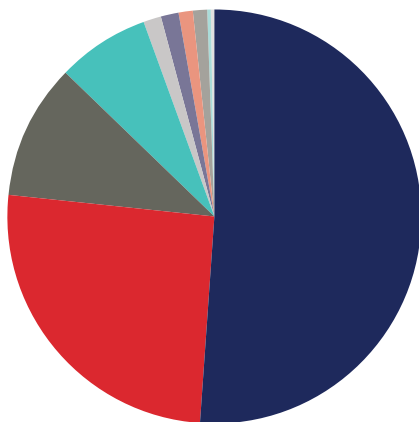
# Selected Demographics

## CHARACTERISTICS OF FAMILIES SERVED

Demographic information about FaDSS participants is collected at the family (rather than individual) level, though the program often narrows in on characteristics of the designated “Head of Household” to identify and understand trends related to family structure and progress toward self-sufficiency. Overall, 92% of families are headed by a female; 51% are headed by an individual aged

24-34. The chart below provides insight into the racial and ethnic composition of FaDSS families. Overall, families of color are disproportionately represented in the FaDSS program when compared to Iowa’s general population, but reflective of the disproportionate representation of families of color in the FIP program.

## RACE AND ETHNICITY OF ALL FAMILY MEMBERS



- White, 51.27%
- African American, 25.51%
- Multi-Racial, 10.60%
- Hispanic or Latino, 7.17%
- Native American or Alaskan Native, 1.54%
- Unknown, 1.32%
- Asian, 1.19%
- Other, 0.87%
- Not Reported, 0.47%
- Native Hawaiian/Pacific Islander, 0.05%

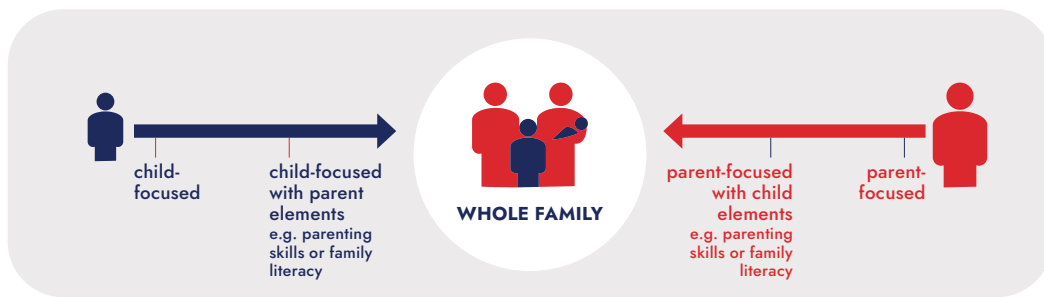
## EDUCATION LEVELS, HEADS OF HOUSEHOLD

Head of Household Education Level at Enrollment	Individuals	Percent
Less than High School	304	26%
High School Diploma / HI Set	437	37%
Some College	286	24%
Trade/vocational Training	63	5%
Two year college degree (Associate)	55	5%
Four year college degree (Bachelor)	28	2%
Master degree or above	4	<1%
<b>TOTAL</b>	<b>1,177</b>	<b>100%</b>

# Two-Generation Initiative



**A TWO-GENERATION APPROACH** seeks to ensure that programs and policies are designed and implemented with a mindset that understands the intersecting needs of parents and their children. Applying a “2-Gen lens” facilitates the strategic alignment of existing systems and services, allowing for a whole family approach to moving families out of poverty. This approach does not require development of new programs or services, but it does require a shift in thinking about how existing services and programs are provided.



## IOWA'S 2-GEN VISION

Iowa continues its TANF 2-Gen initiative to improve the lives of families in poverty who are enrolled in the Family Investment Program (FIP), specifically families participating in the Family Development and Self-Sufficiency (FaDSS) Program and PROMISE JOBS (PJ).

Iowa seeks to implement promising 2-Gen strategies, policies, and practices to help break the cycle of poverty and improve the overall well-being for Iowa families. To this end, the Steering Committee and Core Team developed a plan that included gathering input and feedback from a variety of stakeholders. This information is formulated into strategies and corresponding outcomes to be tested as part of a pilot project.

## PILOT DEVELOPMENT

In Fiscal Year 22, FaDSS continued implementing 2-Gen strategies and activities in five pilot sites. The pilot sites included Lutheran Services in Iowa, Mid-Iowa Community Action, Northeast Iowa Community Action Corporation, Operation Threshold and North Iowa Community Action Organization.

The 2-Gen pilot incorporated strategies for foundational training on 2-Gen concepts and practices, family leadership development, and system collaboration and data sharing. Pilot sites identify target populations, service strategies, and outcome measures. The FaDSS program concluded the pilot at the end of FY22.

As a result of information obtained through the implementation of the 2Gen pilot sites, the FaDSS program will be expanding program eligibility beginning July 1, 2022 for FY2023. Additionally, many the activities tested during the pilot have been expanded for use statewide in the program. These activities are focused around financial literacy, improving health literacy, parenting nurturing and attachment and family engagement strategies.



“Life was horrible. I felt like I had no support. I didn't really feel like I could share my problems with my family. Without the FaDSS program I would've never known about this job that I love and I don't know where I would be because I was absolutely miserable. I did not enjoy much of anything. But through Kim's support and especially the job, I think I've found where I belong. I know I have.”

— Julie, FaDSS family member



FISCAL YEAR 2022

# Capacity and Funding

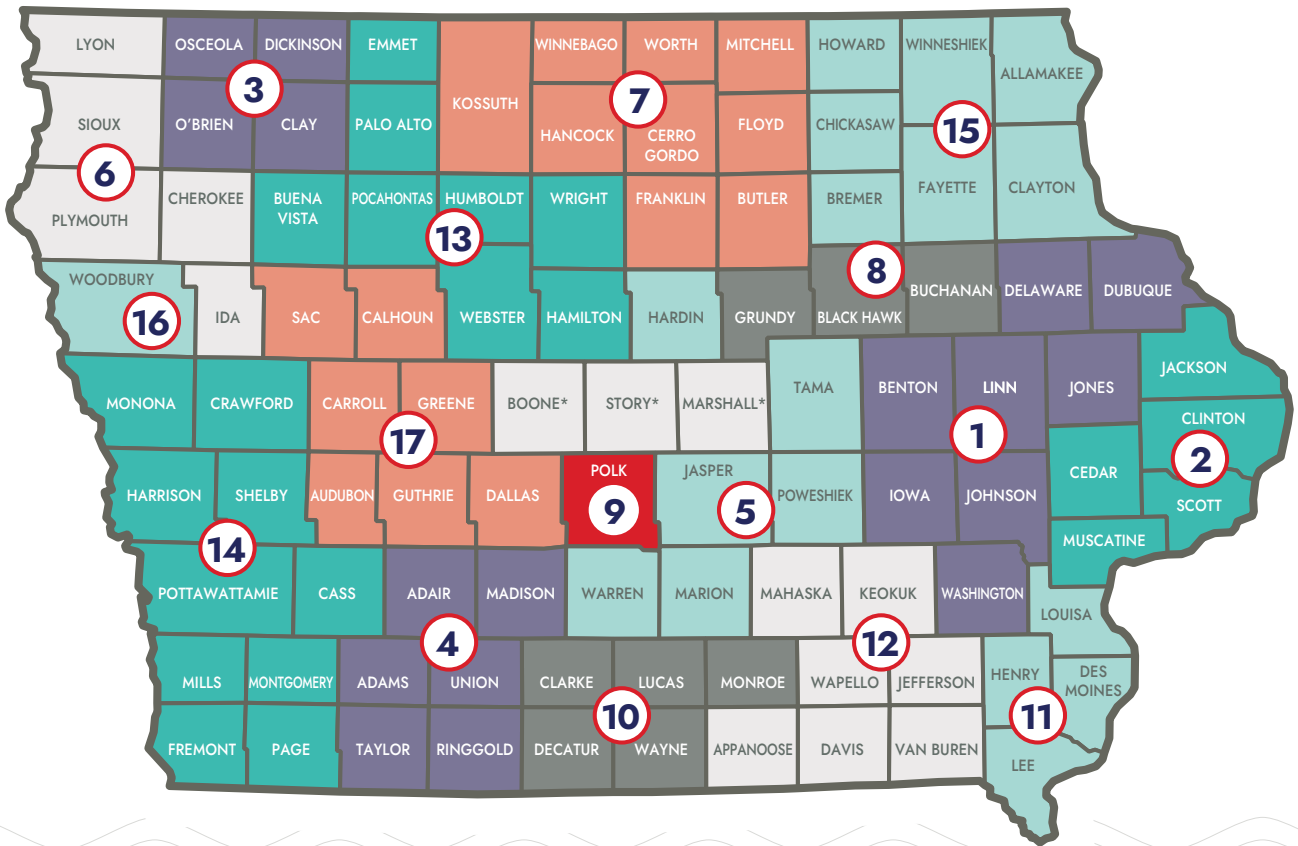


During FY 2022, FaDSS was funded with an appropriation of **\$7,192,834** in TANF and state general funds. In addition, other supports of **\$1,508,556** were provided to supplement FaDSS services.

Grantee	Family Capacity	Total Grant	Other Support	Total FaDSS
Community Action Agency of Siouxland	63	\$295,622	\$2,213	\$297,835
Community Action of Eastern Iowa	135	\$634,899	\$0	\$634,899
Community Action of SE Iowa	75	\$352,579	\$700	\$353,279
Four Oaks	221	\$1,038,186	\$12,340	\$1,050,526
Lutheran Services of Iowa	33	\$154,611	\$1,483	\$156,094
MATURA Action Corporation	25	\$118,593	\$1,500	\$120,093
Mid Iowa Community Action	107	\$504,638	\$0	\$504,638
Mid-Sioux Opportunity	31	\$143,718	\$0	\$143,718
Northeast Iowa Community Action Corporation	60	\$283,007	\$0	\$283,007
North Iowa Community Action Organization	64	\$299,272	\$0	\$299,272
Operation Threshold	82	\$384,898	\$5,620	\$390,518
Polk Family Enrichment Center	213	\$1,000,005	\$1,459,970	\$2,459,975
South Central Iowa Community Action Program	41	\$193,783	\$2,500	\$196,283
Sieda Community Action	84	\$394,430	\$0	\$394,430
Upper Des Moines Opportunity	61	\$288,541	\$10,000	\$298,541
West Central Community Action	102	\$477,683	\$8,892	\$486,575
Youth and Shelter Services	54	\$256,074	\$3,338	\$259,412
<b>TOTAL</b>	<b>1,451</b>	<b>\$6,820,539</b>	<b>\$1,508,556</b>	<b>\$8,329,095</b>
<b>DHR Admin @5%</b>	-	\$359,642	-	-
<b>Technology</b>	-	\$12,653	-	-
<b>Total Appropriations</b>	-	<b>\$7,192,834</b>	-	-

# FaDSS Grantee Service Areas

- |   |  |    |  |
|---|--|----|--|
| 1 | Four Oaks Family and Children's Services | 10 | South Central Iowa Community Action Program    |
| 2 | Community Action of Eastern Iowa         | 11 | Community Action of Southeast Iowa             |
| 3 | Lutheran Services in Iowa                | 12 | Southern Iowa Economic Development Association |
| 4 | MATURA Action Corp.                      | 13 | Upper Des Moines Opportunity, Inc.             |
| 5 | Mid-Iowa Community Action                | 14 | West Central Community Action                  |
| 6 | Mid-Sioux Opportunity                    | 15 | Northeast Iowa Community Action Corp.          |
| 7 | North Iowa Community Action Organization | 16 | Community Action Agency of Siouxland           |
| 8 | Operation Threshold                      | 17 | Youth and Shelter Services, Inc.               |
| 9 | Polk County Family Enrichment Center     |    |  |



\* Boone, Marshall and Story counties are served by YSS and MICA.

# FaDSS Grantee Service Areas



Service Area #	FaDSS Grantees	Service Area #	FaDSS Grantees
1	Four Oaks Family and Children's Services Dubuque- <i>Julie Weber</i> – 563-557-3100 <a href="mailto:QCJweber@fouroaks.org">QCJweber@fouroaks.org</a> or Cedar Rapids- <i>Amber Mercil</i> <a href="mailto:amercil@fouroaks.org">amercil@fouroaks.org</a> 319-247-4834	10	South Central Iowa Community Action Program <i>Jamie Swearingin</i> 641-3441045 <a href="mailto:jswearingin@scicap.org">jswearingin@scicap.org</a>
2	Community Action of Eastern Iowa <i>Angela Mendoza</i> 563-484-4562 <a href="mailto:amendoza@caeiowa.org">amendoza@caeiowa.org</a>	11	Community Action of Southeast Iowa <i>Joy Szewczyk</i> 319-753-0193 <a href="mailto:joy.szewczyk@caofseia.org">joy.szewczyk@caofseia.org</a>
3	Lutheran Services in Iowa <i>Mallory Berkenpas</i> 712-255-2505 <a href="mailto:Mallory.berkenpas@lsiowa.org">Mallory.berkenpas@lsiowa.org</a>	12	Southern Iowa Economic Development Association <i>Ranae Banicky</i> 641-207-3459 <a href="mailto:rbanicky@sieda.org">rbanicky@sieda.org</a>
4	MATURA Action Corp. <i>Katie Christensen</i> 641-782-8431 <a href="mailto:kchristensen@maturaact.org">kchristensen@maturaact.org</a>	13	Upper Des Moines Opportunity, Inc. <i>Alisa Schlieff</i> 515-576-7774 <a href="mailto:aschlieff@udmo.com">aschlieff@udmo.com</a>
5	Mid-Iowa Community Action <i>Mindy Clayton</i> 641-236-3923 <a href="mailto:Mindy.Clayton@micaonline.org">Mindy.Clayton@micaonline.org</a>	14	West Central Community Action <i>Mindy Williamson</i> 712-304-3358 <a href="mailto:mwilliamson@westcca.org">mwilliamson@westcca.org</a>
6	Mid-Sioux Opportunity <i>Laura Benson</i> 712-786-3483 <a href="mailto:lbenson@midsioux.org">lbenson@midsioux.org</a>	15	Northeast Iowa Community Action Corp. <i>Nichole Griese</i> 563-419-8243 <a href="mailto:ngriese@neicac.org">ngriese@neicac.org</a>
7	North Iowa Community Action Organization <i>Lori Brandt</i> 641-423-7766 <a href="mailto:lbrandt@nicao-online.org">lbrandt@nicao-online.org</a>	16	Community Action Agency of Siouxland <i>Jessi Bergin</i> 712-274-1610 <a href="mailto:jbergin@caasiouxland.org">jbergin@caasiouxland.org</a>
8	Operation Threshold <i>Leanne Corwin</i> 319-292-1806 <a href="mailto:lcorwin@operationthreshold.org">lcorwin@operationthreshold.org</a>	17	Youth and Shelter Services, Inc. <i>Peg Ragner</i> 515-233-3141 x4405 <a href="mailto:PRagner@ysss.org">PRagner@ysss.org</a>
9	Polk County Family Enrichment Center <i>Doug Stodgel</i> 515-286-3406 <a href="mailto:doug.stodgel@polkcountyiowa.gov">doug.stodgel@polkcountyiowa.gov</a>		



*Photo provided by BrookLynn*

“ My name is BrookLynn, I am a 27-year-old single mother of 2. I have a little boy who is 3, and a daughter who is 5. Growing up I did not have the best childhood. I come from a broken family, and hold a lot of traumas from that, among other things. Growing up, even before I should have been thinking about kids, my number one goal was to give my children a better life than what I had: no matter what. I had it wired in my brain I had to be a good mother, and I had to give my kids a good life, no matter the mountains I would have to climb, just to make sure that they did not have to experience the things that I did.

I got married young and had both of my children with my husband. We did not work out and decided to get a divorce civilly and mutually. The kids and I have lived alone for almost 4 years now, we split apart while I was pregnant with my son. In those 4 years their father has been very inconsistent, and I am the primary caregiver of the children. I have always lacked a support system, but my one cheerleader was my grandmother. She was my best friend, and my light at the end of the tunnel, to keep going regardless of how hard the road got.”



“ She helped raise me, and she instilled a sense of core values, as well as what was right and what was wrong, regardless of the things I was seeing or experiencing around me. Last year was hands down the roughest year of my life. She passed away unexpectedly, and my entire world was flipped upside down. This was also during COVID, so I feel I did not get the closure that I deserved; I was a complete mess. At this time, I was also in an abusive relationship, and already felt trapped. Once she was gone, I felt like I had no one; other than my children. Feeling this way made it even harder to leave the situation that I was in. That is when I met Missy. I used to joke to myself and say my grandma sent her, because that’s what she was to me, an angel.

As everyone else around me saw me at rock bottom, no one reached out a hand or offered to help; but Missy did. I felt comfortable with her from day 1. I told her my story and she was very understanding and accepting. She did not make me feel judged or like I was an inconvenience. The amount of help, inspiration, motivation, and just caring in general I have received from her, has been my new light at the end of the tunnel. She helped me get out of the situation I was in, get back on my feet, and get back on track to provide the future I have always wanted for myself and my children.

When I moved to my own place Missy helped me with beds for my children, which they were ecstatic about. She encouraged me to go back to school to finish my degree, and when I started classes, she helped me with a computer to be able to do my schoolwork on. She helped me with my living expenses on months that I could not make ends meet. But I think the most help she has done is just by simply being a friend, a smiling face, and making me feel like I matter. Missy gave me hope and motivation that it would all be ok one day. That regardless of where you came from, or what you have been through, you can still come out ok, and live the life you deserve to live. Without her I don’t know where I would be, and I am forever grateful for her sweet soul and smile. I have gained a friend in this program whom I look forward to inviting to my graduation, and wedding someday whenever I find my happily ever after, because she was a major piece in my story.”

— BrookLynn, FaDSS family member



[humanrights.iowa.gov/dcaa/fadss](https://humanrights.iowa.gov/dcaa/fadss)



FAMILY DEVELOPMENT & SELF-SUFFICIENCY PROGRAM (FaDSS)  
IS A DIVISION OF COMMUNITY ACTION AGENCIES (DCAA) PROGRAM —  
IOWA DEPARTMENT OF HUMAN RIGHTS  
[HUMANRIGHTS.IOWA.GOV](https://HUMANRIGHTS.IOWA.GOV)