



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

FISCAL YEAR 2023

*PREPARED BY:*

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On Pitch

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“

FaDSS has helped me with every area in my life — daycare, a car, a high school diploma, and relationships with people. I've learned so much from their program. Without them I would have a hard time in searching that out for myself and for her to help me with that and meet me where I'm at was really special for me.”

— Maddi, FaDSS family member

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“

It's the best program. I don't know where I'd be without it. I love that it never gives up on you — that's the biggest thing. Missy is one of my biggest supporters ... she's always there, no matter what.”

— Arionna, FaDSS family member



# Family Development and Self-Sufficiency Council



## COUNCIL MEMBERS AS OF 6/30/2023

Patricia (PJ) West, <b>Chair</b> Iowa Department of Public Health	Stephanie A. Stebens, <b>Vice Chair</b> Citizen Representative
Kere Hughes-Belding Iowa State University	Nicole Berensmann-Maddox Citizen Representative
Jeremy Rithchie 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	Angela Madison 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 Sandy Salmon Iowa State Senate	Vacant Iowa House of Representatives
Senator Claire Celsi Iowa State Senate	Representative Anne Osmundson Iowa House of Representatives

## COUNCIL STAFF

Page Humphrey, Program Manager Iowa Department of Human Rights	Angela Madison, Program Manager Iowa Department of Human Services
Elizabeth Patten, 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. Families with minor children who are at or below 175% of the federal poverty guidelines and meet other criteria are eligible to voluntarily participate in the FaDSS program. In FY23, the program was available in all 99 Iowa counties through a network of 15 community action and non-profit social services agencies.

## FaDSS VISION STATEMENT

**FaDSS ENGAGES FAMILIES IN DYNAMIC PARTNERSHIPS TO ADDRESS THEIR BASIC NEEDS, IMPROVE CHILD WELL-BEING, AND DEVELOP CAREER OPPORTUNITIES THAT, IN TURN, IMPROVES LIVES, FAMILIES, AND COMMUNITIES.**

**We do this by:**

- 1. Reducing sources of stress that destabilize families.** We address the basic needs and emotional wellbeing of families through support and connection to resources such as housing, food, safety, and physical and mental conditions, among others.
- 2. Strengthening core skills that are essential for work, school, and life.** We build the capabilities of families by teaching them goal-directed behaviors that strengthen life skills and improve family functioning and by connecting them to education and training opportunities that build career-related skills and healthy work and school-based habits.
- 3. Creating responsive relationships that are safe and supportive.** We cultivate partnerships with families by building trust; holding parents accountable; and practicing unconditional, nonjudgmental positive regard. We collaborate with community partners to address the needs and interests of families. We support healthy parent-child relationships that promote child wellness and development.

# FaDSS Overview



## CORE PROGRAM COMPONENTS

- Structured **HOME VISITS** conducted by skilled family development specialists 
- **ASSESSMENTS** that support healthy self-exploration 
- Science-informed **GOAL PURSUIT** designed to build core skills 
- A framework and process for **CAREER DEVELOPMENT** 
- Connecting families to **STABILIZING SUPPORTS AND CAREER OPPORTUNITIES IN THE COMMUNITY.** 

## FaDSS ADMINISTRATION

**IN FY23, THE FADSS PROGRAM WAS 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. On July 1, 2023, the Department of Human Rights, and other programs and agencies, were merged to form the Iowa Department of Health and Human Services which became the administering agency of the FaDSS program on July 1, 2023.

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 15 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 a nationally recognized certification program and 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. Specialists review each family’s eligibility for the program every six months. Families may remain in the program while they are working on their goals until they reach 225% of the federal poverty guidelines as long as they continue to meet all other eligibility requirements.

### NUMBER OF FAMILIES SERVED

At any point in time, the FaDSS program was able to serve **1,427 FAMILIES** during fiscal year 2023. **2,143 FAMILIES** received services. **844 FAMILIES** completed the program during the reporting period, including **1,680 CHILDREN** (under the age of 18). Most families (**76%**) were referred for FaDSS services by the PROMISE JOBS program.

### FAMILY WAGES & FIP SAVINGS

During FY 2023, FaDSS families earned **TOTAL WAGES OF \$9,942,899** resulting in a **FIP SAVINGS OF \$785,047**.

# Continuous Quality Improvement



## EVALUATION METHOD

The Iowa Department of Health and Human Services, in partnership with 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 15 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.**

“

FaDSS came into my life after my son was released from the NICU. I was slowly isolating myself and not speaking about the struggles that I was experiencing, but having that outside help and knowing that she would be able to point me in the right direction, it really helped me. My happiness is at a level that it's never been.”

— Raquel, FaDSS family member





FISCAL YEAR 2023

# Selected Outcomes

## ✓ INCREASED EMPLOYMENT

- In FY 2023, 24% of FaDSS households had at least one adult employed at program entry. At exit, 42% of households had at least one adult employed.
- 35% 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 2023, families that were employed at exit had an average monthly family income of \$3,201.16, an increase of \$1,623.85.

## ✓ DECREASED FAMILY INVESTMENT PROGRAM (FIP) PAYMENTS

- At entry, families averaged \$330.11 in monthly FIP payments. At exit, the average FIP payment for families was \$134.35, a decrease of \$195.76.

## ✓ ACHIEVEMENT OF EDUCATIONAL GOALS

- 153 adults that exited the FaDSS program in FY 2023 achieved a change in their education status.
  - 27 families completed a GED/HS Diploma
  - 34 families completed some college courses
  - 32 families completed a certification program
  - 6 families completed an Associate's Degree
  - 1 family completed a Bachelor's Degree



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# Selected Outcomes



## ✓ INCREASED ACCESS TO SERVICES AND TREATMENT — DOMESTIC VIOLENCE

- In FY 2023, 212 FaDSS families that exited the program had experienced domestic violence as identified through self-disclosure or positive screening.
- 79% of families who screened positive accessed necessary and appropriate assistance.

## ✓ INCREASED ACCESS TO SERVICES AND TREATMENT — MENTAL HEALTH

- In FY 2023, 419 adults that exited the program had a substantiated mental health issue.
- 87% of those adults with a mental health barrier accessed treatment. The FaDSS program assisted 92% of adults with gaining access to treatment.

## ✓ INCREASED ACCESS TO TREATMENT — SUBSTANCE ABUSE

- In FY 2023, 135 adults that exited the program had a substantiated substance abuse issue.
- 87% of those adults with a substance abuse barrier accessed treatment. The FaDSS program assisted 81% 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



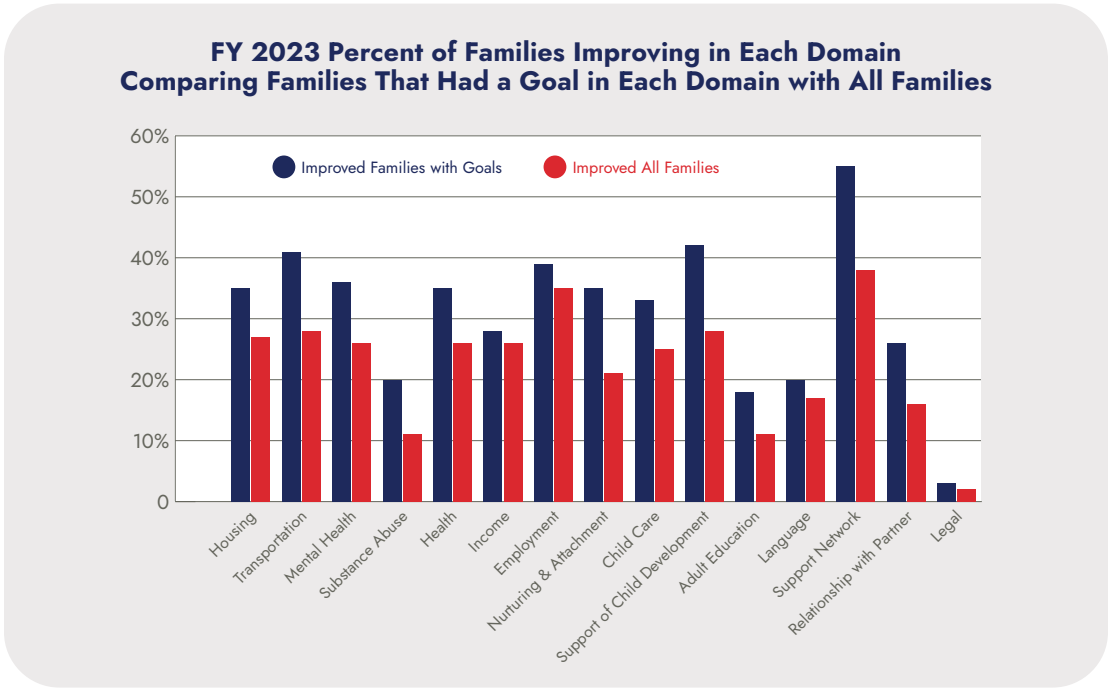
# The Self-Sufficiency Matrix



## 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 below 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, twenty-eight percent of families in FaDSS improved their transportation. Forty-one 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-five percent of families improved in their support networks when goals were established.

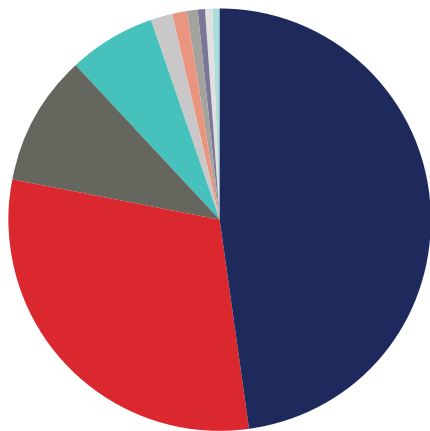
# FISCAL YEAR 2023

## 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, 89% of families are headed by a female; 50% 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, 47.91%
- African American, 30.30%
- Multi-Racial, 10.02%
- Hispanic or Latino, 6.55%
- Native American or Alaskan Native, 1.65%
- Asian, 1.22%
- Other, 0.82%
- Unknown, 0.68%
- Native Hawaiian/Pacific Islander, 0.50%
- Not Reported, 0.36%

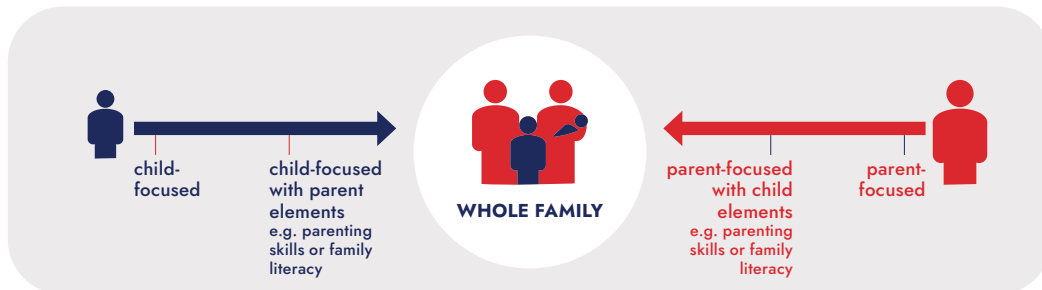
### EDUCATION LEVELS, HEADS OF HOUSEHOLD

Head of Household Education Level at Enrollment	Individuals	Percent
Less than High School	208	37%
High School Diploma / HiSED	52	9%
Some College	196	35%
Trade/Cocational Training	52	9%
Two Year College Degree (Associates)	34	6%
Four Year College Degree (Bachelors)	17	3%
Masters or Above	3	<1%
<b>TOTAL</b>	<b>562</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 expanded eligibility for FY2023. Many of 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.



“

I feel like mentally, spiritually, emotionally, and physically I'm the strongest I've ever been. Not everybody has that helping hand — that second chance. The FaDSS program will help you reach your goals that you have set for yourself, even if they're small. It will help you get to that next step ... People need to know there are people like me and worse off, but this program will literally help you succeed.”

—Arionna, FaDSS family member

# FISCAL YEAR 2023

## Capacity and Funding



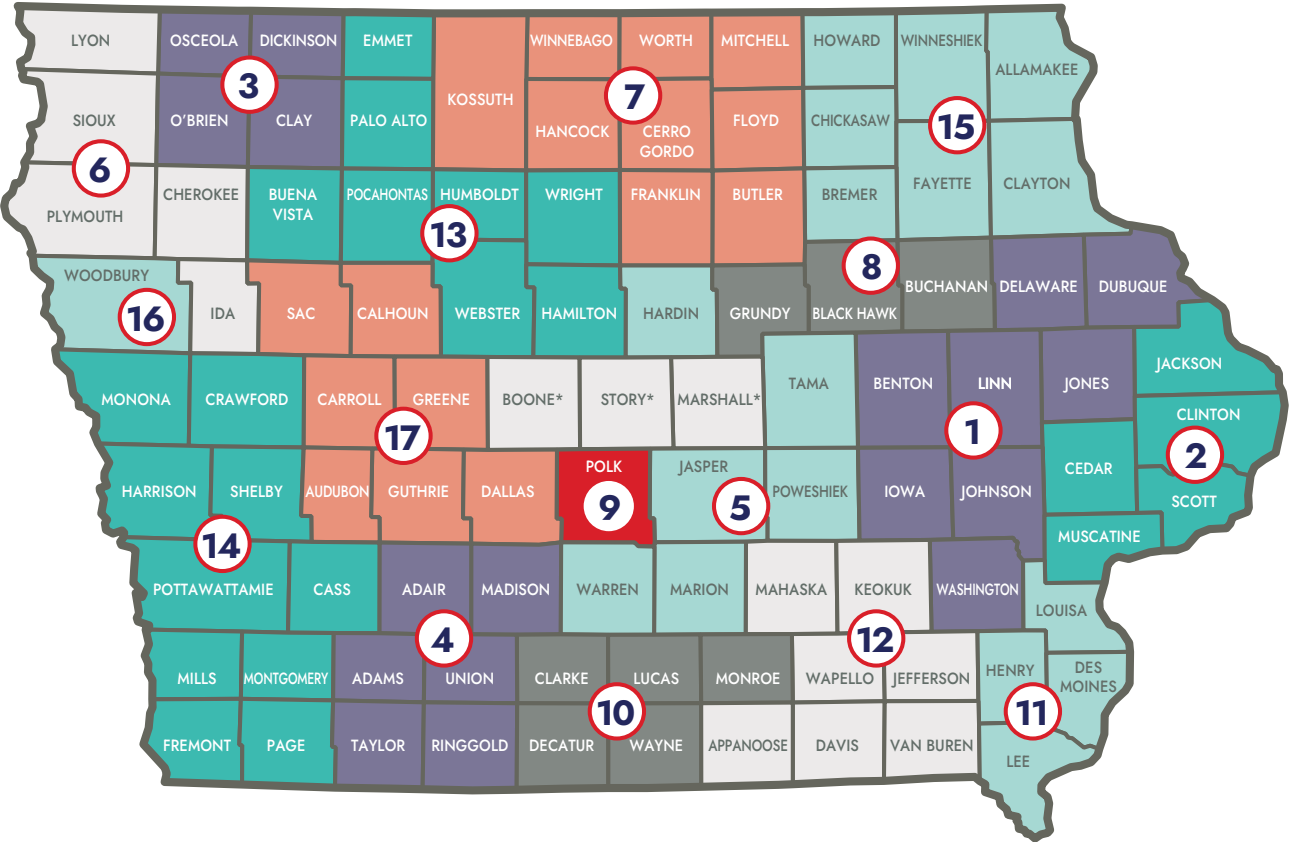
During FY 2023, FaDSS was funded with an appropriation of **\$7,192,834** in TANF and state general funds. In addition, other supports of **\$1,752,456** were provided to supplement FaDSS services.

Grantee	Capacity FY 2023	Allocation FY 2023	Slot Rate FY 2023	% Federal Funds
Four Oaks	232	\$1,090,586	\$4,701	\$436,234
Polk County Family Enrichment Center	224	\$1,050,478	\$4,690	\$420,191
Community Action of Eastern Iowa	142	\$666,944	\$4,697	\$266,778
West Central Community Action	107	\$501,793	\$4,690	\$200,717
Operation Threshold	86	\$404,324	\$4,701	\$161,730
Community Action of Southeast Iowa	76	\$357,213	\$4,700	\$142,885
Sieda Community Action	72	\$339,662	\$4,718	\$135,865
North Iowa Community Action Organization	67	\$314,377	\$4,692	\$125,751
Community Action Agency of Siouxland	66	\$310,542	\$4,705	\$124,217
Mid-Iowa Community Action	103	\$484,004	\$4,699	\$193,602
Upper Des Moines Opportunity	81	\$380,619	\$4,699	\$152,248
New Opportunities	42	\$230,000	\$5,476	\$92,000
Northeast Iowa Community Action Corporation	45	\$230,000	\$5,111	\$92,000
Mid-Sioux Opportunities, Inc.	42	\$230,000	\$5,476	\$92,000
SCICAP	42	\$230,000	\$5,476	\$92,000
<b>TOTAL</b>	<b>1,427</b>	<b>\$6,820,542</b>	<b>\$73,231</b>	<b>\$2,728,218</b>
<b>FaDSS Administration (not to exceed 5%)</b>		\$359,642	-	-
<b>Technology</b>		\$12,650	-	-
<b>Total Appropriations</b>		<b>\$7,192,834</b>	-	-



# FaDSS Grantee Service Areas

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



\* 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@yss.org">PRagner@yss.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>		



“ I ended up getting pregnant and dropping out of school. I had a really complicated pregnancy. I was having twins, and I had twin-to-twin transfusion syndrome — so one of the twins was taking all the good stuff away from the other twin. My four-year-old now is a survivor of that. His brother passed away, so that was traumatic for me.

After I had my son, I really kind of got into the whole drug scene with my children’s father. It was a very abusive relationship. We weren’t very healthy together, and eventually I got a DHS call to me, and they said you can either go to treatment, or you can continue what you’re doing and lose your child. So I decided to go to treatment.



“ My life kind of changed there, and I realized that drugs and the life I was living before wasn’t what I or my children deserved. I was in treatment for four and a half months, and then they said, “There’s a place called the Genesis House in Orange City — would you like to fill out an application?” I had never been to Orange City before, and I really didn’t want to do that, but I did. A month later, they said I got accepted, and I was so excited! I was really nervous because change is really hard for me, and I didn’t really know what to expect. I didn’t know anybody here, but then I ended up moving here.

After that, Katie came into my life — shortly before I had my other child — and she really helped me to get back on my feet. She helped me apply for this Car Ministry program, and I got my car, and I got my license, which I never thought possible. I just always thought I would live my life without my license.

Since I dropped out of high school, I applied for the HiSED program. I got my HiSED — I finished that last year in June. I got a job at Brad’s Breads, and I quickly moved to the manager position there. I absolutely love that job.

My life has really changed from two-and-a-half years ago until now. I’m clean and sober. My kids are in my life, and I’m present with them. My relationships have really flourished now that I’m clean, and I’m able to be a better mom and a better person overall.

I think Katie’s definitely really helped me with that. I text Katie sometimes as a friend, and she’s always there for me. It’s a really good relationship that I hold close to my heart.”

— Maddi, FaDSS family member



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