

**Fiscal Year 2014**

# **FAMILY DEVELOPMENT AND SELF-SUFFICIENCY PROGRAM ANNUAL REPORT**



Prepared by:

Division of Community Action Agencies

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## Iowa FaDSS

### *Strengthening Iowa's Families. Strengthening Iowa's Economy.*

*Families that participate in FaDSS receive in-home services that support:*

- ✓ 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:*

- 1) Assessment
- 2) Goal Setting
- 3) Home Visiting
- 4) Referrals and Collaboration
- 5) Support
- 6) Advocacy and Self-Empowerment

Iowa's Family Development and Self-Sufficiency (FaDSS) Grant Program was created by the 1988 Iowa General Assembly to assist Family Investment Program (FIP) families with significant or multiple barriers reach self-sufficiency. FaDSS provides services that promote, empower, and nurture families toward economic and emotional self-sufficiency.

The foundation of FaDSS is regular home visits with families. Using a strength-based approach, FaDSS made 22,289 home visits in FY 2014. Core services include support, goal setting, and assessment. Assessment aids the family to identify strengths that they possess that may be used to eliminate barriers to self-sufficiency. Goal setting helps families break down goals that seem out of reach into small steps that will lead to success. Support is given in many ways such as referrals, group activities, linking families to communities and advocacy. Participation in FaDSS is a voluntary option for people receiving Family Investment Program (FIP) benefits.

The FaDSS Council awards grants to agencies to provide family development services to families at risk of welfare dependence and family instability. In FY 2014, FaDSS provided services **in all 99 Iowa counties** through a network of seventeen grantees providing services to 3,235 families, including 5,607 children. During FY 2014, FaDSS families earned total **wages of \$4,781,856** resulting in a **FIP savings of \$1,567,984**.

During FY 2014, FaDSS was funded with an appropriation of \$6,042,834 in TANF and state general funds. In addition, local and in-kind funds of \$1,248,174 were provided to supplement FaDSS services.

## Fiscal Year 2014 Capacity and Funding

Grantee	Capacity	Total Grant	Local	In Kind	Total FaDSS
Community Action Agency of Siouxland	40	\$155,785	\$8,870	\$7,450	\$172,105
Community Action of Eastern Iowa	98	\$365,458	\$0	\$0	\$365,458
Community Action of SE Iowa	90	\$335,624	\$0	\$1,657	\$337,281
Four Oaks	222	\$827,874	\$43,300	\$23,024	\$894,198
LSI	39	\$155,630	\$5,200	\$0	\$160,830
MATURA	29	\$119,053	\$7,000	\$8,728	\$134,781
MICA	134	\$499,707	\$13,202	\$0	\$512,909
Mid-Sioux	35	\$138,844	\$2,000	\$0	\$140,844
NEICAC	77	\$287,145	\$0	\$0	\$287,145
NICAO	72	\$268,500	\$2,500	\$4,589	\$275,589
OT	79	\$279,687	\$1,000	\$0	\$280,687
Polk FEC	189	\$704,811	\$866,663	\$187,203	\$1,758,677
SCICAP	53	\$197,645	\$500	\$1,688	\$199,833
SIEDA	108	\$402,749	\$0	\$0	\$402,749
UDMO	75	\$282,457	\$2,000	\$4,800	\$289,257
WCCA	105	\$391,562	\$2,700	\$23,600	\$417,862
YSS	92	\$328,166	\$30,500	\$0	\$358,666
<b>Total</b>	<b>1537</b>	<b>\$5,740,697</b>	<b>\$985,435</b>	<b>\$262,739</b>	<b>\$6,988,871</b>

DHR Admin @5%  
Total Appropriation

\$302,137  
\$6,042,834

### Selected program features, FY 2014.



## Fiscal Year 2014 - Selected Outcomes

### Increased Employment

- In FY 2014, 21% of FaDSS households had at least one adult employed at program entry. At exit, 44% of households had at least one adult employed.
- Over 1,700 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 2014, employed families exiting FaDSS increased their average monthly wages to \$1,190, an increase of \$668.

### Decreased Family Investment Program (FIP) Payments

- At entry, heads of households averaged \$377.21 in FIP payments. At exit, the average FIP payment for heads of households was \$137.11, a decrease of \$240.10.

### Achievement of Educational Goals

- Twenty-six percent of adults in FaDSS lacked a high school diploma/GED and adequate literacy skills.
- FaDSS assisted families in achieving major educational goals:
  - 107 families completed a GED/HS Diploma
  - 96 families completed a certification program
  - 60 families completed an Associate's Degree
  - 9 families completed Bachelor's Degree

### Increased Access to Services and Treatment - Domestic Violence

- Fifty-one percent of FaDSS families have a family member that is a current or past victim of domestic violence.
- In FY 2014, 365 FaDSS families had experienced domestic violence. Eighty-four percent of those families accessed necessary and appropriate assistance.

### Increased Access to Services and Treatment - Mental Health

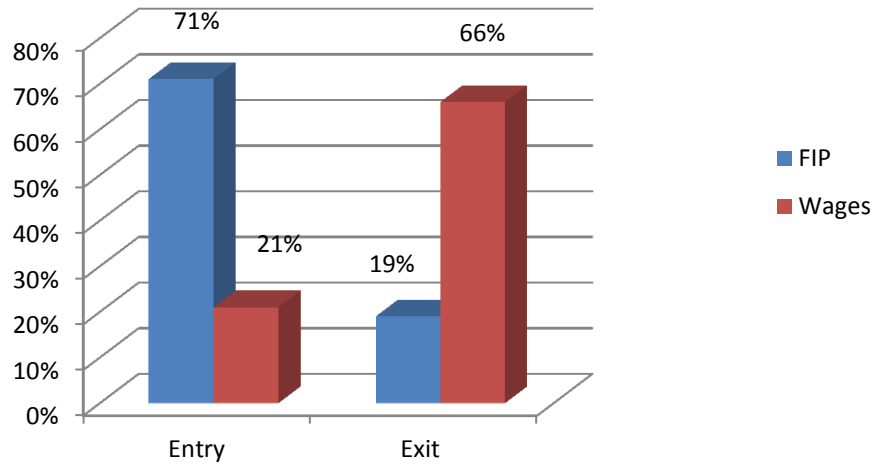
- In FY2014, 1,259 families had an adult with substantiated mental health issues.
- In FY2014, 1,061 or 84% of adults with a mental health barrier were successfully accessing treatment.

### Increased Access to Treatment - Substance Abuse

- In FY 2014, 356 families had an adult with a substantiated substance abuse issue.
- In FY 2014, 292 (82%) adults with a substance abuse barrier were successfully accessing treatment.

## Fiscal Year 2014 - Selected Outcomes

Percentage of Head of Household Income from Wages and FIP at Entry and Exit from FaDSS during FY 2014



## Fiscal Year 2014 – Selected Demographics

Ethnicity	Individuals	Percent
White	5186	58%
African American	2163	24%
Multi Racial	750	8%
Hispanic or Latino	529	6%
Native American or Alaskan Native	126	1%
Asian	44	<1%
Native Hawaiian/Pacific Islanders	5	<1%
Other	68	1%
Not Reporting	147	2%
<b>TOTAL</b>	<b>9018</b>	<b>100%</b>

Head of Household Education Level at Enrollment	Individuals	Percent
Elementary or Middle	31	2%
Some High School	450	24%
High School Diploma / GED	640	34%
Some college	524	28%
Trade/vocational Training	98	5%
Two year college degree(Associates)	97	5%
Four year college degree(Bachelors)	34	2%
Masters degree or above	5	<1%
<b>TOTAL</b>	<b>1879</b>	<b>100%*</b>

\*Percentages may not add to 100% due to rounding.

At enrollment, 97% of families had yearly income of \$20,000 or less. 88% of families had yearly income of \$10,000 or less.

The average size of families exiting FaDSS:

**2.9**

# **FaDSS Year End Summaries**

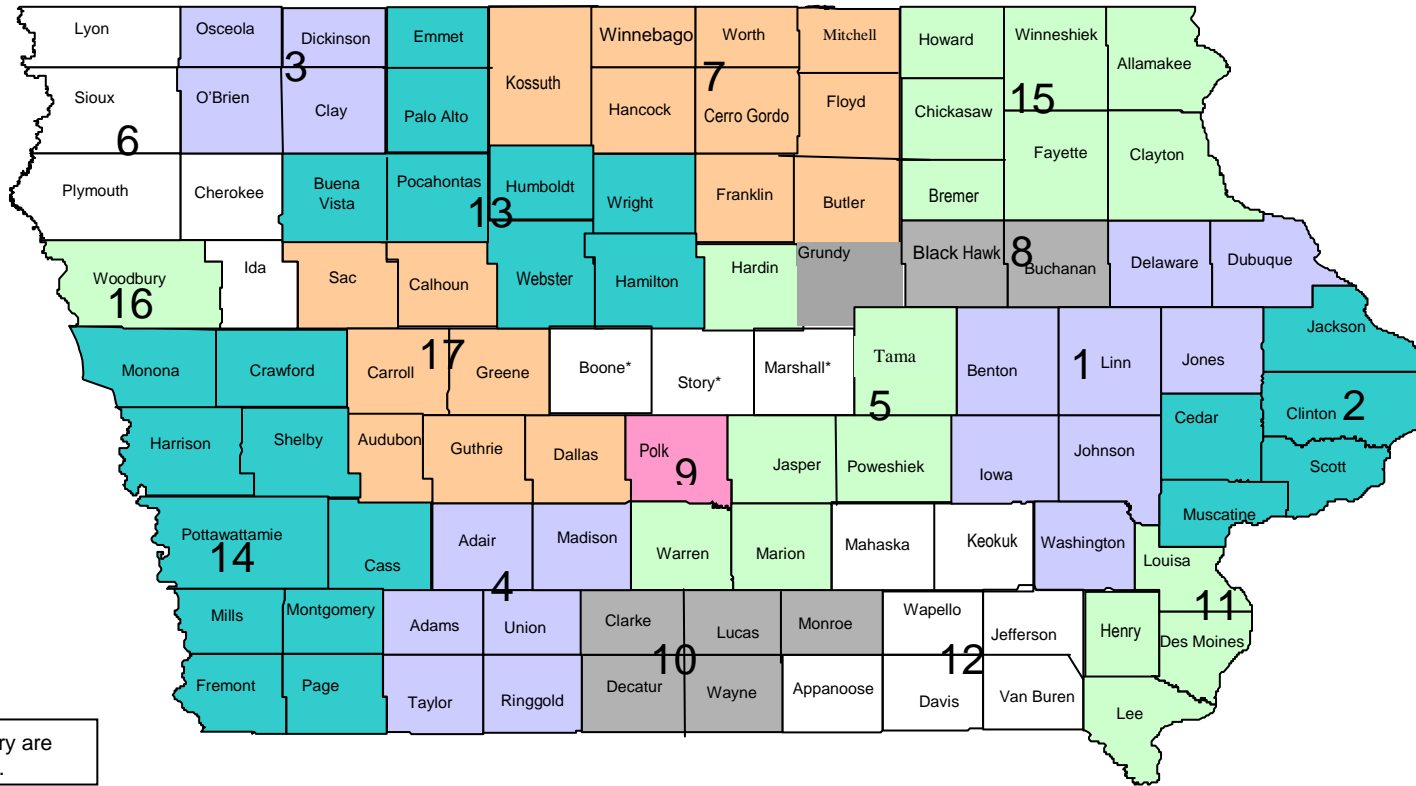
**FY 2014**

**As Prepared by FaDSS Grantees**



1. Four Oaks
2. Community Action of Eastern Iowa
3. Lutheran Service in Iowa
4. MATURA Action Corp.
5. Mid-Iowa Community Action
6. Mid-Sioux Opportunity
7. North Iowa Community Action Org.
8. Operation Threshold
9. Polk County Family Enrichment Center

10. South Central Iowa Community Action Program
11. Southeast Iowa Community Action Org.
12. Southern Iowa Economic Development Association
13. Upper Des Moines Opportunity, Inc.
14. West Central Community Action
15. Winneshiek County Board of Supervisors
16. Woodbury County Community Action Corp.
17. Youth and Shelter Services, Inc.



•Boone, Marshall and Story are served by YSS and MICA.

## FaDSS Grantee Service Areas

## COMMUNITY ACTION OF EASTERN IOWA

**Service Delivery Area:** Cedar, Clinton, Jackson, Muscatine and Scott Counties

**Capacity:** 98 families

**Successful Goals:**

- We provided 1,251 home visits, 113 other visits of home visit quality and 1,264 significant contacts
- 98 families were involved in activities designed to increase work preparedness
- 84 families that were employed

**Partnering with Community Agencies:** This year the FaDSS program became an active partner in the development of the Coordinated Intake process in Scott, Clinton and Jackson Counties. Along with FaDSS were programs such as Bright Beginnings, Scott County Kids Nest, LSI-HOPES, AEA, Nurse Family Partnership, LSI-Parents as Teachers, Head Start and Family Resources-Parenting Inside Out that met monthly to create a referral process that allows families to access all services they would need at one time. This process will allow us to service families quickly and start them on the path to success.

**Success with Families:** This year we worked with 215 families. The following success story shows the positive impact of FaDSS services:

**Shannon - Scott County**

When Shannon enrolled in the program, she did not have her GED, no transportation or child care, and very little support system. Unbeknownst to her, she was pregnant with her second child. She was living in low income housing, but was having trouble paying for the utilities.

Her FaDSS Specialist linked her up with the GED program closest to her so that transportation was no longer a barrier. Her neighbor helped her with child care while she was in classes, until a spot opened up at Head Start, which was also close by. Once she had these issues resolved, she was very determined to get her GED. A month after she enrolled, she earned her GED.

Shortly after she had graduated with her GED, she gave birth to her daughter. The manager of the housing complex where she lived needed a copy of the birth certificate so she could continue living there but it did not come in. FaDSS assisted her with getting a birth certificate so that she could maintain her housing. She was linked up with the Bright Beginnings program that comes to her home to provide parenting education to her. Shannon has learned the importance of tummy time and her interaction with her daughter at this critical stage in her life.

She is currently going to school to become a medical assistant and continues her involvement with the FaDSS program.

**For More Information Contact:**

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Community Action of Eastern Iowa

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## FOUR OAKS -- CORNERTSTONE

**Service Delivery Area:** Benton, Delaware, Dubuque, Iowa, Johnson, Jones, Linn, and Washington

**Capacity:** 222 families

**Successful Goals:** Staff has worked diligently to increase the amount of screenings done with each participant and their family members. By screening for things such as developmental delays, maternal depression, or domestic violence, staff is able to quickly detect and refer families onto services that will address those barriers that may impede success within FaDSS. Specifically, using the Ages and States Questionnaire (ASQ) and the Ages and Stages Questionnaire: Social Emotional (ASQ:SE), staff have been able to be more interactive with the children in our families' homes. Using concrete screening tools gives staff the means to discuss concrete developmental areas of children and improve the understanding parents have about their child's development. We have seen families increase their time playing with their young children as they now have an increased understanding about child development as well as suggestions of additional activities that stimulate growth. We have screened children who were slightly behind and witnessed them making great strides after offering ASQ suggested activities and making referrals to AEA programs. In some cases, we have been successful in obtaining SSI for young kids who were greatly behind in their development as we were able to use screening and referral information as supporting documents.

**Partnering with Community Agencies:** Within our own organization, there has been an increase in access to family support services that many of our FaDSS families can participate in after completion of FaDSS. Our partnerships with those internal partners as well as some external family support providers has increased allowing for streamlined services as families flow from one program to another. We have been making referrals for family support when families are off FIP and are still in-need of family support. During the three month transition out of FaDSS, we are able to partner with families to meet together with a new provider to help them get to know the family and to make the family comfortable in this transition. We have also started with working with Linn County Child and Youth Development Services. This has helped families with kids over the age of six become engaged in a program to enhance their parenting skills. This program helps families stay committed to their medication and treatment. They help with transportation, child care, and financial challenges. They help families connect with community groups that can provide on-going support and introduce them to other parents who've successfully dealt with depression.

**Success with Families:** When Susanna joined the program she had just gotten custody of her three children returned to her. She was living at Heart of Iowa working on her goals within a substance abuse treatment facility. Stephanie was unemployed, working with several service providers, and nearing graduation from Heart of Iowa with no place to go. Working on her goals with her FaDSS worker for four months, Susanna has maintained custody of her children, found a full-time job to attain self-sufficiency, secured adequate housing for her family, and has been able to maintain all of these things without the assistance of FIP. Stephanie is close to graduating from the Family Treatment Court program. Her two youngest daughters are doing well in child care and her oldest daughter will be starting school again this month.

**For More Information Contact:**

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## LUTHERAN SERVICES IN IOWA

**Service Delivery Area:** Clay, Dickinson, O'Brien and Osceola Counties

**Capacity:** 39 families

**Successful Goals:**

- For every \$1.00 spent on the FaDSS grant there was a return of \$1.13 to the state. This was an improvement from the previous year with a return of 1.07.
- Out of the families served 66% were employed. In general families were in better paying jobs and making more per hour than they have in previous years.
- Out of the adults served with mental health issues 100% were accessing the appropriate treatment for their diagnosis.

**Partnering with Community Agencies:**

The LSI FaDSS Program continues to partner with Upper Des Moines Opportunity to best serve our FaDSS participants. Over the past program year we have partnered with UDMO for several different programs and services. Services that FaDSS participants have benefitted from with FaDSS recommendation are LIHEAP, Shop with a Cop, Embrace Iowa, Food and clothing pantry, Back to school supply program, Alliant energy utility payment program, Crisis funding, WIC, Early Head Start/ Head Start, CPPC Gas Card Fund and the Christmas gift Program. In turn UDMO sends referrals to FaDSS when it is needed. The LSI FaDSS Program has also partnered with the local Dream Center to help families in need. FaDSS workers have referred participants to the Dream Center for the clothing and food pantry, the free medical and dental clinic, for free counseling services and also to the youth center for teenagers. The Dream Center has allowed the LSI FaDSS Program to use their facility to promote our program, to hold meetings and also to get clothing for participants who cannot make it to the center due to transportation issues.

**Success with Families:**

- K. is a mother of 3 school aged children. When FaDSS first met with K. she was struggling with depression which was preventing her from keeping a job. With FaDSS assistance K. was able to start mental health counseling which improved her depression and allowed her to start working part time. After some ups and downs with her depression her FaDSS worker encouraged her to continue with therapy and work. K. eventually was able to stabilize her mental health which allowed her to start working a full time job. She was able to maintain her mental health while working full time and eventually went off of FIP due to income. Eventually she was able to move out of her apartment and move into a house on an acreage with her children.
- M. is a young single mother of a 2 year old son and a 3 month old daughter. M. is a re enrollee in the FaDSS Program. A year ago M. was addicted to drugs and was using while pregnant. With the help of the FaDSS Program and other providers M. was able to get checked into treatment and become fully clean and sober. When she returned home she was able to obtain a full time job as a supervisor of a local restaurant. She is currently working with several providers including FaDSS to help keep her on the right track, make good decisions for herself and to help her and her daughter get the services they need.

**For More Information Contact:**

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## MATURA ACTION CORPORATION

**Service Delivery Area:** Adair, Adams, Madison, Ringgold, Taylor and Union Counties

**Capacity:** 29 families

**Successful Goals:**

- 100% of families who have a substantiated substance abuse issues accessed necessary and appropriate treatment.
- 87% of families who have children with substantiated chronic or acute illness have accessed necessary and appropriate treatment.
- 75% of families involved in a less than two year program completed it.

**Partnering with Community Agencies:** The MATURA FaDSS Program had the opportunity to be involved in the implementation of the new Tenant Based Rental Assistance (TBRA) housing program. With this new program the prospective housing units needed an inspection before tenants could move in. So we contacted the local housing authority Southern Iowa Rural Housing Authority (SIRHA). The SIRHA staff has been more than willing to work with FaDSS on this effort to get properties inspected and the reports written and returned in a timely manner. The SIRHA staff has gone out of their way to schedule inspections in counties that they do not serve at this time so that we can get families in adequate housing as soon as possible. With this partnership we are ensuring that families are moving to safe, affordable housing in record speed. It is hard for families to focus on finding employment or addressing mental health issues when they have no place to live or inadequate living conditions.

**Success with Families:** Before enrolling into this program I was on a dark bumpy road to nowhere. The first step I took was to get on FIP, which introduced me to the FaDSS program. Coming into this program I had no support, no one to talk to, and was extremely confused about where I was going in life. This program helped me to understand myself in a way that let me see exactly where I wanted to be in life and how to get there. Having a patient, understanding and passionate worker helped to guide me in the right direction. The first goal I tackled with my worker was being a more efficient communicator and handling stress appropriately. With the process of goal setting I've learned that you need to set little goals and celebrate the small accomplishments along the way.

The four major goals I have accomplished since being in the program are enrolling in college, graduating with my Associate's degree, moving into my own place and becoming self-sufficient by employment with the very same community action agency that helped me get to where I am today in life. As of right now my journey is not over and I feel fully confident given the help from my worker that I can keep pushing and move forward every day. I now have a much better understanding of not giving up and completing the goals that I have for myself. I now know that I'm not alone and there are many people in my situation and I am able to help them just like my worker helped me. Now I can walk the walk and talk the talk using my own life story along the way. I'm very thankful for my experience with the FaDSS program and hope to touch just as many lives as my own worker has. I am also able to be a living example and show my daughter how to become the very best that she can be.

**For More Information Contact:**

Kristie Davidson – FaDSS Coordinator - 207B North Elm Street - Creston, Iowa 50801 - Telephone: 641-782-8431 Ext. 217 Fax: 641-782-6287

## MID-IOWA COMMUNITY ACTION, INC.

**Service Delivery Area:** Boone, Hardin, Jasper, Marion, Marshall, Poweshiek, Story, Tama and Warren counties

**Capacity:** 134 families

**Successful Goals:**

- 284 families were served.
- \$636,102 was earned by employed FaDSS families.
- 43% of FaDSS adults received formal education and training.

**Partnering with Community Agencies:** MICA's work with families is supported by many community agencies. Even though our focus in FaDSS is to move the adults served toward self-sufficiency, we also strive to improve the lives of the children in those families. MICA has tremendous support and partnerships with early childhood programs in our service area. In 2014, our program's families had 60% of children ages 0-5 in a community-based early childhood programs. These community-based programs include Tama Healthy Families (Tama County), Family Connections (Poweshiek County), Parents as Teachers (Boone, Warren and Marion counties), Early Head Start (Tama, Hardin, Marshall, and Story counties) and Head Start (Hardin, Marshall, Tama, Poweshiek, Story, Boone, Jasper, Marion, and Warren counties). FaDSS staff communicate on a regular basis with the program providers to ensure that the families we serve with children 0-5 have the information needed to participate in these important child development programs.

**Success with Families:** Jessica enrolled in FaDSS in September of 2013. Jessica, her husband, and their three children (ages 13, 12, and 8) had just moved to Iowa from Missouri so Jessica could attend Ellsworth Community College to study barn management and horse training. Jessica and her family were homeless and staying in a camper at a local park. Jessica's husband had just gotten hired for a full-time job at a construction company making \$10 per hour, and Jessica was enrolled in a two-year program at the local community college. Jessica's children were enrolled in school and attending regularly, but Jessica had concerns that two of her children were struggling with attention deficit hyperactivity disorder (ADHD). During her time in FaDSS, Jessica was referred to local landlords, low-income housing, HUD, LIHEAP, medical services, holiday projects, food pantries, emergency food programs, community meals, and employment opportunities. Jessica and her family moved into an apartment on October 1st. In December, Jessica's husband received a \$2 per hour raise, which made them ineligible to receive FIP. Jessica and her family struggled to adjust to their reduced SNAP benefits, along with the lack of transportation reimbursement from Promise Jobs, so Jessica began to search for employment as well. Jessica's transition out of FaDSS ended in March of 2014. At exit, Jessica had just been hired for a part-time job as a kennel assistant at a local veterinary office. Jessica was hired to work 12 hours per week for \$7.25 per hour. Jessica's husband was still working full-time for \$12 per hour, and his employer had recently offered to put him through school to become a certified inspector for their construction vehicles. She is still working on her two-year degree. Jessica's goal for the future is to attend Iowa State University to become a veterinarian and run her own horse ranch. Jessica is a pseudonym. Her real name was not used to protect her privacy

**For more information contact:**

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## MID-SIOUX OPPORTUNITY, INC.

**Service Delivery Area:** Cherokee, Ida, Lyon, Plymouth and Sioux Counties

**Capacity:** 35 families

### Successful Goals

- Employed families that lack safe, reliable child care reduced by 23.6% from last year.
- 23 adults were involved in furthering their education.
- 97% of children with substantiated mental health issues have accessed necessary and appropriate treatment for those mental health issues.
- 84% of families were involved in activities designed to increase work preparedness skills.

**Partnering with Community Agencies:** During the past program year, the FaDSS program of Mid-Sioux Opportunity, Inc. has strengthened our partnership with The Bridge in Orange City, Iowa. The Bridge offers safe, supportive living for up to 24 months for women and children in need of a transitional place to live. FaDSS has developed very open and strong communication with Gina Roberson, the Life Skills Coordinator at The Bridge. After getting to know the Specialist who covers that area, Gina has begun to make referrals to our program. Families who move in to The Bridge can be very skeptical about other workers. With Gina's knowledge of the program, she is able help clients feel more comfortable with participating. The FaDSS Specialist is able to help these clients, as well as The Bridge staff, better understand the requirements of Promise Jobs. Teaming up with Gina has also helped FaDSS address some issues with the clients that without that partnership, we would not be aware of. FaDSS looks forward to continued team work with The Bridge in helping families accomplish their goals leading to self-sufficiency.

**Success with Families:** FaDSS called Sarah and enrolled her from the FIP list in April 2014. At that time, she was living at home with her father and her four-year-old daughter. At the time of enrollment, Sarah was attending college to obtain her nursing degree and working very part-time, making \$9.50/hour. FaDSS provided support and encouragement to Sarah as she was finishing up school. Sarah's FaDSS Specialist also assisted her with resources and helped inform her of available job opportunities in the area by looking in newspapers as well as online for RN positions. During enrollment, FaDSS conducted parenting assessments and budgeting forms with Sarah. Living on her own was a goal she set for herself. FaDSS also attended Promise Jobs appointments with Sarah while in the program. Sarah's Promise Jobs worker and FaDSS Specialist remained in continuous contact. Because of the success Sarah had with the Promise Jobs program, her Promise Jobs worker suggested and encouraged Sarah's participation in a motivational project the local Iowa Workforce Development office was trying to get started. This project was going to be for future and current FIP recipients. They were planning on having past recipients of the program, who had been successful, speak to current recipients on how to make the most of this time. FaDSS referred Sarah to the Mid-Sioux Outreach office for assistance with getting on her feet. She found housing and is currently living in a duplex with her daughter. Sarah graduated with her RN degree in May 2014 and called FaDSS as soon as she passed her boards in June 2014. Sarah is now employed at a local hospital making \$21.50 per hour and her FIP case has closed.

### For more information Contact:

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## NORTHEAST IOWA COMMUNITY ACTION CORPORATION

**Service Delivery Area:** Allamakee, Bremer, Chickasaw, Clayton, Fayette, Howard and Winneshiek

**Capacity:** 77 Families

**Successful Goals:** 88% of adults and 90% of children with substantiated mental health issues accessed necessary and appropriate treatment. 91% of adults and 100% of child with substantiated substance abuse issues accessed necessary and appropriate treatment. 100% of adults and children with substantiated chronic and acute physical illness accessed necessary and appropriate treatment. Of 11 families involved in GED/high school, 3 completed; of 14 families involved in a less than 2 year education program, 4 completed; of 13 families involved in a 2 year program, 7 completed; of 9 families involved in a 4 year education program, 1 completed.

**Partnering with Community Agencies:** This single mother to one son has overcome several barriers while in the FaDSS Program. When first enrolled she was dealing with mental health and substance abuse issues. She was founded for denial of critical care and placed on the Child Abuse Registry. Since that time, she has worked cooperatively with DHS and LSI and completed their program. She has been attending counseling on a regular basis and has remained sober. Housing was also a barrier for this family. She and her FaDSS Specialist began working with the Transitional Housing Program, offered through Helping Services. She now lives in a 2 bedroom apartment rent free. She currently works part-time as a CNA and receives childcare assistance through the state. Her son is currently enrolled in the Head Start Program. She continues to work on her parenting skills. The family has a great support system and she is comfortable reaching out for help! FaDSS referred the family to multiple agencies/programs including: Helping Services, Family Services, County Relief, Upper Explorerland, Embrace Iowa, TMS, LIHEAP, NEICAC Christmas Program, Hawk-I, and FSSG. In addition, FaDSS assisted the family with job referrals, filling out applications, and budgeting.

**Success with Families:** This couple are parents to five children, two of which are adopted. When the family first enrolled in the FaDSS Program, he was attending school full-time at Upper Iowa University pursuing his BA in Nursing. He was able to take advantage of the "Trade Program" through IowaWorks. He received unemployment benefits and his tuition was paid for. The family relied on student loans and FIP for the remainder of his schooling. Throughout their enrollment, finances were a huge barrier. FaDSS was able to get additional funding to pay on past due insurance and electric. The family also took advantage of LIHEAP and Embrace Iowa. Since completing his BSN, he has landed full-time employment as an RN. His base hourly wage is \$28 with shift differential. The employer also offers great benefits as well as paid vacation. His wife works out of the home doing occasional respite foster care. She's also addressing her mental and physical health needs. She hopes to eventually look for part-time work within the medical field (she has her LPN). The children attend school full-time and participate in several extracurricular activities. Their son has several behavioral issues. They hope to connect with New Directions for in-home counseling services. They are very involved in their children's education. They always displayed excellent parenting skills. FaDSS referred the family to multiple agencies/programs including; Family Services, County Relief, Manpower, Clayton Co Food Pantry, Upper Explorerland, Embrace Iowa, TMS, LIHEAP, St Olaf Christmas Program, Hawk-I, and FSSG. In addition, FaDSS supplied the family with several job leads.

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## NORTH IOWA COMMUNITY ACTION ORGANIZATION

**Service Delivery Area:** Butler, Cerro Gordo, Floyd, Franklin, Hancock, Kossuth, Mitchell, Winnebago and Worth

**Capacity:** 72 Families

**Successful Goals:**

- Thirty-five households demonstrate behaviors that promote health, wellness, and good nutrition. By achieving this they are setting a good example for their children.
- Forty-four households accessed some formal assisted housing program while enrolled in FaDSS which helps them to stabilize their family.
- Thirty-five households increase their income this past fiscal year which places them on the path to being self-sufficient.

**Partnering with Community Agencies:** During this fiscal year we had the opportunity to partner with Mercy Medical Center - North Iowa and the Cerro Gordo County Public Health Department through a Community Care Coordination Grant. Staff was trained on a TAV Connect database program that will allow us to receive referrals and/or find resources for our FaDSS families. We are in the beginning stages and are working through some logistics. We feel this will be a great benefit and tool for us to be able to connect our families to even more resources.

**Success with Families:** Tara and her daughter, Alexis, moved to Iowa from Illinois. When FaDSS started to work with them, they were living in a shelter and did not have anything but some clothes. They had been through some traumatic events in their lives and both had mental health issues; both attended mental health appointments regularly. Tara did have a driver's license but did not have a vehicle. Through FaDSS, Tara was able to apply for ESG, which is assistance for housing for families that are homeless or near homeless. The application was approved, so Tara and her daughter were able to move to an apartment in a small neighboring town. They did not have items for their home, so FaDSS was able to get a voucher for them through Salvation Army. Tara had a handful of problems complying with PROMISE JOBS such as employment searches and wanting to take college courses. Since she had to rely on transportation for employment, it was difficult to find a job that PROMISE JOBS would accept. Tara and her FaDSS worker worked together with PJ to find some common ground and they were able to compromise on some PJ activities. She finally was able to find a job within her small town, which was also walking distance from her home. Tara was able to become stable enough to not have to rely on PROMISE JOBS and cancelled her FIP. She has been working at her current job for about 6 months now, and has found employment at two other places in town. She currently has an apartment full of nice furniture and is living comfortably. She continued FaDSS through her three months of transition and has come a long way since starting FaDSS a year ago.

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## OPERATION THRESHOLD

**Service Delivery Area:** Black Hawk, Buchanan, Grundy Counties

**Capacity:** 79 families

**Successful Goals:** During FY14, we had five participants complete their GED, seven participants completed a skilled trades program, five graduated with a two year degree, and two graduated this year with a four year degree. This has been one of the most successful years with participants graduating from school! Of the families served, the Specialists were able to assist 100% of both adults and children with substantiated chronic and acute physical illness in accessing appropriate treatment. We had 116 families involved in activities designed to increase work preparedness skills and over half of those families (unduplicated) became employed.

**Partnering with Community Agencies:** With the implementation of the Affordable Care Act (ACA) this year, we had several families asking questions and wondering how it was going to affect them. Operation Threshold partnered with Peoples Community Health Clinic and was able to have the ACA Navigator housed on site talk to families and explain their different options. We had some families who were working, and no longer qualified for Medicaid. The Navigator was able to get them enrolled and walk them through the Market Place. Our Navigator also presented at our meetings to help the FaDSS Specialists become more familiar with the legislation and be able to answer basic questions. Families really benefited from this partnership, because it helped remove some of the barriers of having to travel to another agency to get information. In addition, the Navigator was very accommodating by taking walk-ins, so families didn't have to make another trip back to the office. Participants stated too, that they liked the convenience and it was easy for their Specialist to attend the appointment with them too.

**Success with Families:** M.M. is a single mom of two young children. When she first enrolled in FaDSS she had just moved to a very rural area, from Texas, to escape a domestic violence situation with the father of her children. She and her children moved in with her mom and step-dad when they got to town, and M.M. starting working at a grocery store in the adjacent town. Initially the participant was dependent on her parents for everything (transportation, child care, food, etc.). However, after a few visits, the Specialist talked to M.M. about how she thought the parents were taking advantage of M.M. M.M. saw this too and decided she wanted to live on her own. With the help of our tenant based rental assistance program she found an apartment in the town she worked in, so she could walk to work. She also found a daycare nearby to take the kids while she is at work. FaDSS funds were also able to help get her some furniture for her apartment. M.M. has found the confidence to become self-sufficient after being dependent on her children's father and her parents for so long. She lives with very few luxuries so that she is able to pay her bills on time and without assistance. Her children continue to thrive and she is so proud to be able to provide for them all on her own!

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## POLK COUNTY FAMILY ENRICHMENT CENTER

**Service Delivery Area:** Polk County

**Capacity:** 189

**Successful Goals:**

- 119 participants increased their level of education
  - 45 in GED or High School, 10 completing
  - 29 in an educational program <2 year, 13 completing
  - 42 in a 2-year college, 6 completing
  - 3 in a 4 year college
- 264 participants were employed

**Partnering with Community Agencies:** Fiscal year 2014 was the sixth year of a partnership between FaDSS and Iowa Legal Aid through the “Equal Justice Project”. Many families have received legal assistance through the project for a variety of issues. Unfortunately, the Child Abuse Prevention Council lost funding and will no longer provide parenting classes in the community. The Executive Board hopes to find another organization to take over the program. Ethnic Minority of Burma Advocacy and Resource Center (EMBARC) has partnered with FEC for assistance working with families. FEC staff provides support, advocacy and referrals for EMBARC. FEC worked with one family from Burma. FEC provided case management services and EMBARC interpreted. Polk County has partnered with the Des Moines Area Religious Council (DMARC) through the General Assistance program. The collaboration has benefited the staff at FEC and participants. Through the collaboration, the “Housing Stability Fund” was created, which allows for rental and deposit payments above the General Assistance standard, utilities, deposit and some fines to be paid. The County is also in discussions with DMARC to open a food pantry at River Place that would be open to all the FEC participants as well as the public.

**Success with Families:** Mary enrolled in the FaDSS program in January of 2011. At the time, she faced multiple barriers in becoming self-sufficient, including illiteracy in all languages, homelessness, mental and physical disabilities and she was not a US citizen. Mary was homeless when she enrolled in FaDSS. With the help of her FDS worker she secured housing that was not considered affordable, without the Housing Subsidy through the Family Enrichment Center (FEC) program. Knowing that her housing was not sustainable, Mary and her FDS worker continued looking and applying for other housing. After addressing a legal issue with the help of Legal Aid, Mary was approved for subsidized housing through the Moderate Rehabilitation Program. Even though Mary’s health was poor she tried detasseling corn for extra money; unfortunately, she was not able to keep the job. Mary continued to apply for other jobs through The New Iowan Center but resorted to picking up cans to supplement her income. Mary was a refugee from Africa, but had lived in the United States for several years. She was not a US citizen, therefore was not able to apply for SSI/SSDI despite her medical and physical disabilities. Her FDS worker assisted her in the application process for citizenship. In March of 2014 Mary was granted citizenship. Once Mary received her citizenship, her FDS worker assisted her in applying for SSI based on her mental illness and physical disabilities. She was approved for SSI in November of 2013. When exited from FaDSS, Mary had secured subsidized housing, her citizenship and SSI. Mary was referred to Golden Circle for additional support to ensure her continued success.

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## **SOUTH CENTRAL IOWA COMMUNITY ACTION PROGRAM**

**Service Delivery Area:** Clarke, Decatur, Lucas, Monroe and Wayne Counties

**Capacity:** 53

### **Successful Goals:**

- Two individuals completed GED/high school; one individual completed less than a two year education program; 1 individual completed a two year education program; and one completed a four year education program.
- 100% of adults and 100% of children with substantiated mental health issues accessed necessary and appropriate treatment for their illness.
- 100% of adults and children with substantiated chronic and acute physical illness accessed necessary and appropriate treatment for their illness.

### **Partnering with Community Agencies:**

Patty Jones attended the Circle of Security Parenting training and then shared her knowledge with the Wayne County Nest Program. This is an 8 week relationship based program. The families enjoyed the training and stated that it was a more realistic training that they would actually use with their children. Several of the parents returned each week and shared stories of their success. Patty will also be presenting at the Lucas County Nest. The Lucas County Parents as Teachers Educator attended some of the FaDSS team meetings and shared inexpensive activities to do with young children at home visits. Danna Buls, Promise Jobs Supervisor, and her staff have been attending some of our team meetings to share upcoming changes and for a question and answer time.

### **Success with Families:**

A single mother with a four year old daughter has been living with her mother and step father. She has been battling drug addiction and depression for many years. She was denied disability and was going through the appeals process. She has attended therapy for an extended period of time. Her FaDSS Specialist has been working with her on self-esteem and alternative ways to deal with her stress. She has started exercising and losing weight. She is eating healthier and using essential oils to calm herself when she has urges to use drugs. Her FaDSS Specialist told her about the TBRA Program and she found an apartment close to her mother's house. She loves her apartment and feels like she is more in control of her life. She has reduced her amount of prescribed medication and has more energy. She recently dropped her disability appeal and said she felt well enough to begin job searching. She found employment within 2 weeks and loves her job and enjoys her co-workers. She is thankful for the FaDSS Program and how her specialist has remained non-judgmental and has continued to encourage her to reach her full potential.

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## COMMUNITY ACTION OF SOUTH EAST IOWA

**Service Delivery Area:** Louisa, Henry, Lee, and Des Moines Counties

**Capacity:** 90

**Successful Goals:** Our team continues to exceed capacity. This year on average we served 99 families per month; operating at 110.12 percent over our capacity. One of our new program goals was to assist every family in developing a safety plan by their sixth month of program involvement. The type of safety plan developed reflected the needs in the individual families. For some it was a fire safety plan. For others it dealt with a domestic violence safety plan. For others with young children, it meant evaluating and educating the families on home safety for young. This proactive activity assisted families in thinking ahead to assure their family's safety.

**Partnering with Community Agencies:** Community Action of Southeast Iowa's FaDSS program continues to build relationships with partnering agencies. The FaDSS Coordinator and Promise Jobs Supervisor are in continual contact. We regularly invite community agencies to our monthly team meetings for education about their services. HOPES is a local program that we have made major strides with in our collaboration efforts; HOPES provides coordinated intake services in two of our counties and we benefit from those efforts by additional referrals to the FaDSS program. Families are benefiting from coordinated services that reinforce their progress and avoid overlap of services.

**Success with Families:** Jennifer is a single mom with custody of a 12 year old daughter. Jennifer was enrolled in the accounting program at Southeastern Community College. By studying hard she achieved very good grades and graduated in May of 2014 with an Associate of Applied Science in Accounting. Upon graduation she started job searching and turning in applications for accounting positions. Her FaDSS FDS gave her an application and job posting for the Fiscal Office of Community Action of Southeast Iowa. Jennifer applied for the position and was hired approximately a month after graduating from Southeastern Community College.

Amber enrolled in the FaDSS program after separating from an unhealthy, abusive relationship, did not have stable housing and was facing a financial crisis. Amber had few positive supports and was in the midst of a heated custody battle. Due to the custody battle, Amber was not able to see her children for several months. She soon found full time employment providing her with the financial means of supporting her family. Community Action's Emergency Solutions Grant (ESG) program assisted Amber with funding for a deposit and 3 months of rental assistance. She quickly found an apartment and promptly moved into her new home. She was also approved for the Tenant Based Rental Assistance (TBRA) program through Community Action and is receiving an additional 12 months of rental assistance. Amber utilized funding from the LIHEAP program in paying her utility bill during the winter months. Amber regained custody of her oldest son. By utilizing a budget plan, Amber has been able to purchase furniture and decorations for her new home. FaDSS provided Amber with clothing assistance vouchers to help meet the needs of the family. Today, Amber continues to work full time. Amber was able to cancel her FIP benefits, as she now has the means to support her family. Her two youngest children were recently returned to her care. Amber has utilized the resources and parent educational tools provided by the FaDSS program in gaining her self-sufficiency.

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## SOUTHERN IOWA ECONOMIC DEVELOPMENT ASSOCIATION

Db a Sieda Community Action

**Service Delivery Area:** Appanoose, Davis, Jefferson, Keokuk, Mahaska, Wapello and Van Buren Counties

**Capacity:** 108

### Successful Goals:

- ❖ Provided FaDSS services for 206 families this fiscal year.
- ❖ 22 families were involved in activities to increase their education levels.
- ❖ 39 families were employed either full or part time.
- ❖ 32.5% of the families were facing 5 or more snapshot issues/barriers, of which 19.4% of adults with substantiated chronic or acute physical illness, 12% of adults with substantiated substance abuse issues and 43% of adults with substantiated mental health issues by family declaration or medical diagnosis.
- ❖ Served 139 children ages 0-5, of which 56 were enrolled in early childhood programs and 31 of the families were involved with their child/ran's formal education

**Partnering with Community Agencies:** Sieda's Family Support Services programs; FaDSS, Parents As Teachers and the Maternal Infant Early Childhood Home Visitation Program (MIECHV), have been successfully collaborating to case manage referrals over this past year. This has been a positive first step for staff and has enabled the further development of a coordinated intake system for families in Appanoose and Wapello Counties. The program's sharing of information about services, has allowed staff to have a better understanding of services and referring families to programs that best meet the needs of families.

**Success with Families:** J. is a grandmother who has custody of her two young grandsons. One of her grandsons has cerebral palsy and is developmentally delayed. The youngest grandson is very active and is limited with space in which to play. J. has a number of health issues. When the FaDSS Specialist started working with J. and her family, the house they were living in was in poor condition. The house was located on a steep embankment, had no yard for the children to play in, contained mold, and was being condemned. Most of the income J. was receiving was going towards paying rent and utilities on this house. The FaDSS Specialist referred J. to the Tenant Based Rental Assistance Program. J. applied and she was approved. J. was able to move to a nice apartment complex where the boys had a place to play and J. didn't have to worry about maintenance and upkeep. J. was in need of some new pots, pans and utensils for her kitchen. The FaDSS Specialist encouraged J. to apply for the Embrace Iowa program. J. received approval of Embrace Iowa funds and was able to get the items for her kitchen. Because of the referrals to resources, J. and her two grandsons are now able to live in safe, affordable housing. J. reports that her health has improved, the boys have green grass to play in and she believes the family dynamics has improved. J. was appreciative for all of the assistance FaDSS was able to provide.

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## Community Action Agency of Siouxland

**Service Delivery Area:** Woodbury County

**Capacity:** 40

### **Successful Goals:**

- Increased community collaboration with outside services providers. Increases knowledge of services available to meet individual family needs.
- Over the past year our program has increased the number of yearly families served by 60%. This increase means more families are utilizing services and more barriers are being addressed. Increasing families long term self-sufficiency.

### **Partnering with Community Agencies:**

FaDSS Staff has always had the opportunity to work with Women and Children in Jackson Recovery's Inpatient Women and Children's facility however the past several years it has been more difficult and nearly impossible to see families in inpatient treatment due to other providers within the community's ability to follow the rules within the facility causing Jackson to not allow outside providers in unit. Over the past year, FaDSS staff has diligently worked with Jackson Recovery staff to serve families living in the treatment facility and ensure that needs are being met both while in patient and when the family moves into independent living. FaDSS staff is working with fourteen women that reside at the Women and Children's and the relationship between FaDSS staff and Women and Children's staff is better than ever.

### **Success with Families:**

#### **Success Story:**

Michelle enrolled in FaDSS while living in a homeless shelter, pregnant, and has 3 kids already. She struggled with transportation, housing, and her oldest had behavioral issues. Specialist worked with Michelle on paying her fines so that she could get a driver's license. She accomplished this goal prior to giving birth. She was hesitant to apply for housing because the father of the child she was carrying was working and she did not want to be denied because he was employed. Specialist referred Michelle to the TBRA program for assistance in paying deposit and rent on a home she had found. Michelle did reach out to the program but did not need to utilize it as she had returned to work and her boyfriend was helping to pay bills. Michelle's son is receiving BHIS services and is behaviorally doing much better. Michelle reaches out to Specialist when she is in need of food bank or daycare information. Michelle is now employed full time, her kids are in daycare, and she has her own transportation, and is looking into going to college.

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## UPPER DES MOINES OPPORTUNITY, INC.

**Service Delivery Area:** Buena Vista, Emmet, Hamilton, Humboldt, Palo Alto, Pocahontas, Webster, and Wright counties

**Capacity:** 75

**Successful Goals:** 51 out of 54 families were accessing treatment for mental health, 21 out of 24 families were getting treatment for substance abuse. 25 out of 26 children were accessing treatment for mental health. 74 participants were employed at some point during the year (unduplicated). 71 families were involved in activities to increase work preparedness. 74 children 0-5 were enrolled in Early Childhood Education

**Partnering with Community Agencies:** Upper Des Moines Opportunity, Inc continues to increase their partnership with many agencies and organizations in our area. This year we increased our partnership with an attorney in the Fort Dodge area - Steve Kersten. Over the years Steve has donated his legal services to families enrolled in the FaDSS program. He has assisted many FaDSS families with custody issues, child support, criminal, and civil cases. UDMO has also increased their partnership with Legal Aid of Iowa. Through both of these partnerships with legal services many of our FaDSS families were able to get the legal counsel needed to help them with their goal of self-sufficiency.

**Success with Families:** Before enrolling in FaDSS, Brynn was an unemployed young mother of two children and living with her parents, as she just left an unhealthy relationship with her husband. Since enrolling in FaDSS she has secured an apartment of her own, obtained her driver's license, and secured full-time employment as a CNA. Brynn utilized LIHEAP and WIC to help with her budget and the care of her children. She also utilized the services of CAASA for herself and her children to help with their transition into a "new life." FaDSS also played a vital role in obtaining disability benefits for Brynn's daughter. Brynn is a wonderful advocate for her daughter and other special needs children. The children attend a registered daycare provider while Bryn works. Brynn is now self-sufficient and loving her job!

When Kevin signed on to FaDSS, he was a single dad to three teenage boys and was battling severe depression after a tough life that included substance abuse, divorce, and deteriorating physical capability. There were often days he could not get out of bed and was having a difficult time budgeting the little income they had. Kevin is starting to go blind so he had his license revoked which made it difficult to get things done since he lives in such a rural area. During his time working with FaDSS, we were able to get Kevin to his final disability hearing where he was awarded SSI! We worked with Kevin on budgeting so that he could get bills paid on time and stay ahead of them to prevent emergencies. Although Kevin still has a ways to go, but the good days now outweigh the bad and he is getting better at budgeting their money so that bills stay current and sometimes there is even money left over so that the family can do fun things together. Kevin is also working with his housing agency to see if the house he has been renting for years may be available to purchase so he can pay it off and know that he and his sons have a secure place to live for a long, long time!

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## WEST CENTRAL COMMUNITY ACTION

**Service Delivery Area:** Cass, Crawford, Fremont, Harrison, Mills, Monona, Montgomery, Page, Pottawattamie, and Shelby Counties.

**Capacity:** 105

**Successful Goals:** FaDSS Specialists reported 76 Participants had either experienced domestic violence in their past, or were currently experiencing domestic violence. Specialists advocated and obtained the Domestic Violence Option for 18 Participants. This was an increase of 15 from the prior year. Domestic Violence training and more direct advocacy with PROMISE JOBS Workers contributed to the identification and placement of families in the domestic violence option.

Increasing a family's community involvement and expanding their support system is provided by connecting families to support groups in their community. 108 Participants and or Family members attended a support group during the program year.

**Partnering with Community Agencies:** WCCA FaDSS Program is committed to working with other Agencies to meet the needs of families. We continue our involvement in the Human Service Advisory Council, a 58 member organization committed to making a difference in the community. FaDSS Staff actively participate in three committees. The Transportation committee sponsored workshops on buying a used car, car maintenance, and using public transportation, with an actual bus ride through the metro area. The Children Youth and Families committee sponsored a workshop on Attention Deficit Disorder which affects many FaDSS Families. The Housing committee has been working with Landlords to increase rental opportunities for families with adverse rental histories. In addition staff is actively involved with the Promise Partners Youth and Family committee. This group brought the Laundry Love Project to Council Bluffs in April of 2013. 11 agencies collaborated to assist 79 people to do 66 loads of laundry. These are strong collaborations and brought the resources of over 63 Agencies together.

**Success with Families:** Jane Doe, a 36 year old divorced mother of two boys, ages 8 and 4 enrolled in FaDSS. At enrollment Jane had subsidized housing, two healthy children and the desire to make positive changes in her life. Jane was unemployed and recently divorced. She was not receiving child support. Her license was suspended and she had no car. Her 8 year old was in school and doing well. Her 3 year old was at home. While in the program Jane's FaDSS worker connected her with Child Support Recovery and the career closet to obtain job interviewing clothes. Her four year old was referred to Head start and enrolled. Jane found fulltime employment with medical benefits for her and her family. With her tax refund she was able to pay her reinstatement fee, obtain her driver license and obtain a reliable car. Along the way FaDSS assisted Jane with budgeting, goal setting, and emotional support. Jane continues working with Child Support Recovery.

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## YOUTH & SHELTER SERVICES, INC.

**Service Delivery Area:** Audubon, Boone, Calhoun, Carroll, Dallas, Greene, Guthrie, Marshall, Sac, Story

**Capacity:** 92

**Successful Goals:** Youth & Shelter Services (YSS) FaDSS team assists families in realizing their goals towards employment and financial self-sufficiency, working diligently with families to achieve action steps and realize their employment. To insure our FaDSS program is meeting and achieving program goals, we use an internal outcome tool. The outcome tool tracks and measures two major outcomes with five outcome indicators, numbers served, and achieved results. Our achieved results related to the YSS outcome for Participants Will Move Toward Self-Reliance, YSS exceeded our target outcome goal of 30% for “Families increasing their household income during the fiscal year”. The average for all counties was 47.25%; exceeding the target outcome of 30% by 17.25%. The achieved results for the YSS outcome indicator Participants Will be Involved in Post-Secondary Education During the Fiscal Year exceeded the target outcome goal of 20%. The overall average for all counties was 23.5%, 3.5% above the target outcome goal. In rural areas where transportation, child care, and age of participant’s may be a factor, we were 8% below our target goal, a drop of 4% from last fiscal year reports. In more urban areas, where fewer barriers exist, we exceed the target outcome goal by 7%. The achieved results for the outcome indicator Families Will be Involved in a Parenting Activity and/or Demonstrate a New Parenting Tool as Documented by the Family Development Specialist During the Year exceeded the YSS target outcome goal of 75%. The average across all counties served was 97.5%, exceeding the target outcome goal by 22.5% and surpassing YSS’ last year’s average of 89%. This increase may be attributed to our partnership and agreement with local Promise Jobs to work on parenting in home through the use of an evidence-based curriculum that fulfills the Promise Jobs parenting component.

**Partnering with Community Agencies:** The car seat program that was initiated by our FaDSS Coordinator last year continues to be successful. The Ames Police Department has joined the efforts to provide car seats and car seat safety instruction for our staff and for the families receiving the car seats and booster seats. The Boone and Dallas County Community Partnership for Protecting Children is now working together to establish the program for residents.

**Success with Families:** Dana and her children previously lived in California. Her father brought their family to Iowa due to a domestic violence situation. The family came with very few possessions and without prior employment due to the domestic violence situation. After enrolling in FaDSS, with the assistance and advocacy of her FaDSS Specialist Dana was able to meet her goals for financial self-sufficiency and self-reliance. Within 6 months of relocating to Iowa Dana, found a full time job, an apartment for her family and a vehicle. Through a referral from her FaDSS Specialist, Dana was helped in obtaining her vehicle by the organization Charitable Chariots. She was also able to utilize FSSG funding thru Promise Jobs to further assist her and her family.

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