



PREVENTION REPORT

national resource center on family based services

Winter 1987/88

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PREVENTION REPORT is a publication of the National Resource Center on Family Based Services, The University of Iowa School of Social Work, N240 Oakdale Hall, Iowa City, IA 52242, 319/335-4123. We welcome articles related to family-based services from practitioners, administrators and other interested readers. Research, legislation, practice methods, responses to articles appearing in this publication, upcoming prevention conferences, and new materials in the field are all welcome. Address inquiries or submissions to Marcia Culver, Editor, at the National Resource Center.

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Special Conference Report: **EMPOWERING FAMILIES: A CELEBRATION OF FAMILY BASED SERVICES**

**September 30-October 2, 1987
Minneapolis, MN**

FAMILY BASED SERVICES: A NEW PARADIGM FOR THE HUMAN SERVICES

This Winter of 1987 may seem an unpromising moment to be writing about empowerment and celebration in the human services. Sensational child abuse tragedies, the appalling spectacle of the homeless, ever-increasing numbers of children in placement, and yet another round of federal funding cutbacks rise up on all sides to challenge our optimism about the ability of the human services to adequately address the needs of our society.

We might strain to interpret the headlines as evidence of a growing public readiness to confront what can only be seen as a massive social crisis. But the crisis itself cannot be denied, and no group is more aware of its proportions and its intransigence than the social service practitioners, administrators and policymakers who attended the *Empowering Families* conference in Minneapolis this fall. So while we gathered together to assess and share our accomplishments, we also shared our frustrations, our fears, and the realization of how much more needs to be done if we are truly to make a difference in the lives of the families and the children who are thrust—unwilling and disempowered—into our hands, to help however we are able.

Despite these dilemmas, the *Empowering Families* conference was a positive, hopeful occasion, as we watched a shared vision emerge of how our social service system can and should evolve. In the presentations of featured speakers like Ann Hartman, Harry Aponte, Edgar Auerswald and Douglas Nelson, and throughout all 27 sessions and workshops, one fundamental conviction became clear—that the root of

effective services to families lies in recognizing and understanding the ecological context, the real world within which troubled families exist. If the human services are to make a difference, they must reach beyond a concentration on individual or even intra-family issues and come to grips with the social, economic and political systems that dramatically affect families and need to be involved in helping them as well.

As Ann Hartman stressed, people can be independent and empowered only when they have life's basic necessities. Family counseling alone cannot do much for those with no home, no income, not enough food, and inadequate medical services. The key to adequate human services lies in our being able to create a continuum of family resources and supports—counseling and therapy, to be sure, but also jobs and job training, housing and emergency cash assistance, medical care and day care. Family-based services is at the heart of this continuum, because it is fundamentally not a categorical service but a way of thinking, a philosophy which is relevant—indeed essential—to all types of services that reach children and families. Family-based services can provide the common language and the common ground for collaboration between all of us—social services and mental health, education and the courts, services to the aging and the disabled, churches, charities, public agencies and private providers.

We are hopeful because we see many areas where this cooperation is happening, and the experience of those who are making progress will help those of us who are following. We heard about some of the

hundreds of innovative, family-centered programs which are providing effective services around the country. We heard about whole states that are developing new approaches to family support programming, and how they are doing it in Maryland, in Delaware, in Oregon, in Arkansas, in Missouri and Wisconsin, in Nebraska and Iowa.

Over the course of three days in Minneapolis an informal but practical agenda emerged concerning changes that need to be made and how they can be achieved. Advocates need to organize at the grass roots level and educate their communities and politicians. Private providers and advocacy groups need to work with the public agencies and with state executives and legislatures to develop and

enact statutes and funding strategies for broad-based, coordinated family-based preventive services. Researchers and practitioners need to cooperate in order to marshal the facts and figures which will move the policymakers and legislators—numbers talk! Doctors, teachers, mental health professionals, lawyers, judges and social workers need to speak the same language so they can work as a team to help the families they are together concerned about.

At the root, family-based services advocates need to enact themselves the very systemic changes they want to bring about in families and in society. The helping professions have become radically fragmented, their services rigidly confined within artificial categories that are continu-

ally reinforced by categorical funding streams. Often in our concern to address the needs of special populations, we overlook the dangers and limitations of specialized perspectives. To fully realize the potential of family-based services, we must move toward decategorization in the broadest sense: our resources and our thinking have to be reshaped to reflect the actual needs and problems of whole people, whole families, our whole community.

We maintain a certain optimism in the face of the overwhelming because we have seen that family-based services offers more effective ways of thinking, of helping, and of allocating our scarce resources. 465 people from 39 states gathered together in Minneapolis to work together on how we can empower families...and ourselves. That is some cause for celebration.

perspectives on the policy track

FUNDING FAMILY BASED SERVICES

Anne C. Gruenewald, Director of Clinical Services, Four Oaks, Cedar Rapids, Iowa

The National Policy

Douglas Nelson of the Center for the Study of Social Policy opened the policy track of the *Empowering Families* conference with a discussion of issues in financing family-based services and the status of child welfare services as we approach the 21st century. Current demographic, cultural, and economic factors are creating increasing numbers of dysfunctional families, with consequences already evident in the crisis which has struck the public child welfare system—rising abuse referrals, decreasing services, staff turnover, lack of foster homes and shelter beds, and diminishing resources on all sides. In the face of the growing crisis, we are beginning to understand that even if traditional services could be rapidly expanded to meet these needs, our current child welfare system cannot succeed as long as it is fundamentally oriented toward raising children in out-of-home placements. If our society is to maintain its basic commitment to the integrity of the family, Americans are going to have to substantially increase support for family-based services.

By the year 2000, Nelson predicted, 1.5 million children will be cared for at any one time in publicly supported placements outside of the home. Unless some fundamental public policy changes are instituted, enormous cost increases are going to be required in the very near future for these placements. To begin to realistically address this impending crisis, we need first of all to redefine the child welfare mission away from protecting children from inadequate parenting—an essentially negative conception—and toward a more positive goal of assisting children through supporting families in their efforts to learn healthy functioning. Family-based services ought not to be seen as a limited add-on to tradi-

tional child welfare, an experiment or creative alternative which is appropriate for certain families. Family-based services and family empowerment ought to be an underlying principle of all human services.

The first strategic step we need to take in order to justify and win the support of legislative and public policy leaders for this massive change in the system is to calculate the total costs of family failure and then project those costs into the future. No matter what is done, Americans are going to significantly increase dollars spent on child welfare services; prioritizing investments in a family-based service system can help protect more children's families from failing.

A Regional Pattern

The Midwest has established itself as a territorial center for the expansion and development of the newest member of the child welfare system. Arkansas, Iowa, Illinois, Nebraska, Minnesota, North Dakota, and Wisconsin were all represented in a series of policy workshops on the development of state systems, public/private collaboration, and provider networks in family-based services.

In a session on "Family Based Service Implementation at the State Level," June Lloyd and Jo Deaton (Arkansas), Kay Hendon and Michael Becker (Wisconsin), and Rose Meile and Jeff Misko (Nebraska) contrasted their states' policy formation, implementation process, and program/training systems. Several critical factors were common to all three states: 1) family-based service movements originated in the early 1980s; 2) state leaders played a major role in policy development and advocacy; and 3) development of family-based services was enabled by significant changes in state legislation and funding.

In a discussion of "Issues in State and Private Provision of Family Based Services," Ron Davidson and Sandy Stehno

(Illinois) offered a review of the ways in which family-based services are procured by government, with an emphasis on how the service delivery system is shaped by the funding mechanism. Dick Moore and Anne Gruenewald used the Iowa experience to illustrate a succession of funding mechanisms which have been employed during the 13 years family-based services have existed in the state. Workshop participants agreed that while there is no single ideal model, the keys to evolving better family-based services include a critical examination of the delivery/funding system and its results, along with cooperative efforts between public and private providers.

One State's Plan

"Decategorization" is the language Iowa is using to describe the development of a comprehensive child welfare system which would include sufficient financing for family-centered, home-based services. Merlie Howell, of the Iowa Coalition for Family and Children's Services, described the conditions in Iowa which have created this opportunity.

Although Iowa has been funding family-based services since the mid-1970s, a shortage of financial resources has limited their scope and geographical distribution. Initially only two agencies offered home-based programs, but eventually many of the Coalition's 40 member agencies developed a continuum-of-care system including family-centered services. Iowa spends \$40 million annually on foster care; \$5 million for home-based services (most by private purchase). The state's provider association was essential in establishing the legitimacy and continued funding of the service. At the same time, there has been a growing lack of resources for the available technology and statewide implementation to satisfy reasonable efforts requirements. The public work force has been cut, the state population is declining, and the public agency has had to

stretch the dollars available in order to control escalating costs.

While the purchase-of-service system was measurable, it didn't necessarily produce the type of service desired. In 1980, 2900 children were placed in out-of-home care; 1987 will produce a record high of 3900; the number is projected to reach 4400 by 1989. The most important factors contributing to this trend in Iowa, along with the rise in child abuse incidents, are economic decline, family stress, the divorce rate, and inability to migrate. Meanwhile, the state has been forced to serve 225 children through out-of-state placements for the last three years, due to an in-state rate cap, and has made across-the-board cuts in child welfare services in each of the last three years.

The Coalition for Family and Children's Services has worked with key state agency and legislative leaders to gain legislative intent language which calls for decategorizing services and funding in two Iowa counties by January 1988. The goals of this effort include: 1) fostering positive working relationships between state and private providers; 2) increasing service flexibility to front-load the system; and 3) creating a funding system which makes the family the unit of service and measures the number of families successfully served.

LEGISLATIVE AND ADMINISTRATIVE ADVOCACY FOR FAMILY SERVICES

Phyllis Rozansky (Executive Director, Citizens for Missouri's Children), Ron Moorman (Executive Director, Child Care Association of Illinois), and Delaware State Senator Myrna Bair discussed their experiences with advocacy and legislation for family-based laws, regulations, and programs in Missouri, Illinois and Delaware. While their stories reflected the very different historical situations in each state, they offered significant insights into both the process and potential pitfalls of advocating with state legislatures and social service administrations.

Missouri began its statewide family-centered initiative in 1983 with the establishment of a House Standing Committee on Children, Youth and Families and an analysis of state statutes, regulations, juvenile court rules, etc., in the light of P.L. 96-272. When the state child welfare agency initially took an adversarial position toward family-focused services, abandoning several early pilot programs and opposing a request for additional funds for family-based services, citizen advocate groups (like Rozansky's) seized the lead and worked with the legislature to pass important reasonable efforts statutes and allocate between \$1 and 2 million per year for purchased family services. Working to develop programs on a community level, the advocacy groups sought funding for emergency services and located foundation support for a family preservation task

force and program consultation. A new public administration has since created a more favorable climate for public/private cooperation. Stronger reasonable efforts legislation has been achieved, and new proposals are underway for statewide family preservation services, not only in social services, but in mental health and other areas. In their concern to protect the millions of state dollars allocated for their own programs, Missouri's powerful residential care lobby has created obstacles, but a new "Family Preservation Act" has made family-based services a priority for state support.

In Illinois, significant impetus for family-centered legislation and funding has come from the Child Care Association, a voluntary, non-profit association of 56 member agencies which advocates for a continuum of care, from out-of-home placement services to homemakers, in-home counseling, and other "family based" services.

Describing the process which led to the passage of Illinois House Bill 1469, the Family Preservation Bill, Moorman emphasized four key steps. The first requirement is to create a climate legislatively through a broad-based group, and prepare the ground with key people in both the legislature and the Governor's office. Next, careful consideration is needed to decide where to introduce the bill. In the Illinois legislature, the Local Government Committee was chosen (rather than the Children's Committee) because it was considered more likely to approve the bill and send it on for a full vote. Individual legislative sponsors must also be carefully selected; the wrong sponsor can kill a bill's chances for reasons totally unrelated to the bill's merits. Finally, advocates must be willing to negotiate at all points, protecting the intent and purpose of the program, but also recognizing and accommodating other agendas. Careful negotiation brought the state Department of Children and Family Services around from its initial opposition to become a strong supporter and key advocate for the bill. Illinois' Family Preservation statute, which commits the state to pay 100% of the cost of *reasonable care* (not just *substitute care*), will be phased in over the next five years.

State Senator Myrna Bair described Delaware's statewide family-based initiative, "Focus on Families in Delaware." This program was developed by representatives of the legislature, private agencies, and public advocacy groups as well as the Department of Services to Children, Youth and Families. Charged with creating a flexible, understandable and interesting information advocacy campaign for the general public, Bair's subcommittee developed a videotape to explain and demonstrate Delaware's pilot intensive family preservation program. With funding from the Edna McConnell Clark Foundation and DHHS, the Delaware planners outlined the steps to be followed in developing the state's Family Preservation Services: (1) Policy Change, (2) Community Support, (3)

Fiscal Reform, (4) Developing Family Preservation Services, and (5) Reunification of Families. In fiscal year 1988, two DSCYF projects are being piloted and all personnel are being trained in family-based services. In Delaware, the creation of a career ladder and funding for professional development services are being incorporated as an integral element of the family-based initiative, to ensure that a qualified staff can be trained and maintained.

THE MINNESOTA EXAMPLE

The vigor of the family-based services community in Minnesota provided one of the highlights of the *Empowering Families* conference—and was a significant factor in its success. Jerry Lindskog (Minnesota DHS) and Rob Sawyer (Stearns County Social Services) represented our host state on the conference planning committee, supplying crucial logistical assistance as well as helping to develop the program, and more than 200 people from programs around the state attended the conference. Of course, Minnesota was the home of one of the original family-based programs—the St. Paul Family-Centered Project—and continues to have a particularly rich array of private programs, many of which were represented in workshop sessions.

Minnesota is also one of a handful of states which have made significant progress toward incorporating a family-focused philosophy and orientation into its public child welfare programs. Marion Eisner of the Minnesota Department of Human Services and State Senator Linda Bergland described some of the steps toward this statewide commitment to family-based services.

As in most states, the passage of P.L. 96-272 in 1980 provided significant impetus for the institutionalization of family-based placement prevention programming. Having a county-administered child welfare system, Minnesota was particularly concerned with the question of how to assure compliance with the federal law. Their progress has been impressive, however, and the state has since passed three federal audits on compliance, in large part because of a concerted cooperative effort by the state legislature and Department of Human Services.

In 1985, the Minnesota Department of Human Services asked the Governor to include in his budget a Permanency Planning Grants to Counties Act, an effort to shift state funding from foster care to preventive services. State legislation consolidated federal block grant monies to create a special fund which would institute greater accountability in the area of out-of-home placements. The Act combined child welfare, foster care and new state funds to enable counties to fund family-based preventive services such as family counseling, crisis intervention, day care, and emergency services. Counties may not use these funds for work-related day care, resi-

dential treatment, adoption subsidies, financial assistance, or administrative costs. Mandated evaluations of the projects are due to the legislature in the spring.

Senator Bergland cited a number of political pitfalls encountered in the course of ushering Minnesota's permanency planning legislation through the system. Included in an Omnibus Appropriation Bill, the Act was threatened by party divisions in the House and Senate; one group sought to pass the language of the bill without providing for the use of state monies. Some timely media involvement helped the bill get past that hurdle. Bergland also mentioned some potential problems—such as emancipation of minors laws and termination of parental rights laws—which could pose obstacles for other states moving to develop family-centered statutes.

The legislative language adopted in Minnesota mandates a broad base of family-based and supportive services. Funding changes were instituted, with a \$1.3 million

appropriation for the first biennium, and a formula was established to take special measures for minority family services. Bergland cited some early estimates on the cost effectiveness of family-based services in Stearns County: in one year, \$548,000 in substitute care costs were avoided through preplacement preventive efforts, 60 placements were prevented and 17 families were reunited. The county also achieved a 32% decline in foster care days.

Minnesota has been among the top 20 states in levels of substitute care placements; but they have also had a reunification rate of 65% after placement. The state has now established a policy requiring that counties explore *pre*-placement strategies in all cases, in addition to working toward reunification or adoption when appropriate. There is a renewed emphasis on the provision of quick services to assure continuity of relationships and to ensure that children are given the opportunity to develop lifetime relationships.

Senator Bergland had a few final recommendations for those advocating with state legislatures for the development and funding of family-based services in their own states, recommendations which were heard again and again throughout the *Empowering Families* conference. The most effective and influential advocacy for family-based services often comes from the grass-roots level. Local constituents need to meet with their legislators—especially those on human services committees—to educate them, to raise their awareness of the fundamental issues, and to give them the cost statistics which demonstrate the need for and effectiveness of a new approach to services for children and families. In Minnesota—as in Arkansas, Nebraska, Missouri, Iowa, Delaware and Illinois—real gains are being made through the creative and cooperative efforts of public and private groups, human services administrations and state legislators.

perspectives on the practice track

In his introduction to the *Empowering Families* practice track, Edgar Auerswald laid the groundwork for the sessions that followed, outlining the ways in which an ecological and systemic approach changes and empowers both workers and families. By approaching a family's problems in a relational and non-linear manner, the worker becomes a "benign detective" who searches beyond individual behaviors to discover family patterns, histories and interrelationships, along with all the relevant information that can be gathered about the other systems with which the family is involved. Truly ecological work alters not only the kinds and the amount of information we gather, but also how we think about this information and what we finally do with it.

Individual sessions in the practice track demonstrated how ecological thinking encourages family workers to devise creative interventions that establish new scenarios and new rules for families. In the "Uses of Play, Music and Storytelling in Family Based Services," Gary Heffner (Georgia Department of Human Services) stressed that it is not enough to have a family come into therapy and talk about their problems; the therapist must also be able to see them interact. Heffner described a variety of "games," exercises or structured tasks designed to encourage family interactions that give therapists greater insight into how a family communicates, makes decisions, and carries out its decisions. Brian Stawarz (Human Services, Inc., Minnesota) emphasized the value of learning to identify and use our own creative strengths with families—be it music, storytelling, or whatever unique talent we each bring to our work.

The importance of the use of our own self in family work was reiterated in the presentation on "Considerations of Gender Issues in In-Home Family Therapy" by

Elizabeth Reese Iverson, Pamela Nelson Johnson and Anne St. Martin Klueh (Human Services Inc.). "We have been taught to pay attention to transference issues," the presentors explained. "Now we must pay equal attention to gender issues." Whether one is male or female has crucial implications for power and positioning: for family members within the family, for the composition of the family therapy team, and for the kinds of issues and interactions that will predictably occur between workers and families. Without a heightened awareness of the way gender positions us in relation to each other, a major area of therapeutic maneuverability eludes our grasp.

While some workshops like these focused on internal issues, others concentrated on more external aspects of systemic family work, especially on the topic of how practitioners can be more aware of and make better therapeutic use of a family's whole social context. Caroll Schroeder ("Families First" in California) defined the "client system" as a collection of people organized around a crisis that is not located within one individual, but rather within a whole complex set of interrelationships that includes the family, the social service system and the therapist, as well as case managers, teachers, and medical and legal people. The family therapist's job is to act as a "consultant" to the entire system, clarifying conflicting perspectives and helping to reconcile competing agendas. Only when the client system is grasped in this way, in its entirety, can the therapist then proceed with the task of empowering the family to resolve its problems.

Like Mr. Schroeder, John Leverington (Families Inc. in Iowa) argued for the importance of not overlooking the referral source and the other private and public services

involved with a family. Since interventions by social agencies and family therapists can unwittingly maintain or even increase a family's problems, home-based services providers must ensure that their services and community resources are well coordinated.

If there was a single theme that emerged for family based services across the practice track workshops, it was this one: the need to develop preventive resources and coordinate family services. Like a marriage partner, no single institution can provide everything families require to sustain themselves. Families which function well tend to have many supports, both formal and informal. Families in trouble, families at risk of abuse and neglect, on the other hand, tend to have very limited and inadequate social supports. Without the informal support of relations, friends and neighbors to help them through crises, it is unlikely that the formal assistance of social service agencies alone can enable families to function on their own in any long term way. One program -The Family Support Project- has as its purpose to identify practical strategies for assessing and enhancing the social support resources of these isolated families. Elizabeth Tracy (University of Washington School of Social Work) and Shelley Leavitt (Homebuilders) described how this project will identify and develop specific intervention techniques that can help families build, mobilize and sustain the kind of social support resources that can make them not "independent," but "interdependent."

No person, no family, no worker and no agency can exist or function in isolation, independently. It is in this recognition of systemic interdependence—and the deliberate fostering of it—that lies the key to successful family-based practice.

news from the state fbs associations

CREATING STATE FBS ASSOCIATIONS

Jerry Lindskog
Minnesota Department of Human Services

The *Empowering Families* conference featured two sessions directed at encouraging the formation of state family based services associations. In "The Nuts and Bolts of Forming a State Family Based Services Association," representatives from state associations in Iowa, Minnesota, Illinois and North Dakota described the history, structure and purpose of their organizations. "State Family Based Services Associations: Informal Roundtable on Agenda-Setting and Networking" focused on some basic issues which need to be considered in forming such an association and on the importance of networking among associations.

In forming a new association, it is important to articulate the group's purpose and goals, such as clarifying the definition of family-based services, developing standards for family based practice and training, educating the public and promoting state policies, legislation and funding in support of family-based services, and marketing and professionalizing family-based services. Various strategies are available for funding the development and operation of associations, such as the use of membership dues and conference registration fees, sponsorship by state departments, schools and related associations, legislative and/or foundation funding, and technical assistance from organizations such as the National Resource Center, the Child Welfare League and the Children's Bureau.

It is important to structure associations to ensure fair representation from appropriate groups, including public and private agencies, FBS workers and administrators, organizational representation from state departments of social services, corrections,

and mental health, and legislative involvement. This ideal of broad-based membership may not be immediately attainable, but an association can start where the grass roots interest is and then expand membership. A number of issues can pose potential barriers to forming associations, such as differences between public and private agency perspectives, lack of time, distance between members, "turf" competition for services and funding, current service funding mechanisms, lack of public understanding of FBS philosophy and impact, and the general resistance of systems to change.

Networking among providers and advocates is an integral element in the promotion of family-based services. The state association representatives have created an Interested Persons List of people wishing to learn more about the development of state associations. The group discussed ways of sharing information about the second annual national FBS conference and the FBS initiatives of the National Resource Center, the Child Welfare League, and the Children's Bureau. Some possible avenues for the regular exchange of information were discussed, such as quarterly updates to persons on the Interested Persons List; the Resource Center's *Prevention Report*; CWLA correspondence; exchange of state association information such as bylaws, newsletters, minutes, conference and training opportunities, standards and legislation; an FBS State Association Directory, possible teleconference calls, etc.

Readers interested in any of these issues or in networking and information exchange may address inquiries to:

Jerry Lindskog, FBS
Department of Human Services
Centennial Office Building, 4th Floor
St. Paul, MN 55155
(612) 296-3910

Please write! Why not get involved? Let us help each other help families!

NEW IOWA ASSOCIATION JOURNAL

The "Keep It In the Family News," the official publication of the Iowa Home Based Family Services Association, is expanding to a journal format. The journal's primary goal is to stimulate dialogue among Iowa professionals on issues related to the practice of family therapy in the home. Practitioners, administrators, college faculty and students are invited to submit articles on family therapy practice, administration, supervision, casework, teaching, research, interdisciplinary approaches to family therapy, and social policy. For more information, contact Mike Mitchell, Linn County Department of Youth Services, 220 10th Street NW, Cedar Rapids, IA 52405.

MINNESOTA ANNUAL FBS CONFERENCE

The Minnesota Family-Based Services Association will be holding its 6th annual conference on February 10-12, 1988, at Cragun's Conference Center near Brainerd, MN. This year's featured speaker is Evan Imber Black. The conference is open to professionals, paraprofessionals and volunteers in the human services field from through Minnesota and the surrounding states. This conference provides family-based service workers with an opportunity to experience significant training, to expand and strengthen network ties, and to review resource materials on display at the Resource Fair.

For more information about the conference, contact Patricia S. Youth, 221 Hagge Street, Worthington, MN 56187, telephone 507/372-2157.

conference notes

CALL FOR PAPERS-1988 NATIONAL FBS CONFERENCE

The 1988 National Family Based Services Conference has been scheduled for October 17-19, 1988, at the Red Lion Inn in Boise, Idaho. The program committee for the conference is accepting abstracts for papers, workshops and symposia. Topics should focus on trends and policies in family-based services, clinical and practice issues, supervision and management issues, and evaluation and research in family-based services. Abstracts should not exceed 400 words and should include the following information: title and type of presentation (paper, symposium,

workshop); name and affiliation of the presenter(s); full address and telephone number for all participants.

If you are proposing a symposium, please specify the length of the session (e.g., 90 minutes, 120 minutes) and the name of the chairperson/discussant and a description of three to four related presentations.

If you are proposing a workshop, specify the length (half-day or full-day) and describe the training format (e.g., lecture, roleplay, exercises) and the workshop's

intended audience (line staff, supervisors, administrators). Please provide examples of handouts or other materials to be used and a description of your prior workshop experience.

Please direct inquiries and proposals (which should include a covering letter and 2 self-addressed stamped envelopes) to Jody Lubrecht, CASSP Project Manager, Bureau of Mental Health, 450 W. State Street, Boise, ID 83720, telephone 208/334-5526. Deadline for receipt of all submissions is *March 1, 1988*.

news from the national resource center

INTRODUCTIONS . . .

First—and at last—we'd like to extend an enthusiastic welcome to Rachel Warren, the new Director of the National Resource Center on Family Based Services. Rachel hails originally from North Carolina, but comes to us via Manhattan, where she's been working for the last ten years in the area of family support programming for United Cerebral Palsy Associations, Inc. Rachel has an impressive background in project development, implementation and management, in analysis, planning, consultation and training, as well as in marketing and promotion. Her work reflects a long-standing dedication to understanding and supporting families, and her background in the disabilities field underlines the Resource Center's commitment to developing family-based services for all the populations served by human services. We are delighted to have her with us, and look forward to working with her both on current projects and new directions.

We would also like to welcome to the Resource Center Jane Benjamin-Deal, who joined our staff in May 1987 as a full-time Training Associate. Jane moved to Iowa City from Tokyo, where she had been working for two-and-a-half years as a therapist with individuals, couples and families from all over the world. In addition to her background in psychotherapy, Jane is an experienced trainer who has already made significant contributions to curriculum development and our new video and training projects.

...AND MORE INTRODUCTIONS

We are also very excited to announce the establishment of a new Western Regional Office of the National Resource Center on Family Based Services, in cooperation with the Oregon Department of Human Resources Children's Services Division in Salem, Oregon, and with funding from the Children's Bureau of the U.S. Department of Health and Human Services. The Western Regional Office marks a unique and innovative collaboration between the federally funded Resource Center and Oregon's pioneering state agency.

The Oregon Children's Services Division is uniquely qualified to house this Western Regional Office because of its long and successful track record in family-based services, the national leadership of its staff in this area, and its long affiliation with the National Resource Center on Family Based Services.

The Western Regional Office (or WRO) will be managed by Marcia Allen and Roland Hartley, both of whom have been involved in the development and provision of family-based services for many years at the Children's Services Division and through their work with the National Resource Center. Ms. Allen was formerly the Center's Director of Training and is one of the archi-

texts of our training curricula. Mr. Hartley has been one of the Resource Center's most respected and knowledgeable technical assistance consultants.

The Western Regional Office will carry out many of the same functions as the home office in Iowa—technical assistance and training to agencies who wish to implement family-based service programs, information dissemination, and research in relevant areas of social services. The WRO will provide states in the western areas of the country with greater access to the Resource Center's services. Marcia Allen is already taking an active role in planning the 1988 national family-based services conference, which will convene in Boise, Idaho next fall.

For more information about the WRO, you can call us here at the Resource Center in Iowa, or contact Marcia Allen and Roland Hartley directly c/o Oregon Children's Services Division, 198 Commercial Street SE, Salem, OR 97310, 503/378-3016.

INCIDENTALS

1987 has been a remarkable year for the Resource Center—busy, productive, and full of changes. We have had the satisfaction of contributing to major family-based program development and training activities in Wisconsin, Kansas, Pennsylvania, Minnesota, and Iowa. Our staff has been logging a lot of Frequent Flyer credits this year, providing presentations and workshops at conferences and meetings all over

the country, including the NASW Annual Conference in New Orleans, the Regional CWLA Conference in Seattle, the American Human Association meeting in Austin, the National Black Child Development Conference in Detroit, and the VOCAL conference in Tampa.

The stunning success of the *Empowering Families* conference gave our staff a great lift (eight of us managed to make the trip to Minneapolis), and a welcome opportunity to meet people we have been talking to, corresponding with, and learning from over the years. It gave us a real sense of community to be able to make personal contact with so many of you and to see firsthand the tremendous energy and diversity of the hundreds of individuals who are making family-based services work throughout the country. We hope that all the conference participants shared our pleasure and sense of encouragement at the progress which is being made in incorporating a family perspective into the way we understand and provide human services in this country.

Here's hoping that 1988 will be every bit as busy and productive, not only for us here at the National Resource Center on Family Based Services but in the family-based services field as a whole.

THANKS

In summing up the events of the *Empowering Families* conference, we would be remiss if we did not pay particular tribute

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training opportunities

NATIONAL RESOURCE CENTER RESIDENCY PROGRAMS 1988

The National Resource Center on Family Based Services is offering four intensive residency programs at The University of Iowa in Iowa City during 1988. Each program is designed for professionals with a different level of experience, from those just beginning family systems work to those who wish to become certified to train in family-based service techniques. These programs complement the Resource Center's on-site contract training, offering individuals and smaller agencies the opportunity to participate in the NRC's nationally recognized family systems training. Details and agendas for each program are given below.

Participants will study with National Resource Center training staff and consultants, who are University of Iowa faculty and experienced family therapists. Training days run from 9 a.m. to 4 p.m., with Wednesday and Friday afternoons free. The registration fee for Programs I, II and III is \$225.00. Housing is available on campus at

the Iowa House for \$27.00 per night single occupancy and \$35.00 per night double occupancy. Credit for course work will be available in the form of 3 Continuing Education Credits for 30 hours of instruction (\$3.00 per credit).

The FBS I, FBS II and FBS Supervision programs are limited to 45 participants. FBS Training of Trainers will be limited to 10 participants. All registrations accepted on a first-come first-serve basis. Deadline for registration is one month prior to each program.

A lovely river town, Iowa City offers a wide array of theater, music, films, walks and restaurants. A 4.5 hour drive from Chicago, 3.5 hours from Madison, 5 hours from St. Louis, and 6 hours from Minneapolis, Iowa City is also served by the Cedar Rapids Airport.

NATIONAL RESOURCE CENTER RESIDENCY PROGRAMS 1988

FAMILY BASED SERVICES I: May 9-13

For those with limited experience in family systems work, this program provides an introduction to family systems theory, family assessment and intervention tools.

AGENDA*

Day 1

- Introduction to Family Based Services
- The Structure, Sequences, Context and Development of the Family
- Thinking Systems
- Tools for Systems Diagnosis at Intake: Genograms

Day 2

- Tools for Systems Diagnosis: Ecomaps, Time-lines
- Case Presentations

Day 3 (a.m. only)

- Tools for Systems Diagnosis at Treatment: The Structured Family Interview
- An Overview of the Treatment Process

Day 4

- Engaging the Family in Treatment: Establishing Control, Dealing with Initial Resistances, Relabeling, Reframing and Circular Questioning
- Demonstration of Basic Communication and Structural Techniques

Day 5 (a.m. only)

- Structural Techniques cont'd: Supporting Generational Boundaries, Allying with a Subsystem, Enactment

* Agendas are subject to change based on participant needs and interests.

FAMILY BASED SERVICES II:

September 19-23

For individuals who have experience with family systems work. Special focus will be given to working in a systemic way with multi-problem families, including when and how to use strategic or indirect techniques with families who do not respond to more direct, structural work. Participants will also examine their workplace as a system and analyze their role within that system.

AGENDA*

Day 1

- Introduction to an Integrated Structural/Strategic Model
- Review of Structural Techniques
- Videotape on Strategic Work with Families

Day 2

- Presentation on Strategic and Indirect Interventions: Paradoxical Interventions, Pretend Techniques, Rituals and Tasks
- Practice of Strategic Interventions

Day 3 (a.m. only)

- Roles and Dynamics in Chemically Dependent Families
- Engaging Chemically Dependent Families in Treatment

Day 4

- Chemically Dependent Families cont'd
- Dynamics and Interventions with Incest, Child and Spouse Abuse, Neglect

Day 5 (a.m. only)

- Interventions cont'd
- The Workplace as a System

FAMILY BASED SERVICES

SUPERVISION: July 25-29

For individuals who supervise staff working with families. Participants will analyze their own role systemically and learn two models of family based supervision, in addition to predicting and acquiring solutions for inevitable problems that face family workers

AGENDA *

Day 1

- Overview of FBS
- Review of Systems Diagnostic Tools and the Structured Family Interview
- The Structural/Strategic Model of Family Work

Day 2

- Supervision as a System
- Sibling Position and Core Triangles
- Supervisee Developmental Stages
- Supervisory Process
- Peer Consultation

Day 3 (a.m. only)

- Live Supervision Model: Presentation and Practice

Day 4

- Worker Error
- Trouble Shooting: Tracking Case Development
- Consultative Supervision: Presentation and Practice

Day 5 (a.m. only)

- Supervision cont'd
- Problem Solving for Family-Based Services

FAMILY BASED SERVICES

CERTIFICATION: TRAINING OF

TRAINERS: May 23-27

This program is for public and private agencies whose staff need to provide ongoing training, consultation and supervision in family systems work. Trainees will go through a 3-part program: 1) a didactic 5-day residency program in Iowa City; 2) an in-agency practicum with videotape and phone supervision; 3) an on-site evaluation by NRC consultants leading to certification. The program is limited to 10 participants, who should be either clinical supervisors, in-house consultants, or staff development personnel who have been through the NRC 9-day training and/or have received formal training in family systems work, i.e., training at a family therapy institute, attendance at family therapy workshops, on-going supervision from a family therapist or AAMFT certification. All trainees must have significant experience working with families. For more information about the program, please call or write to Anne Zalenski at the National Resource Center.

REGISTRATION FORM

National Resource Center on Family Based Services Residency Programs 1988

Name: _____ SS# _____

Address: _____

City/State/Zip _____

Phone (Office) _____ (Home) _____

Check which program(s) you would like to attend:

- _____ 1) Family Based Services I (May 9-13). Registration: \$225
- _____ 2) Family Based Services II (Sept. 19-23). Registration: \$225
- _____ 3) Family Based Services Supervision (July 25-29). Registration: \$225
- _____ 4) Please send me information on the Family Based Services Certification: Training of Trainers (May 23-27) REGISTRATION FEE TO BE ANNOUNCED

Single and double rooms are available at Iowa House on the University campus. If you wish to reserve a room, please indicate your choice:

_____ single \$135.00 for 5 nights:

_____ double \$87.50 per person for 5 nights to be shared with: _____

Enclose your check or purchase order for the \$225 registration fee plus either \$135.00 (single) or \$87.50 (double) for your housing, payable to The University of Iowa, and return to Center for Conferences and Institutes, The University of Iowa, Iowa City, IA 52242. For additional information call the National Resource Center at 319-335-4123.

to the contributions of some people here at the University of Iowa. David Dawes and the staff of the University's Center for Conferences and Institutes did an outstanding job of coordinating the logistical arrangements for the conference—as they have done for a number of the Center's programs this year. Miriam Landsman, our Research Associate, also deserves special praise and appreciation for taking on the lion's share of the Resource Center's responsibilities as coordinator for the Conference Planning Committee. No one knows as well as we how many weeks and months Miriam devoted to the success of this conference. On behalf of everyone who enjoyed those three days in Minneapolis, we say thank you to Miriam Landsman and David Dawes.

Finally, the entire staff of the National Resource Center would like to convey our special thanks to Wendy Deutelbaum, who has done a superlative job as Acting Director for the Resource Center during the past year. With Rachel Warren's arrival, Wendy will be returning full-time to the position of Director of Training for the Resource Center, developing innovative training opportunities like the residency programs announced under Training Opportunities in this newsletter. She also once again has time to contribute to the *Prevention Report* her Arts & Entertainment column, which has developed something of a following and has been missed from recent issues.

materials available from the n. r. c.

ANNOTATED DIRECTORY OF SELECTED FAMILY-BASED SERVICE PROGRAMS (1987). \$15. Descriptions of 269 family-based service programs across the country, including information on program goals, background, services, client characteristics, staff, funding and who to contact.

A COMPARATIVE ANALYSIS OF THE COSTS OF SUBSTITUTE CARE AND FAMILY BASED SERVICES (1982). No charge. A method for comparing costs of foster care and family-based services, using the present-value-of-money concept to demonstrate savings in foster care maintenance expenditures.

EVALUATION OF FOURTEEN CHILD PLACEMENT PREVENTION PROJECTS IN WISCONSIN (1985). \$3.50. Funded by the Wisconsin Division of Community Services, this study followed 14 programs during the period from 1983 to 1985 and describes project backgrounds, client characteristics, services, outcomes and related factors, and achievement of project goals. Data collection instruments included.

EVALUATION OF NEBRASKA'S INTENSIVE SERVICE PROJECT: LINCOLN AND MCCOOK, NEBRASKA (1984). \$2.50. Background, findings and evaluation of 2 family-centered service project in Nebraska from March 1983 through February 1984, including data collection instruments.

FAMILY BASED JOB DESCRIPTIONS (1986). \$7.50. A compilation of job descriptions for family-based service workers (including social workers,

supervisors, administrators, family therapists and paraprofessionals) which are currently in use by selected public and private family-based programs throughout the country.

FAMILY-CENTERED SERVICES EMPLOYEES MANUAL (1985). \$3.75. The Iowa Department of Human Services' family-centered services regulations, which define and structure the preventive services program, with accompanying procedures manual.

FAMILY-CENTERED SOCIAL SERVICES: A MODEL FOR CHILD WELFARE AGENCIES (1983). \$7. Planning and implementing family-centered services for public child welfare agency administrators, including a proposed model of service delivery, family typology, data collection instruments, comparative cost analysis, and extensive bibliography.

MEASURING THE COST EFFECTIVENESS OF FAMILY-BASED SERVICES AND OUT-OF-HOME CARE (1983). \$5. Data from the state of Maryland.

PLACEMENT PREVENTION AND FAMILY UNIFICATION: A PRACTITIONER'S HANDBOOK (1984). \$7. Applications of family-based services, initiating the program, family assessment, functions and activities of the in-home worker, staff supports, case closure, and service techniques.

PLACEMENT PREVENTION AND FAMILY UNIFICATION: A VIEW FROM THE CHILD WELFARE SECTOR (1980). \$2. Reasons for and advantages of family-centered services, for use with legislators, boards, advocacy groups, and civic organizations.

POSITIVE PARENT NETWORK (PPN) OF RAPID CITY, SOUTH DAKOTA, American Public Welfare Association (1986). \$2.50. Describes a typical rural primary prevention program, including program context, background, management, operations and monitoring, evaluation, and sample materials.

RESOURCES FOR FAMILY BASED SERVICE PRACTICE: AN ANNOTATED SOURCE BOOK, 2nd edition (1987). \$3.50. Descriptions and ordering information for selected resources on: family therapy, fbs theory and practice, research and evaluation, legal issues, family-based services management, and training. Lists FBS service associations and program directories. Many unpublished materials prepared by social service departments and not generally available in libraries.

THE SUPPORTIVE CHILD ADULT NETWORK (SCAN) OF PHILADELPHIA, American Public Welfare Association (1986). \$2.50. Describes and documents this representatives urban placement prevention program, with information on his-

mailing list/order form

Add to mailing list. Delete from mailing list. Address Change.

Name _____

Address _____

City/State/Zip _____

Title	Price	Qty	Total
Annotated Directory of Selected Family-Based Service Programs	\$ 15.00	_____	\$ _____
A Comparative Analysis of the Costs of Substitute Care and FBS	n/c	_____	_____
Evaluation of 14 Prevention Projects in Wisconsin	3.50	_____	_____
Evaluation of Nebraska's Intensive Service Project	2.50	_____	_____
Family Based Job Descriptions	7.50	_____	_____
Family-Centered Services Employees Manual, Iowa DHS	3.75	_____	_____
Family-Centered Social Services: Model for Agencies	7.00	_____	_____
Measuring the Cost-Effectiveness of Family-Based Services	5.00	_____	_____
Placement Prevention: Practitioner's Handbook	7.00	_____	_____
Placement Prevention: A View from the Child Welfare Sector	2.00	_____	_____
Positive Parent Network (PPN) of Rapid City, SD	2.50	_____	_____
Resources for FBS Practice: Annotated Sourcebook	3.50	_____	_____
The Supportive Child Adult Network (SCAN) of Philadelphia	2.50	_____	_____
Home-Based Family-Centered Service: A Basic View (purchase)	77.00	_____	_____
Home-Based Family-Centered Service: A Basic View (rental)	10.00	_____	_____
TOTAL:		_____	\$ _____

Payment enclosed. Please bill me.

Make checks payable to National Resource Center on Family Based Services

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arts & entertainment

Through song and storytelling, the performance of "The Story of A Mother" which we watched the first morning in Minneapolis brought the conference's two themes—celebration and empowerment—to life. Five actresses from the Minneapolis feminist troupe "At the Foot of the Mountain"—one white, one black, one Asian, one Hispanic and one American Indian—enacted the story of their childhoods and through them explored the cultural differences and intercultural similarities that mark family relationships in America.

One of the most powerful aspects of the performance was a casting decision: each actress took two voices—now the daughter's, now the mother's—as if to show that the story of the daughter always retells the story of her mother, and implicitly, her mother's mother and her mother before her. Here was a perfect representation of what other conference presentations addressed as the "ecological" or "systemic" point of view.

But something else was striking about the performance, too: its scheduling. Most national conferences offer some evening "entertainment" as a relief, a treat, a change of pace, but we placed this performance between 10 and 12 in the morning on the first day, a time ordinarily devoted to workshops and lectures. Why?

The performance did not take place "after hours," when the day's "work" was already done because we believe that art can be as central and crucial to our understanding of our lives and work as any lecture, document, report, or research. Good art is not simply a source of enjoyment, like an after-dinner mint, a reward that comes only after the primary source of nourishment. Art is itself a form of work: it raises complex problems, engages all our faculties, and sometimes forever alters our ways of approaching the world.

This lesson is also present in some recent novels that confront the problems of the child abuse and family violence. The sufferings of family life have been a privileged site of narrative exploration since the beginnings of storytelling; the great themes of Greek tragedy—matricide, incest and sibling hatred—have now become the themes of soap opera and TV movies. But there is a crucial difference between these novels, filled as they are with experiences of hurt and humiliation, and the violent stories that daily assault us under the guise of entertainment. Machine-gun gangsters, cops that blast bad guys to smithereens, soldiers decorated for wounding and mutilation, rapists who stalk and slash—this entertainment effectively sanctions violence, making it appear as an unquestioned, "natural" part of our culture. More or less explicitly, this entertainment is pornographic, too; it excites through fantasies of debasement and humiliation; it

does not critique current relations between the sexes but reinforces the contempt, especially for women, that obscenely distorts our culture. (Just think about the implications of the new homicidal vamp, career woman-as-monster movies like "Fatal Attraction" and "No Way Out.")

"The more pornographic writing acquires the techniques of real literature," writes Angela Carter in *The Sadeian Woman and the Ideology of Pornography* (Harper 1978), "the more deeply subversive it is likely to be in that the more likely it is to affect the reader's perceptions of the world." Here is a clue to what makes the current novels of family violence different from pornographic expressions: it has to do with complex plotting and characterization, with a refusal of simple abstractions and distortions and with the presentation of human beings embedded in complex social conditions. While pornography presents only two roles, victim and victimizer, one simplified and the other vilified, art works like the "Story of a Mother" or *The Bone People* offer an ecological or systemic analysis, a shifting point of view, and an access to multiple perspectives.

The Bone People (Penguin 1983), a novel by the New Zealand Maori writer Keri Hulme that won the Prize for Maori Literature in 1984, focuses on three main characters, all outcasts: Kerewin Holmes, a reclusive artist who lives in an isolated tower retreat by the sea; Simon, a mute boy washed ashore after a wreck; and Joe, the man who becomes Simon's father. As Hulme admits, this is not a "standard" book. Its language is at times poetic, at times slangy, an English full of unfamiliar Maori words and phrases. Unusual, too, is the experience of being inside the consciousness, throughout an entire novel, of an 8-year-old boy who never speaks. The plot is a surprising mix of dream, myth and harsh reality.

One day, Kerewin finds Simon hiding in her house, "odd bod, spiderchild, imp incarnate, quicksilver of mood-reversals," and the question of his origin forms a suspenseful subplot; when Joe comes to fetch this waif he's adopted, we meet a sweet, despairing man who's lost his wife and own son and drinks to numb himself. As the novel progresses, these three odd people become something of a family, each reluctantly pulled out of isolation and distrust into a cautious, then joyous, but always tenuous bond.

Simon appears one day at Kerewin's tower: "his eyelids are swollen, buddahlike, and purple. His lower lip is split, and blood has dried blackly in the corners of his mouth. Bruises across the highboned cheeks, and already they're dark. He has been struck hard and repeatedly across the face." Although Simon won't say who did it, we learn what we feared: it's Joe. Why?

The novel makes us *feel* like Joe, overwhelmed with the responsibility of this difficult child, grief-stricken and lonely. Along with Kerewin, we gradually come to see that this abuser is himself a victim: "And Joe, holy mother of us all, you thought him to be a self-pitying child bashing ogre, with yeah, a few good points....What would it feel like, to want to be a priest, to want to be a teacher, to want to be a husband and father of a family, and be thwarted in them all? How would it feel to have that macabre kind of childhood, blighted by insanity, beset with illness? And those veiled hints he dropped of violence done to him....And he still tries, and he still cares."

So the abuser is a victim, Hulme shows, but so is the victim a rescuer: Simon knows his part, he knows how to use himself to get rid of Joe's anger by accepting "blows, then pain, then repair, then good humour again." But as child victims do, he blames himself: "It's me," he thinks, "I always do the wrong thing. I don't, I don't try to, it don't matter what I do, it's always wrong." Hulme's story enacts the same process psychoanalyst Alice Miller calls "poisonous pedagogy" in *For Your Own Good: Hidden Cruelty in Child-Rearing and the Roots of Violence* (Farrar, Straus & Giroux 1983): Parents like Joe justify beatings that really satisfy their own needs for power and revenge as for the child's own good; abused children deny the reality of their experience, blame themselves and repress their rage; and unexamined, this rage is passed on when an identical, available object comes to hand in the form of one's own children. "We punish our children for the arbitrary actions of our parents that we were not able to defend ourselves against," writes Miller; "the more we idealize the past and refuse to acknowledge our childhood sufferings, the more we pass them on unconsciously to the next generation."

While Miller is primarily concerned with victims and victimizers, current novels of family violence also examine the third position in the classical triangle—one that is particularly pertinent to us as social workers—the role of rescuer. Despite Kerewin's "helpful" interventions, which finally culminate in her beating up Joe for his beating Simon, the violence escalates until, by the end of Part III, Joe has beaten Simon into a coma, Simon has stabbed Joe in the stomach, and Kerewin, the rescuer, has had to assume responsibility for verbally abusing Simon in the escalation that led to the dreadful event. The court terminates Joe's rights and child welfare tries unsuccessfully to place the recovering boy, now alternately sullen or out of control.

Part IV is the healing of the first three parts that come before, a spiritual journey both Joe and Kerewin undergo in their own ways. Kerewin faces the possibility of dying from what might be stomach cancer and

chooses life. Joe, out of jail, "a broken man," encounters an old Maori man whose life purpose is to live simply on the land until "a broken man" appears, a man to whom he will pass on the secret Maori knowledge. Here there is the suggestion that Joe and Kerewin are the Maori people, fragmented, split, in despair—who've become white—a people who need a way back to the spirits of their land. So the understanding we get of Joe's violent behavior is not just an individual explanation; we learn that "domestic" violence is part and parcel of a much larger system, an act through which a whole culture speaks its conflicts and its pain.

The last part of the novel reunites the odd family of outcasts, and we are glad they're together again. Healing has occurred, for them and for us. We have not just witnessed from afar; we have felt the turmoil of all these characters. Like a good play or powerful poem, this novel shakes us into an awareness of each position—rescuer, victim and abuser—and because they feel very complex and are grounded in real social particulars, they explode the myths that only get reinforced in entertainment violence.

A similar lesson emerges from Toni Morrison's *The Bluest Eye*, in which Cholly

Breedlove rapes his daughter, and from James Joyce's story "A Little Cloud" in *Dubliners*, where a father who feels useless and valueless after an encounter with a more successful friend abuses his child at home. Each of these stories portrays victimizers who are themselves victims. And each asks who it is that benefits from formulating the minority person as bad, primitive or mad—whether a Maori in white New Zealand, a black man in America, or an Irishman in English-run Ireland. By positing the *other* in this way, the rest of us are able to see ourselves as good, sophisticated, or sane. Social systems, like family systems, have some people who position themselves as blameless, hoping to assure themselves that the violence and the guilt lie over there, not here, not in the society set up to maintain their own superiorities.

As professional social workers positioned to help the "victims," we tend most often to be locked into the role of the rescuer. When our rescuing doesn't work or we're blamed for not preventing or responding adequately to incidents of family violence—problems that are the whole community's responsibility to solve—we move to the role of victim. Many of us also struggle with the degree to which we may even be playing the victimizer by

controlling the lives we mean to protect and leaving untouched the system(s) that victimize them.

Here, it seems to me, is the great contribution and value of art for us: that it helps us recognize and understand the ways in which we play out all of these roles. Art frees us to circulate among all the positions so we can directly face the complexity of our own work. We can imaginatively play out, in a safe place, the different positions family members occupy, the difficulties and strengths each has, or hides, and we can develop a more acute sense of how social brutalities get acted out through our own and our clients' lives. Good art makes the best case we can find to argue the merits of an ecological or systemic world view. It makes it again and again, whenever we give it a central place, not after the "real" work is done, but right in the middle of the day.

Further fiction readings:

Susan Miller, *The Good Mother* (Harper & Row 1986)

Waltraud Anna Mitgutsch, *Three Daughters* (Harcourt, Brace Jovanovich 1987)

Susanna Moore, *My Old Sweetheart* (Penguin 1982)

Michael Dorris, *A Yellow Raft in Blue Water* (Holt 1987)

Wendy Deutelbaum

program profiles

The *Empowering Families* conference offered an unusual opportunity for participants to share with each other their experiences in family-based programs around the country. Rural and urban programs, programs for runaway youth and adolescents in crisis, public and private providers, programs for Hispanic and Indian communities, programs using a variety of team structures, programs focusing on prevention and on reunification—all were represented in a series of workshops on Family Based Services Models. It would be impossible to summarize all the programs featured; the two described below may give you some idea of the range, the creativity and the vitality of the family-based movement around the country. They exemplify an ecological and systemic approach to working with two very different client populations—American Indian families and professional social workers.

THE MINNESOTA INDIAN WOMEN'S RESOURCE CENTER

The Minnesota Indian Women's Resource Center opened three years ago in response to statistics indicating that American Indian women are dying of cirrhosis of the liver at alarming rates and at a much younger age than women in the dominant culture (45.5 years for American Indian women vs. 69 years for whites). Two

years ago an outpatient substance abuse program for American Indian women was instituted; 80% of its clients were also found to have issues related to child protection and child welfare. In response to this need, Hennepin County funded a home-based program by and for American Indians which utilizes culturally sensitive materials and is responsive to inter-tribe and inter-clan differences.

Margaret Peake Raymond, Sharon Enjady and Harlan Downwind stressed seven factors which they consider crucial to success in working with American Indians: (1) Control of Indian programs must be in the hands of Indians; Indian advisory boards in white agencies do not work. (2) Use of tribally based family structure and communal events is the most effective basis for treatment. (3) Indian treatment models need to avoid pressure toward "professionalism" which separates therapy from other services. (4) Treatment goals must emphasize a transition from dependency to interdependency. (5) The administrative structure needs to be interdependent and nonhierarchical. (6) Prevention needs to be aimed at non-Indians, particularly non-Indian agency personnel. (7) Funding needs to be provided in such a way that a secure resource base is available.

With these key factors in mind, the overall goal of the Minnesota Indian

Women's Resource Center is to teach Indians to walk proudly between Indian and White worlds.

THRIVING AND SURVIVING IN THE SYSTEM: A STAFF DEVELOPMENT PROGRAM

Linda Jewell Morgan, Staff Development Specialist with the Washington State Department of Social and Health Services, described an 18-hour workshop which has been developed to help line workers and supervisory staff in Washington build personal survival skills and prevent burnout. The "Thriving and Surviving in the System" workshop is based on two beliefs: (1) that practitioners must be empowered and learn to nurture themselves before they can help their clients develop these skills; and (2) that what is good for families is good for workers.

"Thriving and Surviving in the System" is designed to model basic principles and techniques of family-based work, including empowerment, accessibility, an ecological approach, a focus on strengths, understanding and using parallel process, and strategic and creative problem solving. The three-and-a-half-day workshop is held in a comfortable, residential-style setting away from the workplace, and each session includes participants from different offices

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research in family based services

*Kristine Nelson, Senior Researcher
National Resource Center on Family Based
Services*

Now that family-based services has begun to move beyond the demonstration stage to become an increasingly accepted and widespread approach to social service delivery, a rich field of research opportunities and challenges is opening up. For some time we have been repeating a few standard formulas—that family-based services have a success rate of 75 to 95 percent in preventing placement; that family-based services achieve significant cost savings compared to institutional placement. What is needed now is more in-depth research into how and why family-based services work—what kinds of services are most effective, for whom, under what circumstances? How can we measure success and failure for both families and programs? Can we develop criteria for predicting which services are most appropriate for which families?

To answer these questions, research is needed at all levels . . . through the evaluation of individual programs, through cost-benefit analyses, through the development of a nationwide database and coherent standards of measurement and outcomes. The *Empowering Families* conference offered a number of opportunities to learn about research efforts currently under way at state, program and national levels. And while the results from many of these studies are not yet complete, we have at least begun to ask the kinds of questions which will enable us to develop better services for families.

State Based Research In Family Based Services: Californind And Minnesota

Ying-Ying Yuan (Walter R. McDonald & Associates, Inc.) and Rick Garrity (California Department of Social Services) described an evaluation study in progress in California, where seven private and public agencies are participating in a three-year state-funded project to provide in-home care to avoid out-of-home placement of children. A 75% success rate is mandated in the legislation. Intensive services are limited to four to six weeks, and each therapist works with three families at a time. Families must be active cases with public social services to be eligible. Some problems have been encountered in the project, such as varying definitions of risks, low referrals, and a slow start-up, partly due to eligibility requirements and problems recruiting licensed clinical social workers. A six-month follow-up will consider the outcomes for all children in the families.

Carol Kuechler outlined a project of the Minnesota Department of Human Services which is studying four rural counties involved in a state initiative to promote placement prevention and family reunification.

Using a systemic model, services are provided for two to six hours twice a week for from one to six months. The study will include a detailed description of service delivery, measures of service effectiveness, client feedback, and analysis of data gathered by the agency, with an emphasis on formative evaluation to improve program functioning.

Program Based Research: Minnesota And New Jersey

Leonard Feldman described an experimental design evaluation being fielded by the New Jersey Department of Human Services, in which 100 families are being assigned randomly to intensive family services and 100 to the control condition of regular placement services. A variety of established scales are being used to measure family functioning, stress, support, and satisfaction with services. Community, service, outcome and cost variables are also being measured. Follow-ups at three and twelve months after closing will determine the longer term outcomes of the service.

Charles Lyle presented a study of home-based services delivered by Ramsey County (Minnesota) Community Human Services between 1981 and 1983. Focusing on families facing imminent, long-term placement of a child, the study used the county's information system and in-house evaluators to gather statistical data and information on parental functioning for families receiving home-based and traditional services. Families receiving home-based service were found to experience fewer placements, fewer days in placement, and lower costs. Families in the initial sample were also compared to those receiving service in 1985. The initial findings were confirmed (except for lower placement rates) in the later sample. The 1985 home-based group also showed an increase in caretakers' level of functioning.

National Research On Family Based Services

Preliminary results were presented from two studies being funded by the U.S. De-

partment of Health and Human Services' Administration on Children, Youth and Families. Professor Kristine Nelson described characteristics of eleven family-based programs, 115 workers, and 533 client families in six states (Oregon, Colorado, Iowa, Minnesota, Ohio, and Pennsylvania) being studied by the National Resource Center on Family Based Services at The University of Iowa and the Regional Research Institute at Portland State University. Data were gathered through on-site interviews, a survey of workers, and coding of closed case records. Three outcome measures were also presented: goal achievement, change in family functioning, and placement; their interrelationships; and factors associated with each outcome measure. The final report of the Iowa study will be available from the National Resource Center in early 1988.

Professor Peter Pecorra described a second study which is being fielded by the Social Research Institute at the University of Utah and the Behavioral Sciences Institute, Federal Way, Washington. This project covers 453 families in four home-based programs in Utah and Washington. Data were collected at intake, termination, placement (if one occurred), and twelve months after termination, using a variety of established research instruments. Professor Pecorra presented a comparison of treatment characteristics, program structure, and family outcomes between the Utah and Washington programs and a third program, which was the subject of an independent study in Hennepin County, Minnesota.

Research into the actual provision of services in social service agencies presents special problems and pitfalls. High staff turnover at many agencies makes data collection and follow-up difficult; confidentiality must be carefully maintained; the cooperation of workers and families must often be wooed. But as Doug Nelson emphasized in his introduction to the *Empowering Families* conference's policy track, research is one of the most powerful tools we can employ when advocating for funds and support for family-centered programming.

n. r. c. materials continued

tory, philosophy, goals and objectives, organizational structure, staff, funding, management and services.

SUMMARIES OF EVALUATION STUDIES OF PREVENTION PROJECTS IN VIRGINIA AND WISCONSIN (1985). \$3.50. Placement prevention project in Wisconsin and Virginia were studied using similar methodologies, with results demonstrating substantial success in preventing out-of-home placement.

audiovisual materials:

HOME-BASED FAMILY-CENTERED SERVICES: A BASIC VIEW (1980). \$77. (Rental \$10) An 18-minute, 80-slide synchronized presentation providing an introductory overview; for use by advocacy and civic groups, boards of directors, and policymakers. Includes an 8-page study guide. Use the form below to order any of these materials or to notify us of address changes, additions or deletions for our mailing list.

conference notes cont'd

More information about this conference will appear in future issues of the *Prevention Report*. In the meantime, please mark your calendar and plan to attend. The 1987 conference was a great success—because so many of you were there! Let's make the 1988 meeting the event of the year.

CALENDAR OF UPCOMING MEETINGS

FOURTH NATIONAL SYMPOSIUM ON CHILD SEXUAL ABUSE: February 24-26 (Huntsville, AL). For information, contact: National Children's Advocacy Center, 106 Lincoln Street, Huntsville, AL 35801, 205/533-5437.

SEVENTH INDIAN CHILD AND FAMILY CONFERENCE: February 29, March 3-4 (Ramada Renaissance, Mesa, AZ). For information, contact: Tish Wilson, Southwest Consortium of Indian Head Start Programs, 505/277-5462.

MANAGING FOR EXCELLENCE IN CHILDREN, YOUTH AND FAMILY SERVICES: March 7-9, 1988 (Atlanta), April 11-13 (Boston), May 2-4 (Minneapolis), June 13-15 (Seattle). For more information, contact: Child Welfare Institute, PO Box 77364, Station C, Atlanta, GA 30357-1364.

CHILDREN'S DEFENSE FUND'S 1988 ANNUAL CONFERENCE: March 9-11 (Washington, DC). Contact: Children's Defense Fund, 122 C Street NW, Washington, DC 20001, 202/628-8787.

DISTINCT ISSUES OF YOUTH: HEALTH AND LIFESTYLES IN DETENTION (10th Annual Conference of the Juvenile Justice Health Care Committee): March 13-16

(Pacific Grove, CA). Contact: Rada Ford, Santa Clara County Juvenile Hall, 408/299-4844.

THE TENTH BIENNIAL MULTIDISCIPLINARY CONFERENCE ON HUMAN DEVELOPMENT: March 17-19 (Charleston, SC). For information, contact Scott or Patricia Miller, Department of Psychology, University of Florida, Gainesville, FL 32611.

CHILDREN '88: "INTERNATIONAL PERSPECTIVES": March 22-25 (Washington, DC). Contact: Child Welfare League of America, 440 First Street NW, Washington, DC 20001-2085.

ADAPTING TO SOCIAL CHANGE: THERAPY, TECHNOLOGY AND SERVICES: March 27-31 (San Francisco). Contact: American Orthopsychiatric Association, 19 W. 44th St., Suite 1616, New York, NY 10036, 212/354-5770.

THE 6th BIENNIAL INTERNATIONAL CONFERENCE ON INFANT STUDIES: April 21-24 (Washington, DC). Contact: Dr. Nathan Fox, Program Chair ICIS, University of Maryland, Institute for Child Study, College Park, MD 20742.

THE 1st CONFERENCE ON THE FAMILY AND CORRECTIONS: April 24-27 (Sacramento). For information, contact Bruce Wolford, Eastern Kentucky University, 202 Perkins Building, Richmond, KY 40475-0951, 606/622-1497.

NATIONAL SYMPOSIUM ON CHILD VICTIMIZATION: April 27-30, 1988 (Anaheim). Contact Conference Coordinator, DCP-CHNMC, 111 Michigan Ave. NW, Washing-

ton, DC 20010, 202/745-5685.

YOUTH IN TRANSITION—NATIONAL CONFERENCE ON TRADITIONAL SERVICES FOR TROUBLED YOUTH: May 8-11 (Lexington, KY). Contact: Bruce Wolford, Eastern Kentucky University, 202 Perkins Building, Richmond, KY 40475-0951, 606/622-1497.

THE ADVOCATE'S CHALLENGE: WHAT'S REASONABLE, WHAT'S RIGHT? (The 7th Annual Conference of the National Court Appointed Special Advocate Association): May 8-11 (Charleston, SC). Contact National CASA Association, 909 NE 43rd St., Suite 202, Seattle, WA 98105-6020.

program profiles, cont'd

and at different levels from around the state. Days are scheduled to offer easy casual interaction with the leaders and ample break time to assimilate and reflect on the workshop experience. The program focuses on individual, work-group and agency issues, and employs a variety of self-assessment and group experience techniques.

Participation in the "Thriving and Surviving" workshop is entirely voluntary. Follow-up with participants occurs three to six months after the session to determine if the training has helped and whether action plans developed in the problem-solving segment have been implemented. In the past two years, 250 staff members statewide have attended the workshop, and seven sessions are scheduled for the coming year.



National Resource Center on Family Based Services

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