



JENNIFER M. GRANHOLM  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF HUMAN SERVICES  
LANSING

Tribal State Partnership  
Meeting Minutes  
August 20-21, 2008



ISMAEL AHMED  
DIRECTOR

Present: Mark Stevens (Director, Isabella/Midland County, DHS), Jennifer Gingnan (CPS, Social Services, LVD), John Keller (Family to Family Coordinator, Isabella County, DHS), Cheryl Baragwanath (Director, Social Services, Bay Mills Indian Community), Sylvia Murray (Tribal Social Services Director, Saginaw Chippewa Indian Tribe) Jocelyn Vanda (Director, Inter-agency and Community Affairs, DHS), Kathy Langhals (Director, Chippewa/Luce County, DHS), Georgianna Maynard, (IOW, Marquette County, DHS), Daniel Roberts (IOW, Gogebic County, DHS), Bill Markham (Grand River Bands of Ottawa), Kathleen McKee (Director, Social Services, Pokagon), Joanne Racette (IOW, Baraga Co. DHS), Theresa Shawanese, (IOW, Chippewa County, DHS), Lulu Beauchamp (Delta County, DHS), Leslie Pigeon (Behavioral Health Human Services Coordinator, MBPI), Cindy Ahmad (Senior Executive Assistant, CSA/DHS), Carol Siemon (Director, Child Welfare Training Institute, DHS), Bill Memberto (Director, Social Services, Little River Band of Ottawa Indians) Barb Sharp (IOW, Luce County, DHS), Shirley Goudreau (Adoptions Coordinator, Social Services, Sault Tribe), Grace Boda (IOW, Kent County, DHS), Carrie VanEvera (Director, Social Services, Hannahville Tribe), Juanita Bye (Interim Director, Social Services, Sault Tribe), Melissa Van Luven (CPS Supervisor, Social Services, Sault Tribe), Jami Moran (CPS Supervisor, Social Services, Sault Tribe), Bill Denemy (Director, Charlevoix/Emmet County, DHS), Rick Schott (North American Indian Association of Detroit), Sharon George (North American Indian Association of Detroit), Deneen Smith (Director, Social Services, Little Traverse Bay Band), Chris Durocher (Training Manager, Child Welfare Training Institute, DHS), Jessica DeRoche-Maynard (IOW, Isabella County, DHS), Carol Kraklin (Director, Federal Reporting & Monitoring, DHS), Maribeth Dickerson (Training Coordinator, Court Improvement Program, State Court Administrators Office), & Stacey M. Tadgerson (Director, Native American Affairs, DHS).

**I Opening Prayer (Bill Memberto)**

**II Welcome & Introductions**

Shirley Goudreau & Bill Denemy (TSP Co-Chairs) provided a brief welcome, overview of the agenda & changes, and minutes review prior to Tribal State Partnership introductions.

Jocelyn Vanda introduced Stacey Tadgerson, Director of Native American Affairs for DHS to the Tribal State Partnership (Professional Bio was disseminated).

**III Ice-breaker**

Stacey Tadgerson facilitated a 45 minute Ice-breaker consisting of a small group break-out session (5 groups) & one large group session to discuss Native American Facts & Inspirational Quote Cards disseminated to each participant. Individuals were to identify for each card: 1) If they had prior knowledge of the information, 2) How the information was applicable to their current responsibilities or job function, and/or how (or if) they would utilize this information in the future.

Each small-group shared the responses among their group participants and picked a group reporter to share with the large group upon the end of the small-group exercise.

The information provided was presented to increase interpersonal knowledge of participants through listening & sharing of their views and perspectives; as well as a "self-care" motivational/inspirational tool for all participants.

#### **IV Committee Reports**

##### **A. Training Committee (Chris Durocher & Bill Memberto)**

The Child Welfare Institute (CWI), DHS, has experienced several changes since the last TSP Meeting in the Spring including:

1. Name changed to Child Welfare Training Institute (CWTI)
2. Carol Siemon (formerly of SCAO) assumed responsibilities as Director in June, 2008
3. Child Welfare Settlement Mandates will create several key changes in how DHS trains and maintains professional development in the future. New curriculum is being created as a result of new requirements

Carol Siemon & Chris Durocher (CWTI) indicated they would appreciate ideas from the Tribal State Partnership (TSP) participants with regard to training topics and "new faces & expertise" for trainings.

Suggestions provided from the meeting participants:

1. Important DHS Supervisors attend an Indian Child Welfare Act (ICWA) Training annually
2. Include a Native American representative to co-facilitate at ICWA Trainings
3. Provide video of training/conferences
4. Incorporate Indian Outreach Workers (IOWs) as resources
5. Including Tribal contact information in materials for training participants
6. Provide Tribal Code links on a website. Demonstrate the uniqueness of each Tribe - not group them into "one" definition
7. Specialized Tribal Court training
  - a. An example was noted which represented a lack of cultural sensitivity. Requesting a Native American hair follicle for drug testing from a Tribal member in a Tribal Court was presented as one of the many interesting and diverse situations that arise to warrant specialized Tribal Court training

#### **ACTION ITEMS:**

1. **Contact Carol Siemon & Chris Durocher with training ideas & information**
2. **Contact Bill Memberto & Chris Durocher regarding TSP Training Committee suggestions**

#### **V Announcements**

##### **A. Carol Siemon**

Bill Denemy acknowledged Carol Siemon for her past dedication & participation with the Tribal State Partnership and as a champion of Native interests in her former role in the State Court Administrative Office (SCAO). Bill Memberto presented Carol with a sweetgrass basket.

B. Expert Witness Training

Deneen Smith, LTBB, disseminated registration & training materials for the upcoming Expert Witness Training being held at LTBB on September 15-16, 2008. Registration fee is \$25.00 and includes refreshment on all days.

Bill Memberto indicated there may be Strong Families Safe Children dollars to cover registrant's costs. Please contact Bill Memberto at LRBOI.

C. Court Improvement Program (CIP), State Court Administrative Office (SCAO)

1. Maribeth Dickerson is the new Training Coordinator for the CIP. Welcome Maribeth we are very pleased you could attend this meeting and we are looking forward to working with you!
2. CIP of SCAO has established a CIP ICWA Committee to discuss ICWA issues. A meeting announcement for September, 2008 was disseminated (See Handout).
3. There will be an ICWA Forum in October, 2008. Planning meetings have determined a need for Tribal Flags. Please contact Maribeth with Tribal Flag information. Topics the ICWA Forum will feature: Historical Trauma, Practical Application of ICWA, and ICWA implications.

Carol Siemon provided an overview of the history of the Forum.

**ACTION ITEM:**

1. **Contact Maribeth Dickerson, SCAO, regarding Tribal Flag information & ICWA Forum Registration**

**VI Child Welfare Improvement Task Force Presentation (Sylvia Murray & Bill Memberto)**

Pat Babcock, co-chair of the Child Welfare Improvement Task Force, sent his regrets that he could not attend the TSP Meeting to discuss the Child Welfare Improvement Task Force. Sylvia Murray & Bill Memberto presented in lieu of Pat Babcock.

The Child Welfare Improvement Task Force is a multi-disciplined group of individuals addressing the status of child welfare services in Michigan. Workgroups are established to research & develop recommendations for the Task Force pertaining to a particular focus (Foster Care, Prevention, Adoption, & Funding). There is an aggressive timeline targeting a final report being published the beginning of February, 2009 (See PowerPoint Handout).

Sylvia Murray & Bill Memberto are currently Tribal representatives on two separate work groups. Stacey Tadgerson, new Native American Affairs Director, has been asked by DHS top management to participate in the Child Welfare Improvement Task Force as a representative & subject expert.

Sylvia & Bill mentioned that it is important to begin succession planning as many of the Tribal members attending committee meetings in federal/state/local/tribal arenas have been doing so for quite some time and will soon be approaching retirement. It is important that information be

shared with new participants, introductions be made, and mentoring takes place so the momentum continues and not deteriorate upon their departure.

It was suggested that the Indian Outreach Workers (IOWs) be included in the Task Force workgroups to provide field work experience & articulate the barriers to Indians families receiving service.

Tribal specific discussions leading to the general consensus of Tribal participants for a need to establish a Tribal Social Services Directors' Group to establish goals/objectives/direction as a Tribal group:

1. Recommendation that it would be helpful if the Tribes could be congruent on processes globally; although implementation within their respective sites may vary (Bill Memberto)
2. Alternative Response Model (MN) – provided Children's Code changes
3. Children's Resource Centers (Carol Siemon)
4. IV-B Technical Assistance for Tribes – each Tribe is eligible for up to 10 days of technical assistance via your federal technical assistance providers
5. How the Task Force recommendations will reduce Foster Care costs
6. Adam Walsh Bill & Sex Offender registry (many Tribes are adopting this new initiative)
7. Being responsive as a group to the Child Welfare Lawsuit
8. Structure of the Task Force is in response to the CSFR. How does that process effect the Tribes?
9. Data on Indian Ancestry
10. DHS Case Reviews
  - a. Has ICWA been applied
  - b. Is there legitimate measurement of ICWA cases (Children's Administration: Self-Assessment/Federal Compliance)
11. Native American DHS data & statistical validity
12. Can we ask that ICWA cases be reviewed/targeted
13. MICWA – specialization of contract
  - a. Recommendation was made that the Tribes approach other Tribal/Private agencies to develop Tribal homes and become an alternative if MICWA is not serving their needs
  - b. Contacting County Supervisor/Director and explaining what their concerns are
14. Urban Indian organizations and their interest in participating with Tribes so they can assist in their respective organizations & serving Tribal members better
15. Reaffirming the mission of the Tribal State Partnership
16. Codification of ICWA in Michigan State Law
17. Michigan Indian Family Preservation Act

#### **ACTION ITEMS:**

1. **If you would like to participate in a work group please contact Bill Memberto or Sylvia Murray**
2. **Georgia Maynard will mail Stacey the original Task Force Study for future NAA website .puff development**
3. **Sylvia Murray & Kathy Langhals will review their materials for original TSP documents pertaining to mission, goals, & objectives and send to Stacey**
4. **Stacey will research NAA files for Michigan Indian Family Preservation Act boilerplate**

5. **Stacey will obtain a copy of the MICWA contract for the next meeting**
6. **Tribal partners will discuss re-establishing a Tribal Social Services Directors' Group (In the past, the group usually met the AM prior to the TSP Meeting convening)**

## **VII Updates**

### **A. DHS**

**Jocelyn Vanda**

Jocelyn Vanda, Director of Inter-agency & Community Services, provided recent DHS highlights of staffing changes, Human Services Department Directors' Meeting: Native American Presentation, Tribal Family Resource Center (FRC), Poverty Summit, Food Assistance Program (FAP), and Alternative Work Schedules for the state of Michigan (See Handout).

#### 1. Staff Changes

Appointed: Barry/Eaton County DHS Director: Jerome Colwell (eff. 8/10/08)  
 Vacancy: Susan Kangas, Director of the Budget

#### 2. Human Services Department Directors' Meeting: Native American Presentation

Director Ahmed has requested that a presentation be made to the Directors of the Department of Community Health, Education, Corrections, Labor and Economic Growth. The purpose of the presentation is to educate the Human Services Directors about key issues facing Native American Families and to advocate for policy changes.

**Please contact Stacey if you would like to participate as well as to provide her with Tribal data you may be interested in sharing to educate the Directors.**

#### 3. Tribal Family Resource Center (FRC)

The Director of ICS and Native American Affairs will meet with Jane Johnson the Director of Muskegon DHS to learn all facets of developing and implementing a FRC. Muskegon currently has 9 Fry's and will sponsor 10 more this fiscal year.

#### 4. Poverty Summit – "Shine a light on poverty" – November 13, 2008 at Cobo Arena; Detroit, MI.

Russ Sexton, Delta/Menominee County DHS Director, is the U.P Coordinator. Stacey Tadgerson will research travel reimbursement for Tribal members participating in or attending the Poverty Summit.

#### 5. Food Assistance Program (FAP)

Good news for DHS, errors are decreasing and participation in the FAP is increasing.

#### 6. Alternative Work Schedules

The Governor has encouraged state departments to support alternative work schedules for state employees. It is believed that this will attract and retain individuals to work for state government and enable departments to meet employee needs without jeopardizing customer service.

## **ACTION ITEMS:**

- 1. Place Human Services Department Directors' Meeting on the agenda for the next TSP Meeting**
- 2. Contact Stacey Tadgerson regarding participating in the Human Services Department Directors' Meeting &/or sharing your Tribes questions, comments, concerns for awareness**
- 3. Stacey Tadgerson will be sending Poverty Summit updates and researching travel reimbursement options for Tribal participants**
- 4. Contact Stacey Tadgerson for more information on piloting a Tribal Family Resource Center (FRC)**
- 5. Place Medicaid Waivers to Tribal participants on next TSP Meeting Agenda**

## **B. Tribal Updates**

1. Saginaw Tribe of Chippewa Indians (Sylvia Murray)

Sag Chips are currently working on Alternative Response, wrapping up Strategic Plan, and the Child Trauma Assessment Center a partner grant with Western Michigan University (working collaboratively with ACFS, schools, and Tribal Police).

2. Little River Band of Odawa Indians (Bill Memberto)

LTBOI provided a \$25,000 gift at a recent golf scramble to finance a Children's Center to train professionals & provide better interviewing techniques.

3. Pokagon (Kathleen McKee)

Pokagon Social Services is experiencing the growing pains of Tribal gaming. Due to per capita distribution of gaming revenues, many Tribal members may soon become ineligible for IV-E payments as a result of their increases in per capita income. A study & presentation are being recommended so the Tribal Council is kept abreast of potential threats to certain Tribal families. One concern is whether to leave families in the state court or rule to transfer them to Tribal court.

Sylvia Murray offered to share "lessons learned" from the Sag Chips to Pokagon regarding IV-E due to their Tribal practice of per capita distribution of gaming revenues to membership.

4. Little Traverse Bay Band of Odawa Indians (Deneen Smith)

Recently, Tribal court had the pleasure of experiencing a "Grandma's" testimony at a Tribal Court hearing. It was a powerful learning tool for "outside" participants and Deneen recommended implementing such testimony in other state & Tribal courts for cultural sensitization.

5. Bay Mills Indian Community (Cheryl Baragwaneth)

A question was raised if the Foster Care Review Board (FCRB) investigates & monitors ICWA cases. Carol Siemon will email Jim Novell to request data regarding review & appeals specific to ICWA.

In addition, it was requested that if & when FCRB investigations are completed that it be cited whether the cases have been brought before the Indian Welfare Board, Commission, or Committee of each Tribe respectively.

Bill Denemy requested that the Foster Care Review Board, Codification of ICWA Into state law, and recommendations to the Task Force be placed on the next agenda.

Bill Memberto referenced earlier conversation regarding Tribal Codes & the role of their respective ICWA Committee (may be called something different at each Tribe) in the placement of children. See Tribal web sites for Tribal Code links.

Stacey Tadgerson will be developing a Native American Affairs (DHS) web site in the next fiscal year and plans to link Tribal Codes as well. Please send ideas to Stacey for the web site. Chris Durocher suggested a "What's New" section for the NAA web site to post info all TSP participants will find useful.

**ACTION ITEM:**

- 1. Place FCRB, Codification of ICWA in state code, and recommendations for the CW Task Force on next TSP agenda**

**C. Urban Indian Centers**

1. North American Indian Association (Rick Schott)

It was requested that Urban Indian Center representatives be invited to the Tribal Social Service Directors' Meeting when re-established so they can be kept abreast of Tribal practices and foster better working relationships.

The challenges for urban Indians stems from being caught between two systems: the Tribe & the state. Furthermore, there are a disproportionate number of Native people receiving services in Wayne County (237) and in Foster Care (20).

Chris Durocher inquired if the process in Wayne County had changed in order to adjust the CWTI Training if necessary. Bill Memberto suggested calling Michelle White at Urban Affairs in Detroit, MI to discuss how Wayne County processes ICWA cases.

It was recommended that Margaret Warner be consulted to determine next steps for urban Indian issues.

2. New Child Welfare Initiatives (Adrienne Brant James)
  - a. Star Commonwealth Educational/Residential Treatment Center is proposing a Native American Program (See Handout)
    - i. School for girls in Van ward, Ohio
    - ii. School for boys in Albion, MI
  - b. Circle of Courage: Roots & Wings Conference (See Handout)
    - i. September 16-18, 2008
    - ii. Detroit, MI
  - c. Reclaiming Youth at Risk (Handout)
  - d. For employment opportunities at the center contact Adrienne Brant James

**D. Indian Outreach Workers**

Lulu Beauchamp indicated she would like suggestions for tapping into more financial assistance to assist families (Reunification monies, Prevention monies). Jocelyn Vanda mentioned that Helen Weber may be of assistance via a recent L-Letter for Strong Families. Recommendations

were to talk to Russ Sexton, Delta/Menominee County Director & Helen Weber (See attached L-Letter).

A request was made for Indian Outreach Workers to meet as a cohort to share their experiences and challenges.

**E. Native American Affairs**

**Stacey Tadgerson**

1. Child & Family Services Review (CFSR)

DHS is gearing up for a new CFSR next year. This review is tied to federal funding criteria according to performance-based standards. DHS was penalized at the last CFSR and fined nearly \$1M. The review criteria are not perfect and it must be noted that no state has passed the CFSR to date.

Carol Kraklin provided an overview of next steps and requested the Tribes consider how they would like to participate: individually by Tribe, regionally, or one meeting with all Tribes present.

Tribal partners wanted to know:

- a. An assessment of how well the CFSR helps with ICWA specific needs
- b. What is really happening in regards to ICWA compliance
- c. What was being done about MICWA contract due to MICWA not following ICWA placement priorities

Minutes from the last CFSR Committee meeting were disseminated with a timeline for CFSR implementation through 2009 to provide TSP participants with background & resource information (See Handout).

Carol & her staff are willing to provide further information at an upcoming TSP Meeting if necessary.

2. Yellowbook Training (State Court Administrators Office)

A Yellowbook Training will be conducted in Marquette, MI in September, 2008 for those of you that may be interested in the training.

3. Anishnaabe Future Leaders (AFL) Camp (Inter-Tribal Council)

Stacey attended the first two-days of the AFL Camp at Clear Lake Educational Center near Munising, MI. She indicated that the students were having a great time. Bill Memberto requested demographics on the students participating to determine how many Tribes were represented.

4. Native American Affairs (NAA) Manual Group

The Native American Affairs Manual Group is nearly complete. Stacey met with the Native American Affairs Policy Group in July to review the material & discuss her final edits. There have been changes in the Canadian & Michigan State Historic Tribes language to clarify "intent" of the policy since the manual was presented to the TSP in May, 2008. New language data was circulated prior to the TSP Meeting for comment. A CD-ROM with the current NAA Manual version was provided for all of the Tribal partners at the TSP meeting.

Publication date for public consumption is October 1, 2008. The new policy will be available via the On-line Manual for DHS staff and the DHS website for the general public.

The new NAA Manual Group will be presented at the ICWA Forum October 6 & 7, 2008 in Mount Pleasant, MI. Conference materials will be disseminated in the near future via the State Court Administrators Office. Contact Maribeth Dickerson for more information.

#### 5. Tribal Consultation

Tribal partners met with Stacey on 8.19.08 to discuss what Tribal Consultation means to each respective Tribe and to start scheduling site visits. A Tribal Consultation Checklist was disseminated to Tribal partners requesting submission of itemized data to the Office of Native American Affairs by November 19, 2008 (See Handout).

Stacey will be following up with Tribal Chairs to begin scheduling site visits.

Please contact Stacey with your questions, comments, or concerns about Tribal Consultation.

#### 6. Urban Indian Tribal State Partnership Meeting

Stacey Tadgeon reported that Mr. Ahmed is committed to serving the urban Indian population and has requested an Urban Indian Tribal State Partnership venue twice a year to discuss the concerns that have been plaguing the communities. The Urban Indian Meeting is targeted for October or November, 2008. Information will be sent in the near future.

#### 7. Native American Business Plan

The Office of Native American Affairs is currently working on the new Native American Business Plan in conjunction with the new DHS Strategic Plan.

#### 8. Casey Family Programs (Susan Ault)

Stacey Tadgeon met with Susan Ault to discuss consultation services Casey Family Programs can provide to Michigan Tribes & to further DHS' Native American focus such as through training, leveraging resources, and technical assistance (See Handout).

Susan Ault works in partnership with Christine McPherson and is available for consultation upon request. She is also available to present at the Tribal State Partnership.

#### **ACTION ITEMS:**

- 1. Carol Siemon will forward Yellowbook training information on to the TSP for registration**
- 2. Please forward Tribal Consultation Checklist Data to ONAA by November 19, 2008**
- 3. Stacey will send Tribal Consultation schedule requests to Tribes respectively**
- 4. Contact Maribeth Dickerson, SCAO, regarding ICWA Forum Training information**
- 5. Stacey will request AFL student demographics & provide a report at the next TSP Meeting**
- 6. Urban Indian Tribal State Partnership Meeting (TBD)**

## **VIII TSP Business**

### **A. Reaffirming TSP Mission & Goals**

The TSP Executive Committee is comprised of three Tribal partners & three DHS partners. This Committee sets the quarterly Tribal State Partnership Meeting Agenda. Issues, action, and resources are funneled through the Office of Native American Affairs in response to Tribal State Partnership requests to respective Tribes, organizations, DHS programs, state/federal offices, and communities.

It was determined during the July, 2008 Executive Committee meeting that recent Tribal State Partnership Meetings were not focusing on the original intent of the TSP and that a reaffirmation of the mission discussion take place at this meeting.

The TSP mission was not found in the Office of Native American Affairs files. TSP Co-Chairs will search historical data for TSP Mission and this item will be revisited at the November TSP Meeting.

#### **ACTION ITEM:**

- 1. Stacey Tadgerson will review IV-E language determining impetus for Tribal State Partnership Meeting**

### **B. Codification of ICWA in MI State Law & Michigan Indian Family Preservation Act**

Susan Ault (Casey Family Programs) sent Stacey Tadgerson copies of Minnesota's Tribal Agreement & Social Services Manual to assist with ideas to develop language for Michigan. Documents were disseminated (See Handouts).

### **C. Future Presentations**

- 1. Community Action (Stacie Gibson)**
- 2. Adult Services (Cynthia Farrell)**
- 3. CFSR (Kim Kerns)**
- 4. Casey Family Programs (Susan Ault)**

#### **ACTION ITEMS:**

- 1. Presentation topics will be explored in reference to the TSP Mission**
- 2. Stacey Tadgerson will inquire relevance with respective facilitators for the next meeting regarding: a) if they require information of TSP participants, or b) if the presentation is an educational tool for participants**
- 3. Participants will review Minnesota Tribal Agreement & Social Services documents**

## **VIV Child Welfare Lawsuit Presentation (Luttrell Levingston)**

Child Welfare Settlement presentation highlighted the six principles guiding the mandates: 1) Safety, 2) Children's Needs, 3) Families & Communities, 4) Placement, 5) Reunification & Permanence, and 6) Services; and the implications for Tribal communities.

## **ACTION ITEMS:**

1. **Luttrell Levingston will forward a copy of the PowerPoint to Stacey Tadgerson to disseminate to the Tribal State Partnership participants**
2. **Questions for Legal & DHS services:**
  - a. **Can the Tribes request a data module to monitor how well we are tracking & caring for our children?**
  - b. **Will the new CPS hotline map to recognize reservations & screening out of service protocol?**
  - c. **Who will be on the team to develop implementation addressing Native American issues?**
  - d. **Bill Memberto requested being put on the list for Guardianship exceptions**
  - e. **Is the 10% (DHS cases) exception specified criteria (monitor mandated) or our criteria (DHS generated)?**
  - f. **Will environmental & residential space criteria be addressed?**
  - g. **Will monies for home improvement/repairs/modernization be increased?**

## **VV Miscellaneous**

### **Resources**

- Child Welfare Settlement: [www.michigan.gov/dhs](http://www.michigan.gov/dhs)
- Tribal Web Sites: <http://www.michigan.gov> (Tribal Government tab on left margin)
- Voices for Action-2008 Poverty Summit: [www.michigan.gov/poverty](http://www.michigan.gov/poverty)

## **NEXT MEETING:**

**Mark your calendars! The next meeting will start at 1:00 P.M. on Wednesday, November 19, 2008, and continue on the next day November 20, 2008 at 8:30 A.M. in St Ignace.**