

14th ABA National Conference on Children and the Law

Fostering Connections through Family Finding and Engagement: Understanding Roles and Responsibilities - Overcoming Challenges and Obstacles

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July 15-16, 2011

Washington, DC

Introduction

The child welfare profession has had a history of making inadequate efforts to seek out and engage family members in the child's life, as a placement resource, during case planning and in concurrent planning efforts. Agencies routinely work with the custodial parent (usually the mother) and do not make sufficient efforts to identify and notify fathers until time of termination of parental rights.ⁱ Far too often, other stakeholders have not felt the need or have not known strategies to follow up on some of these shortcomings.

Until recently there has not been a federal requirement to proactively seek out, locate and notice paternal and maternal relatives. Among other things, this practice can lead to the violation of parental rights and due process and to difficult decisions regarding the appropriate adoptive family when a child has bonded with a non-related foster family and a relative requests to adopt the child at the time of termination of parental rights.

When all of the dependency and delinquency stakeholders understand the benefits when this practice is done correctly and seek to implement proactive family engagement strategies, the family has a much better chance at reunification, maintaining or rebuilding their family support network and the youth has a brighter future.ⁱⁱ

So, the question becomes:

- “If the agency is required to identify and notice family members, what can I do as minor's counsel, as parent's counsel and a judicial officer, CASA or GAL to ensure that these requirements are met?”

This paper seeks to answer this question and to provide strategic guidance on **best practices** in identifying, locating and engaging adult relatives, thus ensuring that a youth is able to maintain sibling relationships and connections with all of his/her family while in care and when appropriate, live with relatives. We identify current Federal laws that pertain to relatives connections. We explain how the Family Finding and Engagement process serves the best interest of minor clients, parents and family members. Finally, we explore what challenges legal practitioners and judicial officers may face while implementing this practice shift and suggest best practice strategies for meeting those challenges.

I. Relative Involvement – What is required

Federal

There are three provisions of the Social Security Act which govern the states' requirements to involve relatives.ⁱⁱⁱ Their pertinent sections read as follows:

1. "...*the State* shall consider giving preference to an adult relative over a non-relative caregiver when determining a placement for a child, provided that the relative caregiver meets all relevant state child protection standards..."^{iv}
2. "...within 30 days after the removal of a child from the custody of the parent or parents of the child, *the State* shall exercise due diligence to identify and provide notice to all adult grandparents and other adult relatives of the child (include any other adult relatives suggested by the parents), subject to the exceptions due to family or domestic violence..."^v
3. "...reasonable efforts shall be made:
 - (A) to place siblings removed from their in the same foster care, kinship guardianship or adoptive placement, unless *the State* documents that such joint placement would be contrary to the safety or well-being of any of the siblings; and
 - (B) ...if not so jointly placed, to provide for frequent visitation or other ongoing interaction between the siblings, unless *the State* documents that frequent visitation or other ongoing interaction would be contrary to the safety or well-being of any of the siblings..."^{vi} (emphasis added)

There are many publications and articles available that seek to help ensure that agencies, stakeholders and courts are doing all they can to involve relatives during the family's involvement with the child welfare system. However, the majority of states continue to struggle with compliance in these areas.^{vii}

The above Notice provision is part of the Fostering Connections to Success and Increasing Adoptions Act of 2008 (hereinafter referred to as "Fostering Connections"). Since the passage of this mandatory provision two years ago, many jurisdictions are either revising or implementing a

“Family Finding^{viii}” or “Family Finding and Engagement^{ix}” (hereinafter referred to as “FFE”) to comply with the notice provisions. Some jurisdictions are implementing additional strategies to help embrace and involve relatives at the earliest possible time. These later jurisdictions recognize that by involving relatives at the “front-end” of the case, better outcomes are possible for the family and for the youth^x such as:

- Removal may not be necessary;
- Faster time to reunification;
- Siblings stay together or maintain their relationship;
- Concurrent planning options broaden; and
- Relative placements are made

IV. Defining Relatives – Who are they?

Federal

The US Department of Health and Human Services, Administration on Children, Youth and Families has provided additional guidance on Fostering Connections in their Program Instruction, dated July 9, 2010, as follows:

“The Title IV-E agency has discretion to determine the scope of the terminology ‘all other adult relatives’ and may also consult with the youth in identifying relatives. However, to the extent that is practical, we suggest that the agency use the same definition of ‘relative’ for the relative notification provision of the title IV-E guardianship assistance program...” “We realize this approach may not work for all agencies; however, we want to encourage practices that would lead to early identification of relatives who could be potential guardians if reunification or adoption is ruled out...”

Whatever definition your state uses for “other adult relatives” in no event is it less than relatives up to the 3rd degree. However, the above Program Instruction suggests the better practice is to include relatives up to the 5th degree. Additionally, some states have also included other adults with a significant relationship.^{xi}

Best Practice

At a minimum, best practice includes the following people should be identified, contacted and noticed:

- Non-custodial parents and putative fathers;

- Maternal and paternal relatives to the 5th degree^{xii} regardless of divorce;
- Siblings - including those who are not adults;^{xiii}
- Step parents and their adult children and relatives;
- Tribal/Village members and tribal child welfare representative;
- Non-related adults who have been identified by the youth and who have an inherent and emotional relationship with the child:
 - Teachers
 - Friends
 - Parents of friends
 - Tribal members (For Native American children)
 - Religious – godparents, leaders, educators
 - Coaches
 - Former caregivers, foster parents, their adult children and relatives
 - Other people who have parented the child, or have been a support to either parent and/or the child e.g. mother’s boyfriend; neighbors

V. How to identify and locate family and relatives

Federal

Fostering Connections increased the requirement to locate relatives for children placed in care. *A title IV-E agency must have a mechanism in place to exercise **due diligence to identify** and notify all adult relatives of a child's removal from his parents within 30 days of that removal (subject to exceptions due to family or domestic violence) (section 471(a)(29) of the Act).*^{xiv}

The US Department of Health and Human Services has provided minimal guidance with the following language:

“We encourage the agency to develop protocols for caseworkers that describe the steps that should be taken to identify and notify relatives when a child is removed from his or her home. Further, we encourage the agency to go beyond this requirement to specify ways to identify and work with relatives when the agency first becomes involved with the child at risk of removal.” Further ...”agency has the flexibility to determine what constitutes ‘due diligence’ ...”

States have flexibility to determine what constitutes due diligence. However, we encourage the agency to examine existing protocols for notifying relatives in the context of this provision and determine if there are ways to improve the agency's relative notification process^{xv}

Best Practice – The FFE process was developed by Kevin Campbell^{xvi} and is currently being trained and implemented nationally by the NIPFC,^{xvii} it involves several phases to achieve successful permanency for foster youth. These stages are as follows:

- ❖ Preparation
- ❖ Discovery
- ❖ Engagement
- ❖ Planning
- ❖ Decision Making
- ❖ Evaluation and Follow-up on Supports

The Discovery phase utilizes several specific and effective strategies to identify and find relatives. It incorporates certain aspects of engagement techniques, which assist in building a life-time family network for the youth. The goal in FFE is to ensure that as many family members as possible have been identified, invited to participate in the permanency planning for the youth, screened on safety issues and ultimately work together as a family to support the needs of the youth throughout their lifetime. These proactive strategies include:

- Talking with youth;
- Talking with already known family members;
- Asking any family members questions such as: “How big is your family?”
- Engage youth in preparing a Connectedness map;^{xviii}
- Engage youth in Mobility Mapping^{xix} with youth and/or parents;
- Follow up discussions with newly identified family members;
- Internet search for parents and other adult relatives;^{xx}

The discovery phase can be completed in a relatively short period of time and can be accomplished even prior to the youth being removed if the emergency response worker has access to the parents, internet search engine and the youth is old enough to identify family.

VI. Content of Notice

Federal Requirements:

The Notice to the relatives must specify that:

- the child has been or is being removed from the custody of the parents;
- the relative's (or other adult's) options to participate in the care and placement of the child (pursuant to Federal, State and local law);
- supportive and connective non-placement options;
- any options that may be lost by not responding to the notice;
- the agency's requirements for becoming a foster family home or relative caregiver;
- additional services and supports for children in foster family homes,^{xxi} and
- further, we encourage the agency to go beyond this content of notice requirement and develop meaningful ways to help encourage the family to participate in the support of this youth and family when the agency first becomes involved with a child at risk of removal.^{xxii}

Best Practice

Additional information to include in the notice could be information about:

- Case planning activities and decisions – How the child welfare system makes decisions, legal timeframes, and how they can become involved in the child welfare agency's case planning process, e.g. family meetings, case staffings, etc.
- How to support the family and child that will allow the child to remain in the home or be reunited with his/her parent.
- How to arrange to have contact or visits with the child.
- Court hearings – when they will occur and how they can attend.
- How to become the caregiver of the child while the child is under court jurisdiction, e.g. relative home reviews, foster home licensing, etc.
- Their right to have a relationship with the child in their role (grandparent, uncle, cousin, etc.) whether they become a caregiver or not.
- Ensure the located people know that if s/he gives up their right to become the child's caregiver it may be that they are giving up the right to be considered as the permanent caregiver (adoption or guardianship) if the court terminates the parental rights of the child at a later date.

Notification should be done verbally and in writing. Efforts and outcomes of discussions should be noted for the court and contained within court and agency files.

Historically and in the current law the local child welfare agency has the primary responsibilities to meet these requirements. Experience shows however, that by the collaboration of the entire child welfare system, including legal practitioners and judicial officers, we are more likely to meet and exceed the federal requirements in a manner that will support the child, the custodial and non-custodial parents and the family.

VII. What is my Role?

In light of the above information what can I do as minor's counsel, as parent's counsel and as a judicial officer, CASA or GAL to ensure that these requirements are met?

Here are some things legal practitioners and judicial officers can do to ensure the youth, the parent(s) and family have a chance at successful permanency outcomes:

Best Practice

Parent's attorney

1. Explain to your client why it is critical to identify and help to locate ALL relatives as early as possible.^{xxiii} This includes the parent's identification of a non-custodial parent, a parent who has not had any contact with child, or a parent with a history of family violence.^{xxiv}
2. Ensure safety of victim of domestic violence when the batter is the parent or putative parent of the child.
3. Ask the parent to think about and identify person(s) currently or in their past whom they could rely upon in difficult times (i.e., who is listed on school emergency card; neighbors, school friends, past co-workers, etc).
4. Encourage the parent to share information with you and the agency social worker.
5. Talk to social worker outside of the courtroom to ensure s/he is meeting legal and best practice recommendations. If concerns still exist, offer you help and if necessary, talk to worker's supervisor.
6. Review this issue at each court hearing until you and the parent are sure legal requirements are met.
7. Conduct your own efforts to locate relatives or a family support system that will help enhance the "family system" and increase the parent's ability to safely reunify with their child.

Agency attorney

1. Know the agency's protocols for identifying, notifying and providing full disclosure.
2. Ask the social worker for information regarding the steps taken to identify and locate relatives.
3. Educate social workers who express values that are in conflict with this practice.
4. Inform supervisor of social worker if worker does not follow through with his/her responsibilities.
5. Check that correct information is included in court reports and agency files.
6. Ensure safety of victim of domestic violence when identifying, locating and working with batter who is the child's parent.^{xxv}

Judge/Judicial Officer

1. Ask if a connectedness map has been completed for the youth. If yes, ask to review the map prior to the start of any hearing to review connection. If no, set interim review hearing to obtain map and discuss follow up with identified family
2. At each hearing review the connectedness map and inquire as to the efforts made to locate ALL relatives and people who have a connection to the child.
3. If a parent is not willing to disclose names of the other parent or relatives address the issue in the hearing. Explain the reason to identify all of these people early in case. Ask the parent under oath to identify family members or order the parent to identify these relatives.
4. Review at each hearing if family members have been provided appropriate information once they were identified.
5. Ensure ALL possible fathers and non-custodial parents are located within 30 days of removal.
 - a. Order agency to conduct this work even if it appears the child may return home to custodial parent.
 - b. Once the parent is located ensure s/he knows to attend court hearings and is provided legal representation.
6. Review the child's possible Native American affiliation.
 - a. Ask all family members in court if they know of any affiliation at the first hearings.
 - b. Check status of Native American eligibility at each hearing until the final decision is made.
 - c. Check if tribal involvement as required by ICWA is being followed for all enrolled children and all children where enrollment is not yet determined but is possible.
7. Talk to the child and ask what people are important in their life.
8. Talk to relatives to ensure they know their rights and understand the child welfare legal decision timeframes and process. (e.g. Does the relative know that by not becoming the temporary caregiver they may be giving up their rights to adopt this child later if TPR occurs?)
9. Review if child is having visits and contacts with the parents, siblings, relatives and other with whom s/he has an emotional connection.

Child' attorney, CASA or GAL

1. Talk to the child to identify all of the people who are important to the child.
2. Engage the youth and develop a connectedness map to share with Social Worker and bring it to Court
3. Ensure the child's rights to be placed with siblings or have visits if that is not possible.
4. Advocate that the child have contact with former caregivers, friends; stay in same school; maintain religious and cultural affiliations, etc.

5. Document information in your records – do not just rely on the agency records.
6. Ensure child/youth receives information (names, contact information, pictures documents, school records, names of caregivers, etc.) about their family during the case and at time of case closure.
7. Ensure the child has visits with both parents and the parent-child connections are maintained and enhanced throughout the time the child is under the supervision of the court.

VIII. Challenges and Opportunities

Working in collaboration with the child welfare agency and other stakeholders is an effective approach to minimizing the time the youth spends in care, the time for reunification and in the development of family specific case planning. However, it is not without challenges, especially if the community is at the beginning stages of this type of practice shift. Here are some commonly asked questions and case specific obstacles and ways to deal with them.

Frequently identified challenges and questions:

1. What if my client identifies family members, I provide those to the Child Welfare Social Worker, but he/she does nothing to follow up?

There are several things you can do in this situation:

- Have an informal discussion with the social worker and ask why?
- Discuss with SW supervisor and/or county counsel.
- Ask for permission to follow up with those family members or other adults, and then do so.
- Bring this issue up at your monthly stakeholder meetings.
- If no meetings are scheduled, arrange to have one.
- Request that an interim review hearing be set, or file a motion to set, citing Fostering Connections research and recommend best practice and your attempts to have the Social Worker follow up.
- Ask your client or parent's counsel to bring the family members or other concerned adults to the next hearing and introduce them to the court.
- Make a record of the individuals you have located and your attempts to follow up with the social worker.

2. How do I ensure the Judicial Officer understands the importance of the family's role in visitation, Concurrent Planning, sibling contact, Post Adoption Contact?

- Discuss at the next stakeholder meeting – make sure judicial officers are invited. Provide research and articles which indicate poor outcomes for youth that are not connected to family nor have a sense of belonging.^{xxvi}
- Set a stakeholder meeting - include judicial officers and discuss training opportunities and available funding through the Fostering Connections grants and set up conference call with a FFE training entity.
- Provide this handout, the “Judicial Guide to Implementation of Fostering Connections^{xxvii} and additional handouts to start the conversation.
- Collaborate with Child Welfare agency staff and discuss permanency outcome data with judicial officers.

3. How will I know if we have found permanency for a youth?

- Start by finding out what permanency means to this particular youth.
- Remember: Permanency is an emotional sense of wellbeing, connectedness, an unconditional commitment and a sense of belonging.
- Review FFE fidelity measures and discuss evaluation questions^{xxviii} with the lifetime family network, such as:
 - “If this iteration of our plan fails, will the child remain or return to the foster care system?”
 - “Have we identified and engaged an adequate level of enduring support for the child and their caregivers?”
 - “Has the team created a plan that includes family members and other adults willing to offer their support if the Plan ‘A’ option is unsuccessful?”
 - “Are there are least three options?”
 - “Is a plan and commitment that if challenges arise which threaten the child’s safety and stability the team will reconvene?”
- Unconditional commitment by safe, healthy and nurturing adults is available.

4. How can I get my teenage clients to open up and discuss permanency, family and important connections?

- First, don’t stop asking about permanency because you’ve asked once.^{xxix}

- Develop a connectedness map as soon as possible and discuss who is missing from the map, who do they want to re-connect with or ask if they want to find out how big their family really is?
- Prepare, discuss and participate in a Mobility Mapping exercise with the youth.
- Use other “engagement” tools to start or continue the discussion.^{xxx}
- Help the youth develop a Lifebook.^{xxxii}
- Continue the discussion at different times, different opportunities. Sometimes riding in the car or talking on the phone is an opportunity to start or continue the conversation.
- Use “active listening” skills to have a discussion with the youth.
- Discuss loyalty issues with the youth; e.g. does the youth feel that choosing a permanency option such as adoption means being disloyal to his birth family, does adoption mean changing his name, can the youth ever see his birth family members again if he is adopted?
- Ask opening questions like:
 - “I’m not giving up on finding a forever family for you; can we talk about it more?”
 - “Do you know that adoption doesn’t necessarily mean you will never see or have contact with your biological family?”

5. I think talking about his family and past will re-victimize the youth and I believe he should stay with the foster parents who can keep him safe. Why would I want to involve family members who have harmed the youth?

- Consult and involve the youth’s therapist or request that youth work with a professional who is knowledgeable in how to support the youth’s exploration of his/her feelings.
- Better to work through these tough issues now, while he is in our care and can learn what healthy relationships are and not when he ages out and seeks out these relationships on his own
- Youth cannot just forget about the past, they need to work through their feeling and emotions surrounding grief and loss^{xxxii}

6. I have been the only constant in the youth’s life. If he needs that one connection, I am here for him. Why would we need to pursue a forever family?

- Having a professional relationship with you is important but does not replace the youth's need to have a permanent family.
- The goal is to have the family raise this child, with the professionals/child welfare system phasing out of their role
- Youth have a right to know what happened to their family^{xxxiii}
- When youth are old enough, they will look for their family, whether you want them to or not.

7. Many of the children have very complex family relationships with siblings who have different parents or siblings with whom they have never lived. It is not better for us to simplify the youth's life by limiting the expectation for visits with all of the siblings?

- Sibling relationships are some of the longest and most important relationships we have in our lives.
- Siblings benefit from these relationships even though at times this may include fighting, rivalry and negative emotions.
- Siblings share a unique bond through genetics and life experiences that can provide the youth with a means of addressing their trauma.^{xxxiv}

8. The child's sibling has many behavioral problems that the birth parents cannot handle. If I insist that the siblings be placed together it could jeopardize reunification plans. Which is the more important priority - reunification with her parents or living with her sibling?

- There is no right answer if we try to decide based on either of the options given. Either option means the child will lose a critical family relationship.
- The parents and professionals must work towards a third option that allows the child to have ongoing relationships with both the parents and sibling even if living with all of the family members is not possible.
- The child must never be blamed or made to feel loyalty binds.
- The adults' abilities to help the child maintain all of the relationships would be instrumental in determining which option is best for the child.

9. The child's father is incarcerated and his sentence is 20 years. This father has never been involved in raising his child. Do we need to involve him in the child's life?

- Notice to the father is a legal mandate

- Though it is unlikely the father can ever provide daily care, he may be able to offer many other resources to his child, such as identity and location of paternal family members, family history, culture, medical, etc.
- The child has the right to decide if she wants to have a relationship with this father, if appropriate. Including if the child wants to have contact or visit the father.

Recommendations for Domestic Violence cases

The agency and legal profession must still make due diligence efforts to locate the father and his family even if he is a domestic violence batterer. We must seek to ensure that the victim parent is protected. Below are recommendations:

- a. Follow-up to determine the facts of the abuse and domestic violence, however, assume the parent is a victim of domestic violence unless there is clear evidence there was no violence.
- b. Ensure that all parties know about the domestic violence and that everyone seeks to ensure the victim parent's safety, including keep information about that parent confidential.
 - Make sure that court orders, court reports and other documents provided do not contain information to the location of the parent, the children, and the caregiver of the children.
 - Court orders and agency case plans should not identify when or where visits with the victim parent and children will occur.
- c. Court practices in family law related domestic violence cases should be used for any dependency hearings.
 - Batterer parent is to arrive first and leave last. This allows victim parent to participate in hearings without her/his vehicle being identified or being followed after the hearing.
 - Batterer parent is not allowed to talk to the victim parent or make threatening comments.
 - Separate hearings may be necessary if the above suggestions cannot occur or the victim parent is so threatened by the past behaviors she/he will not attend court if batterer parent attends.
- d. Consult local domestic violence experts on services, supports and guidelines.^{xxxv}

CONCLUSION

Children have the right to have their biological and emotional relationships maintained and enhanced. These relationships are the foundations that allow a child to develop the resiliency^{xxxvi} to overcome trauma, grief and loss. In the past, the child welfare system professionals have not

seen this as a priority and have focused on “fixing” the abusive custodial parent without involving the non-custodial parent and the extended family system, convinced perhaps that it’s just too difficult to locate missing parents or relatives. Research and the requests of the children who have been in care have led to new laws and practices that make it clear that it is our responsibility, as a system, to locate, inform and engage these people in the child’s life. It is these relationships that help ensure the child not only survives maltreatment but develops into healthy successful adults.

ⁱ See: Child Protection Leader “Fathers and their Families: The Untapped Resource for Children Involved in the Child Welfare System.” September, 2003, American Humane

ⁱⁱ Avery, Rosemary, “An examination of theory of promising practice for achieving permanency for teens before they age out of foster care.” *Children and Youth Services Review*, 32 (2010) at 399-408; “A Guide to Finding and Involving Relatives at Every Stage of the Child Welfare Process,” Child Focus and the North American Council on Adoptable Children, April, 2010; “Promoting resilience and permanence in child welfare,” by Robbie Gilligan, University of Ottawa Press, 2006.

ⁱⁱⁱ Social Security Act §471 [42 U.S.C. 671]

^{iv} 42 U.S.C. §471(a)(19)

^v 42 U.S.C. §471(a)(29)

^{vi} 42 U.S.C. §471 (a)(31)(A); (B)

^{vii} See: Child Welfare Information Gateway, Family Engagement, State Managers Series, June, 2010, www.childwelfare.gov

^{viii} See: Louisell, M., Six Steps to Find a Family: A Practice Guide to Family Search and Engagement (FSE), National Resource Center for Family Center Practice and Permanency Planning, a Service of the Children’s Bureau/ACF/DHHS and the California Permanency for Youth Project, www.senecacenter.org/familyconnectedness; National Institute for Permanent Family Connectedness, Seneca Center, Oakland, CA.

^{ix} Family Finding and Engagement is defined as: “a structured model to build permanent, caring relationships for the youth, who otherwise would not have a permanent family, by helping adults make realistic decisions on how to be involved in a youth’s life.” National Institute for Permanent Family Connectedness www.senecacenter.org/perm_training

^x See Child Trends, Family Finding National Evaluation Project Description: “Goal is to achieve permanency and enduring family connections for these children and early anecdotal evidence has shown family finding to be successful...” Florida, Maryland and Wisconsin are current project sites.

^{xi} See: Colorado, CRS§19-403; 3.6(a)(l)(B)...”other relatives and kin with a significant relationship with the child...” and Wisconsin Act 79; §48.21(5)(e)2..”The Court may also order the county department, department or agency to conduct a diligent search in order to locate and provide notice of the information specified in this subdivision to all other adult individuals named under sub. (3)(f)...”

^{xii} See California for example: CAL. WELF. & INST. CODE §319(f)(2) – Other Adult Relatives defined as: related to the child by blood, adoption or affinity within the fifth degree of kinship, including stepparents; stepsiblings and all relatives whose status is preceded by the words: great, great-great, grand or spouse of any of these persons, even is the marriage was determined.

^{xiii} 42 U.S.C. §471 (a)(31)(A); (B)

^{xiv} 42 U.S.C. §471(a)(29)

^{xv} See: U.S. Department of Health and Human Services, Administration for Children and Families, Program Instruction, ACYF-CB-PI-10-11, July 9, 2010.

http://www.acf.hhs.gov/programs/cb/laws_policies/policy/pi/2010/pi1011.htm#secth

^{xvi} Originally designed by Kevin Campbell, there have been several versions of this process published. This publication highlights the version used Kevin Campbell and by the trainers of the National Institute for Permanent

Family Connectedness, at Seneca Center, Oakland, CA. **Kevin Campbell** is an internationally known youth permanency expert and founder of the Center for Family Permanent Family Connectedness at Seneca Center. He developed Family Finding, a set of strategies being used throughout the United States and in the Province of British Columbia to find lifelong supports for children and young people in foster care. He has been an administrator, director, and vice president of private social service agencies for 21 years. He has also provided technical assistance to Vancouver, BC, Canada, 40 states and many other jurisdictions throughout the United States, including Chicago, New England, Washington DC, North Carolina, Philadelphia, North Dakota and 14 California Counties.

^{xvii} See: Six Steps for Finding Family, Workshop materials presented by Kevin Campbell, available at www.senecacenter.org/familyconnectedness

^{xviii} See: Connectedness Map Training-PPT, available at www.senecacenter.org/familyconnectedness, CPYP training resources, see also Eastfield Ming Quong (EMQ) at www.emq.org

^{xix} Bridget DeLay, MSW, *Mobility Mapping and Flow Diagrams: Tools for Tracing and Social Reintegration work with Separated Children*; Mobility Mapping is also a tool used by Kevin Campbell and NIPFC Training Staff as is defined as: a tool used with youth to gain information that otherwise might be missed in a more standard one on one interview or discussion format. Drawing has shown to stimulate youth's memory, increasing their recollection of significant relationships, past addresses, nicknames, places frequently visited and favorite memories.

^{xx} See: New Family Finding Search Services at: www.senecacenter.org/familyconnectedness. An experienced search agent accesses multiple premium search databases to provide a customized search report with the most comprehensive information available. Search requests are submitted on the NIPFC page of the Seneca website. Results will be sent to the requestor by email typically within four hours during "normal" business hours.

^{xxi} 42 U.S.C. §471(a)(29)(A)-(D)

^{xxii} See: U.S. Department of Health and Human Services, Administration for Children and Families, Program Instruction, ACYF-CB-PI-10-11, July 9, 2010.

^{xxiii} Examples include: Family Reunification can be best achieved with support from relatives as family. We may increase visitation earlier with the help of relatives. Temporary relative placement may be necessary and will allow you to possibly visit in a more family-like setting. If reunification efforts fail, having youth live with a relative is better for him.

^{xxiv} If there are current domestic violence issues, safety is paramount. However, it is important to ask that parent the same questions about family members.

^{xxv} See:

http://nc.casaforchildren.org/files/public/community/judges/October_2010/Edwards_FamilyViolenceCouncil.pdf and Johanning, Marla and Nancy Marshall. "Visitation and Domestic Violence Cases." The County of Santa Clara, California, Department of Family and Children's Services. (2006): 1-3.

^{xxvi} Emancipated Youth Connections Project, Final Report/Toolkit, (2008), www.senecacenter.org/familyconnectedness; Connected by 25: Effective Policy Solutions for Vulnerable Youth; Making Relative Search Happen, Child Focus; "Unconditional Commitment," Pat O'Brien, www.yougottabelieve.org

^{xxvii} Judicial Guide to Implementing the Fostering Connections to Success and Increasing Adoptions Act of 2008, ABA, Center on Children and the Law, 2011, www.americanbar.org/group/child_law.html,

^{xxviii} See: Six Steps for Family Finding, Workshop Handouts, presented by Kevin Campbell, Evaluation step, www.senecacenter.org/familyconnectedness

^{xxix} See: *Engaging Youth and Those Around Them in the Process of Permanency*; Bob Lewis, www.rglewis.com

^{xxx} Beck, K., "Family Finding Connections for Foster Youth, Child Law Practice, (2008) ABA, Vol. 27, No. 8

^{xxxi} Henry, Darla, The 3-5-7 Model: Preparing Children for Permanency, Child and Youth Services Review, (2005), 27-197-212; Damiano, J., Family Design Resources, www.familydesign.org

^{xxxii} Henry, *id*

^{xxxiii} See: The Geneva Convention of 1947, "The primary need inevitably cited by the families of missing persons is the right to know what happened to their relatives" The Missing, The Right to Know, December 2003, ICRC

^{xxxiv} See: "Suggestions for Improving Sibling Connections," Rose Wentz.

<http://www.wentztraining.com/docs/Suggestions%20for%20improving%20siblings%20connections.pdf>)

^{xxxv} See: www.thegreenbook.info

^{xxxvi} Ann S. Masten, Karin M. Best and Norman Garmezy. "Resilience and development: Contributions from the study of children who overcome adversity." (1990), *Development and Psychopathology*, 2, at 425-444