



## What does “Anu” Mean?

Anu is not an English word; however, it has many meanings in other languages and cultures that reflect our mission. Here are a few examples:

- In Hebrew, Anu means ***us or we***
- In Hungarian, it means ***mom***
- In Indonesian, it means ***something unknown***
- In Telugu, it means ***to say or to speak***
- It's a popular name in Finland meaning ***grace or favor***
- It's a popular name in Estonia meaning ***grace or favor***
- Anu was the ***earliest known librarian*** (around 2000 BCE)
- In Igbo language of the Ibo Ethnic group of Nigeria, depending on the pronunciation and intonation, it means ***to marry/to hear***
- From the Dictionary of Celtic Goddesses and Heroines by Edain McCoy, Anu (Irish) In Myth - {AW-noo} She is known as a ***Goddess of prosperity and abundance***.
- Anu is the name of a Sumerian god. It means ***the Heavenly One***.
- Anu, is a name in the Yoruba ethnic group in Nigeria. It means ***mercy***. It's the short form of the name: Anuoluwapo, meaning ***the mercy of God is great***.
- Anu is a word from Sanskrit, the classical literary language of India. In Sanskrit Anu has many meanings including *atom* and *molecule*, and as a prefix it denotes ***after, together, similar, every, each***, etc.

**We create**  
*permanent connections*  
*to loving and stable families*



Anu Family Services  
Transformational Child Welfare Vision



Maintenance	Treatment	Healing
<p><b>Safety</b> <i>Focus on harm reduction in care and preventing further abuse or neglect</i></p>	<p><b>Permanence</b> <i>Focus on keeping youth safe and finding them permanent families through adoption or reunification</i></p>	<p><b>Well-being</b> <i>Focus on keeping youth safe, finding youth permanent families, and insuring they are healthy in all aspects of their development including: emotional, physical, spiritual, cognitive, social/emotional</i></p>
<p><b>Writhing</b></p>	<p><b>Surviving</b></p>	<p><b>Thriving</b></p>
<p>Primary Evidence-Informed Technologies:</p> <ul style="list-style-type: none"> <li>■ Therapeutic Crisis Intervention for Family Care Givers (TCIF)</li> <li>■ Diana Screen: for potential and actual maltreaters</li> </ul>	<p>Primary Evidence-Informed Technologies:</p> <ul style="list-style-type: none"> <li>■ 3-5-7 Model of Grief and Loss</li> <li>■ 6-Steps to Family Search and Engagement (FSE)</li> </ul>	<p>Primary Evidence-Informed and Promising Technologies:</p> <ul style="list-style-type: none"> <li>■ Trauma-Informed Parenting</li> <li>■ Youth Connections Scale</li> </ul>
Behavior Management and traditional parenting techniques used	Behavior Management and traditional parenting techniques used and foster parents are trained in Grief and Loss	Trauma-informed Parenting which understands that all behavior has meaning and parenting is used in the context of trauma, not control
Nothing is wrong with you; you just need love.	What's wrong with you?	What happened to you?
Behaviors seen as naughty	Behaviors seen as symptoms of a diagnosis	Behaviors seen as trauma-responses
No understanding of Trauma-impact	Knowledge of trauma-impact	Applied Trauma-informed Care
Primary intervention: love	Primary interventions: traditional individual/group therapy, day treatment, residential and medication	Primary Interventions: grief/loss/trauma work done in the safety of relationship and/or integrative therapies
Foster Parents	Professional Treatment Foster Parents	Foster Parent Healers
Foster Homes	Treatment Foster Homes	Healing Homes
Long-term Care	Focus on shorter lengths of stay	Focus on reduction of entries into care
Multiple moves without regard of impact	Focus on placement stability	Focus on youth connections
Caregivers told: don't get attached	Caregivers told: adopt sight unseen	Caregivers told: heal the bridge back to lost connections & permanence
Youth not allowed to contact family until after 30 days of placement, then only parents, siblings and grandparents (some)	Youth allowed to contact others to connect with those they know in their family	Youth assigned a worker to search for family and important others they have lost through multiple moves
Youth have multiple foster home moves	Focus on placement stability-keeping kids in a single foster home	Focus on keeping kids out of care and/or shortened length of stays in a single family-based setting
Length of stay in out-of-home care is often years (2-18 years in placement)	Length of stay average at 2 years; many still in "Long term foster care" for 5 or 10 or 15 years; Anu averages 9 months	Out-of-home care is seen as temporary and short-term; reducing length of stay becomes a focus
Primary Caregivers: public systems	Primary Caregivers: public and private providers	Primary Caregivers: family, supported by private and public providers
Rescued Youth from their Families	Treated Youth and ignored Families	Engaged Youth and their Families
30-40% discharged to permanent families	50-60% discharged to permanent families	70-80% discharged to permanent families (projected)





**AWARD-WINNING AGENCY,  
WITH AWARD-WINNING PEOPLE,  
CREATING LEADING PUBLICATIONS  
& SYSTEMS-CHANGING PRACTICES**

**WE HOPE THESE AWARDS WILL SPREAD THE NEWS THAT THERE IS HOPE FOR THESE KIDS.**

While these awards are nice recognition for our incredible team, what really excites us is that the awards will help spread the news that there is a new and better way to help our most badly hurt kids heal. Too many people have given up hope for these kids, and we hope these awards will make them hopeful again and open to a new healing approach.

- |             |                 |  |   |
|-------------|-----------------|--|---|
| <b>2014</b> | <b>July</b>     | <b>Non-Profit Mission Award for Innovation</b> <i>Current Finalist</i><br>Minnesota Council of Non-profits<br><i>A competitive honor and distinction recognizing leaders among Minnesota's non-profits.</i>  |    |
| <b>2014</b> | <b>May</b>      | <b>Eureka! Innovation Award</b><br>Minneapolis/St. Paul Business Journal<br><i>The Eureka! Awards recognize the activity surrounding startups, products and business transformations in a wide variety of industries. A team of judges knowledgeable in entrepreneurialism and innovation selected the honorees.</i>                         |  |
| <b>2014</b> | <b>January</b>  | <b>Youth Thrive Exemplary Program Award</b><br>Center for the Study of Social Policy<br><i>This competitive award named 15 exemplary initiatives in child welfare across the country.</i>  |  |
| <b>2013</b> | <b>December</b> | <b>Bush Innovation Prize</b><br>Bush Foundation<br><i>This award received 300 applicants, and 3 were named in Minnesota. Anu was the only child welfare agency awarded this recognition.</i>   |  |
| <b>2013</b> | <b>August</b>   | <b>The Children's Bureau Express</b><br><i>A service of the United States Health and Human Services, Administration of Children, Youth and Families-has highlighted the Youth Connections Scale (YCS) which was developed by Anu Family Services and the University of Minnesota's Center for Advanced Studies in Child Welfare (CASCW).</i> |  |
| <b>2013</b> | <b>February</b> | <b>Council on Accreditation Special Recognition for Quality Initiative</b>   |   |
| <b>2012</b> | <b>February</b> | <b>Council on Accreditation Special Recognition for Innovative Practices</b>   |  |
| <b>2011</b> | <b>February</b> | <b>Council on Accreditation Special Recognition for Quality Initiative</b>   |   |

### Our Award-Winning People:

2014	June	<b>Ashoka Social Entrepreneur Fellowship: <i>Current Finalist</i></b> Amelia Franck Meyer
2014	May	<b>2014 Governor's Foster Care Award to Anu Treatment Foster Parents</b> Nathan and Christy Hough
2012	May	<b>2012 Governor's Foster Care Award to Anu Treatment Foster Parents</b> Bill and Tammy Johnson Lynn Phillipps
2012	May	<b>Early Career Excellence Award from the National Association of Social Workers – Minnesota Chapter.</b> Rob Edwards
2010	May	<b>2010 Alumna of the Year Award from the School of Social Work at the University of Minnesota</b> Amelia Franck Meyer
2010	May	<b>Alumna of the Year Award from the Department of Sociology at Illinois State University</b> Amelia Franck Meyer
2010	May	<b>2010 Emerging Leader by the College of Education and Human Development at the University of Minnesota for achieving "early distinction" in her career.</b> Amelia Franck Meyer
2008	June	<b>Child Welfare Scholar's Scholarship</b> Rob Edwards

### Our Publications and Systems-changing Practices:

2014	<b>Huffington Post highlights the work of Anu Family Services.</b> <a href="http://www.huffingtonpost.com/marquis-cabrera/brandon-marshall-mental-health-charity_b_5419804.html">http://www.huffingtonpost.com/marquis-cabrera/brandon-marshall-mental-health-charity_b_5419804.html</a>
2014	Article <b>"Secondary Traumatic Stress and Promoting Wellbeing"</b> ; published in <i>Fostering Success</i>
2014	Article <b>"Healing Milwaukee's Youth: Single Foster Dads Who Have the Formula"</b> ; published by <i>Express News</i>
2013	Publication <b>"Permanency Guidebook: A Guide for Change in Child Welfare"</b> ; published in conjunction with the University of Minnesota's Center for Advanced Studies in Child Welfare
2013	Publication <b>"Beyond Safety and Permanency: Promoting social and emotional wellbeing for youth living in treatment foster care"</b> ; published in conjunction with the Foster Family-based Treatment Association
2013	Publication <b>"Defining and Strengthening Child Wellbeing in Child Welfare"</b> ; published in conjunction with the University of Minnesota's Center for Advanced Studies in Child Welfare
2013	Article <b>"Permanence Driven Supervision: Improving Permanency Outcomes for Youth"</b> ; published in conjunction with the Foster Family-based Treatment Association.
2013	Article <b>"A Brief Guide to Improving the Presentation Skills of Supervisees"</b> ; published in conjunction with the Foster Family-based Treatment Association.
2012	Publication <b>"Youth Connections Scale"</b> : a free, nationally-recognized, valid and reliable, evidence-informed and youth-engaged tool to measure social/emotional permanence; developed in conjunction with the University of Minnesota's Center for Advanced Studies in Child Welfare.

### **University of Minnesota Center for Advanced Studies in Child Welfare national publication CW360 articles:**

2014	"Promoting Youth Wellbeing: An Organizational Shift"
2014	"Promoting Youth Wellbeing: A Social Worker's Perspective"
2014	"Working with Healing Parents"
2013	"Trauma-Informed Care Using the 3-5-7 Model"
2013	"Generational Support in Treatment Foster Care for Parents with Mental Illness"
2012	"Secondary Traumatic Stress and Child Welfare: A Foster Parent Perspective"
2010	"Promoting Placement Stability in Foster Care: A Roadmap through the Literature"
2010	"From Mission to Action: A Journey to Increase Rates of Child Permanence"





## **The Culture & Philosophy of Permanence at Anu Family Services**

**We pledge that we will no longer participate in the re-victimization of children through:**

- physically restraining them in times of trauma
- multiple moves of foster homes or changes in workers
- disconnecting them from those who love them
- asking children to work on treatment goals without giving them a sense of purpose, hope and belonging

**We believe:**

- **Children are best raised in families, preferably their own.**

*Based on the assumption that our own families have connections to us that are unique to anyone on the planet and children need a sense of where they come from to understand themselves in context.*

- **Every child has a right to a permanent family.**

*Based on the assumption that permanent families create a sense of permanence, safety and well-being like nothing else can, and the lack of a permanent family creates trauma and lasting effects on a child in a way that nothing else can.*

- **There are hardly any children who can't be raised by *someone* in their family.**

*Based on the assumption that family exists, but no one has looked long and hard enough to find them.*

- **There are hardly any children who can't be raised by *someone* in their family.**

*Based on the assumption that family exists, but no one has looked long and hard enough to find them.*

- **What would be acceptable if this were my own child (niece, nephew, etc.)?**

*Based on the assumption that the system is not currently set up to do what's best for the child.*

- **Children cannot have too many people who love them.**

*Based on the assumption that all humans need a network of support, and one person on whom to rely puts anyone in a vulnerable position.*

- **There is a sense of urgency around connecting children to their healthy, stable people who love them and to permanent families.**

*Based on the assumption that children are living in trauma and fear one more night in a stranger family is too much.*

- **That family comes in many forms and permanence can come from many sources including: biological parents, siblings and extended kin, other healthy stable adults who have loved the child.**

*Based on the assumption that a child has a right to participate in the decision of who their "family" is and with whom they feel safe and loved.*



- We also support the California Youth Permanency Project's Achieving Permanency: Guidelines for Expectations of County Child Welfare Staff by Mardi Louiselle which help to guide our practice:
  - Every youth **deserves, and can have**, a permanent family.
  - **With support**, most youth can have permanent parents and lifelong family relationships.
  - Permanency is achieved through reunification, guardianship, adoption, or **another form of permanent commitment**.
  - Youth have the **right to know** about family members; family members have the right to know about their youth.
  - **Siblings are critical** to a youth's sense of permanency.
  - Finding permanency is youth-centered: **youth are involved and updated at every step**.
  - **Relationships** with adults prior to foster care are **maintained and developed**.
  - Youth remain **connected with biological family**, regardless of whether they live with them.
  - **Youth decide whether to have contact**, and agencies support the youth through that process.
  - The youth's **permanency team** is key in planning the youth's permanent family.
  - Finding family permanency involves in-depth **work with the youth on what he or she wants**. It includes **race, culture, sexual orientation, gender identity**, and other areas important to a youth. It involves assessment of the permanent family's ability to keep the child **connected to heritage** and to involve the youth in important family relationships.
  - Staff **engage in a number of simultaneous activities until a permanent family is identified**.
  - All staff and agency **partners focus** on finding permanency.
  - Agencies deliver services with an **eye to permanency evident from the first contact with a child or family**.



# Our Permanency Practices

## The 3-5-7 Model

### Evidence-informed Model of Grief and Loss Used to Prepare Youth for Permanence

The 3-5-7 Model is a child-driven practice approach to prepare children/youth, families and professionals to assist children and youth in doing the work of grieving the many losses they have experienced through traumatic family environments and numerous placements living in the child care placement system.

- The three (3) tasks of the model engage children and youth in clarification activities (Life Books, Loss Lines) to recognize the events and losses of their lives; integration activities (Life Books, puzzles) to assist them in building and rebuilding relationships through the attachment process; and actualization activities to assist them in visualizing the future.
- The five (5) conceptual questions support the work of the three tasks addressing the issues of identity formation, loss and grief, attachment and relationship building, and feelings of safety as children move towards belongingness and permanency with others. These questions are: Who am I? What happened to me? Where am I going? How will I get there? When will I know I belong? By answering these questions, the answer to why will reveal itself and guide the planning and decision-making process.
- Seven (7) skill elements assure the work of professionals and parents to engage, listen, be truthful, validate, create safety and recognize that the work for children and youth is to resolve and heal the pain of the past.

The 3-5-7 Model is a practical, doable approach. It involves a three-fold plan to prepare children/youth, prepare families/caregivers, and prepare professional social workers and therapists to work collaboratively to support the grief and attachment work that children and youth will be doing. It enhances the work of Family Finding activities.

### The 3-5-7 Model by Darla Henry

Henry, D. (2005). The 3-5-7 Model: Preparing children for permanency. *Children and Youth Services Review*, 27 (2), 197– 212.

## Family Search and Engagement

### Evidence-informed National Model to Build Youth Connections to Permanence

Anu Family Services has nationally recognized outcomes in child permanence at rates 35%-60% above national averages. Anu has trained all of its treatment foster families and staff in the Family Search & Engagement (FSE) Model which has significantly increased Anu's child permanence outcomes.

Family Search and Engagement is a national, evidence-informed model recommended for use by the U.S. Children's Bureau and is a set of practices designed to locate, engage, connect, and support family resources for youth. This structured 6-step model builds 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.

Frequently, although not always, youth involved in the child welfare system have experienced multiple placements with non-relatives, and have lost contact with their extended family members. The FSE model provides both an identification of the issues and activities involved in family connections work and a variety of practical tools to assist the practitioner in the day-to-day work.

Staff who have utilized this model across the country have noticed that when a youth gained a connection with family, critical incidents reports tended to decrease. This led to the understanding that having a family connection was as urgent as the need for safety.

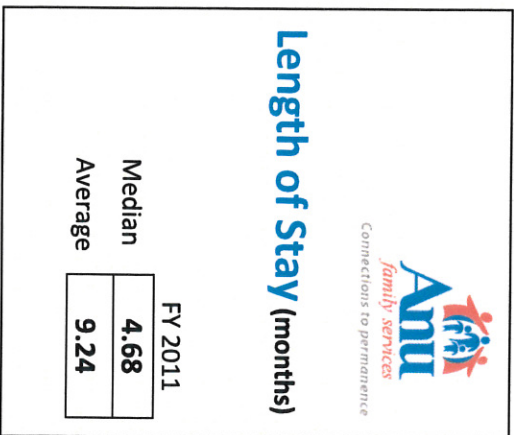
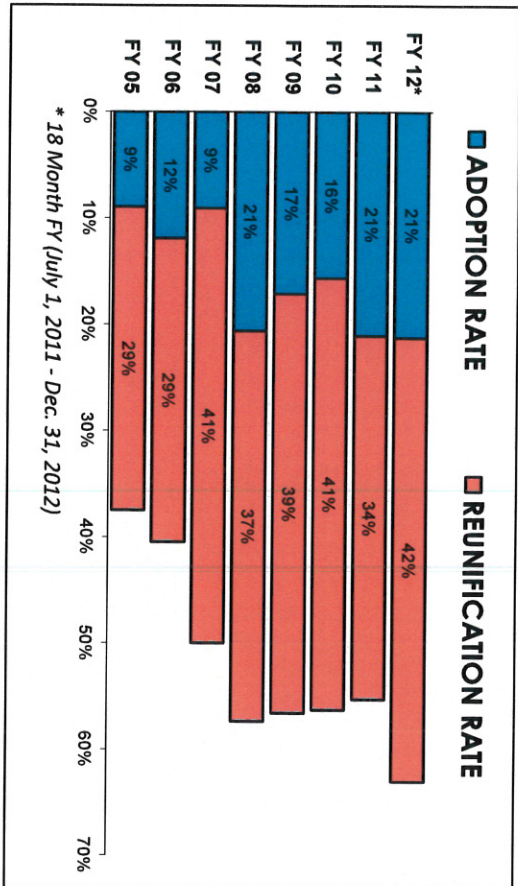
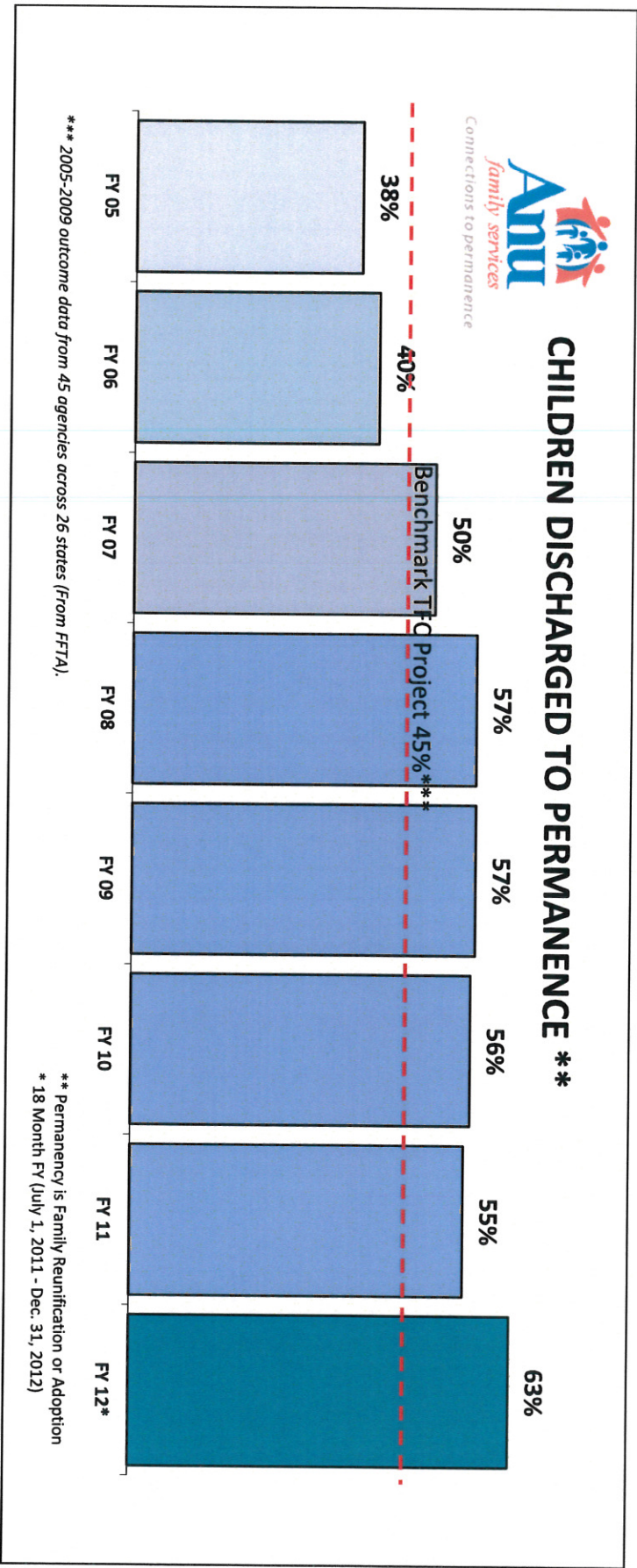
Every family permanence specialist and treatment foster parent licensed by Anu Family Services is trained in the process of FSE; however there is currently no funding allotted for this service.

### Six Steps to Find a Family: A Practice Guide to Family Search and Engagement

Louisell, M.J. (2008). *Six Steps to Find a Family: A Practice Guide to Family Search and Engagement (FSE)*. National Resource Center for Family-Centered Practice and Permanency Planning; Hunter College & California Permanency for Youth Project. Retrieved online on June 17, 2009 from <http://www.hunter.cuny.edu/socwork/nrcfcpp/downloads/SixSteps.pdf>



# ANU FAMILY SERVICES TFC PERFORMANCE MEASURES





# INTENSIVE PERMANENCE SERVICES

**PHASE 1**  
0-9 MONTHS



**TRUSTING**



**Building Trust**



**Exhaustive Searching**

**PHASE 2**  
6-18 MONTHS



**HEALING**



**Healing Trauma**

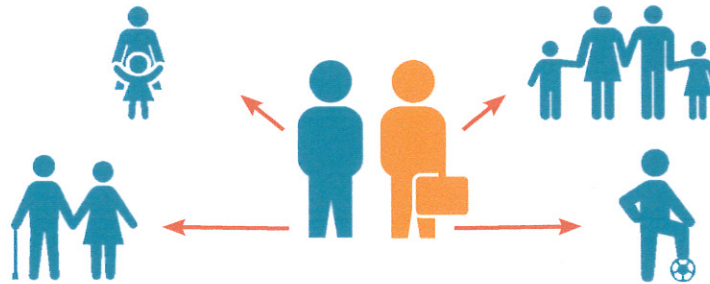


**Connecting to lost loved ones**

**PHASE 3**  
12-18 MONTHS



**CONNECTING**

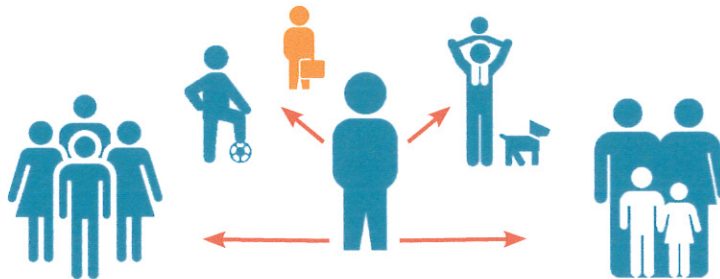


**Connecting & Healing Relational Trauma**

**PHASE 4**  
12-24 MONTHS  
& ONGOING



**SUPPORTING**

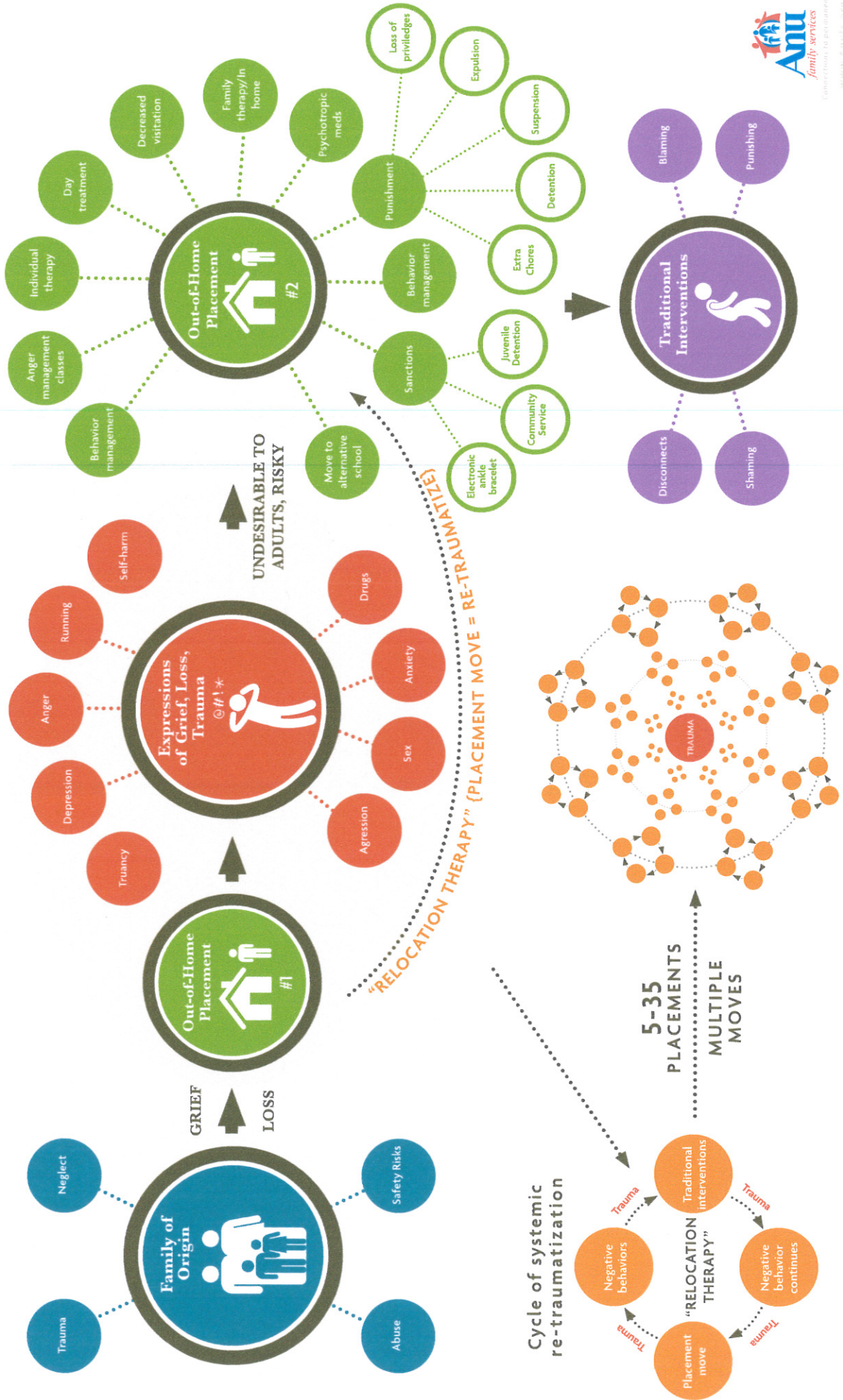


**Supporting & Integrating Healthy Relationships**



# CURRENT SYSTEM FUNCTIONING

THE PATHWAY TO SYSTEMICALLY INDUCED TRAUMA





Anu Family Services  
Transformational Child Welfare Vision



Maintenance	Treatment	Healing
<p><b>Safety</b> <i>Focus on harm reduction in care and preventing further abuse or neglect</i></p>	<p><b>Permanence</b> <i>Focus on keeping youth safe and finding them permanent families through adoption or reunification</i></p>	<p><b>Well-being</b> <i>Focus on keeping youth safe, finding youth permanent families, and insuring they are healthy in all aspects of their development including: emotional, physical, spiritual, cognitive, social/emotional</i></p>
<p><b>Writhing</b></p> <p>Primary Evidence-Informed Technologies:</p> <ul style="list-style-type: none"> <li>Therapeutic Crisis Intervention for Family Care Givers (TCIF)</li> <li>Diana Screen: for potential and actual maltreaters</li> </ul> <p>Behavior Management and traditional parenting techniques used</p> <p>Nothing is wrong with you; you just need love.</p> <p>Behaviors seen as naughty</p> <p>No understanding of Trauma-impact</p> <p>Primary intervention: love</p> <p>Foster Parents</p> <p>Foster Homes</p> <p>Long-term Care</p> <p>Multiple moves without regard of impact</p> <p>Caregivers told: don't get attached</p> <p>Youth not allowed to contact family until after 30 days of placement, then only parents, siblings and grandparents (some)</p> <p>Youth have multiple foster home moves</p> <p>Length of stay in out-of-home care is often years (2-18 years in placement)</p> <p>Primary Caregivers: public systems</p> <p>Rescued Youth from their Families</p> <p>30-40% discharged to permanent families</p>	<p><b>Surviving</b></p> <p>Primary Evidence-Informed Technologies:</p> <ul style="list-style-type: none"> <li>3-5-7 Model of Grief and Loss</li> <li>6-Steps to Family Search and Engagement (FSE)</li> </ul> <p>Behavior Management and traditional parenting techniques used and foster parents are trained in Grief and Loss</p> <p>What's wrong with you?</p> <p>Behaviors seen as symptoms of a diagnosis</p> <p>Knowledge of trauma-impact</p> <p>Primary interventions: traditional individual/group therapy, day treatment, residential and medication</p> <p>Professional Treatment Foster Parents</p> <p>Treatment Foster Homes</p> <p>Focus on shorter lengths of stay</p> <p>Focus on placement stability</p> <p>Caregivers told: adopt sight unseen</p> <p>Youth allowed to contact others to connect with those they know in their family</p> <p>Focus on placement stability-keeping kids in a single foster home</p> <p>Length of stay average at 2 years; many still in "Long term foster care" for 5 or 10 or 15 years; Anu averages 9 months</p> <p>Primary Caregivers: public and private providers</p> <p>Treated Youth and ignored Families</p> <p>50-60% discharged to permanent families</p>	<p><b>Thriving</b></p> <p>Primary Evidence-Informed and Promising Technologies:</p> <ul style="list-style-type: none"> <li>Trauma-Informed Parenting</li> <li>Youth Connections Scale</li> </ul> <p>Trauma-informed Parenting which understands that all behavior has meaning and parenting is used in the context of trauma, not control</p> <p>What happened to you?</p> <p>Behaviors seen as trauma-responses</p> <p>Applied Trauma-informed Care</p> <p>Primary Interventions: grief/loss/trauma work done in the safety of relationship and/or integrative therapies</p> <p>Foster Parent Healers</p> <p>Healing Homes</p> <p>Focus on reduction of entries into care</p> <p>Focus on youth connections</p> <p>Caregivers told: heal the bridge back to lost connections &amp; permanence</p> <p>Youth assigned a worker to search for family and important others they have lost through multiple moves</p> <p>Focus on keeping kids out of care and/or shortened length of stays in a single family-based setting</p> <p>Out-of-home care is seen as temporary and short-term; reducing length of stay becomes a focus</p> <p>Primary Caregivers: family, supported by private and public providers</p> <p>Engaged Youth and their Families</p> <p>70-80% discharged to permanent families (projected)</p>





## **A Case Study of Multiple Moves**

### *The life of Derrick Anguish*

Derrick was placed in foster care at age 8, a few months after his mother was in a tragic, fatal car accident. Although Derrick lived with his father for a few months, it was determined that his father was not an appropriate resource due to significant mental illness. In addition, Derrick's dad began having challenges with drug use after his wife's unexpected passing. One night, Derrick called 911 because his father had castrated himself while using methamphetamines; this was the final straw and Derrick was placed out of the home.

Derrick's first placement was with the Abel Family. He lived with the Abel Family for approximately 1 year until Derrick's behaviors became "impossible to manage", and he was moved to another foster family, the Browns who lived about an hour away from where Derrick grew up. Derrick lived with the Browns for 6 months until it became clear that they were not an adoptive resource, so he was moved to the Carlson foster home.

After a year of placement, the Carlsons were in the final stages of adoption when the Carlsons called the county social worker asking for immediate removal of Derrick. The Carlsons told the social worker that his behaviors were "too severe", and the Carlson foster dad was having a "nervous breakdown". The Carlson foster dad was being hospitalized for mental illness treatment; however, because he was a Gulf War veteran, they told Derrick that his foster/pre-adoptive dad was called back to the service so they couldn't keep him anymore. Derrick had less than 24 hours of notice before he was moved to another temporary/emergency foster home, the Dodds.

Derrick stayed with the Dodds for 3 weeks until a placement opened up at the Evans' home, which, even though it was 3 hours away, everyone thought was a better match for Derrick.

Derrick has been in the Evans' home since April 2012 with a single foster mom, Frannie. Frannie wants to adopt Derrick, and Derrick wants to be adopted. However, the home has less structure than Derrick's previous foster home, and he is showing some behaviors such as missing school, staying up late playing video games, and not sleeping well. The county social worker is concerned that Derrick's progress is not fast enough, and he will again linger in a home that is not an appropriate adoptive placement, so she is recommending a change of placement at the court hearing next Wednesday.

### **Question:**

**Please count, how many losses has Derrick had (so far)?**



# ANU MODEL OF WELLBEING



Using  
Trauma-informed  
Parenting



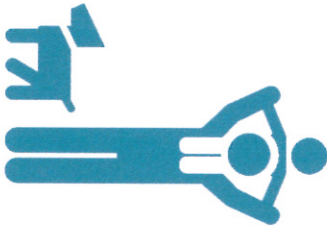
Engaging in  
Integrative Healing  
Interventions



Building Networks  
of Support  
& Connection



Addressing  
Grief,  
Loss & Trauma







## Biography for Amelia Franck Meyer, MS, MSW, LISW, APSW, PACC

Amelia Franck Meyer has been the CEO of Anu Family Services since 2001. Anu is a child welfare agency located in Wisconsin and Minnesota which is producing nationally-recognized child permanence and placement stability outcomes for children in out-of-home care and is on the leading-edge of promoting and measuring wellbeing. Anu is a winner of the prestigious **Bush Innovation Prize** (2013) and also received **Youth Thrive Award for Exemplary Programs** (2014) from the national Center for the Study for Social Policy, the **Eureka! Innovation Award** (2014) from the Twin Cities Business Journal, and the **Mission Innovation Award** (2014) from the Minnesota Council of Nonprofits (*current finalist*). Anu has also received honorable mention for the 2011 Council on Accreditation's **Innovative Practices Award** (2012) and **Special Recognition for Quality Initiatives** (2011 & 2013).

Amelia is an Advanced Practice Social Worker in Wisconsin and a Licensed Independent Social Worker in Minnesota. She has a Master's Degree in Social Work from U of MN, a Master's Degree in Sociology/Marriage & Family from Illinois State University, has a Graduate Certificate from the University of Minnesota in Disability Policies and Services and holds a Permanency and Adoption Competency Certificate (PACC) from the U of MN's Center for Advanced Studies in CW.

Amelia has spent her 25 year career dedicated to serving children and families in the areas of out-of-home care, family-based services and disability services. Prior to coming to Anu Family Services, Amelia worked for four years in Minnesota in a community-based and residential training center with children, adolescents and adults who were DeafBlind. She has conversational American Sign Language skills. She also worked for eight years in Illinois in the areas of out-of-home care and domestic violence.

Amelia is a current finalist for the prestigious, international **Ashoka Fellowship** for Social Entrepreneurs/Changemakers. Amelia received the **2010 Alumna of the Year Award** from the School of Social Work at the University of Minnesota, **2010 Alumna of the Year Award** from the Department of Sociology at Illinois State University, and was also named the **2010 Emerging Leader** by the College of Education and Human Development at the University of Minnesota for achieving "early distinction" in her career.

Amelia was also selected to serve the national Association of Social Work Boards (ASWB) as a Subject Matter Expert on the Practice Analysis Task Force, on the 2010 Passing Score Study in the area of macro practice at the Advanced Generalist level of the national social worker licensing exam. In addition, Amelia is the Co-Founder and former Secretary of AMPSW (Association of Macro Practice Social Workers), designed to further training, networking, and public policy.

Amelia has presented nationally and internationally on topics including understanding grief, loss and trauma for children living in out-of-home care, child wellbeing, child permanence and placement stability, change management, social work leadership, management, supervision, and many other topics. Amelia has consulted through Casey Family Programs to provide training and consultation on child welfare practices in counties and states throughout the country.

Amelia has consulted with the University of Minnesota's School of Social Work and served in various community representative roles including the MSW Advisory Committee, review of curriculum standards for Human Service Management. Amelia is the author/co-author of numerous articles in national publications and co-authored the Permanency Guidebook: A guide to change in child welfare with the University of Minnesota Center for Advanced Studies in Child Welfare.

Amelia served two terms on the national Foster Family-based Treatment Association's (FFTA) Board of Directors serving in the roles of President, Public Policy Committee Co-Chair, Research Committee Co-Chair, and Treasurer. Amelia is currently serving as the Chair of the President's Advisory Council and as the FFTA's Minnesota/Wisconsin State Legislative Liaison. Amelia has taught social policy course work at the University of Minnesota and Augsburg College, and has also taught a variety of other social work, sociology, and psychology classes at community colleges in IL and MN.

Amelia has also served on the Council on Accreditation (COA) Social Policy Standards Revisions Committee. Amelia has served as an invited member of the State of Wisconsin Department of Children and Families Rate Regulation Committee and the Secretary's Rate Regulation Committee, Finance Sub-committee, Performance-based Measures Sub-Committee, Practice Model Development Committee, and Future of Child Welfare Initiative Steering Committee.