

MCFR

Minnesota Council on Family Relations

Family Forum

WINTER 2010

Family Forum
is the
newsletter of
the
Minnesota
Council on
Family
Relations, a
state affiliate
of the
National
Family
Council on
Relations



The Minnesota Council on Family Relations strengthens all families by educating and supporting family professionals and promoting connections among those involved in research, policy and practice.

n CFR
catalyzing research,
theory and practice

Save the date!
NCFR 2010 Annual Conference
November 3-6 • Minneapolis Hilton and Towers

The theme is "Families and Innovation" for the 2010 National Council on Family Relations Annual Conference. Sessions will highlight new research on family issues that push against conventional ideas and/or illustrate the gaps between what we know and what we could know if we did things differently. Scheduled sessions include:

Innovations in Family Policy, Maria Cancian, Ph.D., Professor of Public Affairs and Social Work, University of Wisconsin-Madison

Fireside Chat: A Conversation About the Great Depression and the Current Recession, Maria Cancian and Glen Elder, Ph. D., Distinguished Professor, University of North Carolina

Intersexuality in Families: Beyond Pink and Blue, Sharon Preves, Ph.D., Chair and Associate Professor of Sociology, Hamline University

Healing From Torture: Current Issues in Interventions, Jon Hubbard, Ph.D., Clinical Psychologist and Director of Research, Center for Victims of Torture

Plus:

- * Many more exciting plenaries and special sessions for practitioners, therapists, and educators
- * Qualitative and quantitative methodology workshops
- * More than 400 presentations in varied formats: papers, symposia, workshops, posters, roundtable and pecha kucha
- * Pre-conference workshops
- * Celebrations and networking with colleagues
- * President's Reception * Newcomers Reception * Friday Night Extravaganza

For more information: www.ncfr.org * tollfree: 888-781-9331 * info@ncfr.org

2010 Spring Regional Workshops

Ethical Thinking and Practice for Parent and Family Life Educators

Mahtomedi - March 8 -- Rochester - April 8 -- St. Cloud - April 14 -- Moorhead - April 23

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From the President Beth Yokom

Greetings MCFR Members,

I am honored and humbled to begin this year as president of the Minnesota Council on Family Relations. This is an organization of dedicated professionals working with families in various capacities, all committed to the same outcome – improving the lives of families, which is also my passion and why I am committed to and proud to be a part of this organization. The mission of MCFR, to “strengthen all families by educating and supporting family professionals and promoting connections among those involved in research, policy and practice,” provides clear direction for the organization to provide essential support and information for all of us working with families. We have been, and continue to be, focused on accomplishing our mission with several projects:

Annual Fall Conference - On December 4, we had a wonderful conference at Neighborhood House in St. Paul, focused on “Work and Family: Reality Check in a 24/7 World.” Dr. Brenda Bass, University of Northern Iowa, shared the results of her Work-Family Integration Project, unique research because the subjects were parents employed in “non-professional” jobs. In addition, a menu of breakout sessions was offered as well as a student poster session and silent auction fundraiser for the MCFR Conference Scholarship Fund. My thanks to Peg Lindlof and Marcie Brooke, conference co-chairs, for a successful, enjoyable and informative conference.

Spring Regional Workshops - I’m very excited about the upcoming spring regional workshops that MCFR is sponsoring, rather than our usual spring conference. The workshops, “*Ethical Thinking and Practice for Parent and Family Life Educators*” will be held in Mahtomedi, St. Cloud, Rochester and Moorhead during March and April. For more information, see the article in this newsletter or go to www.MCFR.net. Register now for the workshop nearest to you! Thinking about and discussing ethics and ethical dilemmas is essential practice for anyone working in the family field as we confront ethical decisions every day. Thank you to Betty Cooke for designing the content of the workshops, and to Minnell Tralle and Rose Allen for co-chairing the workshops planning committee.

Publication of Revised “Ethical Thinking” Booklets - Originally published by MCFR in 2000, the “Ethical Thinking and Practice for Parent and Family Life Educators” booklet has been updated, revised and expanded by a committee of MCFR members who created the original version. The booklet has been adopted by NCFR for use in their CFLE certification process, and is available for purchase for \$5 per copy. You may also download a copy of the booklet for free via www.mcfr.net. Thank you to Betty Cooke for her excellent leadership of this project.

Fall 2010 Conference – We are currently in the process of planning the fall MCFR conference. Stay tuned for details and information posted on the MCFR website and the next issue of the Family Forum newsletter.

NCFR Fall 2010 Conference in Minneapolis – Plan to attend the National Council on Family Relations (NCFR) (MCFR’s parent organization) conference at the Minneapolis Hilton, November 3-6, 2010. The conference “Families and Innovation” promises to provide programs, information and cutting edge research on innovative, new ways to think about and work with families. MCFR

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From the President (Continued from page 2)

is working closely with NCFR to welcome family professionals from all parts of the US to Minnesota. Don't miss this opportunity to attend a national conference in your own backyard!

MCFR Board of Directors – The annual MCFR Board retreat at Mary Jo Czaplewski's home in January was well-attended by new and returning enthusiastic, energized and creative Board members. We had a day of engaging discussion, brainstorming and planning for the upcoming year of MCFR projects. What a great group of dedicated Board members! I left the retreat filled with excited anticipation for what we can accomplish in the coming year for MCFR members and the family field. Stay tuned, one and all!

Whew! We have a busy year ahead and can use your help. If you as an MCFR member are interested in helping us out with any of the above projects, please contact me. We also have committees looking for new members, including Communications, Membership, Policy and Nominations. See the Committee reports in this newsletter for more information, and consider joining one!

Please feel free to contact me at beth.yokom@anoka.k12.mn.us or 763-506-2461 with your ideas, questions and desire to be involved in MCFR. We're going to have a great year of worthwhile projects!

Welcome New MCFR Board members

President Elect - Leanne Sponsel

Leanne is a parent educator with Mounds View's Early Childhood Family Education (ECFE) program. In May of 2009, she completed her Doctorate of Philosophy (PhD), specializing in family education

Treasurer - Heather Cline

Heather is pursuing her MA and PhD in Family Education at the University of Minnesota. She has served on the MCFR board for two years as Student Section Chair.

Student Section Chair - Alisha Hardman

Alisha is a second year doctoral student in the Family, Youth, and Community program at the University of Minnesota. She received her Bachelor's of Science in Family Studies and Human Services at Kansas State University in May 2005 and completed her Masters of Science in Family Life Education and Consultation also at Kansas State in August of 2008 directly before moving to Minnesota.

At-large Board members—

Kristin Dillon Kristin is an evaluator with Wilder Research with a primary focus in evaluating

programs that impact diverse families and family members. She is also a doctoral candidate in the Family Social Science department at the University of Minnesota. She received her bachelor's and master's degrees in the same program. Kristin has been involved with the MCFR Board for the last four years. She started as a student representative, and helped to create the Student Section of the Board. She then moved into the position of Treasurer, where she served for the last two years.

San Ha San is a licensed parent and family educator, and currently works as a substitute/reserve teacher for parent educators and early childhood teachers in the Minneapolis Public Schools' Early Childhood Family Education program. He has an M. Ed. in Family Education, University of Minnesota and a B. A. in Philosophy and Psychology, University of Minnesota.

Eric Hanson Eric has been an educator for Minneapolis Public Schools' Early Childhood Family

Education (ECFE) program for 12 years, teaching both parent education and early childhood. He just completed his doctorate in education from the University of Minnesota with a focus on family education.

Sharon Powell For the last four years Sharon taught family studies to undergraduate students at St. Olaf College. Her research interests include low-income family issues, family policy, and child development. Sharon has her PhD in Family Social Science from University of MN (1994), an M.Ed. in Human Development Counseling from Vanderbilt University and her BA in Sociology from Sanford University.

Nicole Rice Nicole has been a nanny for over the past 14 years, caring for children ages newborn to adolescent. She is also Guardian ad Litem for Hennepin County Juvenile Court. Nicole has a BA in Child Development and just completed her MA in Human Services; Family Life Education (MA, CFLE) in November 2009.



Committee Reports

Policy Committee Report

Carolyn Carr Latady, Acting Policy Committee Chair; Family Support Advocate, Forest Lake Area Schools

Watch the MCFR website for a new Policy Action Bulletin based on the Fall Conference, *Reality Check: Work and Family in a 24/7 World*.

Policy Action Bulletins based on these past MCFR conference themes are available at: <http://www.mcfcr.net/policy.htm>.

- * Nature, Children and Families: A Necessary Connection
- * Contemporary Families - Formation, Function and the Future
- * Families, Health and Mental Health: Military Families
- * Families, Health and Mental Health: Postpartum Depression

We are continuing to work on updating the policy pages on the MCFR website, <http://www.mcfcr.net/policy.htm> and linking these pages to resources and information on the National Council on Family Relations (NCFR) website, <http://www.ncfr.org/pubpol/index.asp>.

The MCFR Policy Committee always welcomes additional members. The Policy Committee will also be looking for a new Chairperson as of July 1, 2010. If you have an interest in joining this group and/or would like additional information, please contact Carolyn Carr Latady at clatady@forestlake.k12.mn.us or 651-982-8350 or Sharon Powell at sharonpowellon27th@gmail.com.

Communications Committee Report

Peg Lindlof, Communications Committee Chair

We want to hear from members!

Don't forget to send messages through the MCFR listserv. Send an email to MCFR@lists.umn.edu with announcements, job postings, ideas, or questions.

Membership Committee Report

Nancy Melquist
Membership Committee Chair

Current MCFR membership is at 88. Student membership constitutes 22% (19 members) of the membership.

The primary goal of the membership committee is to increase MCFR membership each year in total numbers, diversity, and members' professional affiliations. Looking ahead to the coming year, the MCFR Membership Committee has identified the following tasks:

- Continue working with the MCFR's Communications Committee and the Student Section Committee in order to increase MCFR visibility and membership.
- Market MCFR at the NCFR and MNAFEE (Minnesota Association for Family and Early Education) conferences.
- Clarify what is included with each type of membership (e.g. affiliate and national).
- Retain current members and re-involve past members.
- Meet with groups that serve families of color and discuss MCFR's relevance for their family professionals. Recruit membership based on these discussions.
- Recruit members from all economic backgrounds.

The MCFR Membership Committee welcomes additional members. If you have an interest in joining this group and/or would like additional information, please contact Nancy Melquist at nancy.melquist@mahtomedi.k12.mn.us or 651-407-2024.

Student Section: 2010 - Exciting Possibilities!

Alisha Hardman, CFLE (Provisional) and MCFR Student Section Chair

The student section committee met during our annual board retreat to determine the direction the student section will take during the 2010 year. The theme, "Building bridges, making connections" seems to be an appropriate guiding principle or theme for the coming year's activities. The committee has decided to make recruitment of new student members a priority through focusing on marketing and relationship building. We have also decided to take advantage of the NCFR annual conference's location in Minneapolis this November as an opportunity to strengthen our relationship with NCFR and as a theme for student section events and activities.

The student section committee plans to meet in the next couple months to further develop marketing and recruitment strategies. It is our hope that these efforts will result in a well attended student event, which will be held on Friday, April 2, 2010.

To assist us in developing these strategies we would like to assess what connections between MCFR members and the surrounding colleges or programs at the University of Minnesota currently exist. Connections may include, but are not limited to: teaching courses at the college/university, being an alumnus, or knowing faculty or students at the college/university. If you are connected to a family studies program located around the Twin Cities please contact me at hardm016@umn.edu. Information that may be useful to the student committee is: which program and at which college/university, the nature of your connection to the program/college/university, a contact (if it is someone other than yourself), and your interest in assisting with this process (are you: willing to provide a contact and contact information; willing to talk to the contact person yourself; willing to promote MCFR student section within your class, etc.).

The student section committee is really excited about the possibilities 2010 holds and is looking forward to strengthening connections with MCFR members and expanding to reach more students at the colleges and the university.

Students and New Professionals: *Would you like to be President of NCFR for one day?*

Now is your chance! The NCFR Board of Directors has approved a new award allowing a student or new professional member to become president and shadow Dr. Gary Bowen for one day during the 2010 NCFR conference in Minneapolis.

This award, sponsored by the Affiliate Councils Board, recognizes a student or new professional's commitment, energy and innovation in their service to NCFR and empowers them to continue evolving their leadership role. The recipient of this award will have supported and furthered the organization's mission during their membership through previous conference volunteering, year-round service opportunities (including service to student/state/regional affiliate councils or NCFR-related university or professional activities), and overall efforts to foster community among S/NPs. In recognition of their dedication, the award recipient will receive a \$750 conference travel stipend and the opportunity to shadow the current NCFR President during one day of the conference. For more information, contact: http://www.ncfr.org/pdf/zippy_news/Complete_Application_pres_for_day_2010.pdf.



Ethical Thinking and Practice for Parent and Family Life Educators Regional Workshops

Co-sponsored by Minnesota Association for Family and Early Education (MNAFEE) & the University of Minnesota Extension

As a family professional, you encounter complex family systems, different views about parenting and a myriad of institutions that interact with families. You make decisions and take actions daily that require you to consider the ethical implications of your practice. Chances are, you deal with ethical issues on your own and would like guidance in this emerging area of work. Given this situation, the Minnesota Council on Family Relations is offering four regional workshops about *Ethical Thinking and Practice for Parent and Family Life Educators*.

Who should attend? Parent & family life educators, therapists, public health providers, social workers, faith-based program staff, K-12 educators & anyone who works directly with families or supervises staff that does

Each three hour workshop will cover:

- The different ways we look at ethical issues
- How to define an ethical issue
- A set of ethical principles developed by and for family professionals, and a process for applying these principles in your work with families

This process has been adopted by the National Council on Family Relations as part of its Certified Family life Educator (CFLE) program.

Workshop participants will receive:

- The newly revised publication – *Ethical Thinking and Practice for Parent and Family Life Educators*.
- A certificate for three clock hours.

Workshop Schedule

<p>Mahtomedi, MN March 8, 2010 – 9 am to 12:00 pm Mahtomedi Area Community Education 1520 Mahtomedi Avenue Mahtomedi, MN 55115</p>	<p>Rochester, MN April 8, 2010 - 9:30 am to 12:30 pm Heintz Center – Room HA 102 1926 College View Road SE Rochester, MN 55904-4915</p>
<p>St. Cloud, MN April 14 – 12:00 pm to 3:00 pm Kelly Inn University Ball Room St. Cloud, MN 56301</p>	<p>Moorhead, MN April 23 - 1:00 pm to 4:00 pm Family Service Center, Room 4 715 - 11 St. S. Moorhead, MN 56560</p>

Registration Fee: Includes all materials, light refreshments and 3 clock hours.

- Minnesota Council on Family Relations and MNAFEE members - \$25
- All others - \$35

Register online with your credit card at www.mcfr.net

Register by fax: Fill in the information on page 7 and fax your credit card number information to 651-407-1754.

Register by mail: Fill in the information on page 2 and mail your check or credit card number to:

MCFR, 2738 Evergreen Circle, St Paul, MN 55110.

2010 MCFR REGIONAL WORKSHOPS REGISTRATION FORM

Registration Fee: Includes all materials, light refreshments and 3 clock hours.

Minnesota Council on Family Relations and MNAFEE members - \$25

All others - \$35

Register online with your credit card at www.mcfr.net

Register by fax: Fill in the information below and fax your credit card number information to 651-407-1754.

Register by mail: Fill in the information below and mail your check or credit card number to:

MCFR, 2738 Evergreen Circle, St Paul, MN 55110.

Participant Information:

NAME: _____

TITLE/POSITION _____

ORGANIZATION _____

ADDRESS _____

CITY, STATE ZIP _____

PHONE _____

EMAIL _____

Workshop Choices (choose one)

_____ March 8, 2010 Mahtomedi, MN

_____ April 14, 2010 St. Cloud, MN

_____ April 8, 2010 Rochester, MN

_____ April 23, 2010 Moorhead, MN

Registration Fee Choices (choose one)

\$35 - Nonmember Registration. I am not a member of MCFR or MNAFEE and am enclosing my registration fee of \$35.

\$25 – I am a member of MCFR and/or MNAFEE. I am enclosing my registration fee of \$25.

I am not a current member of MCFR, but would like to join, and register as a member. I am enclosing my 2009/2010 membership dues:

\$45 – General Member

\$75 – Organizational Member (2 organization staff may register at the member rate)

\$25 – Student or Retired Member

Scholarship – I am a member of MCFR, and am interested in applying for a scholarship. I will fax my application to MCFR no later than 10 days before my workshop. I understand that I will hear from MCFR by the week of the workshop.

Contribution – I would like to contribute to the Scholarship Fund. I am enclosing my gift of \$_____.

Payment Choices (choose one)

I am enclosing my check in the amount of \$_____.

I am paying with a credit card in the amount of \$_____. [VISA, MasterCard]

Card # _____ Exp Date ___/20___ Code: _____

Signed: _____

Registration Questions? Please call 651-407-0950 or email l.vukelich@comcast.net

News from NCFR

Minnell Tralle, University of Minnesota Extension, NCFR Representative and NCFR Affiliate Councils President-Elect

2010 NCFR Conference is in Minneapolis! That's right, you have the opportunity to attend a great professional development opportunity right in our own back yard or should I say, our own downtown Minneapolis. The theme of the conference is "Family Innovation". There is no shortage of innovation here in Minnesota so be sure to check out the call for proposals at www.ncfr.org. Proposals are due March 1. There are lots of details to be managed with hosting a national conference. The NCFR staff is currently recruiting Minnesota members to serve on the local arrangements committee. Several of the MCFR Board members have signed on and I encourage you to join the fun. Contact Judy Schutz or Charlie Cheesebrough at the NCFR office. I just finished voting for the NCFR elections. As an NCFR member, I would encourage you to take the time to vote. If you are a member of NCFR, you received an email with a password and directions. Take the time to do this today. I noticed two Minnesotans who could use our vote – Jean Bauer and Alisha Hardman. I'm sure I have many Minnesotans to thank for getting me where I am today!

If you are not currently a member of NCFR, I would encourage you to take your involvement to the next level. As an active member of MCFR you have committed to improving your skills and your profession. NCFR will allow you to do that on a national level and additionally gives you a professional journal, discounts on conferences, opportunities to network and much more.

The Affiliate Councils Board met for two days in January to review our strategic plan and set our course for the future. There is a strong desire to improve communications between NCFR, the Affiliate Council Board and the Affiliates. This starts in February with conference calls with all of the Affiliate and Student Affiliate presidents. The Affiliate Council Board would love to hear your ideas about improving communication and strengthening affiliates.

In the last issue of the MCFR Forum, Marcie Brooke signed off as the NCFR representative when her six year term as President Elect, President and Past President of the Affiliate Councils ended. In November I began my term as President Elect of the Affiliate Councils which includes a two year term on the NCFR Board and a 6 year term on the Affiliate Councils Board. I hope you will join me in thanking Marcie for her years of service to NCFR. She provided excellent leadership to the Affiliate Councils through the years. I hope I can serve as well as she did. Please feel free to contact me at trall001@umn.edu.

Treasurer's Corner

By Heather Cline, Treasurer

As I begin my first *Family Forum* entry as treasurer I am excited yet humbled by the shoes I have been asked to fill. Although this would not be the first time I have taken over a position on the MCFR board previously occupied by Kristin Dillon, her dedication to the task of monitoring and ability to explain MCFR's finances is perhaps unmatched. However, I am thankful for the opportunity to continue serving MCFR, and I will strive to carry on the quality work Kristin has demonstrated as treasurer.

This *Family Forum* issue represents the start of a new year for MCFR, and with that comes a review of where we left off in 2009 and where we are headed in 2010. Our year-end account balance of \$13,670.80 only tells part of the story. In 2009 the MCFR Board directed a considered portion of assets to be allocated to produce the new Ethics Booklets which will serve our membership, our mission and be an investment in our future. As a result, MCFR has assets available to support our 2010 spring workshop efforts and to bolster our educational goals for years to come. In addition, we focused on building our student scholarship fund and membership base. You generously donated \$788.50 to the Student Scholarship Silent Auction at the December 2009 conference. Thanks to you, MCFR will continue to support the professional participation and development of students in the family field. I hope you have noticed the increasing visibility of student membership over the past few years, which is only the beginning thanks to your financial support and our new Student Section Chair, Alisha Hardman. Additionally, one of our primary sources of revenue comes from membership dues so we want to thank all of you who chose MCFR as one of your professional organizations in 2009. We hope you found MCFR to be an organization you will continue to engage with and support in 2010.

A new decade brings with it the spirit of innovation and new opportunities. MCFR is taking advantage of this spirit by offering ethical training workshops in lieu of our traditional spring conference. Our conferences typically make up MCFR's greatest earning potential and greatest cost. This change in service to the community required

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Treasurer's Corner (continued from page 8)

creative adjustment to the 2010 budget. We once again made thoughtful cutbacks to unnecessary expenses, and increased our investment and earning potential in items such as the Student Section and the newly revised Ethical Thinking and Practice Handbook. After careful consideration of the year to come, we chose to budget conservatively in order to account for any unexpected costs. These decisions resulted in our 2010 MCFR budget beginning slightly *in the red* at \$-215.00. We trust in the changes we have made, and we hope you will continue to support and be supported by MCFR as we both grow professionally.

MCFR 2010 Budget (Board approved 11-17-09)

Income

<u>Contributions Income</u>	<u>\$300.00</u>
<u>Scholarship Income</u>	<u>\$300.00</u>
<u>NCFR Rebate</u>	<u>\$800.00</u>
<u>Registrations -Fall</u>	<u>\$9,500.00</u>
<u>Registrations -Spring</u>	<u>\$750.00</u>
<u>Exhibit Fees</u>	<u>\$500.00</u>
<u>Dues Income</u>	<u>\$4,150.00</u>
<u>Bank Interest Income</u>	<u>\$15.00</u>
<u>Merchandise Income</u>	<u>\$500.00</u>
<u>Total Income</u>	<u>\$16,815.00</u>

Expense

<u>Total Office Expense</u>	<u>\$2,470.00</u>
<u>Total Newsletter</u>	<u>\$600.00</u>
<u>Total Conference Expenses</u>	<u>\$4,050.00</u>
<u>Total Administration</u>	<u>\$9,000.00</u>
<u>Total Web</u>	<u>\$10.00</u>
<u>Merchandise Expense</u>	<u>\$50.00</u>
<u>Scholarships Funded</u>	<u>\$300.00</u>
<u>Student Section</u>	<u>\$50.00</u>
<u>President's Fund</u>	<u>\$500.00</u>
<u>Total Expense</u>	<u>\$17,030.00</u>

Net Income **(\$215.00)**

A Wonderful Opportunity

Sue Meyers, Professor Emeritus, School of Social Work, University of Minnesota; MCFR Historian and Board member

NCFR will have their conference in Minneapolis during the first week of November. What a wonderful opportunity for all of us to be connected with some very special colleagues and friends! There are opportunities for undergraduates and graduate students to really sense a professional conference, perhaps even presenting a paper or poster session. There are opportunities for those who have retired to see how far those special students have gone since their school days – and connect with colleagues you've known for years.

When I was employed and attending NCFR each year, I loved

the programs away, so that I could sense other cities and to focus intensely on the topic. Programs in the Twin Cities allowed the comfort of my home bed, but missing some of those informal interactions. The opportunity to help with all aspects of the conference provided a good link between the NCFR staff, the Minnesota-Wisconsin locals, and those who came to Minnesota expecting to see the northern tundra. There are various committees where you can volunteer to help during the conference. The Family Forum will have ideas, as will the NCFR Report.

I hope that each of us has an opportunity to be involved in some part of the activities. Bring as much understanding as you have about the state and the Twin Cities – and be eager to respond to questions that NCFR /MCFR colleagues ask. Also ask them questions about the family field, any connections they might have to the area, and what they would like to learn from this conference.

Do yourself a favor and save some money and time to attend the conference at the Minneapolis Hilton from Nov. 3-6, 2010. I hope to see you there!

2009 Silent Auction a Huge Success!

Mary Jo Czaplewski, Auction Chair

Thanks to the donations of many, the 2009 MCFR conference Silent Auction garnered over 65 separate items for which \$788 was raised to benefit student scholarships. This money provides registration fees for students to attend the conferences and to participate and learn from their peers and colleagues about the latest issues in the family field. Many thanks to those who contributed a wide variety of items from massagers to bird house. The auction competition this year focused on a lovely hand thrown bowl donated by Beth Yokom and made by her husband. The bidding was fast and furious right up to the last second and brought a tidy sum of \$60. Thanks to everyone who helped to make this a successful fund raiser. Start saving your "treasures" to donate at the National Council on Family Relations conference which takes place November 3-6 in Minneapolis. MCFR will host the silent auction there with the proceeds also going to fund student scholarships.

A Note from the Editor:

Hope you are enjoying or at least staying warm during our winter season. In any case, enjoy this issue of the newsletter. My thanks to the contributors to this issue. Again, I encourage each of you to consider contributing to *Family Forum*—by preparing a book review or a research article/brief or by submitting an item for "Members' Corner" (our version of Letters to the Editor). Thanks.

Ron Pitzer
Family Forum editor
 612-331-1970 rpitzer@umn.edu

MCFR
 Minnesota Council on Family Relations

2009 MCFR Awards By Beth Yokom, MCFR Awards Committee Chair and President



MCFR Board Member Carolyn Latady congratulates Sameerah Bilal Roby, Executive Director of the Early Childhood Resource & Training Center, 2009 Friend of the Family Award Recipient

MCFR's two annual awards were presented at the MCFR Fall conference on Friday, December 4. **Sameerah Bilal Roby, Executive Director, Early Childhood Resource & Training Center (ECRTC) was awarded the Friend of the Family Award**, which is given to a professional or organization who may or may not be in the family field, and who has made significant contributions to the quality of family life in Minnesota.

Sameerah, nominated by Carolyn Latady, has been an advocate, educator, organizer and leader in the early childhood field for over 34 years. Starting out as a foster parent in 1975, Sameerah has continued to demonstrate her commitment and passion for ensuring the healthy development of all children throughout her career. She is currently the Executive Director of the Early Childhood Resource and Training Center in

Minneapolis, a position she has held for the past nine years. Prior to becoming the Executive Director, Sameerah held many positions within ECRTC, including providing leadership for the Minnesota Cultural Dynamics Education Project, a statewide initiative to train child care providers on the importance of culture in healthy child development.

In Sameerah's work to support the healthy development of all children, she continues to focus on initiatives that build bridges between systems, providers and families. She and ECRTC have a unique ability to uncover emerging community needs, particularly in communities of color and immigrant communities, and to then develop programs and services that respond to those needs. Whether supporting the ethnically diverse staff who serve families and providers via ECRTC programs, forming a partnership with Minnesota Tribal Resources for Early Childhood Care (MnTRECC) or hosting the annual *Healing Vessels Forum*, a time for cultural groups to come together to share resources and information to build healthier communities and improve education, Sameerah has and will continue to make significant contributions to the quality of life for families in Minnesota.

Minnell Tralle, Extension Educator, University of Minnesota Extension, was awarded the Ruth Hathaway Jewson Distinguished Service to Families Award, which is given to a professional in the family field who is a member of NCFR and MCFR, and is recognized for outstanding work on behalf of families.

Minnell, nominated by Rose Allen, has contributed to the well being of Minnesota families for over 30 years as an Extension Educator, focusing on family relations with the University of Minnesota Extension. She is an author and contributor of many curriculums, including Positive Parenting and Parents Forever. She has served the family field as a long-time board member of MCFR, including serving as secretary and president. Recently, she was elected to serve a six-year term as chair-elect and chair of the NCFR – Association of Councils.

Minnell has focused her life's mission on family – starting with her own family as she and her husband, Jim, raised two wonderful sons; the families in her community as a county-based Extension Educator; and Minnesota families, particularly those going through divorce and family transition, in her role as a Family Relations Educator and leader of the Parents Forever project. In each of her roles, Minnell has made a difference for Minnesota families and the family field in Minnesota.

Congratulations to Minnell and Sameera, who join an impressive group of past MCFR award recipients, spanning more than 35 years. Most importantly, thank you for your passionate commitment to supporting and improving family life in Minnesota through your work.

2009 Fall Conference-- Reality Check: Work and Family in a 24/7 World

Peg Lindlof, MCFR Board Member and Conference Co-chair

Defining “reality” turned out to be a difficult task when the Fall Conference Committee started to consider the interaction of work and family in the current 24/7 world! As the committee discussed this topic, everyone soon realized that each one of the 11 members of the committee had a different perspective of the reality of work and family and how it impacts families. We did come to agree on several concepts:

- The pace of change is increasing, information is exploding, and exposure to news about world events is instantaneous.
- Technology impacts everyone, and we can't ignore its influence.
- Boundaries between work and home are often blurred, and balance is difficult.
- Family education is essential, and practitioners need to keep up with the ways younger generations learn in order to educate them.
- A 6-hour conference could only begin to define the reality!

“Did You Know?” A YouTube video, opened the conference with a reality check about technology and the pace of global change. Then an **interactive audience survey** gave participants a chance to experience a new tool, as well as to see an instantaneous summary of the group's opinions and experiences on several questions. This tool is used in family education programs facilitated by University of MN Extension educators. Conference participants used “clickers” to allow answers to be anonymous, yet shared immediately with the group.

Dr. Brenda Bass, keynote speaker and professor at the University of

Northern Iowa, described her research in the area of work and family from a family strengths perspective, particularly with non-professional parents experiencing spillover and crossover effects. One interesting result she shared is that “greater work hours (of parents) were related to higher positive interactions with children, and fewer negative interactions.”

Respondents, Dr. Susan Walker of the University of MN, and Rachel Hastings of WFC Consulting, broadened the work and family topic and talked about the reality in two distinct areas. Dr. Walker discussed how technology impacts families positively by helping them stay connected. She also referred to some of her current work that examines how technology may help professionals reach parents in their parent education work. Rachel Hastings shared insights about work and family from the business perspective and some current examples of best practices in business.

During the lunch break, a very active group of student members of MCFR shared posters of what they are working on in research and practice. It was wonderful to see students representing several colleges and universities present their work, and for other members to ask questions about the topics. It was a win-win for all!

Excellent breakout sessions were held in the afternoon. Topics covered were:

- work and family viewed through an ethical lens, Ada Alden and Betty Cooke

- healthy meal planning, Lynda Enright
- realities of transnational families, Dr. Leslie Koepke
- work family initiatives in business, Rachel Hastings
- how losses affect work/family balance, Ted Bowman and David Brueshoff
- caregiving challenges, Dr. Kevin Doll and Adine Stokes
- shared care parenting, Anna Gambucci
- technology and social media in families, Nancy Rodriguez and Jason Samuels.

At the end of the day, we know that this conference raised awareness, answered some questions, and left other questions unanswered. **As an MCFR member, we invite you to continue the conversation about the realities of work and family in the world today.** Send questions or comments to your fellow professionals on the MCFR listserv at lists.mcfcr.umn.edu. Someone on the committee will be happy to respond!

Thanks to the conference committee members: Ada Alden, Rose Allen, Mary Jo Czaplewski, Anna Gambucci, Nancy Melquist, Beth Quist, Leanne Sponset, Beth Yokom, Linda Vukelich, and Co-chairs, Marcie Brooke and Peg Lindlof.

Perspectives Useful When Working with Families Two Books for your Attention

Book review by Ted Bowman, family educator. He can be reached at bowma008@umn.edu or visit his web site: www.bowmanted.com

Developing Caring Relationship Among Parents, Children, Schools, and

Communities (2008) by Dana McDermott.

Thousand Oaks, CA: Sage Publications, paperback.

Long-time family educator Dana McDermott has written a volume with a large arc that deserves attention by all working with families. Published as a textbook, its readership should go beyond students to educators, administrators, social workers, and many others that are part of the caring circles for parents and children. As the title suggests, caring relationships are the key theme and value addressed in this volume.

The book is conversational. It utilizes a theory to practice model so that readers can read and explore the inextricable links between developmental wisdom and best practice with families. Case studies, provocative questions, and examples open up the concepts addressed by McDermott. She is contextual in her viewpoint, exploring the many demands on parents AND on those that serve them. Respect for self and others jumps from the pages. Similarities and differences in experiences, abilities, and culture are addressed. A consistent strengths approach is used and demonstrated.

This volume should sit along side the best of our books on group leadership, parent child communication, your favorite "parenting" book, resiliency materials and related books. If so, you will be picking this one off the shelf regularly to enhance your perspectives and your work.

Strengthening Family Resilience (Second Edition – 2006) by Froma Walsh. New York: Guilford Press.

When the first edition of this volume was published, I wrote with excitement about its addition to the resiliency and family literature. It was one of the first books to move beyond individual resiliency characteristics of children or to hardiness factors for elders to family and relational resiliency concepts. I am even more excited with the second edition. Walsh has added fresh perspectives to her writing, enriching what was already a rich resource. Further, since that time, other volumes, some of which address family resiliency, have been published. In my experience, working with students and professionals in the field, her volume provides the richest overview of the topics encompassed in family resiliency.

Since the publication of the first edition, the Stone Center at Wellesley and others have carefully articulated their critique that primary attention to individual characteristics overlooks the power of relational impact to resilience. Further, the individual focus pays too little attention to the relational capacities of women and families and their link to individual strengths. Walsh, drawing on her years as a clinician and teacher, develops these family ties to individual and collective capacities.

The volume is a rich mix of frameworks and clinical use of the perspectives. Following a broad overview of her model, she applies it to a rich variety of family forms, circumstances, and conditions. I highly recommend this volume.

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Attachment to Adoptive Parents in Adolescents and Young Adults: Influences on Young Adult Romantic Relationship Attachment

By Kristin Dillon, Wilder Research

Background

Previous research has found that attachment to close relationship partners can impact the quality of a relationship at every stage (Shaver & Mikulincer, 2006). People with secure attachments to relationship partners have been shown to have higher observed-quality relationships than insecurely attached people, and they perceived their relationships better than insecurely attached people (Roisman, Collins, Sroufe, & Egeland, 2005). Because attachment can dramatically impact relationship quality and satisfaction, the study of attachment in adult relationships is important.



Bowlby (1969) proposed that relationships with parents/caregivers have the potential to influence attachments later in life. If relationships with caregivers are positive and trusting, then later relationships would be more likely to have similar qualities. In order to better examine attachment in adult non-caregiver relationships, it is important to also examine attachment to parents. This allows patterns in attachment to emerge and a fuller understanding of adult attachment to be gained. Bowlby (1978) also believed that key interactions with others throughout the developmental stages could impact one's attachment style later in life. Pearson, Cohn, Cowan, and Cowan (1994) coined the term "earned secure" to describe adults who had insecure attachments in childhood due to negative parenting but were able to overcome this attachment insecurity in adulthood to become securely attached.



Individuals who are often thought to be at risk for attachment problems are adoptees (van IJzendoorn & Juffer, 2006). Adoption is very common in the United States; in fact, over two-thirds of Americans have had direct personal experience with adoption (National Adoption Attitudes Survey, 2002). However, in 2002, 53% of Americans believed that adopted children were less likely to be well adjusted than non-adopted children (National Adoption Attitudes Survey). Adoption, by definition, requires that someone

other than a biological parent fulfill parental duties. Brodzinsky (1990) believed that there are inherently losses associated with this shift of responsibility for any adopted child or adoptive parent, which could impact attachment. However, adoption can also operate as a protective factor for attachment security in adopted persons when compared to the potentially insecure attachments they may have formed in their biological environment (Juffer, Bakermans-Kranenburg, & Van IJzendoorn, 2005).

Many studies have explored attachment in adoptees during infancy and early childhood, but very few have examined adoptees in adulthood (Borders, Penny, & Portnoy, 2000). Furthermore, most studies have examined either attachment to adoptive parents, particularly mothers, or attachment in adult relationships, but few, if any, studies have explored the relationship between these two types of attachment in adoptees.

This study examined the attachment of early adoptees to their adoptive parents and how that attachment impacts their adult relationship attachment. The research questions for this study were:

- 1) How is adoptive parent attachment in adolescence and young adulthood related?

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2) How are changes in adoptive parent attachment between adolescence and young adulthood related to demographic characteristics, such as age, gender, and marital status?



3) How does adoptive parent attachment in adolescence and young adulthood impact romantic relationship attachment in young adulthood?

In order to answer these questions, respondents were drawn from the second and third waves of a larger national longitudinal adoption study, the Minnesota Texas Adoption Research Project (Grotevant & McRoy, 1998). The longitudinal study consisted of 190 families recruited through 35 adoption agencies throughout the United States. The first wave of data collection took place between 1987 and 1992, the second wave took place between 1995 and 2000, and the third wave began in 2005 and ended in 2007. The adopted adolescents in the second wave of data collection were between 11 and 20 years of age (Average=15.7 years). In the third wave, the adopted young adults were between 20 and 30 years old (Average=24.8 years).

Main Findings

Research Question 1: Adoptive Parent Attachment

Adolescent attachment to adoptive parents significantly predicted young adult attachment to adoptive parents, which echoes what has been shown in previous studies. In each of these instances, a more secure attachment to parents in adolescence was associated with a more secure attachment to parents in young adulthood. Interestingly, not only was adolescent attachment related to young adult attachment for the same adoptive parent, but it was also the case for the opposite adoptive parent. This finding indicates that there was a high level of congruence in attachment to adoptive mothers and attachment to adoptive fathers.

Research Question 2: Adoptive Parent Attachment and Demographic Characteristics

However, although these relationships were highly statistically significant, the amount of variance in young adult attachment to parents accounted for by adolescent attachment to parents did not seem as practically significant as was expected. Upon further examination, it appeared that there was a great deal of variation with regard to how any particular adoptee's attachment security changed over time. Based on the change scores, most of the adoptees did remain stable, whether their attachment security was high, medium, or low; however, there were a large number of adoptees whose attachment security changed over time.



Bowlby (1978) theorized that, during important transition periods, attachment security could change course. For those adoptees whose attachment security with their adoptive parents changed, it appeared that they experienced something during the key transitional stage between adolescence and young adulthood that shifted the attachments they had with their caregivers. In this study, most of the demographic characteristics failed to account for these changes, except age. The older the young adults were, the more likely they were to have greater attachment security with their adoptive mothers and fathers in young adulthood than in adolescence. Also, those with consistently secure attachment over time tended to be younger and those whose attachment increased over time tended to be older. The older group may have experienced larger gap between adolescence and their current place in young adulthood for the older adoptees, which allowed for a greater transition period and thus greater change. Perhaps the younger adults were still involved in the late stages of the independence seeking behaviors of adolescence and have not fully transformed yet. Or,

Research (Continued from page 13)

conversely, attachment security may simply increase with age, and the younger group at Wave III had not yet experienced this change.

Research Question 3: Adoptive Parent and Romantic Relationship Attachment

The findings from the current study support the idea that attachment with parents and others may be connected and, yet, separate. In each of the significant relationships, greater parental attachment security predicted lower anxious or avoidant attachment in romantic relationships. This result confirms the notion that security in parental relationships is more likely to lead to security in young adult romantic relationships.

There was also evidence, however, that this relationship was more complex than security leading to security. The findings from this study show that adoptive fathers were the only parents that had a significant influence on romantic relationship anxious attachment, while mothers were slightly more likely to have a greater influence on avoidant attachment than fathers. When looking at attachment over time, the findings showed that decreasing attachment security with adoptive fathers between adolescence and young adulthood was related to higher anxious attachment in romantic relationships. For attachment with mothers, those with consistently high attachment security with mothers were far less likely to have anxious or avoidant attachment in romantic relationships. This relationship may be an indication that each parent contributes to young adult romantic attachment in different ways. It could also be a sign that anxious attachment is more sensitive to attachment changes with fathers, while it is more sensitive to continued extremes with mothers. Cassidy (2000) emphasized that, although much of the attachment literature discusses mothers as the primary caregivers, it is important to recognize the roles of each parent as a potential primary caregiver. These



findings offer evidence that fathers are important to look at as well as mothers.

Even in cases in which adoptive parent attachment predicted romantic relationship attachment, the impact was not as great as may have been expected. There are clearly more impacts on the romantic relationship attachment than just family-of-origin attachment. Baldwin

et al. (1996) argued that people are capable of possessing multiple attachment schemas, and these can be specific to any particular relationship. This theory may explain the lower-than-expected level connections seen in the current study. Perhaps each individual with whom the adoptee has a relationship impacts the attachment schema with that person uniquely. Alternatively, Cassidy (2000) suggested that, although attachment to caregivers is expected to have a direct link to young adult relationship attachment, there are other parental influences as well, such as the parents' roles as teacher, companion, disciplinarian, and role model, which could impact young adult orientation to relationships. These influences, although not measured by attachment to parents, do have the potential to influence later attachment. Finally, Cassidy also urges that there are important attachment figures outside of parents who can influence attachment. This group can include extended family, peers, or other important young adults. For this sample of adoptees, birthparents are also potential important attachment figures. Even if they are not physically present in the adoptee's life, they are likely present psychologically, (Grotevant & McRoy, 1998) and this presence could influence the adoptee's perception of security in that relationship and in relationships with adoptive parents.

Implications

By examining attachment in adoptive families, and how this later impacts young adult adoptee relationships, we can begin to build a more consistent framework for attachment processes in adoptees. Much of the literature about adoptee attachment to their adoptive parents has been inconsistent. These findings indicated that not only does attachment to

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adoptive parents have the potential to impact later attachment, but there were other factors that influence this later attachment as well. This relationship was evidence that attachment trajectories were able to change over time, which offers hope for those adoptive families in which secure attachments were not made early in life. Finally, this study showed how specific adoptive parent attachment patterns over time can contribute to problematic romantic relationship attachment.

Overall, this study offers a foundation for adoption professionals and adoption researchers to start from in their work with adoptee attachment over time. By finding that attachment to adoptive parents has the potential to change in some adoptees, further practice and research can be directed toward understanding the mechanisms for this change and helping to encourage positive changes or “earned security.” Also, there is strong evidence that adoptive parent attachment can decrease over time. Further studies should be conducted to see if this change is as prevalent for non-adoptees to determine if adoptee attachment to parents may be more precarious than non-adoptee attachment to parents. Adoption professionals can help encourage parents to maintain their positive parenting consistently over time to help prevent this possible decrease. Finally, better understanding the relationship between parental attachment and romantic relationship attachment can help professionals and researchers work with adopted young adults within a complete family system that includes adoptive mothers, adoptive fathers, and romantic relationship partners.

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