



THE ALASKA FAMILY RESOURCE CENTER NETWORK MEMBERSHIP POLICY



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Purpose Statement

The purpose of the **Alaska Family Resource Center Network** is to support the development, growth, and sustainability of culturally-responsive Family Resource Centers (FRCs) that build on the strengths and meet the unique and diverse needs of all Alaskan communities and their families.

Current Alaska FRC Network Leadership

Alaska Impact Alliance Staff:

Charity Carmody, Executive Director, Alaska Impact Alliance

Abby Struffert, AK FRC Network Director, Alaska Impact Alliance

Pilot FRC sites:

Leigh Bolin, Resource Center for Parents and Children

Paul Cornils, Alaska Youth and Family Network

Dawn Paulson, Beacon Hill

Who are Alaska Family Resource Center Network Members?

Members of the **Alaska Family Resource Center Network** are entities that reflect the culture and community of people they serve. Members provide services in their community with the goal of strengthening child protective factors and improving outcomes for families. Members join the Network to be leaders in the family support field.

Membership Benefits

1. Member FRC staff have an opportunity to network with other family resource centers around the state.
2. Member FRCs have access to programmatic support and technical assistance for implementation and sustainability of the Family Pathways Framework.
3. Member FRCs have access to expertise and experience through mentorship and technical assistance. Such support may include training, educational opportunities, mentoring activities, and peer mentorship and networking.
4. Member FRCs receive updates for information and resource-sharing relevant to Alaska Family Resource Centers.
5. Member FRCs receive FREE access to the Standards of Quality of Family Strengthening and Support training and program self-assessment.
6. Member FRCs will have access to an online data system to track families, services, efforts, referrals, and reports/outcomes, including user support.
7. Member FRCs receive name recognition of membership throughout the Alaska Impact Alliance (AIA) website, social media, and additional marketing when applicable.
8. Member FRCs will receive a brand kit and usage guidelines to support marketing and communication materials.
9. Member FRCs receive state advocacy for the Family Resource Center model through AIA that may include education about the FRC model to underserved Alaskan communities.

10. Pass-through funding may be available for Member FRCs when available. New Member FRCs may join a joint funding opportunity when additional funds become available (e.g., expansion funds or reapplication for a new funding cycle). Only members in good standing are eligible for pass-through funding (reference Member Monitoring section of this policy for the definition of “members in good standing”).
11. Member FRCs may receive funding support through collective negotiations for statewide and federal funding opportunities.
12. Member FRC staff and directors can be nominated for and serve on the Alaska Family Resource Center Network Leadership Team.
13. Member FRCs may be recognized for expertise in a range of program and administrative operations and asked to contribute to the work of the Alaska Family Resource Center Network.

Requirements of Membership at Time of Application

1. Member FRC candidates must be in Alaska and shall follow all applicable laws and regulations.
2. Member FRC candidates must provide services that are coordinated and tailored to the specific needs of the individuals and families who live within the community. Services and programs shall be based upon proven and effective models. (See Appendix A)
3. Member FRC candidates must already or have the intention to serve families at time of membership. According to the FRC Network Standards of Quality, such services must be accessible to all families, or the

candidate must have clear criteria explaining whom they serve. (See Appendix A)

4. Member FRC candidates must be committed to providing cultural competency training and support for all staff and volunteers.
5. Member FRC candidates must complete the AK FRC Network application for membership and be approved for membership by the Alaska FRC Network Leadership Team.
6. Member FRC candidates shall be governed by their local functioning board or operating under the auspices of a qualified fiscal agent to assure that the candidate is complying with all applicable laws and regulations. Boards should be composed of community representatives with expertise in required components of governance, families, public and private service providers, and businesses or professionals that serve community families.
7. Member FRC candidates must have and adhere to a conflict of interest policy that also encompasses nepotism (hiring and supervision of relatives) that is consistent with the example in Appendix C.

Responsibilities of Member Family Resource Centers

All of the member FRCs in the Alaska Family Resource Center Network are required to uphold the requirements listed under “Requirements of Membership at Time of Application” as well as the following:

1. Member FRCs shall provide services within the Family Pathways Framework, including Family Development Services and use of the Colorado Family Support Assessment 2.0[©] tool, as described in Appendix B.

2. Member FRC leadership and family-service staff must complete certification of the Standards of Quality for Family Strengthening and Support training, which will be offered through the statewide or national Network.
3. Member FRCs shall provide programming that meets the Standards of Quality for Family Strengthening and Support. (See Appendix A)
4. Member FRCs shall work toward the high-quality indicators of the Standards of Quality for Family Strengthening and Support.
5. Member FRCs shall provide cultural competency and trauma-informed training for staff and offer it to volunteers. This should include Alaskan Native and American Indian-specific training (for example: mental health and suicide intervention trainings, History and Hope Training, and Facilitated Attuned Interactions Training).
6. Member FRCs shall submit data through the Alaska FRC Network's shared database system, Salesforce, to track family and individual outcomes, services, efforts, and to generate reports.
7. Member FRCs shall have and adhere to a nondiscrimination policy that is consistent with the example in Appendix D.
8. Member FRCs shall engage in the Network through attendance and participation in statewide AK FRC Network meetings, including having a management-level representative attend meetings. The attendee must have authority to cast binding votes on behalf of the Member FRC and bear responsibility for sharing all information back to appropriate staff.
9. Member FRCs must accept the broader interests of the Network and the general benefits derived by working together. To that end, all Member FRCs shall acknowledge conflicts of interest and proactively communicate and seek constructive solutions to conflicts so as not to damage the

reputation or effectiveness of the Network. When conflicts arise between Member FRCs, those Member FRCs will strive for a constructive solution. The Network may play a facilitating role in the resolution.

10. Member FRCs shall be open to sharing and receiving technical assistance on organizational best practices.
11. Member FRCs shall be fiscally accountable and maintain appropriate financial management and financial controls.
12. When requested, Member FRCs shall submit timely reports to satisfy network evaluation and/or funding opportunities.
13. Member FRCs shall notify the Network Director of any transitions within 30 days of the transition.
14. Member FRCs shall sign an Annual Membership Agreement and comply with annual membership renewal requirements.
15. Member FRCs shall promptly notify the Network of any difficulty with any of these requirements and work cooperatively with Network Director to resolve any issues.

Membership Application

Member FRC Candidates must submit an application to the Alaska FRC Network Director for membership. The application will be reviewed by the Alaska FRC Network Leadership Team. The Alaska FRC Network Leadership Team will make the final decision on all applications for membership. Please contact Abby Struffert for more information on the application process, abby@alaskaimpactalliance.org.

Membership Renewal & Member Monitoring

Member FRCs are required to submit to the Alaska FRC Network Director a membership renewal agreement and any accompanying membership renewal documentation annually.

It is a goal of the Alaska FRC Network Leadership to partner with members and provide ongoing support to ensure their success in meeting the requirements and responsibilities of membership. Members are encouraged to have open communication with Alaska FRC Network Leadership to identify additional support needed.

All members are considered members in good standing unless the following:

- If a Member FRC is no longer able to meet or is not meeting the requirements listed above under “Requirements of Members at Time of Application.”
- If a member center is no longer able to meet or is not meeting the responsibilities of membership listed above under “Responsibilities of Member FRCs” after one year of membership and then at any time throughout its membership.

If a Member FRC exhibits an inability to meet the requirements and responsibilities of membership, an Improvement Plan will be created to provide support.

If the Alaska FRC Network Leadership Team determines that a Member FRC is at risk of losing its status of “Member in Good Standing”, the Alaska FRC Leadership Team will attempt to resolve all issues by meeting with the Member FRC. Such meetings will include, at minimum, representation from Alaska FRC Network Leadership and the Member FRC’s Executive Director and/or executive

leadership representative. Such meetings will attempt to clarify the policies and/or provide technical assistance designed to enable the Member FRC to maintain good standing. If advisable, an Improvement Plan will be created that will address steps necessary for a Member FRC to maintain good standing. Special circumstances, such as potential knowledge of fraud, can expedite this process in which steps are consolidated and/or skipped.

APPENDIX A: The Standards of Quality for Family Strengthening & Support



The nationally-adopted Standards of Quality for Family Strengthening & Support are designed to be used by all Family Strengthening and Support stakeholders — public departments, foundations, community-based organizations, and families — as a tool for planning, providing, and assessing the quality of services. The vision is that their implementation will help ensure families are supported and strengthened through quality practice.

The Standards create common language and expectations in the Family Support and Strengthening field across different kinds of programs, such as Family Resource Centers, home visiting programs, and child development programs.

The Standards of Quality for Family Strengthening & Support establish how two key frameworks in the Family Strengthening and Support field, the Principles of Family Support Practice developed by Family Support America and the Strengthening Families Framework and Approach developed by the Center for the Study of Social Policy, can be applied together programmatically.

The Standards demonstrate and measure how to work with families with a family-centered, strengths-based, multigenerational approach to support them in building research-based, evidence-informed protective factors that increase family stability, enhance child development, and reduce child abuse and neglect. The Standards, which originated in 2012, were thoroughly revised and revised in 2020 by National Family Support Network Member Networks across the United States, parent leaders, and representatives of the Family Strengthening and Support organizations in Canada. They reflect an enhanced focus on diversity, equity, and inclusion and addressing community conditions that impact families' healthy development.

APPENDIX B: The Family Pathways Framework[®]

The Colorado Family Resource Center Association (FRCA) has developed the Family Pathways Framework, a strengths-based service delivery model, providing multi-faceted services that meet an individual family's needs. The Family Pathways Framework is a three-pronged approach to serving families. Each path in the Framework includes an increasing intensity of services from emergent basic needs to more intensive case management services.

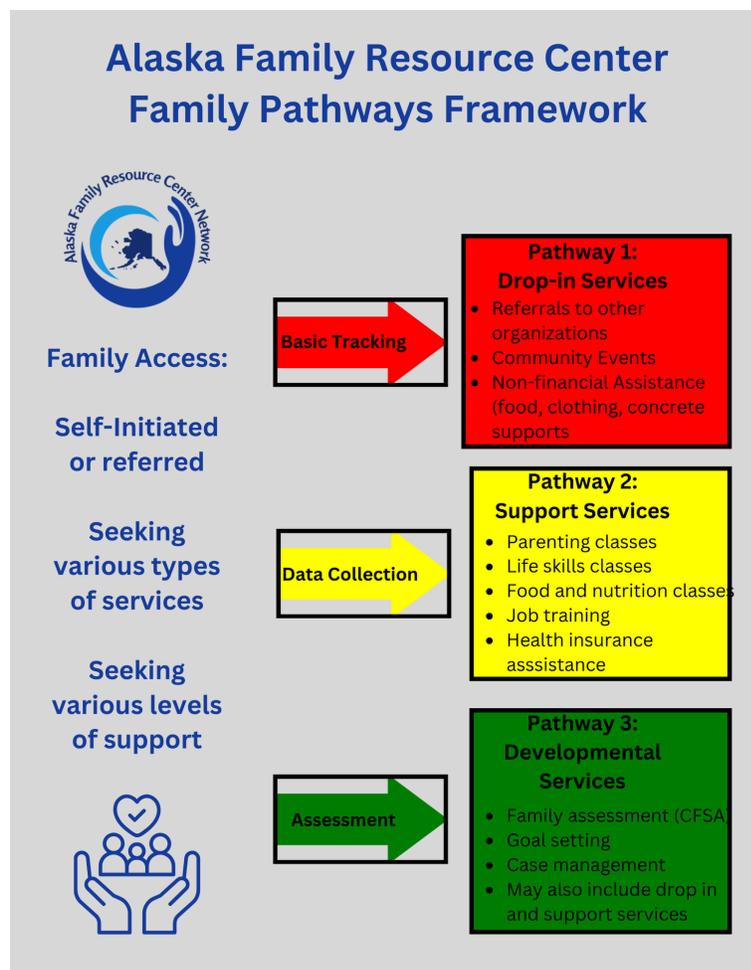
1. Pathway 1: Drop-In Services (General Services)

2. Pathway 2: Support Services (Center Services)
3. Pathways 3: Developmental Services (Family Development)

Core Values of Family Pathways Framework

- A. Whole-Family Services: Research has shown that programs involving both children and parents achieve better outcomes than those programs only working with the child or only parents (Geeraert et al., 2004; Layzer et al., 2001). Characteristics of a whole-family service lens include:
 - Services are family centered and based on family strengths
 - Families self-identify who their family unit is.
 - Services, programs, assessments and goal setting are provided in domains that impact the whole family (i.e. adult education, early childhood care and education, housing, food security, etc.)
 - Organizations may directly provide whole-family services, in some cases, provide warm referrals to other providers who provide whole-family services
- B. Family Centered Approach: A family-centered approach includes creation of an environment that is positive, inclusive, participatory, culturally responsive, welcoming and supports all families in achieving their goals.
- C. Family-Driven Decision-Making: Family-driven decision making is a core component of the FPF, highly valuing a family's right to identify and prioritize their own goals to overcome challenges to family stability and security.

- D. Strength-Based Approach: A strength-based approach recognizes that every family is unique and possesses strengths that can be leveraged to facilitate successful completion of their goals (i.e., family and friends that serve as a positive support system, etc.).
- E. Equitable Approach: An equitable approach recognizes that each person/family is unique and experiences different circumstances. Services are designed to meet each family where they are and dedicates the exact resources and opportunities needed to reach an equal outcome.



APPENDIX C:

Example of Acceptable Nepotism Policy

Employment of Relatives: The company may employ relatives of current employees **except** in the following situations:

- Relatives would be in a position to supervise another relative.
- Relatives have access to confidential information including payroll and personnel records.
- Relatives audit, verify, receive, or are entrusted with money handled by the other relative.

In the event two employees marry (or form a civil union) and one of the above situations applies, the organization will try to arrange a transfer. If no such transfer is available, one of the employees must terminate within 90 days from the date of marriage (or registration of the civil union certificate). The decision as to which one resigns will be left to the two employees.

These guidelines apply to all categories of employment, including full-time, part-time, and temporary classifications. They also apply to all relatives and individuals who are not legally related but who reside with another employee.

APPENDIX D:

Example of Non-Discrimination Statement & Equal Employment Opportunity Policy

The **NAME OF ORGANIZATION** is a recognized 501(c)(3) non-profit organization partnership with a mission to **INSERT MISSION**.

NAME OF ORGANIZATION shall not discriminate against any existing or potential employee, contract staff person, volunteer or vendor due to age, race, gender, color, creed, religion, national origin, ethnic origin, economic status, military experience, disability, marital status, familial status, sexual orientation or gender expression.

NAME OF ORGANIZATION and its affiliates are committed to hiring qualified people without regard to race, gender, color, creed, religion, national origin, ethnic origin, economic status, military experience, disability, marital status, familial status, sexual orientation or gender expression.

NAME OF ORGANIZATION shall comply with the equal employment standards required by laws of the United States of America, the State of **STATE**, and the City and County of **CITY/COUNTY**.