

**Pathways to Title IV-E (Minneapolis, MN - May 8-10, 2012)**  
**Presenter/Facilitator Biographies**

**Sandra Bercier** is an enrolled member of the Turtle Mountain Band of Chippewa and was born and raised on the Turtle Mountain Reservation. She earned her Bachelor degree in Social Work from the University of Mary and her MBA from Gonzaga University. Much of Sandra's career has been spent working with people with disabilities and their families. She has five biological children, four grown daughters and one teenaged son. She has adopted into her heart many more children over the years, too many to count. She has six biological grandchildren; and again many more that she has adopted by heart. Family, education, the environment, and her spirituality are some things that are important to her. Sandra does extensive volunteer work in the field of Domestic Violence; she speaks about her story as often as she can in order to get the message of surviving out there. Sandra has been a long standing member of Life After Fear (LAF), an advisory group to the North Dakota Council on Abused Women's Services. She recently started a new path as the Training Director for the Native American Training Institute.

**Daryle Conquering Bear Crow** (*Oglala Lakota*) is 23 years old from Colorado. His hometown is Oglala, South Dakota and he is a proud member of the Oglala Lakota Tribe. Currently, Daryle has transferred from Oregon State University to Haskell Indian Nations University to follow his passion of basketball as a student assistant coach for the Women's basketball program while obtaining his physical education degree. In his spare time, he likes to read bio's on basketball coaches. He is currently writing a book/guide for native children/youth in foster care focusing on how not to lose the rich culture we have. Daryle experienced the Colorado foster care system. When presented with the possibly under the Indian Child Welfare Act to be placed with relatives, he chose to stay in the Colorado foster care system where he fought for his brothers and sisters to stay together as a family. Ten years later, he is finally home and has a loving caring adopted family. Daryle experienced culture identity loss when he thought of himself as a spectator at pow-wows and his community. He is currently relearning his native ways and giving back to his community. Daryle is also a proud northern traditional dancer and hopes to continue to hand down the ways of his culture to his own family and brothers and sisters.

**Kathy Deserly** has worked in the field of child welfare in Native communities since 1974. She spent twelve years working in tribal communities in Southern California, as Assistant Director of a Native American foster and adoption agency before going to work as a policy analyst and technical assistance specialist for the National Indian Child Welfare Association. In those positions, she provided extensive training and technical assistance to Indian and non-Indian programs on topics related to tribal child welfare and social services. Kathy served as Indian Child Welfare Specialist for the State of Montana from 1996-2000. In 2004 Kathy became a founding board member of the Indian Child and Family Resource Center (ICFRC) based in Helena, Montana, a training and technical assistance center for Tribal social service

programs, private providers and state agencies. She currently serves as ICFRC Executive Director. Through the National Child Welfare Resource Center for Organizational Improvement (NRCOI), Kathy has provided technical assistance to states and tribes, including strategic planning, child welfare program reviews, and assisted in the development of a statewide Tribal child welfare association. ICFRC is a partner agency with the Tribal Law and Policy Institute, the lead agency for the new National Resource Center for Tribes. Kathy has also served as the Associate Director of the National Child Welfare Resource Center on Tribes (NRC4Tribes) since its establishment in October 2009.

**Lisa D'Aunno, J.D.** is currently the Project Director, National Resource Center for In-Home Services. Lisa is formerly the Director of Training for the National Resource Center for Family Centered Practice and Adjunct Associate Professor at the University of Iowa School of Social Work. Lisa develops and oversees educational programs for social service and non-profit organizations throughout the United States. Lisa has 25 years of child welfare experience as an attorney, clinical professor of law, trainer, and program administrator in Iowa, Michigan and Illinois. As Director of Best Practice for the Office of the Inspector General, Illinois Department of Children and Family Services in Chicago, she managed the implementation of a number of interdisciplinary field tests to improve practice with families. Lisa has taught law and social work at the University of Chicago School of Social Services Administration as well as child advocacy at the University of Michigan Law School. As an attorney, she represented parents and children and prosecuted a number of complex termination of parental rights cases. Over the years, Lisa has trained over 8,000 social workers, lawyers, and judges in subjects including ethics, management skills, legal aspects of child maltreatment, courtroom skills, liability in human services, and interdisciplinary decision-making.

**Lucille Echohawk** (*Pawnee Nation of Oklahoma*) has worked on behalf of First Nations families, communities, and tribes at the local, state, and national levels, including being a founder of Native Americans in Philanthropy. She earned a B.A. at Brigham Young University and a Med at Loyola University of Chicago. Lucille served for many years (prior to her December 2010 retirement) as a Senior Specialist, Indian Child Welfare, Casey Family Programs, working in the Great Plains Region as well as nationally. She currently serves as a member of National Child Welfare Resource Center on Tribes (NRC4Tribes) National Advisory Council, a member of the American Humane Association Board of Directors and its Children's Advisory Committee, and as a member of the Child Welfare League of America's Executive Committee.

**Ruby Flagg** is currently employed as a Child Welfare Program Specialist at the Children's Bureau, Administration for Children and Family Services Chicago Region V Office. Ruby has been with the Children's Bureau for four (4) years. She has worked 17 years with the federal government as a social worker in programs such as mental health, women programs, and addictions. Ruby has served as a child welfare supervisor and case manager at a private child welfare agency in Chicago.

She has also worked in Child welfare county government women programs. Ruby received her Masters of Social Work Degree from George Williams College of Aurora University. She is a licensed Social Worker with the State of Illinois as well a Certified Alcohol and Other Drug Abuse Counselor (CADC).  
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**Jerry Gardner** (*Cherokee*), JD, is an attorney with more than 30 years of experience working with Indian tribes, tribal court systems, tribal child welfare programs, and victims of crime in Indian country. He is a graduate of Northwestern University (B.A. in 1976) and the Antioch School of Law (J.D. in 1979). He is the founding Executive Director of the Tribal Law and Policy Institute [www.tlpi.org](http://www.tlpi.org) an Indian owned and operated non-profit corporation established in 1996 to design and deliver education, research, training, and technical assistance programs which promote the improvement of justice in Indian country and the health, well-being, and culture of Native peoples. He has also served as the Director of the National Child Welfare Resource Center on Tribes (NRC4Tribes) since its establishment in October 2009. He has served as an Adjunct Professor at the University of California, Berkeley, School of Law (Boalt Hall) from 1995-2000, at UCLA School of Law from 2002-2006, and at Southwestern School of Law (presently). He has been a tribal appellate court judge for various tribal courts including the Turtle Mountain Band of Chippewa Indians in North Dakota and the Poarch Creek Band in Alabama. He served as the Administrator for the National American Indian Court Judges Association (NAICJA) from May 1998-December 2000 when he established NAICJA's National Tribal Justice Resource Center. He served as the Senior Staff Attorney with the National Indian Justice Center (NIJC) from NIJC's establishment in 1983 until December 1996 where he designed and developed the first comprehensive Child abuse in Indian Country training sessions for tribal court personnel. He has also worked for the U.S. Senate Committee on Indian Affairs (1978-1979), the national office of the Legal Services Corporation (1979-1981), and the American Indian Lawyer Training Program (1981-1983). Since 2006, he has been a Council Member of the American Bar Association (ABA) Section on Individual Rights and Responsibilities (IRR) and the Tribal Courts Council of the ABA Judicial Division.

**Rachelle Goldenberg** joined NRC-CWDT last year. She has over 10 years experience and specialized education and training in the area of provision of services both in child welfare and other social services to American Indian children and their families. She is specifically knowledgeable about Tlingit and Alaska Native tribes, but is also experienced in working with the urban American Indian communities both in Oregon and California. She is a culturally and sociologically knowledgeable professional in American Indian culture and resources.

**Karen L. Hamilton** (*Cherokee and Eastern Shawnee*), born and raised in and around Bourbon County, Kentucky the foot hills to the Appalachian Mountains. Family Tribal Affiliation, Cherokee and Eastern Shawnee. She worked for 9 years as the Sac and Fox Nation Indian Child Welfare Director, Caseworker and Advocate. Karen wrote and maintained Grants including the following; Title IV-B subpart 1 &

2, Family Violence Prevention Grant and Title IV-E Implementation Grant, Assisted with the writing of the Tribal State Agreement for Title IV-E Funding to Tribal foster parents, maintained tribal foster home policy and procedures, Coordinated and participated in tribal and state investigations with the State of Oklahoma Department of Human Services and the Federal Bureau of Investigations. Karen is a qualified as expert witness in Indian Child Welfare Cases as to Deprived/Neglected children. She developed the Title IV-E Implementation Grant (the first tribe in Oklahoma) and was one of seven tribes in the country to be selected. After two years with the team, submitted a pre-print to the Administration for Children and Families as well as the Cost Allocation Plan. She is a recipient of Sonya J. Atewathukah Award (2009) honoring distinctive child advocacy and service for Native American children within the state of Oklahoma, Certified Indian expert witness in over eight district courts including Tribal Courts, Oklahoma, California, Kansas, Washington, Texas, Arkansas, Florida, and Military Base Court in North Carolina.

**Emily Iron Cloud-Koenen** (*Oglala Lakota*) is the Executive Director of Lakota Oyate Wakanyeja Owicakiyapi which is located on the Pine Ridge Reservation in South Dakota.

**Renee Mayer** (*Three Affiliated Tribes*) is the Director of the Fort Berthold Child Welfare Department in North Dakota. She is also the president of the board of directors of the Native American Training Institute (NATI) in Bismarck, North Dakota. NATI is an inter-tribal child welfare training organization created and governed by the four North Dakota Tribal Child Welfare agencies serving the Mandan, Hidatsa & Arikara Nation; Turtle Mountain Band of Chippewa, Spirit Lake Tribe and the Standing Rock Sioux Tribe. She is also a member of the National Child Welfare Resource Center for Tribes (NRC4Tribes) National Advisory Council. Rebekah “Becky” Main is a Wasco/Warm Springs tribal member of The Confederated Tribes of Warm Springs.”CTWS” Becky graduated from Oregon State University in 1997, in Human Development and Family Services and received a Masters Degree in Business Administration: Human Resources Management in 2007.

**Rebekah Main** was recently the Child Welfare Director for the Confederated Tribes of Warm Springs and the former Family Intake Coordinator for the past 13 ½ years. During this period of time she was instrumental in expanding the scope of the IV-E agreement negotiating with the State of Oregon in developing cultural services through a IV-E waiver and Direct IV-E with Region X for the Independent Living Program. The Warm Springs Child Welfare Program is quite comprehensive and includes an emergency 24/7 shelter facility and Foster Care program. The services within the child welfare program include ICWA, targeted case management, differential response, prevention, intervention, case management and planning, system of care and family group conferencing. Becky was the Tribes representative to the ICWA Tribal/State advisory committee where she served for 13 years and alternate co-chair. During this time the CTWS hosted three annual ICWA

conferences. She chaired various work groups and presented at the annual conferences.

**Mary McNeveins**, (Muskogee Creek), is the Indian Child Welfare manager for the Oregon Department of Human Services. She was the former Director of Community Development at the National Indian Child Welfare Association and previous Child Welfare Director for the Confederated Tribes of Warm Springs. She has been a tribal liaison and Indian child welfare advocate throughout her career. She brings more than 30 years of experience specializing in Indian Child Welfare, Title IV-E agreements, Family Group Conferencing, multi-disciplinary child protection teams, the development and assessments of comprehensive Indian child welfare programs. From 1993–2001 Mary was appointed by the Governor of Oregon to serve on the Oregon Children’s Trust Fund as a board trustee and recently re-appointed in 2004 to present. Mary was elected to the National Association of Public Child Welfare Administrators (NAPCWA) Executive Committee in 2004. She co-chairs the ICWA Managers nationwide monthly meetings sponsored through CWLA and Casey Family Programs. She is a founding board member (2004) of the Indian Child and Family Resource Center, and is a member of the National Child Welfare Resource Center for Tribes (NRC4Tribes) National Advisory Council.

**Debbie Milner** is Director of NRC-CWDT, became a CWLA staff member in October of 2008, but had been working with the NRC-CWDT team since April 2001. She began her career in social work as a county caseworker. Most of her career was at the state office with varied roles in system development, state foster care recruitment, and constituent services. Her 25-year career with the Alabama Department of Human Resources culminated as the functional project director for the development of their SACWIS system.

**Cheryl Montoya**, joined NRC-CWDT in 2007 as a part-time consultant. Cheryl has worked in New Mexico as a Management Analyst for the last 12 years. She works on SACWIS, AFCARS, and NCANDS compliance by writing requirements, participating in design sessions and user acceptance testing and serving as the bridge for communication between the field, management and information technology. She holds a Master’s degree in Information System Management from DeVry University.

**Tina Minor**, Regional Program Manager, has worked in the Region X DHHS/ACF office with child and family programs for over 10 years.

**Deborah Painte** (*Mandan, Hidatsa, and Arikara Nation*) MPA, is a member of the Mandan, Hidatsa, and Arikara Nation (Three Affiliated Tribes) of the Fort Berthold Indian Reservation in North Dakota. Ms. Painte is the director of the Native American Training Institute (NATI) in Bismarck, North Dakota. NATI is an inter-tribal child welfare training organization created and governed by the four North Dakota Tribal Child Welfare agencies serving the Mandan, Hidatsa & Arikara Nation; Turtle Mountain Band of Chippewa, Spirit Lake Tribe and the Standing Rock Sioux Tribe. Deborah was a former Director of two systems of care initiatives through the

SAMHSA Center for Mental Health Services and the Children's Bureau. Currently, NATI is a partner with the National Resource Center for Tribes lead by the Tribal Law & Policy Institute in conjunction with the Indian Child & Family Resource Center and University of Denver, Butler Institute for Families. NATI is also a collaborating partner with the Mountain & Plains Child Welfare Resource Center located at the University of Texas, Arlington in collaboration with the University of Denver, Butler Institute for Families. Previously, Ms. Painte served as the Executive Director for the North Dakota Indian Affairs Commission for seven years. She has over thirty years of experience working in or with tribal communities in the area of strategic and program planning, community development, program administration, policy development & analysis, tribal advocacy, community mobilization & engagement, training & technical assistance for tribal human service agencies, financing strategies, program evaluation and research in tribal communities.

**Ms. Cora M. Phillips** attended all three Arizona state universities. She graduated from NAU from a bachelor's degree in Public Administration and a Master's Degree from Arizona State University in Clinical Social Work. She has served as a cabinet member of Dr. Joe Shirley's administration for the last 8 years, as an Executive Staff Assistant to the President and as a Division Director for Social Services. She was appointed under three administrations in Navajo Nation. She has 30 years of human services and over 20 years of management experience. She has served on numerous board and commissions; the Arizona Commission on Indian Affairs, the ASU Office of American Indian Projects Advisory Board, National Tribal Resource Center for Tribes advisory council and senior consultant. She has worked closely with the federal Children's Bureau, Administration for Children and Families, National Indian Child Welfare Association, National Juvenile Justice, National Casey Family Programs, National Resource Centers, Western and Pacific Child Welfare Systems Implementation Center, etc. As a Division Director for Navajo Social Services, she has worked on the Child Abuse Protocol, Case Management Protocol, Vulnerable Adult Protection Act, Children's Code, Violence Against Family Act, Dine Natural Resources Protection Act. She has been inducted into the International Who's Who of Professionals that's published in 150 different countries, Cambridge Who's Who of Professional and Executive Women, has received appointments from former Governors Jane Hull and Janet Napaletano, BoJack National Humanitarian Award and the first Native American to be appointed to serve on the National Democratic Platform Committee. She has also served as technical advisor with grassroots organization; Save the Peaks Coalition, Uranium mining victims, Dine Hatahlii Association, Tobacco-free workplaces/legislation, Forgotten People Organization, etc. Lastly, she has provided professional international presentations in Germany, Dubai and Canada. Some of her work is published with the American Psychological Association, International Physicians Against Nuclear Waste, University Of Oregon Law Seminar, National Public Health Association, National Coalition for Juvenile Justice, etc.

**Jack F. Trope** is the Executive Director of the Association on American Indian Affairs (AAIA). Prior to joining AAIA in 2001, Mr. Trope was Director of the Western

Area Office in New Mexico for the Save the Children Federation. Prior to joining Save the Children, Mr. Trope held a number of legal positions, including having been a partner with the law firm of Sant'Angelo & Trope for 8 years, a senior staff attorney with AAIA for 6 years and an Assistant Counsel to two New Jersey governors in the 1980s.

Mr. Trope has been involved with Indian child welfare issues since 1985 in a variety of capacities. He has worked on tribal-state agreements, litigated child welfare cases, drafted tribal child welfare codes, provided training on ICWA, the Adoption and Safe Families Act (ASFA), Title IV-E, and tribal governance issues and advocated for changes in federal law enhancing the ability of tribes to operate child welfare programs through such laws as the 2006 reauthorization of the Promoting Safe and Stable Families Act and the Fostering Connections to Success and Increasing Adoptions Act of 2008. He has authored a paper on the legal requirements of Title IV-E for the NCAI Policy Research Center, co-authored a pamphlet on the integration of ICWA and ASFA with David Simmons of the National Indian Child Welfare Association, and was a contributing author to "A Practical Guide to the Indian Child Welfare Act" produced by the Native American Rights Fund.

**Lola Sohappy**, is a Warm Springs/Wasco tribal member of the Confederated Tribes of Warm Springs. She is a current Tribal Council member and retired Tribal Chief Judge. Councilwoman Sohappy began her career in 1966 as a tribal jail matron; she became a child welfare supervisor in 1976, and was appointed to the Warm Springs Tribal Court as a juvenile court judge and subsequent appointment as the Chief Tribal Judge until her retirement in 2005. Councilwoman Sohappy is a highly respected native woman who has been involved in Indian child welfare her entire career. She continues to be a strong advocate for the Warm Springs Tribe and has committed her life to making tough decisions from the bench to the tribal council chambers-these qualities being well thought out with compassion and integrity.

**Joe Walker** is an enrolled member of the Delaware Tribe of Western Oklahoma. He has a experience in providing evaluation services for various projects such as: Sacred Child Project (systems of care for children with mental health needs), Medicine Moon Initiative (systems of care for tribal child welfare), Oniyapi (suicide prevention), Clear Visions (adolescent substance abuse prevention and treatment), Meth Initiative (methamphetamine prevention), and a Mental Health First Aid project. Joe also currently assists in the evaluation for the National Resource Center for Tribes, and assists in coordinating and providing evaluation services for the Tribal Western Workforce Projects in North Dakota. Joe has a Masters of Management Degree from the University of Mary in Bismarck, North Dakota.

**Carol Watkins** has worked the past two years with the Washoe Tribe of Nevada and California writing policies and procedures, and developing forms and a case management database that will meet the requirements for an approvable Title IV-E program. She has attended and participated in numerous Title IV-E and Tribal consultations and trainings to become proficient in her ability to understand federal

regulations and how Tribes can meet those rules while maintaining sovereignty and embracing cultural values and identity. She has a daughter and two grandsons. In addition to being a working mother, she volunteered for many years in the juvenile justice system, coached girls' softball, taught paralegal courses at a local community college, and earned her Bachelor of Science degree at the young age of 54.

**Eileen West** is a Program Specialist for the Children's Bureau, Administration for Children and Families, US Department of Health and Human Services. Her program areas include tribal child welfare programs and title IV-E plans. She is the Federal Project Officer for the Tribal Title IV-E Plan Development Grants.