

# SUMMARY REPORT



**African American Healthy  
Marriage Initiative**

## **Framing the Future: A Fatherhood and Healthy Marriage Forum**

**May 10-12, 2005  
WinShape Retreat Center  
Rome, Georgia**



U. S. Department of Health and Human Services  
Administration for Children and Families



## **I. Purpose of the Forum**

The Department of Health and Human Services, Administration for Children and Families (ACF) sponsored “Framing the Future: A Fatherhood and Healthy Marriage Forum” during May 10-12, 2005, at the WinShape Retreat Center in Rome, Georgia. The forum examined the important role of men as fathers and husbands in the healthy development of children and explored the challenges and opportunities for building strong Responsible Fatherhood-Healthy Marriage partnerships that would result in stronger children, families, and communities.

The forum served as an opportunity to reinvigorate an important dialogue among responsible fatherhood and healthy marriage leaders. It brought together a diverse group of state and local agencies, faith- and community-based organizations, public and private sectors, responsible fatherhood and healthy marriage experts, researchers, practitioners, and federal staff. These representatives offered lessons learned from working with fathers, families and couples and providing marriage education services. They also explored best and promising practices in promoting the economic, physical, and social well-being of children and families.

Researchers highlighted evidence that fathers make unique and irreplaceable contributions to the development of their children, yet far too many children are growing up without a father in the home. Research tells us that both boys and girls benefit from the emotional and social support of their fathers. When children grow up with committed, responsible fathers, they do better on a host of child well-being indicators. Research further suggests that, all things being equal, children who grow up in healthy married, two-parent families do better on a host of outcomes and are less likely to engage in criminal activity or abuse drugs and alcohol than those who do not.

Building on the established research regarding the significance of father involvement and the successes of the Responsible Fatherhood and Healthy Marriage Initiatives, forum participants engaged in a series of discussions and activities to determine if there was sufficient common ground to support a broad-based alliance. Assuming sufficient common ground would exist, the forum’s participants focused on development of a plan to support partnerships and collaborations between the responsible fatherhood and healthy marriage networks to achieve their common goal of improved child well-being.

## Background

The 1999 Statement from the African-American Fathers project by the Morehouse Research Institute, *Turning the Corner on Father Absence in Black America*, marked a significant developmental milestone in this nation's social policy relating to families. The Statement highlighted an American problem that crosses racial, ethnic and class lines:

Far too many children were growing up in communities where growing out of wedlock births, separation, and divorce are robbing millions of children of the spiritual, emotional and material support of their fathers. Sadly, these children did not fare as well as children raised by married parents. And, this disturbing trend posed significant threats to African American children, to the African American community, and to our Nation.

Representatives from the private, not-for-profit sector, all levels of government, and the philanthropic community had gathered at Morehouse College to participate in the meetings and the deliberations that resulted in the Statement. Most participants and sponsors believed that this expansive assortment of groups, organizations, and individuals would form a line of attack that could address the barriers faced by American children, especially the children in communities of color.

Participants collectively asserted that they were working predominantly to enhance positive outcomes for children. Surely, this many committed people would be able to find a way to overcome their differences, focus on their common ground, and implement a strategy to serve the parents and save the children.

Although we differ on the relative weight to be given to economic, cultural, and private and public policy factors in shaping the lives of African-American fathers, we agree that each of these factors is at work, and that comprehensive strategies are needed to confront the crisis of father absence in the African-American community.

Turning the Corner on Father Absence in Black America,  
1999 Morehouse Research Institute

Following *Turning the Corner on Father Absence in Black America*, the support of philanthropic foundations gave the responsible fatherhood movement the resources to conduct the research required to dispel a number of the myths that had been associated with low-income, out-of-wedlock births. For example, researchers at Princeton University documented that 80 percent of low-income parents of out-of-wedlock babies are romantically involved at the time of the birth. About half of them live together at the time of the birth of their child and another third are romantically involved, but living apart. Further, at the time their child is born, the vast majority of unmarried parents are committed to each other and to their child. Follow-up interviews show that most parents

of out-of-wedlock children have high ideals about the importance of marriage and are thinking of marriage.

While the Morehouse report affirmed the importance of responsible fatherhood, it also unequivocally affirmed the importance of healthy marriages in the African-American community.

We believe that a key goal of the fatherhood movement within the African-American community must be strengthened relationships between mothers and fathers that lead, where-ever possible, to strong, healthy marriages.

Turning the Corner on Father Absence in Black America,  
1999 Morehouse Research Institute

Truly, *Turning the Corner on Father Absence in Black America* was a “Tipping Point” and much has been accomplished in delivering the message and reaching the goals of the fatherhood movement. However, the goals of the Healthy Marriage Initiative have only recently begun to receive the attention they rightly deserve. The message of the Healthy Marriage Initiative—that healthy marriage is good for children, women, men, and communities—has only recently started to capture popular public attention. The fatherhood and the healthy marriage movements have progressed down parallel, disconnected tracks. There is still no major coalition between these two groups of child well-being advocates. Nevertheless, there is growing evidence, mostly unstated, that practitioners are beginning to see the potential benefits of integrated programming. After all, many of the people coming to the various fatherhood programs want marriage education services, as well as the skills training associated with the fatherhood programs.

A number of professional marriage educators whose work historically has concentrated primarily on upper- and middle-income Americans have recently started to turn their attention to low-income communities of color. These marriage educators will need the expertise and skills of the responsible fatherhood networks. Conversely, many of the fatherhood programs have started to embrace the marriage message as part of their programming. They want their participants to have the additional relationship education, but they have no real skill base in the marriage arena themselves. These programs will need the expertise and skills of the healthy marriage networks. While there are reports of some of the principals from both sides “talking about talking” and isolated joint programming in some communities, there are no substantial concerted efforts underway. Recognizing the synergy and power that could be brought to bear on increasing the well-being of children in this nation, the Administration for Children and Families (ACF) African-American Healthy Marriage Initiative (AAHMI) convened national leadership from both the Responsible Fatherhood and the Healthy Marriage movements for a discussion and strategy session.

### **An ACF Vision—Bridging Responsible Fatherhood and Healthy Marriage**

Diann Dawson, Director of ACF Office of Regional Operations, and Frank Fuentes, Deputy Commissioner, Administration for Children, Youth and Families at the Administration for Children and Families (ACF), opened the meeting and presented the

federal vision for bridging the gap between responsible fatherhood and healthy marriage. Ms. Dawson explained that, all things being equal, children growing up in healthy environments and happy households are healthier on a variety of levels. She noted that children do best when raised by two parents in a committed and healthy marriage and that marriage is a strategy for achieving child well-being.

Dawson framed the discussion by sharing that the ACF Healthy Marriage Initiative is not about:

- Trapping anyone in an abusive or violent relationship;
- Forcing anyone to get or stay married;
- Running a federal/local dating service;
- Withdrawing supports from or diminishing in any way, either directly or indirectly, the important work of single parents; and/or
- A silver bullet for poverty.

Dr. Wade Horn, Assistant Secretary for Children and Families, HHS, has made clear that healthy marriage is about helping couples who choose marriage for themselves to develop the skills and knowledge necessary to form and sustain healthy marriages.

Diann Dawson, ACF

The mission of the African-American Healthy Marriage Initiative (AAHMI) is to promote and strengthen the institution of healthy marriage in the African-American community. There is a compelling need for a focused African-American strategy to promote and strengthen healthy marriage because:

- African Americans are less likely than any other group in America to marry.
- 35% of Americans between 24 and 34 have never married. For African Americans that figure is 54%.
- 76% of American families are headed by married couples. The figure for African-American families is 47.9%.
- 68% of all African-American children are born to single women.

Deputy Commissioner Frank Fuentes elaborated on ACF's Fatherhood Initiative stating that the initiative is focused on empowering fathers to rise to greatness.

It is the nature of a man to rise to greatness if greatness is expected of him.

Frank Fuentes, ACF

He called upon participants to help educate the public about affirming and valuing the institution of marriage and responsible fatherhood as important societal values. There is now broad agreement that fathers make unique and irreplaceable contributions to the lives of their children. Thus, across a variety of different Administrations, ACF has continued to emphasize the importance of fatherhood in obtaining positive child well-being outcomes.

The following relevant research data was shared regarding fathers:

- 24 million children in America live apart from their fathers;
- Boys who grow up without fathers are more likely to become unmarried fathers themselves at a young age, perpetuating the cycle of absentee fatherhood; and
- Girls growing up without fathers are more likely to fall victim to early sexual involvement and teenage pregnancy, perpetuating the cycle of single-parenthood.

The African-American Community is not alone in needing a strategy to promote and strengthen healthy marriage. Stressing the need for the Hispanic Healthy Marriage Initiative (HHMI), Fuentes explained that there are unique circumstances in the Latino community driving the need for a focused, targeted effort to address the distinctive cultural, linguistic, demographic, and socio-economic needs of children and families in Hispanic communities. The Hispanic population in the United States had increased by 60 percent from 1990-2000, with 40 percent of the increase due to immigration. Immigration is often destructive to Hispanic marriages because the mother or father enters the country first, and other family members arrive incrementally over a period of years.

The following relevant statistical data stresses the need to provide culturally competent marriage and fatherhood programming to Latinos:

- The Latino population is much younger than the norm—28.5 vs. 30 for whites.
- There are 16 million Hispanic children age 18 and under.
  - 24.4 percent are in single-parent families, compared to 17 percent of non-Hispanic white children.
  - 8.5 percent live with neither parent, compared with 3.7 percent of non-Hispanic white children.
  - 7.5 percent live with a grandparent, compared to 4.2 percent of non-Hispanic white children.
- 44.5 percent of Latino children in female-headed families are in poverty, compared to only 17 percent of Latino children raised by married couples.
- Three fifths of Hispanic women have been pregnant once by age 18.

Responsible fatherhood and healthy marriage service providers must consider and integrate the unique cultural needs of both the African-American and the Hispanic populations in their programming.

## **II. Overview of Discussion**

### **A. Building the Bridge - Why Work Together**

Forum participants indicated that a “coming together of the minds” was long overdue for the responsible fatherhood and healthy marriage communities. Participants confirmed the need for the fatherhood and the healthy marriage movements to work together and shared their expectations of outcomes of the meeting.

Participants expected they would :

- *Develop a shared strategy using the wisdom of responsible fatherhood and healthy marriage experts to strengthen families and communities by identifying common issues and themes to improve outcomes for children.*
- *Illuminate and deal with issues keeping men from marrying or being marriageable.*
- *Develop essential strategies to teach teens how to have successful relationships.*
- *Recognize the diversity in families (married, unmarried, foster-care, grandparents, blended). They all need help.*
- *Provide services the community has identified it wants.*
- *Integrate psychological abuse and domestic violence services into fatherhood and healthy marriage programs.*
- *Learn more about fatherhood and healthy marriage.*
- *Develop a blueprint to bridge the gap between fatherhood and healthy marriage.*
- *Develop shared values and use them to build workable community-based strategies.*
- *Identify a whole new set of ways that we can develop a system and network to do this work.*
- *Recognize that it is hard to be successful in either initiative without the other.*

**When fathers are not responsible and marriages are weak, children will suffer.  
Framing the Future: Responsible Fatherhood and Healthy Marriage Participant**

## **B. Issues/Barriers to Building the Bridge**

Participants agreed that there were barriers to the responsible fatherhood and healthy marriage networks “building the bridge” between the two movements. In some cases these barriers were perceived; in other cases they were real. There was consensus that the following could impede progress toward partnering between fatherhood and healthy marriage practitioners:

- *The different points of entry for fatherhood and healthy marriage programs; people come into the programs in a number of different ways;*
- *The competition for resources among the ACF programs and between the African-American and the Hispanic communities;*
- *The requirements of funding streams; these might deter collaboration.*
- *Ineffective listening and communication between the two groups;*
- *Lack of knowledge about each other;*
- *Mistrust of each other;*
- *View that the Healthy Marriage Initiative is politically driven;*
- *Perception that the responsible fatherhood and healthy marriage folks might not want to work together;*
- *Lack of joint training activities to promote fatherhood and healthy marriage integration;*
- *Lack of joint fatherhood and healthy marriage curricula; they’re normally presented as either, or, not both;*
- *Need for culturally competent curricula for both the African-American and Hispanic Initiatives; and*
- *Lack of joint fatherhood and healthy marriage models.*

### **C. Examination of a Model: “First Things First”**

A barrier identified by participants was the lack of joint responsible fatherhood and healthy marriage models. Julie Baumgartner, Executive Director, and Rozario Slack, Director of Father and Urban Initiatives, of First Things First (FtF) provided a presentation on their responsible fatherhood and healthy marriage program model. The foundation for the program is to improve outcomes for children. Essential to the strategy is the belief that happy, healthy, productive adults are more likely to be able to provide the security and nurturing that is required for the full development of a child. In FtF’s program, fathering is at the heart of the marriage program, as well as building healthy relationships and preparing partners for marriage.

### **D. Research Issues**

Dr. Ronald Mincy, Professor, Columbia University, presented data from the Fragile Families and Child Well-Being surveys. He also presented a composite study he completed on fatherhood and marriage. Dr. Mincy proclaimed that building and maintaining family relationships and facilitating long-term relationships with the children should be goals of both fatherhood and healthy marriage programs.

The research examined the relationship between low-income fathers’ access to their children and their family formation patterns. According to Dr. Mincy, the research demonstrated that by the time the practitioners reach the fathers and brought them into a fatherhood program, the romance between the father and mother is usually finished. From the findings he stressed that practitioners should make special efforts to be certain that children continue to benefit from parental relationships even when the romance is over.

Dr. Mincy emphasized that the best time for a couple intervention strategy is at the time of conception, while the couple is still romantically involved. He emphasized that the best strategy for ensuring that a father spends significant time with his child is for that father to be in the child’s home.

Dr. Mincy concluded that there is an opportunity for the fatherhood and healthy marriage folks to work together with couples at the conception of the child to help strengthen the relationship between the couple. He stressed that a framework must be developed in which the responsible fatherhood and healthy marriage networks can make this a reality.

**We need to educate the fathers about the benefits of a healthy marriage, and we need to take advantage of the resources that we have to work with the family and the fathers.**  
Dr. Ronald Mincy, Columbia University

### **E. Building the Bridge—A Shared Vision Discussion**

Throughout the forum it became increasingly clear that the responsible fatherhood and healthy marriage movements had more in common and fewer differences than the participants originally thought. There was general agreement that the responsible fatherhood and healthy marriage movements both:



- *Have child well-being and family strengthening as goals;*
- *Intervene with couples who have young children;*
- *Believe that responsible fatherhood and healthy marriage are teachable behaviors.*
- *Focus on relationship skills and character education;*
- *Provide mental health, rage/anger management services;*
- *Address multiple partner/fertility issues;*
- *Must establish diversified, sustainable funding and resources to deal with community issues;*
- *Organize prevention and intervention programs;*
- *Assist individuals and families in obtaining economic empowerment;*
- *Promote joint research;*
- *Engender hope and are future-oriented;and*
- *Require community and faith-based involvement to ensure success.*

The information we received from the Fatherhood movement nationally only supported the direction that we were going in already at the Louisiana Family Council and reinforced our belief that the birth of a child or a marriage is not your private property; they belong to the community.

Dan Tate, Louisiana Family Council

### III. Designing the Blueprint—Shared Goals/Vision/Roadmap

#### A. Shared Goals and Vision for the Fatherhood and Healthy Marriage Joint Work

Forum participants spent significant time discussing the need for shared vision and goal statements to focus the future work of the Responsible Fatherhood and Healthy Marriage networks.

Participants identified 10 priorities to focus joint work between the responsible fatherhood and healthy marriage networks:

- *Improved child well-being;*
- *The promotion of community standards as well as policies that support stable, healthy family life;*
- *Encouraging youth to delay sexual activity;*
- *A better understanding and training on domestic/family violence issues as they relate to elements of responsible fatherhood and healthy marriage programs;*
- *The inclusion of relationships skills training (e.g. communication, anger management, parenting, financial literacy);*
- *The provision of joint fatherhood and healthy marriage services that appear seamless to the participant;*
- *The provision of joint responsible fatherhood and healthy marriage training;*
- *The development of local and national systems to integrate fatherhood and marriage;*
- *Joint statements of public support and advocacy for prisoner reentry services for incarcerated parents;*
- *Stronger communities.*

## **B. A Blueprint for Partnerships between Healthy Marriage and Responsible Fatherhood Movements.**

During the three-day meeting, there was agreement that much could and should be done to strengthen the partnerships between the responsible fatherhood and healthy marriage networks. During breakout sessions, responsible fatherhood and healthy marriage teams made recommendations on strategies for building the bridge between responsible fatherhood and healthy marriage. Participants addressed three (3) major questions:

### **1. Who should be involved in building the partnership for strengthening families that we serve (national and local)?**

Participants recommended that a wide range of groups, individuals, and organizations be included in the partnership for strengthening families as the effort moves forward. Suggestions differed slightly for national and local efforts, but generally included advocacy groups; governmental units; professional associations for social workers, attorneys, educators; and faith-based, philanthropic, and community organizations. Participants also want to encourage elected officials and other policymakers, Workforce Investment Boards, community service agencies, domestic violence experts, fraternal organizations, and health care providers to become involved in these efforts.

### **2. What are the strategies needed to ensure that partnerships actually happen?**

Participants felt strongly that too much emphasis has been placed on the distinctions between the responsible fatherhood and healthy marriage work, when there are far more similarities than differences. Participants felt that far less focus should be on distinctions between responsible fatherhood and healthy marriage programs and more focus should be given to a broad healthy family strategy approach.

Under this broad strategy, local and national networks would likely feel free to work along a continuum of collaboration with a goal of building healthy families. Forum participants recommended the following strategies:

- A. Establish a national healthy families partnership workgroup to develop a “Declaration of Partnership” agreement between fatherhood and healthy marriage movements.
- B. Establish a centralized repository for the following data:
  - a. A compendium of responsible fatherhood and healthy marriage partnerships.
  - b. Identification of “best practices” models for replication in other communities. This should include programs that have established successful partnerships, as well as programs that provide both fatherhood and marriage services within the same organization. If any of the model programs are field-tested and have proven successful with specific constituencies that information should also be provided.

- c. A compendium of healthy marriage sites in their respective geographic areas, complete with contact information.
  - d. A compendium of responsible fatherhood sites in their respective geographic areas and contact information.
  - e. Research related to the healthy families strategy.
  - f. A compendium of joint responsible fatherhood and healthy marriage curricula.
- C. Establish an annual Fatherhood/Healthy Marriage Training Institute in Washington, D.C. and replicate this training at the local levels.
- D. Encourage responsible fatherhood and healthy marriage national and local programs to work more closely together by
- a. Having more one-to-one contacts (lunch, speaking engagements, meetings).
  - b. Including each other in conferences and meetings.
  - c. Submitting joint collaborative funding applications.
  - d. Including responsible fatherhood and healthy marriage representatives on respective governing boards.
  - e. Joining each other's Associations.
  - f. Providing joint services to unwed parents at the time of conception to strengthen their relationship.
- E. Encourage funding proposals that seek joint responsible fatherhood/healthy marriage program, research, and curriculum models and practices.

**3. How will the strategies be implemented? How will they be specified?**

- A. Participants encouraged ACF to keep the lines of communication open between ACF and the forum participants.
- B. Participants noted that they would like to see a formal report prepared and distributed.
- C. In order to support the implementation of the recommendations, participants recommended that ACF distribute of the report through internet, use the report in phone conferences, etc.
- D. Participants suggested that ACF encourage grantees to incorporate services related to both initiatives into their programming. This would allow for more "seamless" provision of services.
- E. Participants suggested that ACF support joint program operators by providing technical assistance.
- F. Another participant suggested that ACF grant announcements encourage joint fatherhood and healthy marriage programming.

While I heard people at the forum say, "it's not about the money," in reality, little can be done if the funding is not available. The best of intentions won't get far without money.  
Framing the Future: Responsible Fatherhood and Healthy Marriage Participant

#### **IV. Personal Commitments/Commitments to Work in Partnership**

Forum participants made personal commitments to bridging the gap between responsible fatherhood and healthy marriage. While individual participants are not identified, the following are selected quotes from those commitments.

*“I will personally...*

- *...inform and educate the public about responsible fatherhood/healthy marriage best practices.”*
- *...pull together a working committee to develop the fatherhood/healthy marriage strategies.”*
- *...work with state collaboration offices, training branches, and other agencies to provide training and technical assistance to staff, community-based and faith-based organizations, etc. to provide fatherhood and healthy marriage training.”*
- *...explore joint funding options and joint training activities.”*
- *...create a feedback system and information-sharing among staff and agencies.”*
- *...highlight innovative joint grassroots initiatives.”*
- *...develop and implement a memorandum of understanding at the national level and share with local levels.”*
- *...develop joint monitoring and evaluation systems.”*

#### **V. Conclusion and Next Steps**

The forum was an effective effort that brought together government officials, representatives of fatherhood and healthy marriage, and faith-based and other organizations for the purpose of including the responsible fatherhood and healthy marriage programs under a broad, overarching healthy family strategy. Many of the participants indicated that they had gained a better appreciation for each other’s work. Having had the opportunity to sit across from each other had already begun to make cooperation seem possible. Others indicated a strong desire to take what they learned about each other at the forum back to their respective communities and spheres of influence to help them overcome obstacles and incorporate their new insights into their programs.

There were concerns about separating the “do-ers” from the fakers and opportunists. Most participants remained cautious of collaborations developed solely for money and not from a real desire to form lasting community relationships. Participants also acknowledged that some responsible fatherhood programs and some healthy marriage programs may not want to form partnerships and work together on behalf of families. The forum participants strongly felt that they should take on a leadership role in educating and informing both responsible fatherhood and healthy marriage networks on the benefits of a joint family strengthening approach.

There were a number of comments concerning funding and the need for non-governmental organizations to take the lead in the marriage and fatherhood work. While there is no desire to move away from the public-private partnership, there was concern that some might be “waiting on government” to develop the work. There was a fairly

broad consensus that the work of producing and supporting healthy families through responsible fatherhood and healthy marriage would only develop when the communities and the programs took on that leadership role for themselves.

Subsequent to the “Framing the Future Forum, the ACF AAHMI Executive Leadership Team met to consider the results from the forum and to formulate next steps. Among the recommendations made, many were tasked to ACF. The AAHMI leadership agrees that there is an appropriate ACF role and an appropriate role for our partners.

As its next steps, the ACF AAHMI team agrees to:

1. Encourage the funding of joint responsible fatherhood and healthy marriage training, research, and curriculum at all levels.
2. Advocate for interventions that incorporate the reduction of domestic violence and the promotion of youth sexual abstinence in joint responsible fatherhood and healthy marriage programs.
3. Advocate strongly for joint interventions and supports that target low income minority couples at the inception of and/or at the birth of their child.

Additionally, the Executive Leadership Team strongly believes that there are many strategies and recommendations contained in this Summary Report which must be implemented by the responsible fatherhood and healthy marriage networks themselves. There was a fairly broad consensus that the work of producing and supporting healthy families through responsible fatherhood and healthy marriage would only develop when communities and local programs took on that leadership role for themselves. The strategies and recommendations framed in this report provide a blueprint for that role.

### A Special Word of Thanks

A special thank you to the Leadership and Staff of the WinShape Retreat Center located on the beautiful Berry College campus in Mt. Berry, Georgia. The wonderful facilities and extraordinary staff provided the perfect environment to develop “Framing the Future”, which will serve as a blueprint for supporting healthy marriages and building strong families and communities for generations.



### **AAHMI Executive Leadership Team**

*Diann Dawson, Director, Office of Regional Operations, ACF*  
*Carlis Williams, Regional Administrator, Atlanta, ACF*  
*Joyce Thomas, Regional Administrator, Chicago, ACF*  
*Leon McCowan, Regional Administrator, Dallas, ACF*

## ACF Participants

*Frank Fuentes, Deputy Commissioner ACYF- Hispanic Healthy Marriage Initiative*  
*Bill Coffin, Special Assistant for Marriage Education, ACF*  
*Hugh Galligan, Regional Administrator, Boston, ACF*  
*James Murray, Program Analyst, ACF*  
*Patrick Patterson, Healthy Marriage and Family Life Specialist, Philadelphia, ACF*

## Forum Participants

*Francesca Adler-Baeder, Auburn University*  
*Richard Albertson, Live the Life Ministries*  
*Julie Baumgartner, First Things First*  
*Sandra Broussard, Administration & Policy, Louisiana VI-D*  
*Ken R. Canfield, National Center for Fathering*  
*Jeanett Charles, Divine Alternatives for Dads Services*  
*Marvin Charles, Divine Alternatives for Dad Services*  
*Richard Claytor, Massachusetts Dept. of Revenue, Child Support Enforcement*  
*Gayle Cunningham, Economic Opportunity-Birmingham Head Start Program*  
*Paula Deboles-Johnson, Capital City Youth Development Corporation*  
*Dianna Durham-McLoud, Illiana Coalition for Family & Community Restoration*  
*Jeff Fray, Marriage Co-Mission*  
*Gail Fray, Marriage Co-Mission*  
*Kirk E. Harris, Family Support America*  
*Michael Hayes, Fatherhood and Family Initiatives*  
*Alexander Hurt, Kingdom Church*  
*Earl James, Grand Rapids Healthy Marriages/ Healthy Relationships, City Vision, Inc.*  
*Ron S. Jenkins, Alpha Phi Alpha/Head Start Fatherhood Initiative*  
*Jeffery M. Johnson, National Partnership for Community Leadership*  
*Uriel Johnson, National Partnership for Community Leadership*  
*Robert Johnson, Georgia Fatherhood Services Network*  
*Walter Johnson, Family Life Council*  
*Brian Jory, Berry College*  
*Rick Kelley, Chickasaw Nation*  
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*Ronald Mincy, Columbia University*  
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*Rozario Slack, First Things First*  
*John Smith, National Practitioners Network for Fatherhood and Families*  
*Malcolm Smith, Center for Fathers, Families and Workforce Development*  
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