

**The Working Group on Welfare Reform,
Family Support and Independence**

PUBLIC FORUM ON WELFARE REFORM

BRIEFING BOOK

**Cranford, NJ
September 9, 1993**

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Regional Visit Overview

Welcome to New Jersey. This is the second in a series of regional visits by the Welfare Reform Working Group planned to provide members with opportunities to meet, talk to, and learn from people receiving assistance from the welfare system and from those working in programs that help people move from welfare to work. The focus of this visit is the child support enforcement system and the ways in which the welfare reform plan can be designed to strengthen it. The two day visit will include a public forum, site visits, focus groups and private meetings with State officials. The schedule for the visit has been designed to maximize the opportunities for contact and discussion with "real people," and to fulfill the Group's pledge to conduct an open and collaborative process.

This briefing book will provide you with basic information on the various components of the visit and on the people and programs from which you will be hearing. If you need anything on arrival, or have any questions at any time, please feel free to contact Jeremy Ben-Ami in room 1521 or Jim Hickman in Room 1448.

We are very interested in getting your reactions and feedback to the visit to help us in planning subsequent trips. We would very much appreciate your taking the time to fill out the feedback form at the back of this book and returning it to the Working Group staff (fax #202-401-4678).

Logistical Information

The following are some logistical details you will need to know to ensure an easy and orderly visit in New Jersey.

Meals & Incidentals

Dinner on Thursday and breakfast on Friday are not provided for during the visit. Thursday's lunch will be provided at the public forum. Lunch on Friday, September 10, will be a working lunch at Operation Fatherhood. As with any official visit, any hotel charges are the responsibility of the individual Working Group member and all billing should be processed by the individual's travel agency and/or department.

Transportation

Working Group members will be provided with transportation throughout both days to and from the hotel and from site to site. Members will be brought in vans to the airport/train station following the site visit on Friday afternoon. You will not be returning to your hotel room.

Details regarding transportation such as departure times and locations appear on the daily schedules included in this briefing book.

Thursday Departure

We will be leaving at 8:00 a.m. sharp from the hotel lobby so that we can have a quick briefing at the school before the forum begins.

Friday Departure

On Friday morning, please carry all baggage onto the van with you since you will not be returning to the hotel.

Working Group members should check-out of the Hilton by 8:00 AM on Friday, September 10th and be ready to depart for Trenton by 8:30 a.m.

Thursday September 9
Public Forum
Morning Session

The New Jersey public forum will focus on child support enforcement. The morning session will feature personal testimony from both mothers and fathers affected by the child support system and a roundtable discussion with advocates concerned with the issue. The message we are trying to convey to the press and public is that strengthening child support enforcement is a critical component of welfare reform. Mary Jo Bane will moderate this session.

Among the issues that will be highlighted by the morning testimony are systemic problems mothers encounter in collecting court-ordered support payments, the personal difficulties that the lack of support causes, and the reasons why some non-custodial parents cannot or do not pay the ordered amounts.

The morning session will begin with two one-hour panels with parents -- one with mothers and one with fathers. The first panel is composed of four mothers who are owed or have been owed child support. Some of these women are currently on welfare, have been on welfare in the past, or have struggled without public aid. The second panel consists of three non-custodial fathers who do not pay the court-ordered support and the Director of Operation Fatherhood.

In each of these panels, witnesses will testify for five minutes and tell their personal stories. These panels will be followed by half an hour of discussion during which members of the Working Group should ask questions and engage in discussion about the lessons to be learned from their individual stories and experiences.

The clients have been chosen to illustrate a wide range of situations. Their profiles are provided in the following pages. You will hear from witnesses who:

- o are working mothers struggling to make ends meet without child support and with or without public assistance
- o are fathers who cannot afford to pay their child support and are angry at the system for not understanding their side of the story
- o come from a variety of socio-economic backgrounds

The third session in the morning will be structured as a roundtable discussion, bringing the mothers and fathers from the first two sessions together with additional panelists who are advocates and service providers. The additional participants in this panel are:

- o Richard Martin, Children's Rights Council
- o Bob Fisler, New Jersey Child Support Council
- o Nancy Goldhill, Legal Services of New Jersey
- o Barbara Markey, A.C.E.S
- o Irene Von-Seydowitz, AWARE

(Biographies of these additional panelists are provided)

Each of these new participants will have three minutes at the beginning of the session to provide some comments. Then the floor will be open for roundtable discussion among all the panelists and Working Group members. This session will be moderated by Mary Jo Bane. Its success will depend on generating interaction among all of the participants. Working Group members should try to frame their questions and statements in ways which encourage participants to interact with one another.

Suggested Questions

When all the presentations are complete for each panel and then again during the roundtable discussion, the Working Group will be expected to ask questions and engage panel members in discussion. Questions will almost certainly flow naturally from the testimony given, but the following are some suggestions to spark your thoughts:

- o Explore what impact receiving child support payments would have on the mothers
- o Explore the reasons why non custodial fathers are not paying the support they owe and the circumstances under which they would be more likely to pay
- o Explore the specific obstacles the women have encountered in attempting to collect the support to which they are due
- o Explore the effects of these experiences on the witnesses' children -- both the negative effects of not receiving support or of being on welfare and the positive effects when the children are more involved with the non-custodial parents

Lunch will be provided during the break between the morning and afternoon sessions. You will most likely be joined by either elected officials who will be testifying in the afternoon session or by witnesses from the morning panels.

This section of the briefing book contains Thursday morning's schedule and biographical information for each of the panelists on panels One and Two.

Working Group on Welfare Reform, Family Support and Independence

New Jersey Public Forum

**Union County College
1033 Springfield Ave.
Cranford, N.J. 07016**

Thursday, September 9 Morning Session

9:00 a.m. Opening Remarks by Working Group Chairs

9:10 - 9:55 a.m. Panel One - Single Mothers and Child Support

Presenters:

**Stephanie Nadvornik
Letitia Rutherford
Madeline Mason
Erin Hunter**

10:00 - 10:55 a.m. Panel Two - Non-Custodial Fathers

**Stephen Nagy
Bruce Eden
Andrew Mathison
Barbara Kelly-Sease, Operation Fatherhood**

10:55 - 11:10 a.m. BREAK

11:10 - 12:30 p.m. Panel Three - Roundtable Discussion

Panel One and Two Presenters

**Richard Martin, New Jersey Council for
Children's Rights**

Bob Fisler, New Jersey Child Support Council

Nancy Goldhill, Legal Services of New Jersey

**Barbara Markey, Association for Children
for Enforcement for Support (A.C.E.S.)**

**Irene Von-Seydowitz, National Child Support
Advocacy Coalition**

Agenda Subject to Change

PANEL ONE

SINGLE MOTHERS AND CHILD SUPPORT

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993

PANEL ONE BIOGRAPHIES

Stephanie Nadvornik

Stephanie Nadvornik is the mother of an 8 year old son, Joshua. They live in Brentwood, NY, with her mother because she cannot afford a place of her own. The father of her son broke off their relationship soon after Joshua's birth. She established paternity and got a court order for child support. She received a few child support payments, but the father worked off the books and eventually moved to Florida, where he now cannot be located. She is owed \$12,000 in child support. She spent six months on public assistance when Josh was younger, but has generally worked a variety of jobs to support herself and her son. She is currently unemployed, after losing her job as an office manager with a small business that ran into financial difficulties.

(Other biographies were not available.)

PANEL TWO

NON-CUSTODIAL FATHERS

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993

PANEL TWO BIOGRAPHIES

Stephen Nagy

Stephen Nagy, 54, is the father of two children, a 12 year old boy and a 22 year old daughter. His divorce this past June ended a 24 year marriage. In the divorce, he lost custody of his son, was forced to sell his house, and ordered to pay child support even though he is currently unemployed. Mr. Nagy has held a variety of jobs, including starting and running his own business which specialized in strategic planning for high tech companies. During the recession in the late 80s, business slowed down, and he was forced to close the business and he has been unable to find a job since then. He is a veteran of the air Force and New Jersey Air Guard. He put himself through college and graduate school at night while working, under the GI bill. He has recently taken care full time of both of his parents when they became ill. He currently lives in his mother's house as she has been placed in a nursing home. He feels the courts and the system dealing with family disputes have been biased against him, for instance, denying him any midweek visitation, other than once a week Boy Scout meeting.

Bruce Eden

Bruce Eden, 39, of Wayne, NJ, is the father of two 11 year old twin daughters. He was divorced in 1984 and ordered to pay \$125 a week in child support, which he was able to do until he was injured last year and lost his job. He was on Workers Compensation and then State disability, but that ended six weeks ago. He is unable to make his child support payments and now owes \$3000 in child support. He has been able to have the payments he owes reduced to \$75 a week, but is unable to get legal representation should his wife attempt to pursue further legal action for non-payment. Until two years ago, his visitation privileges were contested by his wife who charged him with domestic violence and child abuse. These charges were determined to be unfounded, and he now has joint custody of the children. He lives with his parents as he is unable to afford rent because of his current financial situation. Mr. Eden is chairman and a founding member of the New Jersey Children's Rights Council, an advocacy organization on behalf of noncustodial parents.

For the past seven years, Barbara Kelley-Sease has been Executive Director of the Union Industrial Home for Children. Prior to assuming this position, she was Deputy Director of Women Against Abuse, the largest domestic violence shelter in the nation. Women Against Abuse is located in Philadelphia.

Barbara is a magna cum laude graduate of LaSalle University, in Philadelphia, and received her masters degree from Springfield College, Springfield, MA.

She is a member of the 1993 Robert Wood Johnson Proposal Review Committee, a member of Executive Women of New Jersey and was selected as a 1992 Fellow for Leadership New Jersey.

PANEL THREE

ROUNDTABLE DISCUSSION

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993

To: Wanda Williams, President's Welfare Reform Working Group

From: Richard C. Martin

2 Pages (including this one)



New Jersey Council for Children's Rights

The New Jersey Council for Children's Rights is a volunteer, not-for-profit organization dedicated to protecting the rights of children to equal access to both parents after separation and divorce. An affiliate of the Children's Rights Council in Washington, D.C., we join in the national concern for the changing structure of the American family by helping children of divorce.

We hold that: A child is born from two parents.
A child deserves two parents.
A child needs a close, positive relationship with two parents.
A child has a right to go through life with two parents, regardless of what happens between those parents.

The "best interest" of the child can be realized when the state addresses its responsibility to protect and serve the child with a high mindfulness of these facts.

Membership is open to men and women alike. We encourage the participation of fathers, mothers, grandparents and stepparents because we seek the enhancement of the children of divided families and the advancement of shared parenting as the only viable alternative for the future.

This organization exists to inform the public of our concerns and goals with the hope of making the future for the children of divided families brighter.

The future of America depends on our children.

Our children depend on us.

Richard C. Martin

Richard Martin is the recently-elected President of the New Jersey Council for Children's Rights (NJCCR), previously a member of the Board of Directors for two years and a member for 4 years. Mr. Martin has been active in many of the activities of NJCCR and is thoroughly familiar with its goals and philosophy. Part of Mr. Martin's work for NJCCR has involved extensive research in the area of child support: especially child support guidelines and child support enforcement.

Mr. Martin is 45-years old, a white male, who considers his work in NJCCR to be community service work. He holds two Master's degrees, one in Philosophy and one in Computer Science. He currently works for AT&T Bell Labs designing network monitoring equipment.

Mr. Martin has one daughter, now 6 years old, has been divorced 3 years, separated for three years before that, and married for six years before that. Mr. Martin's divorce was by consent agreement, which gives him joint legal custody and 37% physical custody of his daughter. Mr. pays child support and has never missed a payment.

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NEW JERSEY CHILD SUPPORT COUNCIL

Please Reply To:

The New Jersey Child Support Council was established as a corporation not for profit in 1988 and was created to advance the cause of child support and to enhance the knowledge and effectiveness of all child support personnel. Membership currently exceeds 800 and includes representatives from the Administrative Office of the Courts, Division of Family Development, County Probation Divisions of the Superior Court, County Boards of Social Services and Family Division of the Superior Court. In addition, membership is open to all individuals or groups, both professional or private, who are interested in the improvement of child support services.

The mission of the Council is to provide training to all child support staff which is accomplished primarily through our annual training seminar. In addition, the council has a goal to provide publicity to the child support program through the use of Public Service Announcements, posters, billboards, newsletter, public appearances on radio and television, a speakers bureau and participation at the State and local fairs. Finally, the child support council is committed to reviewing and providing input on pending legislation that effects the child support program.

Since the establishment of the New Jersey Child Support Council the organization has received National, as well as local awards recognizing the organizations dedication to the improvement of child support services.

ROBERT F. FISLER

Robert Fislser is the Vicinage Assistant Chief Probation Officer in the Camden Vicinage and is in charge of the Child Support Enforcement Program in Camden County. Although he has worked in several areas of Probation Services for 23 years, the majority of that time, over 20 years, has been in the field of child support enforcement.

While Bob graduated from Waynesburg College in 1969 with a Bachelors Degree in Business Administration, he quickly realized that he was an individual committed to helping others, especially those who could not help themselves, namely the children. Thus, a job that was to be temporary in nature, evolved into a long career in the field of child support enforcement. Bob has worked at the caseload level dealing directly with clients, as well as at the supervisory and now management level.

Bob is currently the President of the New Jersey Child Support Council, a position he has held for the past 7 months. Prior to that he was First Vice-President from the inception of the council in 1988 and has been the Chairman of the Council's Annual Training Seminar for the past 6 years. Bob is also a Board member of the Eastern Regional Interstate Child Support Association (ERICSA).

NANCY GOLDHILL
Biographical Data

EMPLOYMENT

1985-present - Senior Attorney, Legal Services of New Jersey, Edison, N.J. -
Coordinate practice of child welfare and family law for Legal
Services offices state-wide.

1984-1985 - Associate, Eisner & Levy, P.C., New York, N.Y. - Participated
in federal and state litigation in areas of labor law and general
civil practice.

1983 -1984 - Law Clerk, Honorable Harold A. Ackerman, United States
District Court, Newark, N.J.

1981 - 1983 - Staff Attorney, Essex-Newark Legal Services, Newark, N.J. -
Practice included federal and state litigation in all areas of
housing law. Coordinated county-wide program to provide legal
representation to Haitian refugees seeking political asylum in the
United States.

EDUCATION

Rutgers Law School, Newark, New Jersey
J.D. 1980

Hampshire College, Amherst, Massachusetts
B.A. 1975

PROFESSIONAL ACTIVITIES

1987 - present - Member of New Jersey Supreme Court Family Practice
Committee

PUBLICATIONS

Co-author, You and the Law in New Jersey, a consumer's guide to New Jersey
law, published 1988, Rutgers University Press

BAR ADMISSIONS

States of New York and New Jersey

Legal Services of New Jersey in 1993

Key Characteristics of the Program at a Glance

Scope of the Program's Work—Civil Legal Matters

Legal Services programs are the primary vehicle by which society provides lawyers in civil matters to people who cannot otherwise afford legal help. Legal Services does not offer any criminal representation; New Jersey's Public Defender system is the principal source of lawyers in such matters. Services are provided in a broad range of civil legal problems. While the types of cases handled vary significantly from county to county depending upon local needs and priorities, typical percentages for most programs are as follows:

Housing (principally tenancy matters)	20-40%
Family (principally divorce, separation, support, and custody matters)	20-40%
Consumer (principally bankruptcy, collection cases, warranties, unfair sales practices, and public utilities)	10-20%
Income Maintenance (Social Security, ADC, SSI, Food Stamps, and other such programs)	15-30%

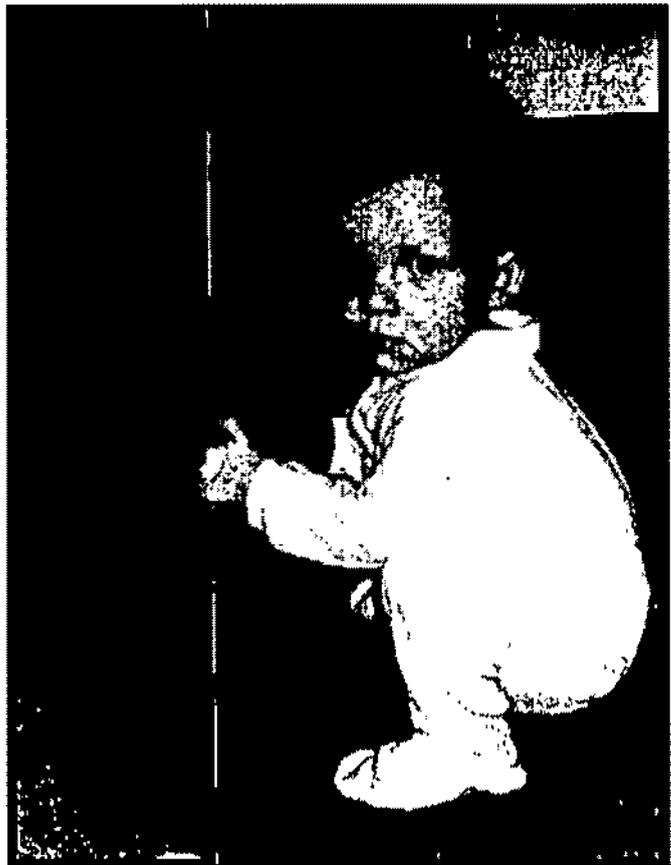
Other cases include education, health, employment, and juvenile matters.

Extent of Need

1990 Census data shows that New Jersey has over 750,000 people with incomes below 125 percent of the federal poverty level, the main eligibility cutoff for Legal Services. Legal Services had over 240,000 requests for assistance in 1992. Unfortunately, with existing resources Legal Services at best can meet only 15 to 20 percent of this need.

Program Organization

LSNJ. New Jersey has 15 Legal Services programs. Fourteen are local field programs which provide direct service to clients in all 21 counties. The 15th is Legal Services of New Jersey (LSNJ), the statewide coordinating office. LSNJ is central to a cost-efficient, effective state delivery system. It provides information, training, legal and administrative coordination, technical assistance, and





other support to local programs. It also provides representation in matters of broad or statewide significance, especially in complex or difficult cases beyond the capacity of local offices. LSNJ has also spearheaded the expansion of private sector support during recent years, culminating in the Campaign for Justice.



Field Programs. Direct client services are provided by the 14 county programs. Each county program is a separate, private, non-profit corporation, with a board of trustees composed primarily of attorneys (60 percent), most appointees of local bar associations, along with individuals eligible for free legal services (39 percent). A majority of the LSNJ Board of Trustees is appointed by the New Jersey State Bar Association. Each program receives grants directly from federal, state, and local sources.

These programs employ 330 staff statewide, including 140 attorneys.

Types of Services

Legal Services programs offer a full range of services, from brief advice and counseling to litigation. Programs have the full staff of any quality legal office, including attorneys and paralegals.

Number of People Helped

In 1992, 41,542 new cases were accepted. Of the cases Legal Services took on, over 3,000 were *pro bono* (no fee) referrals to cooperating private attorneys.

Since its start in New Jersey in 1966, the Legal Services system has represented over 900,000 people, with a strong record of quality work and superb results.

Targeting of Resources on Major Problems

To achieve the greatest impact, and make the most efficient use of very scarce resources, Legal Services attempts to target some of its resources on a few of the most pressing problems of low-income people. Two current examples are our efforts to help families and individuals to overcome homelessness, and our work to combat the lead paint poisoning of hundreds of thousands of New Jersey children. Among other initiatives, LSNJ has published thousands of copies of a community education booklet on lead poisoning and legal remedies which has become a national model.



Determination of Client Eligibility

For Legal Services Corporation funds, strict federal income guidelines, set by law at a maximum of 125 percent of the federal Health and Human Services poverty levels, must be followed. Other funding sources stipulate their own specific eligibility guidelines. Because Legal Services programs are so overburdened and underfunded, these eligibility guidelines are enforced with great care; we simply do not have the resources or time to deal with people who are over the eligibility limits.

Coordination With Other Services and Utilization of Other Resources

To a very limited extent, some agencies of government and organizations in the private sector can provide some help to low-income people, although usually not by direct legal representation. Because of its extremely scarce resources, Legal Services takes great pains to make referrals to these alternative providers whenever possible. For example, consumer fraud cases sometimes can be referred to the Consumer Affairs section of the Attorney General's office, and occasionally a division of the Public Advocate can be of use.

Partnership With the Private Sector

Funding reductions and freezes during the past decade have stimulated a significant effort by private attorneys to assume some Legal Services cases on a completely voluntary, *pro bono publico* basis, without charging a fee. As noted, this effort resulted in private lawyers accepting over 3,000 cases in 1992; at an average of 10 hours per case, this

represents contributed legal services with an estimated market value of more than \$8 million. Additionally, most of these same lawyers and firms support the Campaign for Justice.

Funding Profile

Following is an overview of the current funding sources and amounts for New Jersey's programs:

Projected 1993 total cash funding, all sources	\$17,170,934
Federal money (Legal Services Corporation)	7,289,131
Interest on Lawyers Trust Accounts (IOLTA)	4,000,000
Federal money (Social Services Block Grant, Department of Human Services and Community Affairs)	1,981,000
State of New Jersey (Department of Community Affairs)	2,000,000
Federal Title III	420,754
United Ways	537,246
County and other governmental funds	1,035,803
Campaign for Justice VI (1992)	300,000
In kind	107,000
Other	100,000

New Jersey Legal Services Programs

Bergen County Legal Services
47 Essex Street
Hackensack, NJ 07601
(201) 487-2166
Richard S. Semel, Director

Camden Regional Legal Services
P.O. Box 95002
530 Cooper Street
Camden, NJ 08102
(609) 964-2010
Stephen St. Hilaire, Director

Cape-Atlantic Legal Services
One So. South Carolina Avenue
Atlantic City, NJ 08401
(609) 348-4200
J. Paul Mohair, Director

Essex-Newark Legal Services
106 Halsey Street
Newark, NJ 07102
(201) 624-4500
Felipe Chavara, Director

Hudson County Legal Services
574 Newark Avenue
Jersey City, NJ 07306
(201) 792-6363
Timothy K. Madden, Director

Hunterdon County Legal Service
82 Park Avenue
Flemington, NJ 08822-1168
(908) 782-7979
Martha Gonzalez, Director

Legal Aid Society of Mercer County
18-18 West Lafayette Street
Trenton, NJ 08608
(609) 695-6249
Patrick N. Budd, Director

Middlesex County Legal Services
78 New Street
New Brunswick, NJ 08901
(908) 249-7600
Paul V. Mullin, Director

Legal Aid Society of Morris County
Hall of Records
Court Street, CN-900
Morristown, NJ 07960
(201) 285-6911
William F. Maurician, Director

Ocean-Monmouth Legal Services
73 Broad Street
Red Bank, NJ 07701
(908) 747-7100
Conrue Pascale, Director

Passaic County Legal Aid Society
175 Market Street
Paterson, NJ 07505
(908) 345-7171
John D. Atlas, Director

Somerset-Sussex Legal Services
78 Grove Street
Somerville, NJ 08876
(908) 231-0840
Diane K. Smith, Director

Union County Legal Services
80 Prince Street
Elizabeth, NJ 07208
(908) 354-4340
Richard W. Bennett, Director

Warren County Legal Services
91 Front Street, P.O. Box 65
Belvidere, NJ 07823
(908) 475-2010
John H. Fitzgerald, Director

Legal Services of New Jersey
100 Metroplex Drive, Suite 402
P.O. Box 1357
Edison, NJ 08818-1357
(908) 572-9100
Melville D. Miller, Jr., President

Barbara Markey, Coordinator, Association For Children For Enforcement of Support of Essex County, NJ a newly formed chapter. Ms. Markey is the single parent of Christine, age 17. Christine's father owes \$11,000 in back support. He failed to pay when the family separated in 1988 and continued non-payment after the divorce in 1991. She has an interstate child support case and has had problems getting New Jersey and Florida to cooperate to collect the child support payments.

ACES, The Association for Children for Enforcement of Support is a national child support organization. ACES purpose is to assist the 10 million disadvantaged children owed child support, and frequently health care insurance, from absent parents who fail to meet their legal, moral, and economic obligations. ACES works to move single parent families from poverty to self-sufficiency. ACES provides families with easy to understand information, counseling via telephone "hot-lines," local community meetings, and regional conferences for information sharing. ACES currently has over 300 chapters in 49 states, which are run by over 3,000 trained volunteers. Membership totals over 25,000. The typical ACES member is a single parent who earns \$8,062 per year, she has two children who are owed about \$5,000 in back child support. She and her children have had to rely at least in part on some type of government assistance due to lack of regular child support payments. ACES chapters throughout the United States have, for the past 9 years, been strong advocates for families owed support, and have had significant impact on the implementation of local, state and federal rules and regulations improving child support enforcement.

NCSAC

NATIONAL CHILD SUPPORT ADVOCACY COALITION

Irene von Seydewitz is the current President of NCSAC and works as the Executive Director of Aware inc., a state wide non-profit organization dedicated to education and advocacy for individuals in support/divorce related issues as well as advocacy for progressive change within the child support enforcement program in NJ.

NCSAC is the oldest and largest national network of individual advocates and independent child support advocacy organizations across the nation. NCSAC membership offers a broad based perspective representing the interests of both non-AFDC and AFDC clients. NCSAC interfaces with local, state and federal government officials and monitors both state and federal legislation.

Networking across the country, NCSAC's groups are able to supply each other with state specific information. We recognize that individual state programs are uniquely different and require a full understanding of the policies, procedures and laws that apply in each State.

NCSAC is currently reviewing recommendations for change as well as pending legislation. We are working on written testimony that will be submitted to the working group before the last public hearing. We feel it is essential to have input from our various group directors in order to adequately represent a national perspective rather than singular one.

Thursday September 9
Public Forum
Afternoon Session

The afternoon session is set up as a more traditional public hearing. The format will be similar to D.C. and the afternoon session in Chicago.

Governor Florio

Governor Florio will begin the afternoon with 15 minutes of testimony. We have been told that he may announce his "Ten Most Wanted Deadbeat Dads" or a package of serious measures to strengthen paternity establishment. We urge the Working Group members not to use the term "Deadbeat Dads" in their comments, questions and discussion through the course of the forum.

Panel Four

Following the Governor, other elected officials will speak, including elected officials representing non-governmental organizations. Their remarks may touch on a wide range of substantive issues related to welfare reform, although they have been told that the focus of the hearing is child support. Working Group members can ask questions of the elected officials.

Panels Five and Six

Panels Five and Six are entitled Lessons from the New Jersey Experience. During these panels, the Working Group will hear testimony that addresses lessons from both the Florio plan and prior New Jersey welfare reform programs for the federal effort. Discussion will follow prepared remarks. You should be aware that these two panels have been split at the request of the Governor's office. Panel five will have Assemblyman Wayne Bryant and William Waldman from the N.J. Department of Human Services. Panel Six will have Melvin De Miller of N.J. Legal Services and Katherine Willis of Black Issues Convention. Brief bios (where available) are provided in the following pages.

After a break, we will continue with two traditional panels -- one on Education, Training and Support Services, and the other on Time Limited Assistance and Work Requirements. Biographical information for the panelists are provided in the following pages. Again, Working Group members will have the opportunity to ask questions of the witnesses after their prepared four minute testimony.

Public Question and Answer Session

There will be a thirty minute public question and answer period, similar in format to the one held at the Chicago public forum. Written questions will be collected from audience members and read to the Working Group members by Thomas H. Brown, the President of Union County College.

Closing Remarks and Departure to the Hotel

Following these panels, the Working Group chairs will give brief closing remarks and the hearing should be complete before 5:00 p.m. Transportation will be provided for return to the Hilton. The remainder of this section provides the list of witnesses for the afternoon panels and biographical information where it has been provided.

Bid proposals
Stress many of values - work, family, independence, social
Discuss your experience in NJ

Working Group on Welfare Reform, Family Support and Independence

New Jersey Public Forum

Thursday, September 9 Afternoon Session

12:30 - 1:00 p.m. **LUNCH**

1) member of Congress
- has much to offer
2) what impact from your reform?
3) Values

M. L. NT a leader

1:00 - 1:15 p.m. **Governor Jim Florio, Chair, State and Local Welfare Task Force; National Governors' Association**

WR counterpart of agenda

~~1:30~~
1:15 - 1:45 p.m. **Panel Four Elected Officials and Non-Governmental Organizations**

92 WR bill
Increase CS
Change of work
- of Pres's Administration

Congresswoman Marge Roukema, New Jersey, District Five

New York State Senator Stephen M. Saland on behalf of the National Conference of State Legislators

How far can it go?
SES - doubts

Commissioner Michael Dowling, New York State Department of Social Services, on behalf of the American Public Welfare Association

1:45 - 2:10 p.m. **Panel Five - Lessons from the New Jersey Experience**

Assemblyman Wayne R. Bryant, Camden, N.J.

William Waldman, New Jersey Department of Human Services

2:10 - 2:40 p.m. **Panel Six - Lessons from the New Jersey Experience**

Melvin De Miller, New Jersey Legal Services

Louise Carlin
Catherine Willie, Black Issues Convention

2:40 p.m. - 2:50 p.m. **BREAK**

Change face of W
Jobs creation

Agenda Subject to Change

2:50 - 3:35 p.m.

Panel Seven - Education and Training and Making Work Pay

Gloria Bonilla Santiago, National Association of Social Workers

Reverend Reginald Jackson, United Clergy of the Oranges

Role of churches

Roberta Rossi, Former Chair of Private Industry Council, Union County

Jobs - how to encourage bus to hire people on W.

Jim Chapin, World Hunger Year

Cecilia Zalkind, Association for Children of New Jersey

Roger Sherry, Civil Service Employees Association (A.F.S.C.M.E.), Local 1000, State of New York

Donald Tucker, State Issues Committee

3:35 - 4:20 p.m.

Panel Eight - Time Limited Assistance

Carol Kasabach, Lutheran Office of Governmental Ministry

Lawrence Lustberg Esq., American Civil Liberties Union of New Jersey

Michelle Munsat, National Organization of Women

Miriam Cortes, Hispanic Family Center of Southern New Jersey

Regina Purcell, New Jersey Catholic Conference

4:20 - 4:50 p.m.

Public Question & Answer Session

Moderated by Dr. Thomas H. Brown, President of Union County College

4:50 - 5:00 p.m.

Closing Remarks by Working Group Chairs

Agenda Subject to Change

GOVERNOR JIM FLORIO: A Leader for New Jersey

At a time when financial pressures threaten to undermine peoples' belief in the American Dream, Governor Jim Florio has worked hard towards a goal of helping middle-class families in New Jersey attain a better quality of life. Under his leadership, New Jersey has embarked on an agenda of economic development, business creation, property tax relief, health and welfare reforms, housing, environmental and education initiatives.

Barely two-plus years after he took office, the difficult decisions and investments have begun paying dividends for the people of New Jersey. For the first time in more than a decade, property taxes have stabilized or gone down in New Jersey under a comprehensive program aimed at breaking the state's reliance on an oppressive system that for years has squeezed middle-class homeowners. An independent analysis published in the Philadelphia Inquirer showed that 85 percent of the state's towns saw lower or stable property taxes as a result of the Florio reforms.

As part of his property tax relief efforts, the Governor also proposed and signed the Quality Education Act of 1990. The reforms reduced local disparities that led to the previous school funding system being declared unconstitutional.

Through "New Jersey Works", the state's ambitious economic development program, Governor Florio has embarked on a comprehensive investment agenda to rebuild the state's infrastructure, spur business creation and expansion, and create thousands of jobs and help build the state's path to the future.

In early 1992, Governor Florio signed a comprehensive welfare reform package aimed at breaking the cycle of poverty, restoring the family unit and enhancing the role of individual responsibility, which has set a model for the nation.

To help middle-class families cope with the growing costs of the big-ticket items in their lives, Governor Florio signed a comprehensive health care cost reduction program to improve access and help contain costs. He also initiated a first-time homebuyers mortgage program to make the dream of owning a home a reality for more New Jerseyans. The Governor also instituted a college loan and savings bond program targeted at families that previously fell through the cracks because their incomes were too high for traditional assistance, and too low to go it alone. He is committed to making sure everyone who can do the work can go to college.

Strongly believing that people need to have confidence in government, Jim Florio put in place the state's most stringent disclosure requirements for state officials. He also signed legislation imposing new standards on lobbyists, and creating a code of ethics for local government officials and for school board members and school administrators.

Governing in the aftermath of the excesses of the 1980's has proved politically difficult across the nation and New Jersey is no exception. But independent analysts have given Governor Florio good grades for his willingness to tackle tough issues.

Time Magazine said: "Barely into his sixth month, Democrat Florio has been giving lessons to politicians across the country - and in Washington - not only about smart government but also about leadership."

The 1992 Almanac of American Politics stated: "Florio seems to have approached the job as a principle-minded policy maker rather than a poll-obsessed politician."

For more than 20 years, Jim Florio has fought to make New Jersey a healthier, safer, better place to live. But he has been a leader, a doer, a person with a deep commitment to excellence for longer than that.

The Florio story is that of a youngster from Brooklyn who worked his way up, guided by a thirst for learning and a desire to serve. The first member of his family ever to be graduated from college, he rose to a place of leadership in the U.S. House of Representatives and now, Governor of the State of New Jersey.

In November, 1989, Jim Florio was resoundingly elected New Jersey's Governor and took office January 16, 1990. In his inaugural address, Florio spoke of the need for one New Jersey: "We simply cannot have two New Jerseys. One where youngsters go off on a road to college, and another where youngsters go off on a road to despair. One with towns that flourish with the rewards of prosperity, and another with decaying cities, littered with abandoned cars and abandoned hopes. Practical wisdom dictates there has to be one New Jersey. Simple justice demands it."

Fulfilling a campaign promise, Governor Florio first tackled the state's car insurance crisis, calling a joint session of the Legislature and enacting sweeping auto insurance reform which abolished the state's bankrupt bad driver pool and eliminated the 20 percent surcharge all drivers have been paying. Within the first six months of his administration, Jim Florio fought for passage and signed the nation's toughest assault weapon ban and the Clean Water Enforcement Act, the strongest water enforcement law in the country. He has steered New Jersey on a path towards recycling up to 60 percent of the state's waste stream by 1995 and has worked to find new markets for recycled goods.

Jim Florio believes New Jersey, shaped by two great rivers and bordered by a magnificent ocean, has no greater resource than its water. In Congress, Florio showed the same leadership over eight terms, championing the cause of the environment, veterans, child care and transportation. It was Jim Florio who pushed for the clean up of toxic waste sites and making polluters pay under the federal Superfund program.

Florio was one of the first to stand up to polluters and press for an end to the poisoning of our oceans with sludge, garbage, and other wastes dumped there. His legislation is helping to rid our schools of cancer-causing asbestos, and it was Florio

who took the lead to stop the irresponsible dumping of medical wastes that has too often made New Jersey beaches into recreational, economic, and health disaster areas.

Florio himself is a high school dropout, who turned his life around through hard work and an urge to learn.

James Joseph Florio was born August 29, 1937, in the Red Hook section of Brooklyn. He was named for his father, Vincenzo "Jim" Florio and his grandfather, Giuseppe (Joseph) Florio. He is the oldest of three sons born to Vincenzo and Lillian Florio. Mr. Florio painted ships in the Brooklyn Navy Yard, where Jim Florio's maternal grandfather, Charlie Hazel, also worked as a master pipefitter.

When Jim Florio was a boy, the family moved to Flatbush, not far from Ebbetts Field, where Jim frequently attended Brooklyn Dodgers baseball games (his hero was Pete Reiser). It was at the local Boys Club that Jim Florio first got involved in another of his great interests, the sport of boxing.

As a young boy at P.S. 179, Florio recalls looking forward each week to the arrival of "My Weekly Reader," so he could turn to the back page and take the current events quiz. His great love was reading, instilled by his mother, who exposed him to a wide range of writers including Zane Grey, John Steinbeck, and Mark Twain. He recalls going off to the Brooklyn Public Library for Saturday morning programs, toting a peanut butter sandwich and his books.

As a teenager, Florio worked hard. He delivered the Brooklyn Eagle newspaper, and worked as a delivery boy for Louie Ballisky's Kosher Meat Market and Goodman's Grocery Store.

At 17, after his junior year, Florio left Erasmus Hall High School to join the Navy enlisting as a Seaman Recruit. He served from 1955-58, and remained in the Naval Reserves until 1973, retiring with the rank of Lieutenant Commander.

In the Navy, Florio started down an educational path that eventually would take him to college, law school and a career in public service. While stationed as an aviation weatherman in Key West, Florida, and Kodiak, Alaska, Florio took correspondence courses that enabled him to pass the General Education Development test and earn his high school equivalency diploma. Mindful of the role that this second chance played in his life, Florio has appeared with Wally "Famous" Amos as a spokesman for the GED program in a national television advertising campaign.

Throughout his Navy career, Florio boxed. A light middleweight, he fought at 156 pounds. His last fight was in Alaska, when he took on a 172-pounder because his and Florio's opponents both cancelled out. "His name was Sherman White. He was a very tall fellow from Louisiana," Florio recalls of that fight. "He hit me about six times and broke something each time. That was my retirement fight."

Discharged from the Navy at the end of his three-year enlistment, Florio was a different person in many respects. "It was a very important part of my life," he

recalls. "I started to understand about education being something that you did for a purpose, as opposed to just going to school because someone told you to." By then, with the shutdown of the Brooklyn Navy Yard, his parents left Brooklyn. They moved to a bungalow in Hopatcong, Sussex County, and Vincenzo Florio drove every day to Hoboken, where he found work at the local shipyards.

Florio came home from the Navy with a thought in his mind that never existed during his Brooklyn days: college. Using his benefits from the Korean War GI Bill, Florio enrolled at Trenton State College, with the idea of being a teacher. Unsure of how he would fare in this new setting, Florio quickly found out that his ability and hard work would earn him top grades. With a heavy course load and student teaching in Ewing Township, Florio still managed to graduate magna cum laude with a degree in Social Studies.

He also got his first taste of elective politics -- winning election as president of the college student government.

Florio won a prestigious Woodrow Wilson Fellowship to Columbia University, where he studied Public Law and Government with an eye toward becoming a college professor. But his courses with well-known presidential scholar Richard Neustadt gave Florio another idea, government service. He moved to Camden, and after working for a year as Assistant Urban Renewal Director in Glassboro, saved the money to attend Rutgers University's Law School in Camden.

He was graduated in 1967, with a juris doctor degree, and admitted into the New Jersey Bar.

Florio was elected to his first of three terms in the New Jersey Assembly in 1969. Following an unsuccessful campaign in 1972, in 1974 he was elected to the U.S. House of Representatives as the first Democrat to hold the seat in his district in 102 years. He was re-elected seven times -- with more than 70 percent of the vote.

After a respectable finish in the 1977 primary, Florio in 1981 won the Democratic nomination for Governor. He lost by 1,797, votes, the closest election in the state's history. In 1989, he was elected Governor by a margin of 538,180 votes.

Florio married Lucinda Coleman in February, 1988. She formerly taught third grade at the John Glenn School in Pine Hill. Florio has three children from a previous marriage: Christopher, who teaches and composes music in Boston; Gregory, who works as a draftsman for a construction firm and lives with his wife, Ann, and their children, Matthew, 4, and Chelsea, 2, in Haddon Heights; and Dr. Catherine Florio, who is conducting her residency at the Medical University of South Carolina.

Florio enjoys reading historical novels and nonfiction, and attending boxing matches. He and his wife are ardent runners, and they like to relax by taking walks or bicycle rides.

PANEL FOUR

ELECTED OFFICIALS AND NON-GOVERNMENTAL ORGANIZATIONS

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993

SENATOR STEPHEN M. SALAND

Stephen M. Saland was born November 12, 1943. He graduated from Poughkeepsie High School in 1961, graduated in 1965 from the University of Buffalo, and in 1968 from Rutgers Law School.

Admitted to the New York State Bar in 1969, Senator Saland is currently a member of the Dutchess County Bar Association and the New York State Bar Association. He presently maintains a law practice at 110 Main Street, Poughkeepsie, New York.

Active with many local civic and professional groups, Senator Saland is a member of and has been involved with the following community service and fraternal organizations: Poughkeepsie Rotary Club; B'nai B'rith (Past Vice President of the Southern Dutchess Chapter); Crum Elbow Sportsmen's Association (Honorary Member); Little League Manager; Elks BPOE No. 275; and the United Way. In addition, Senator Saland is a member of Dutchess County Diagnostic Advisory Committee on Child Abuse.

While attending law school, Senator Saland served as a legislative aide to a New Jersey Assemblyman. He has previously served as a Town Councilman in the Town of Wappinger, Counsel to James L. Emery, former Republican Leader of the New York State Assembly, and as Executive Assistant to his predecessor in the New York State Assembly, the late Enceel S. Betros.

Prior to winning election to the New York State Senate in the 1990 General Election, Senator Saland won election to the State Assembly six times; serving from 1980 through 1990.

Senator Saland represents the 41st Senate District which includes all of Columbia County and most of Dutchess County. In addition to his office in Albany, Senator Saland maintains district offices in the City of Poughkeepsie and the City of Hudson.

Senator Saland is Chairman of the Senate Children and Families Committee. As such, he is responsible for the introduction, negotiation and enactment of major child support reform legislation. Senator Saland played a principal role in the enactment of New York's 1993 child support enforcement and review statute including provisions for triennial reviews of support orders, voluntary establishment of paternity and expedited enforcement of defaulted support orders. He is a member of the following committees: Aging, Alcoholism and Drug Abuse, Banking, Codes, Crime and Corrections, Elections and Judiciary. In addition, Senator Saland serves as Vice-Chairman of the Legislative Commission on State and Local Relations and Vice-Chairman of the Senate Majority Task Force on Volunteer Emergency Services.

During his service in the state Legislature he has received awards from a number of organizations, including the Metropolitan Police Conference and the New York State Association of Counties. He has been appointed to serve as a member of the Criminal Justice Committee of the National Conference of State Legislatures, and has received the prestigious Marist College President's Award for his dedication and service to the people of the Mid-Hudson Valley.

He is married to the former Linda Horowitz of Forest Hills, New York. They reside at 9 Jonathan Lane, Poughkeepsie and have four children, Jason, Joe, Jeremy and Jesse.

BIO

Michael J. Dowling

Michael Dowling is Commissioner of the New York State Department of Social Services. The Department, which has a total budget of \$29 billion, administers and supervises such programs as Medicaid, food stamps, child support and child welfare services. Prior to being appointed Commissioner, he was the Director of Health, Education and Human Services in the New York State Governor's Office. His areas of responsibility included health, mental health, mental retardation, social services, aging, substance abuse, alcohol abuse, education and youth. From 1988 to 1991 he was Deputy Secretary to the Governor for Human Services. Prior to joining the Governor's staff in June of 1988, he was Deputy Commissioner of the Division of Income Maintenance of the New York State Department of Social Services. He was responsible for supervising State welfare programs including Aid to Families with Dependent Children, Home Relief, Supplemental Security Income, Food Stamps, Low Income Energy and welfare employment programs.

Before joining the State, Mr. Dowling served from June 1981 to June 1983 as an Assistant Dean at the Fordham University Graduate School of Social Service, and Director of the Graduate program at the Tarrytown Campus. He has taught social policy at Fordham University, The New School for Social Research and Columbia University.

Mr. Dowling earned a Master's Degree in Social Work from Fordham in 1984 and a Bachelor of Arts Degree from the University College in Cork, Ireland in 1970.

PANEL FIVE

LESSONS FROM THE NEW JERSEY EXPERIENCE

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993

Wayne R. Bryant, Esquire, Deputy Democratic Leader for the New Jersey General Assembly, holds an admirable legislative track record par to none. Assemblyman Bryant is a legislative leader in the establishment of Urban Enterprise Zones, promoting governmental and private sector cooperation resulting in economic revitalization of urban regions within New Jersey.

Assemblyman Bryant also is the prime creator of the Thomas H. Kean New Jersey State Aquarium of Camden, the largest aquarium established along the Eastern Seaboard. Assemblyman Bryant also is the prime author of the most innovative welfare reform package in the country. This package has gained national attention as well as the attention of such publications as the Wall Street Journal, New York Times, Newsweek and Time magazines.

Mr. Bryant is the recipient of many community, civic and professional groups. The most recent, which is he is extremely proud, are from his college alma mater and law school alumni. On May 11, 1991 Howard University conferred upon him an honorary degree of Doctor of Laws and on May 20, 1992 he was the recipient of the Arthur Armitage Alumni Award from Rutgers University School of Law-Camden.

ASSEMBLYMAN WAYNE R. BRYANT, DEPUTY DEMOCRATIC LEADER OF THE NEW JERSEY GENERAL ASSEMBLY IS AN ARTICULATE AND KNOWLEDGEABLE DEMOCRAT FROM THE FIFTH LEGISLATIVE DISTRICT WHO DIRECTLY IMPACTS STATE POLICY. BRYANT'S ENERGY AND EFFECTIVENESS AS A LEGISLATOR CAPTURED THE NOTICE OF HIS COLLEAGUES, AS HE WAS ELECTED TO THE POSITION OF MAJORITY LEADER, THE SECOND MOST POWERFUL POST IN THE GENERAL ASSEMBLY, AT THE BEGINNING OF HIS FIFTH TERM. FOR MOST THAT ACCOMPLISHMENT WOULD BE MOST UNUSUAL; BUT NOT FOR WAYNE, HE HAS BEEN A TRAILBLAZER MOST OF HIS POLITICAL LIFE.

- * WAYNE IS THE FIRST AFRICAN-AMERICAN EVER ELECTED TO THE GENERAL ASSEMBLY FROM SOUTH JERSEY.
- * WAYNE IS THE FIRST AFRICAN-AMERICAN ELECTED AS ASSEMBLY MAJORITY LEADER IN THE HISTORY OF NEW JERSEY.

WAYNE WAS ELECTED DEPUTY MINORITY LEADER IN HIS FOURTH TERM AND ALSO GAINED LEADERSHIP POSITIONS ON TWO ASSEMBLY COMMITTEES DURING HIS SECOND TERM - CHAIRMAN OF THE TRANSPORTATION AND COMMUNICATIONS COMMITTEE AND VICE-CHAIRMAN OF THE COMMITTEE ON INDEPENDENT AUTHORITIES - VERY UNUSUAL AND IMPORTANT HONORS FOR AN ASSEMBLYMAN NEW TO STATE GOVERNMENT. WAYNE BRYANT STANDS AS ONE OF NEW JERSEY'S LEADING SPOKESPERSONS ON URBAN ECONOMIC POLICIES AND TRANSPORTATION.

WAYNE BRYANT IS AN ENERGETIC AND PROLIFIC SPONSOR OF BILLS PROMOTING THE WELFARE AND ECONOMY OF NEW JERSEY. HIS LEGISLATIVE EFFORTS AND ACCOMPLISHMENTS ARE MANY. SEVEN OF HIS EFFORTS ACHIEVED NATIONAL RECOGNITION:

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- * THE QUALITY EDUCATION ACT, A LANDMARK PIECE OF LEGISLATION REQUIRING THE THE STATE OF NEW JERSEY PROVIDE EQUAL FUNDING PER PUPIL, FROM THE POOREST SCHOOL DISTRICTS TO THE RICHEST. THIS LEGISLATION ESTABLISHED THE PRINCIPAL THAT THE PREDESTINATION OF WHERE A CHILD IS BORN AND THE WEALTH OF THAT MUNICIPALITY SHOULD NOT, AND WILL NOT, DETERMINE THE QUALITY OF EDUCATION WHICH THAT CHILD IS ENTITLED TO UNDER THE CONSTITUTION OF THE STATE OF NEW JERSEY.
- * THE CREATION OF THE COUNCIL ON AFFORDABLE HOUSING, A CONSTITUTIONAL MANDATE TO ALL MUNICIPALITIES TO ACCOMMODATE THEIR FAIR SHARE OF LOW AND MODERATE INCOME HOUSEHOLDS WITHIN THEIR RESPECTIVE COMMUNITES. (THIS LEGISLATION IS A NATIONAL MODEL FOR HOUSING).
- * NEW JERSEY'S WORLD CLASS AQUARIUM ON THE CAMDEN WATERFRONT, BRINGING JOBS AND ECONOMIC DEVELOPMENT TO SOUTH JERSEY.
- * THE REINVESTMENT OF ATLANTIC CITY'S CASINO FUNDS INTO REGIONAL HOUSING AND FUNDS FOR SMALL URBAN BUSINESSES HEADED BY WOMEN AND MEMBERS OF MINORITY GROUPS.
- * THE ESTABLISHMENT OF ENTERPRISE ZONES IN URBAN AREAS WHICH PROMOTE GOVERNMENTAL AND PRIVATE SECTOR COOPERATION RESULTING IN ECONOMIC REVITALIZATION OF URBAN REGIONS WITHIN THE STATE.
- * RUTGERS UNIVERSITY IN CAMDEN IS ONE OF THE TOP TEN COMPREHENSIVE COLLEGES IN THE EASTERN UNITED STATES. RUTGERS HAS CHANGED DRAMATICALLY BY INCREASING THE NUMBER OF RESIDENT STUDENTS THROUGH THE CONSTRUCTION OF NEW DORMATORIES, THE CONSTRUCTION OF A BUSINESS AND SCIENCE BUILDING AND OTHER FACILITES; ALL PROVIDED THROUGH LEGISLATION SPONSORED BY MR. BRYANT. THE UNIVERSITY'S ACADEMIC SUCCESS HAS STIMULATED ECONOMIC DEVELOPMENT IN SOUTH JERSEY BY PROVIDING POTENTIAL EMPLOYEES, WHO RE-LOCATE HERE, AND THEIR FAMILIES WITH THE OPPORTUNITY FOR A FIRST-CLASS EDUCATION.
- * THE CREATION OF A SOUTHERN NEW JERSEY CHILDREN'S HOSPITAL FOR THE SOUTHERN ELEVEN COUNTIES TO BE PART OF COOPER HOSPITAL/UNIVERSITY MEDICAL CENTER. THIS MODEL LEGISLATION WILL PROVIDE EFFECTIVE MEDICAL CARE FOR THE CHILDREN OF THE REGION.

ASSEMBLYMAN BRYANT HAS ADDRESSED BROAD STATE ISSUES WHILE SYSTEMATICALLY PROTECTING HIS DISTRICT. A GRADUATE OF HOWARD UNIVERSITY AND RUTGERS LAW OF CAMDEN, HE IS A PARTNER IN THE LAW

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FIRM OF FREEMAN, ZELLER AND BRYANT. ASSEMBLYMAN BRYANT
PREVIOUSLY HELD MANY MUNICIPAL AND COUNTY GOVERNMENT POSITIONS
AND ACTIVELY PARTICIPATES WITHIN MANY PROFESSIONAL AND COMMUNITY
ORGANIZATIONS, THEREBY POSSESSING THE SOLID PROFESSIONALISM AND
EXPERIENCE CONDUCTIVE OF EFFECTIVE LEGISLATIVE ACTION.

WILLIAM WALDMAN, COMMISSIONER
DEPARTMENT OF HUMAN SERVICES

William Waldman was appointed by Governor Florio to serve as Commissioner of the Department of Human Services. The Department of Human Services, with a budget of \$7 billion and 22,000 employees, is the largest public agency within the State of New Jersey, accounting for one-third of the total state budget and work force. As a member of the Governor's Cabinet, the Commissioner is responsible for developing new policies and programs, and managing the Department's seven operating Divisions, and the Office of Education.

Program responsibilities range from protecting the income security of New Jersey's citizens through the state's Medicaid and public welfare programs; administering a statewide network of institutional and community-based services for the elderly, mentally ill and the developmentally disabled; providing a broad spectrum of social services to children and families; and administering special programs for the blind and visually impaired, deaf and hard of hearing. Institutions under the jurisdiction of the Department include five psychiatric hospitals accredited by the Joint Commission on the Accreditation of Hospitals, a forensic hospital, eight centers for developmentally disabled, as well as residential facilities for troubled youth.

Commissioner Waldman received a Masters Degree in Social Work from Rutgers - The State University/Graduate School of Social Work and a B.A. from the Pennsylvania State University.

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PANEL SIX

LESSONS FROM THE NEW JERSEY EXPERIENCE

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993

MELVILLE D. MILLER, JR.
Biographical Data

EDUCATION

Graduated: Amherst College - 1966; B.A.
Harvard Law School - 1969; J.D.

Admitted to Bar in New Jersey: 1969

PROFESSIONAL HISTORY:

Legal Services

1974-present President, Legal Services of New Jersey (full-time since 1978)

1972-1977: Executive Director, Middlesex County Legal Services Corporation

1971-1972: General Counsel, State Office of Legal Services

Private Practice

1969-1971: Wharton, Stewart and Davis in Somerville, New Jersey

PERSONAL DATA

Married - Louise B. Miller
3 children - Tristan, Koren, Kendra
Residence: Tewksbury Township

NATIONAL COMMITTEES AND BOARDS:

National Legal Aid and Defender Association, Washington, D.C.; Civil Committee member 1976-1979; Board member 1977-1979

Project Advisory Group, Washington, D.C.; Vice-Chair and Acting Chair, 1974-1975; Chair 1975-1988

Coalition for Legal Services, Washington, D.C.; Chair, 1981-1984

Member, Numerous Advisory Committees of the national Legal Services Corporation from 1975 to the present

National Organization of State Support Units; Steering Committee (1982 to present)

Member, American Bar Association Comprehensive Legal Need Study Advisory Committee, 1992

STATE COMMITTEES AND BOARDS

Served on numerous New Jersey Supreme Court and New Jersey State Bar Association Committees, including Supreme Court Committees on Civil Practice, Complementary Dispute Resolution, Bar Admissions, Attorney Advertising, and Professional Ethics, as well as Judicial Conference Task Forces on Civil Case Management, Special Civil Part, Complementary Dispute Resolution and Matrimonial Practice

Center for Non-Profit Corporations, Trenton, N.J.; Board member, 1981 to present

State Human Services Advisory Council, 1992

Governor's Advisory Council on Elder Abuse, 1984-1985

IOLTA Fund of the Bar of New Jersey, Board Member, 1988 to present

Community Services Block Grant Task Force, Department of Community Affairs, 1982 to present

Numerous advisory committees to state departments and agencies

MAJOR PUBLICATIONS:

Co-author of You and the Law in New Jersey: A Resource Guide, a 500-page guide to New Jersey law for people; published by Rutgers University Press, October 1988

Dozens of articles and pamphlets on legal issues and subject areas

Principal author of Economic Stability Initiative - State welfare reform proposal, 1991

AWARDS:

New Jersey State Bar Foundation Justice Award, 1992

National Legal Aid and Defender Association Reginald Heber Smith Award, 1987 (the highest national award that can be given to a civil legal services or legal aid attorney; one such award is given per year nationally)

Project Advisory Group Denison Ray Achievement Award, 1982

Alvin J. Arnett Award, National Clients Council, 1977

CATHERINE F. WILLIS**BIO - SUMMARY**

Catherine Willis has been an advocate for economically deprived and disadvantaged people in the State of New Jersey for the past 30 years. While serving as the Executive Director of the East Orange Community Development Corporation, the anti-poverty agency for the City of East Orange, she organized numerous self help groups of low-income people.

From 1981 -1987 she served as the Director of the Essex County Division of Community Action, where she administered the first Homeless Program in the County of Essex, NJ. In this position she also managed the County's Head Start, Low-Income Energy, Haitian Mainstream Programs, and supervised delegate agencies in 4 communities in Essex County which served low-income populations.

Currently employed as the Fund Development Director for the Girl Scout Council of Greater Essex County, Willis remains active in the struggle to improve the quality of living for the disadvantaged. Willis was a member of the NJ State Department of Human Services Welfare Reform Committee, the NJ Black Issues Convention (where she was elected 1st Vice Chair for two terms and chaired the Welfare Reform Committee). She participated in designing and implementing the evaluation of the NJ State Jobs Program through the New Jersey Council of Churches with the Coalition of Human Needs. She is currently active on numerous coalitions which address the needs of the low-income community.

NEW JERSEY BLACK ISSUES CONVENTION (NJBIC)

A coalition of New Jersey State African-American Organizations that convene to impact on policy and address issues that affect the African-American Community. NJ BIC is chaired by Newark City Councilman Donald Tucker. The organization has been in the forefront of the fight for the Standard of Living and Welfare Reform in the State of New Jersey.

NOTE: Catherine Willis was the chair of the NJBIC Welfare Reform Committee when the evaluation was done. She does not currently hold that position, nor is she currently the 1st Vice Chair of the Organization.

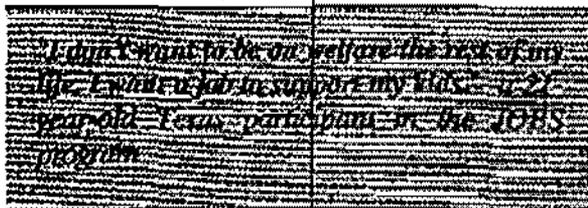


Jennifer A. Vosloff
Executive Director

Unheard Voices: An Evaluation of the JOBS Program by Participants

Irene Skricki

Coalition on Human Needs
1000 Wisconsin Avenue, N.W.
Washington, DC 20007
(202) 342-0726



EXECUTIVE SUMMARY

The Family Support Act, of 1988, made substantial changes in the Aid to Families with Dependent Children (AFDC) program, the nation's primary welfare program for low-income families with children. The Family Support Act mandated that all states establish a program — the Job Opportunities and Basic Skills (JOBS) program — that would offer education, job training, and other job preparation activities to AFDC recipients. While the Family Support Act and its accompanying regulations laid out a broad framework for the JOBS program, individual states were allowed a great deal of flexibility to decide how to implement the state JOBS program in their respective states.

In order to examine how the JOBS program is being implemented by states, the Coalition on Human Needs interviewed JOBS participants in four states (Missouri, New Jersey, Oregon, and Texas). We wanted to see how these states' JOBS programs were working from the participants' point of view, and to elicit participants' opinions regarding the JOBS program's strengths and weaknesses.

Our study shows that the people most affected by the JOBS program — the participants — are usually its biggest supporters. Most participants were very satisfied with their JOBS activities and felt that these activities would help them get a job. At the same time, many were disappointed by the failure of the JOBS program to live up to some of its promises. Also, many participants were discouraged by the lack of opportunities in the labor market when they reached the end of the JOBS program. Our findings include:

I. JOBS participants want to find employment and leave the welfare system.

- o Contrary to popular misconceptions, almost all the participants we surveyed were *extremely eager to get a good job and get off of welfare*. Almost all JOBS participants had an extensive work history. We found that 92% of JOBS participants had been employed before, most within the last couple of years. Most of these jobs, however, paid low wages and offered limited opportunities for advancement.
- o Contrary to the idea that welfare recipients don't want to work or better themselves, we found that *a significant proportion of participants had volunteered for the JOBS*

program. Some participants had already enrolled in education or job training programs on their own before entering the JOBS program.

II. Many JOBS participants face significant barriers to employment.

- o Lack of education, a personal disability or the disability of a dependent were common obstacles facing JOBS participants who wanted to work. About half of JOBS participants we interviewed had not graduated from high school. Thirteen percent of participants reported that they had some type of disability that hindered their ability to work, and 21% of interviewed participants reported having children with disabilities or special needs.
- o We found that 12% of interviewed JOBS participants had *student loans from previous educational experiences that they could not pay back.* Defaulting on federal student loans often prevented them from getting new financial aid to attend some colleges or vocational schools.

III. Participants felt that the JOBS program had been a positive experience.

- o Most JOBS participants were *positive about the JOBS program and their JOBS activities.* Overall, 77% of JOBS participants reported being either very satisfied or satisfied with the JOBS program as a whole. Satisfaction rates were similarly high for the different JOBS activities, although participants were generally more satisfied with the postsecondary education and job training activities.
- o Many participants felt that *the JOBS program had a positive effect on their children.* Over half of interviewed participants felt that the JOBS program had had a positive effect on their children, and only 12% felt that there had been a negative effect on their children. Many individuals commented that they felt they were a positive role model to their children by participating in the JOBS program.
- o We found that the four states we examined have been using a *mix of educational and job search activities* for participants. About half of JOBS participants had been enrolled in a basic education activity (i.e. up to a high school degree). About a quarter of participants had been enrolled in a job training activity. About 40% of participants had been in a job search program.

IV. Participants were frustrated with some aspects of the JOBS program.

- o Some participants were *placed in JOBS activities in which they did not want to enroll.* We found that 27% of participants wanted a different employment goal than what was identified for them. Some participants complained of being placed in activities that were inappropriate to their educational or skill levels.

- o The JOBS activities were *variable in quality and effectiveness*. While most people were very satisfied with their JOBS activities, some participants - as high as 30% for certain activities - reported that they were not learning skills that would help them find a job.
- o *Child care and transportation assistance* were critical services in enabling individuals to participate in the JOBS program, but there were *problems with the provision of these services*. We found that 55% of participants had utilized AFDC-funded child care. Some participants, however, experienced problems with late or nonexistent reimbursements or vouchers from the state welfare agency.

V. Participants perceived that the labor market would not provide adequate job opportunities at the end of the JOBS program.

- o Many participants could not find jobs *at the end of the education and training activities*. Many participants, particularly those in job search activities, complained that there were almost no jobs available at their skill level.
- o Some participants found employment at the end of the JOBS program, but the *wages and benefits were relatively low*. Fewer than half of these jobs provided health care benefits, and almost half did not provide paid sick leave.

VI. Implications

Our data suggests that JOBS participants are eager to work, but continue to face barriers that make it difficult to find employment even after completing an education or training program. For many welfare recipients trying to move off of welfare, and into employment there are simply no jobs available. While people are generally positive about their participation in the JOBS program, they are understandably frustrated and disappointed when the JOBS program did not lead to greater economic self sufficiency for their family.

PANEL SEVEN

EDUCATION AND TRAINING AND MAKING WORK PAY

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993

Gloria Bonilla-Santiago, Ph.D.
Associate Professor
School of Social Work
Rutgers, The State University of New Jersey
327 Cooper Street
Camden, NJ 08102

(609) 225-6348/6514 . FAX (609) 225-6155

Dr. Bonilla-Santiago is an Associate Professor and Director of The Center For Strategic Urban Community Leadership at the Graduate School of Social Work at Rutgers University. She received a B.A. in Political Science from Glassboro State College; an MSW from Rutgers University; an M.A. in Philosophy, and a Ph.D. in Sociology from the City University of New York-Graduate Center. In 1988, she completed a Post-doctoral fellowship at Harvard University's School of Government. Dr. Bonilla-Santiago brings 20 years of leadership experience in developing urban community programs. She writes and speaks widely about urban issues, does research on migration, urban development, policy analysis and community development.

Dr. Bonilla-Santiago has been working in the Camden city community for over 10 years, and has been successful in developing and implementing new programs for the Camden city community. While working at Rutgers University, Dr. Santiago, founded the following Community programs: Office of Hispanic Affairs, Hispanic Women Leadership Institute, Latino Fellows Leadership Institute, the Leadership Management for Urban Executives Institute, and other Minority Leadership Programs for college and high school students. Through the Center for Strategic Urban Community Leadership, she has hosted and organized many local and national conferences. As lead project investigator and consultant for these projects, she has received funding from many corporations, and foundations including: American Express, Fund for New Jersey, Anheuser Busch, New Jersey Bell, CoreStates

National Bank, Prudential, Department of Higher Education, Department of Community Affairs, Phillip Morris, Exxon, Ford Motor Company, Nabisco, New York Times Foundation, and Woolworth.

Dr. Santiago is the author of two books, Breaking Ground and Barriers: Hispanic Women Developing Effective Leadership, Marin Publications (1992), and Organizing Puerto Rican Migrant Farmworkers: The Experience of Puerto Ricans in New Jersey, Peter Lang Publishing, 1988. In addition, she is the author of a series of monographs including: The State of Affairs of Latinos in New Jersey (1993); Women, Latinos and Public Policy: A Priority for the New World Order (1992); Celebrating Diversity: Building Hispanic Leadership (1991); and Hispanic Women in New Jersey: A Survey of Women Raising Families Alone (1988). She is the author of numerous articles on the conditions of Hispanic women in the United States.

Dr. Bonilla-Santiago had been instrumental in passing legislation for Hispanic women in New Jersey. Among her current projects is the successful passage of S2678 - "Hispanic Women Resource Center Act," the first landmark legislation in the entire nation that appropriates funding for Hispanic women centers throughout the state.

As a member of the Rutgers Graduate School of Social Work, Dr. Bonilla-Santiago teaches courses on urban issues, ethnicity, social policy systems, and minority issues including the role of minorities. Dr. Bonilla-Santiago is a national Hispanic women's advocate trainer and scholar. As such she has received national awards for her leadership role and work in providing Hispanic women with alternatives to their poverty conditions. Dr. Bonilla-Santiago is the recipient of the 1992 Warren I. Susman Excellence in Teaching Award. She appears frequently on radio and television and has been interviewed on National Public Radio and in

newspapers such as the New York Times, the Miami Herald, Vista magazine, and the Philadelphia Inquirer.

Dr. Bonilla-Santiago is a fellow from the John F. Kennedy School of Government, Harvard University, the Center for Creative Leadership, and the Center for Women and Politics at the Eagleton Institute. She has been instrumental in providing consultations and leadership to Governor Florio in dealing with urban issues, minority concerns, auditing state government and serving as an expert to review urban school districts. At the national level, Dr. Bonilla-Santiago was appointed to the Boards of the National Association of Social Workers, the National Council of La Raza, and the National Advisory Board to the Puerto Rican Policy and Research Institute. In 1992, she was appointed to the National Democratic Party Platform Committee, and was a delegate to the National Democratic Convention. At the state level, she was appointed by Governor Jim Florio to serve on the Governor's Management Review Audit Commission, and became the Treasurer of the Democratic State Party in 1992.

The United Clergy of the Oranges

The United Clergy of the Oranges was organized almost 14 years ago by the clergy in East Orange and Orange. The mission of the group was to be faithful to its calling and mission which is to build God's Kingdom on earth and to improve the quality of life of the community, African Americans in particular.

Made up of approximately 20 ministers who represent 10 churches, the group has been very active and outspoken on issues that affect not only the metropolitan area but the state. These issues include welfare reform, affordable housing, unemployment, empowerment of the African American community and public education. It has held community forums and meetings on issues and sponsored debates between candidates in both primary and general elections.

The United Clergy is committed to serving the metropolitan area and ministering to the needs of the community. It has a large following in the area and is recognized around the state for its involvement and action oriented ministry.

The President of the United Clergy is The Reverend Byron E. Lennon, pastor of the Divinity Baptist Church, East Orange. Committee chairmen are The Reverends Radford Wheeler, Education, Russel White, Social Action, Reginald Jackson, Political Action and Michael Sykes, Program Development.

REGINALD THOMAS JACKSON
BIOGRAPHY

BORN: April 26, 1954

BIRTHPLACE: Dover, Delaware

A DAUGHTER, Regina Victoria Jackson

ORDAINED MINISTER: African Methodist Episcopal Church

EDUCATION

Bachelor of Science, Delaware State College, Dover, Delaware
Master of Divinity, Interdenominational Theological Center,
Atlanta, Georgia

PASTORAL MINISTRY

Graham A.M.E. Church, Greenwood, Delaware 1975-76

St. John A.M.E. Church, Atlanta, Georgia 1978-79

St. John A.M.E. Church, Jersey City, New Jersey 1979-81

St. Matthew A.M.E. Church, Orange, New Jersey 1981-present

- congregation more than tripled
- worship services have increased to hold growing congregation at 8 and 11 A. M.
- church budget increased from \$50,000. to \$300,000.00
- tithing church developed and ongoing
- Outreach Ministry to homeless, hungry and needy
- Outreach to Seniors and Handicapped
- children and youth ministry developed with over 100 children and youth
- Music Department with salaried Director of Music giving leadership to 6 choirs

MEMBERSHIPS AND AFFILIATIONS

- Member, Board of Education, City of Orange Township
- Chairman, Project Hands (Housing and Neighborhood Development Services)
- Board of Directors, New Jersey Citizen Action
- Board of Trustees, Turner Theological Seminary, Atlanta Georgia
- Board of Trustees, New Jersey Conference A.M.E. Church
- Chairman, Board of Examiners, New Jersey Conference A.M.E. Church
- Member, United Clergy of the Oranges
- Member, Newark-North Jersey Committee of Black Churchmen
- Member, Governing Board, NJ Council of Churches

WORLD HUNGER YEAR (WHY) is a not for profit corporation founded in 1975 by the late singer Harry Chapin and present executive director, Bill Ayres. WHY was a prime mover in creating the Presidential Commission on World Hunger (1978-80) and established WHY Magazine, the first national magazine dealing solely with hunger and poverty, the Harry Chapin Media Awards, the Harry Chapin Self-Reliance Awards, the New York City Food and Hunger Hotline, Long Island Cares and the Center for Food Action in New Jersey.

WHY's major program at present is Reinvesting in America which identifies and helps model grassroots programs that deal with hunger and poverty in all 50 states.

DR. JAMES CHAPIN is the Chairman of the Board of World Hunger Year (WHY) and the Policy Consultant to WHY's Reinvesting in America program. He is also Chairman of the Queens Library Board. He is a frequent op ed writer for Newsday and a former professor of history at Yale and Rutgers.

BILL AYRES is the Co-Founder and Executive Director of World Hunger Year (WHY), the Publisher of WHY Magazine: Challenging Hunger and Poverty and the Program Director for World Hunger Year's Reinvesting in America program. He has also been a radio and TV broadcaster in New York for twenty five years and has been the host of a late night radio talk show on WPLI FM for eighteen years.

Post-It™ brand fax transmittal memo 7671		# of pages >	2
To	Wanda Williams		
From	Cecilia Zalkind		
Co.	ACNJ		
Dept.			
Phone #	201/643-3876		
Fax #	908/756-2941		

BIOGRAPHY -- CECILIA ZALKIND

Cecilia Zalkind is the Assistant Director of the Association for Children of New Jersey, a statewide child advocacy organization. An attorney, Ms. Zalkind is responsible for ACNJ's advocacy program which includes legislative, legal and administrative advocacy.

Ms. Zalkind's particular area of expertise is advocacy for children in the child welfare system, primarily foster care and adoption. She is the author of the 1988 report, Splintered Lives: A Report on Decision-making for Children in Foster Care, which analyzed the New Jersey foster care system as well as numerous articles on foster care and adoption.

Ms. Zalkind is also active in the area of children's legal rights. She authored You Have the Right!, a handbook on the legal rights of children in New Jersey and Know Your Rights, a handbook about foster care for parents and children. In 1992, she was the recipient of the American Bar Association's Child Advocate of the Year Award.

A lifelong resident of New Jersey, Ms. Zalkind lives in Montclair with her husband and two daughters.



LUTHERAN OFFICE OF GOVERNMENTAL MINISTRY IN NEW JERSEY

Carol Kasabach, Director

176 W. State St., Trenton, NJ 08608 609/396-4071 Fax 609/396-7646

Carol Kasabach, Director of the Lutheran Office of Governmental Ministry in New Jersey (LOGM/NJ) since the inception of that office in 1985 is an Associate in Ministry of the Evangelical Lutheran Church in America. As a member of the Lutheran Churchwide Consultation on Welfare Reform developing "Guiding Principles in Social Welfare Reform" and a member of the New Jersey Council of Churches coordinated working group who critiqued the "REACH" welfare reform proposal and produced a document for study entitled "Escape Route From Poverty? or New Peril for the Poor?", and now as co-facilitator of the New Jersey STEPS (Solutions to End Poverty Soon) coalition, Mrs. Kasabach has worked alongside people living in poverty as they seek justice together. Prior to her appointment as director of the LOGM/NJ, she served for five years as the Associate Director of the New Jersey Governor's Committee on Children's Services Planning where she staffed the education and juvenile justice committees and is one of the authors of New Jersey's Action Plan for Children published in 1985. Mrs. Kasabach's professional career began as a teacher of fifth grade students for four years after receiving a BA in Education from Trenton State College. She did her graduate work at Rutgers receiving a Master of Social Work in 1981.

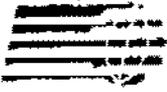
OUR PARTNERS IN MINISTRY

PANEL EIGHT

TIME LIMITED ASSISTANCE

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993



LUTHERAN OFFICE OF GOVERNMENTAL MINISTRY IN NEW JERSEY

Carol Kasabach, Director

176 W. State St., Trenton, NJ 08608 609/396-4071 Fax 609/396-7646

LUTHERAN OFFICE OF GOVERNMENTAL MINISTRY IN NEW JERSEY

ORGANIZATION AND STRUCTURE

I. ORGANIZATION AND PURPOSE

The Lutheran office of Governmental Ministry in New Jersey (LOGM/NJ) is a ministry of advocacy through a partnership of the New Jersey Synod - Evangelical Lutheran Church in America, the New Jersey Council of Churches, and Lutheran Social Ministries of New Jersey.

The purpose of the Office is to represent the just rights and concerns of powerless people. LOGM/NJ has two priorities: To develop a statewide congregational network of persons trained in advocacy skills, and To articulate the concerns of the churches as they relate to the issues identified by the Policy Board.

II. POLICY BOARD STRUCTURE AND RESPONSIBILITIES

A. Overview

The Policy Board of the LOGM/NJ is responsible for the policy decisions of the LOGM/NJ. Based on study of the ELCA statements, statements of the predecessor church bodies and relevant statements of the New Jersey Council of Churches and specifics of public policy issues impacting the poor and the powerless, policy positions will be developed for interpretation to public officials, Lutheran pastors and lay members and institutions of the Synod.

The goals, objectives and activities of the LOGM/NJ are administered by a Director employed by the New Jersey Synod - ELCA and involved in activities one-quarter time on behalf of the New Jersey Council of Churches and its governmental concerns.

B. Membership Composition

The Policy Board is composed of nine representatives.

1. The Bishop of the New Jersey Synod - ELCA shall appoint seven representatives who in general shall be knowledgeable about the social ministry and social services aspects of the Evangelical Lutheran Church in America and concerned to articulate the Christian view with reference to church and society.

OUR PARTNERS IN MINISTRY

2. A representative from New Jersey shall be appointed by each of the following agencies: New Jersey Council of Churches and Lutheran Social Ministries of New Jersey.

An effort shall be made to balance laity and clergy, men and women and to include minorities. Each representative is accountable to his/her judicatory.

C. Term of Office

The representatives shall be appointed for three-year terms.

D. Officers

The Policy Board shall annually elect from among its members a chairperson and secretary.

E. Meetings

The Policy Board usually meets four times a year.

F. Responsibilities and Expectations of Policy Board Members

1. Prepare for meetings by reading pre-mailed information, attend meetings regularly and promptly.
2. Contribute personal experiences and expertise to discussion
3. Apply official positions of the member churches to public policy issues.
4. Choose public policy issues for advocacy action, develop positions and strategies regarding those issues.

G. Accountabilities

The Director of the LOGM/NJ shall be regarded as a member of the staff of the Synod, and shall report to the Bishop. The Director shall also work closely with the appropriate staff persons of the ELCA Division for Church in Society to receive guidance and assistance as may be appropriate.

The Policy Board shall provide an annual report to the Synod Council of the Synod.

[REDACTED]

The American Civil Liberties Union of New Jersey ("ACLU-NJ") is a private, non-profit, non-partisan membership organization with over 8,000 members in the State of New Jersey. It is the state affiliate of the national ACLU, which has over 250,000 members nationwide. It is the only organization in this state dedicated exclusively to the protection and enforcement of constitutional rights under both federal and state constitutions. ACLU-NJ regularly appears in the courts of this state on behalf of parties who claim an infringement of these rights, including the rights implicated in this litigation.

It is the official policy of ACLU-NJ, and a significant focus of its advocacy efforts, that economic rights, no less than political rights, are protected under the federal and state constitutions.

Lawrence S. Lustberg is the Director of the John J. Gibbons Fellowship in Public Interest and Constitutional Law at the law firm of Crummy, Del Deo, Dolan, Griffinger & Vecchione in Newark, New Jersey. The Gibbons Fellowship staff, including two full-time attorneys working under the direction of Lustberg and the Honorable John J. Gibbons, formerly Chief Judge of the United States Court of Appeals for the Third Circuit and now Professor of Constitutional Law at Seton Hall University Law School, provides legal representation or advice to needy individuals or organizations in matters of social importance or constitutional significance. Working on behalf of the American Civil Liberties Union of New Jersey, the Gibbons Fellowship has, as one of its projects, collaborated with Legal Services of New Jersey, the NOW Legal Defense Fund, and other organizations in instituting a legal challenge to the New Jersey Family Development Program's provision that denies AFDC benefits to children born to women receiving welfare.

Formerly an Assistant Federal Public Defender and Law Clerk to the Honorable H. Lee Barokin, United States District Judge, Lustberg is President of the Board of Directors of Essex-Newark Legal Services and a Trustee of the Association of Criminal Defense Lawyers of New Jersey and the New Jersey Association on Corrections. He is also Adjunct Professor of Law at Seton Hall and Rutgers University Law Schools, and a frequent author on criminal and constitutional law subjects.

Lustberg lives in Chatham, New Jersey with his wife, Claudette St. Romain, and their daughters, Kate, age 4, and Alex, age 1.

NOW-NJ

The New Jersey chapter of the National Organization for Women (NOW-NJ) was established over 20 years ago for the purpose of ensuring that women in New Jersey are able to obtain and maintain equal rights and opportunities with men in the workplace, political arena, and community and family settings. NOW-NJ currently has a membership of approximately 12,000 women and men of all racial, ethnic and economic backgrounds.

Since its inception, NOW-NJ has been actively involved in the area of welfare issues, most recently since prior to the enactment of New Jersey's 1992 AFDC legislation. We have met with legislators, testified before State agency hearings, held public forums and appeared on innumerable television and radio programs to bring the unique perspective of the National Organization for Women to the public debate on welfare "reform".

MICHELLE JOY MUNSAT, ESQ.

A graduate of Rutgers Law School (Camden), Michelle Munsat has been practicing law for 13 years. Almost half of her career was spent with Middlesex County Legal Services (NJ), with several years being devoted to a specialty in welfare rights work. Ms. Munsat currently maintains a private practice in Newark, New Jersey, specializing in employment discrimination and sexual harassment. She is a Commissioner on the Mayor's Commission on the Status of Women (Newark), a member of the Aging and the Law Committee of the New Jersey State Bar Association, and legal counsel to NOW-NJ.

As legal counsel to NOW-NJ, Ms. Munsat has spoken in numerous public forums and before several State agency hearings over the past almost two years concerning the effects of N.J.'s 1992 welfare "reform" package on the lives of poor women and their children.

Miriam Corta

Miriam has a long history as an activist and organizer in the state of New Jersey. Born in Bayamon, Puerto Rico she moved to the United States in order to pursue her studies in Education at Glassboro State College. Throughout this years she has worked with community based organizations, goverment and higher education institutions in the development and implementation of initiatives that will facilitate the empowerment process of our communities.

Ms. Cortes is currently the Program Director of the Hispanic Family Center's Women's Resource Center. This center provides educational and employment services programs in order to help Latino women become self sufficient. She has also been involved with the Center for Politics/Hispanic Women's Leadership Institute and the National Academy of Early Childhood Programs.

* Please see resume to refer to employment experience.

Miriam Cortés

25 Edison Lane
 Willingboro, New Jersey 08046
 (609) 815-0744

Education:

Center for Women in Politics / Hispanic Women's Leadership Institute - Trained to develop skills in management and leadership to enhance participation in the political, public or private arena - 1990-1991

National Academy of Early Childhood Programs - Completed mentor and validator training for center accreditation program

Glassboro State College - Completed Bachelor's degree in Education

Work Experience**Program Director**

July 1992 to present

Hispanic Family Center of Southern New Jersey 2700 Westfield Ave., Camden, New Jersey 08105 (609) 365-7399

Administered a Regional Hispanic Women's Resource Center. Develop and implement an educational program for women and their families. Supervised a professional and support staff of 25. Responsible for overseeing an initiative of an HIV/AIDS Prevention Program. Participate in panel discussions throughout the nation and community focus group on women's issues, HIV/AIDS education, and also on issues affecting the Latino community. Responsible to seek funding for the organization. Plan and implement fund raising activities. Assist the Executive Director in the coordination of other programs in the agency.

Program Director

September 1989 to October 1991

ECCO (Expanded Child Care Option) Mathematics Policy and Research assigned to N.J. Department of Human Services, Office of Child Care Development, Trenton, N.J.

Played a key role at the Dept. of Human Services in a demonstration sponsored by the Rockefeller Foundation and the U.S. Dept. of Health and Human Services to test the effects of different types and qualities of child care on the development and future well-being of children and the effectiveness of these alternative child care policies at removing barriers to work of mothers receiving AFDC. Responsible for overseeing the operational planning of the demonstration, including the development of child care capacity, the coordination of state and county planning activities, and the development of ECCO policies, procedures and training program.

Supervisor

October 1987 to September 1989

Program Evaluation for Child Care Centers, Dept. of Human Services, Division of Youth and Family Services, Bureau of Licensing, Trenton, N.J.

Managed staff of eight inspectors to evaluate the child care facilities throughout the State and five support staff to process the reports and licenses for the child care facilities.

Director

October 1982 to September 1989

Glassboro State College Child Care Center, Camden Campus, Camden, N.J. 08101
 Administered a comprehensive child care program for 50 children ages 2 1/2 to 13 years of age. Supervised a staff of four teachers and 20 work study students.

Skills

Problem solving abilities, organizational and supervisory skills

Fluently bilingual and bicultural in English/Spanish

Write proposals

Develop and implement new community programs

*References Available upon request.

Hispanic Family Center of Southern New Jersey

Laura Hernández-Paine
Executive Director

425 Broadway St.
Camden, NJ 08103
(609) 541-6985

2700 Westfield Ave.
Camden, NJ 08105
(609) 365-7393

FAX NUMBER (609) 963-2663

Providing comprehensive, fully bilingual and bicultural services through the following interconnected programs:

FAMILY COUNSELING CLINIC (Outpatient Mental Health)

- Individual, Family and Group Therapy
 - Psychological Evaluations
 - Psychiatric Evaluations
- Parental Development Training
 - Assessment & Referrals

HISPANIC SENIOR CITIZEN (Outpatient & In-Home mental health, Educational and Supportive Services)

- Individual, Family and Group Therapy
 - Life Skills Training
- Educational and Recreational Groups
 - Volunteers Group
- Outreach and Case Management
 - Assessment and Referrals

LA ESPERANZA (Outpatient Drug Free)

- Individual, Family and Group Therapy
 - Educational and Support Groups
 - Drug Evaluations
- Assessment & Referrals

EDUCATIONAL UNIT (Drug/Alcohol and Child Abuse Prevention Programs)

- Group Sessions for Children in Schools
 - Parental Development Training
 - Educational Seminars/Workshop for the Community
- Individual and Family Counseling
 - Assessment & Referrals

FAMILY SUPPORT GROUPS FOR HISPANIC WOMEN (Assisting women with all types of problems)

REGIONAL HISPANIC WOMEN'S RESOURCE CENTER (A program to support Hispanic women in becoming self-sufficient)

- English and Spanish Literacy
- Job Skills Assessment
- Vocational Training Guidance
- Job Search Assistance and Placement
- Free Transportation

- Employment and Career Planning
- Parental Development Training
- Personal Counseling/Social Services
- Drop-in Child Care for Participants in Classes/Groups

The New Jersey Catholic Conference, composed of the Catholic Bishops of New Jersey, is one of the means by which the Bishops speak on matters of public policy. In expressing the views of the Church, the Conference addresses a wide range of issues in the areas of morality, health, welfare, education, employment, housing and human and civil rights. Recommendations concerning these issues are formulated by a Public Policy Committee composed of members from each diocese and from the various areas of the Church's ministry, such as social services and education.

Through its staff, the Conference maintains ongoing liaison with the State and Federal governments so as to monitor and to advocate for matters relating to the interests of the Catholic Church in New Jersey. The Conference assures Catholic cooperation with other religious bodies and with civic and private sector organizations in matters of concern to the general welfare of the State's citizens.

RESUME

Regina M. Purcell
New Jersey Catholic Conference
211 North Warren Street
Trenton, N. J. 08618
(609) 599-2110

EMPLOYMENT**ASSOCIATE DIRECTOR FOR SOCIAL CONCERNS, NEW JERSEY CATHOLIC CONFERENCE, TRENTON, NEW JERSEY**

Develop, coordinate, and implement general programs, aims and objectives of the New Jersey Catholic Conference.
Monitor legislation pertaining to social issues; serve as liaison between the Conference and relevant state agencies.
Prepare and deliver testimony before committees of the New Jersey State legislature. (1987 to Present)

PUBLIC RELATIONS COORDINATOR, ARCHDIOCESE OF NEWARK, NEW JERSEY

Act as information specialist for public inquiries regarding structure and policies of the Archdiocese; produce TV Sunday Mass for national distribution on WWOR-TV, NJ. (1985 to 1987)

STAFF ASSISTANT TO ARCHDIOCESAN PASTORAL COUNCIL, ARCHDIOCESE OF NEWARK, NEW JERSEY

Coordinated the study of major issues affecting the Archdiocese; developed recommendations for policies and their implementation. (1982 to 1985)

ADVANCE COORDINATOR AND COORDINATOR OF VOLUNTEERS, JACK WATSON CAMPAIGN FOR GOVERNOR, ATLANTA, GEORGIA

Coordinated and supervised work of campaign volunteers; arranged details of candidate's schedule, including speeches, campaign rallies, and fundraisers. (1981-1982)

STAFF ASSISTANT, OFFICE OF INTERGOVERNMENTAL AFFAIRS, THE WHITE HOUSE, WASHINGTON, D.C.

Researched issues of concern to state and local elected officials; assisted elected officials in dealings with federal agencies; compiled briefing materials on state and local issues for President's meetings/trips. (1978 - 1981)

PUBLIC QUESTION & ANSWER SESSION

NEW JERSEY PUBLIC FORUM

THURSDAY, SEPTEMBER 9, 1993



Dr. Thomas H. Brown comes to Union County College after serving for six years as vice president for instruction at the State University of New York, Mohawk Valley Community College, Utica, N.Y. He previously served in a variety of academic and administrative posts at Cumberland County College, Vineland, N.J., for 17 years.

Dr. Brown is the seventh president in the 58-year history of the College, and the third president since the consolidation of Union College and Union County Technical Institute on August 17, 1982, to form Union County College.

Born in Philadelphia, Pa., Dr. Brown began his teaching career in 1965 at Hunter College of the City University of New York and at Seton Hall University, South Orange, N.J. He joined the faculty of Cumberland County College in 1967 as a professor of history and taught ten different history courses, including the first televised course at the College. Dr. Brown also taught Ethnic Studies at the William Paterson College Graduate School, and Latin American and Black History at Glassboro State College.

A strong proponent of collaborative educational programs, Dr. Brown has developed several "outreach" programs for Federal, State, and local institutions in New York and in New Jersey.

Active in civic affairs, Dr. Brown was a trustee of the Oneida (N.Y.) County Historical Society and the Cumberland (N.J.) County Historical Society and of the Utica Teachers Center. He also served as chairman of the Cumberland County Cultural and Heritage Commission, as an officer of the Tiny Tim Charitable Foundation, as a member of the Education Committee of the Utica Zoological Society, and in a variety of posts with the United Way of Greater Utica.

Dr. Brown is the author of a book, "George Sewall Boutwell: Human Rights Advocate," and of numerous papers and articles on various aspects of the community college movement and on historical topics, particularly about the Civil War Era.

Ph. D. NYU
M. A. NYU
B. A. U. of Maryland

**Friday, September 10
Itinerary and Briefing**

The second day of the Working Group's regional visit to New Jersey is designed to provide an opportunity for members to talk informally with a wide range of people affected by or involved in the child support and welfare systems. This will include noncustodial fathers, a variety of people who work with the child support system and A.F.D.C. recipients.

The day will begin at 8:30 a.m. when we depart the hotel for our first site visit to the Parents' Fair Share program, Operation Fatherhood, in Trenton, NJ. Operation Fatherhood, a federal demonstration pilot, focuses on helping non-custodial fathers find decent jobs as well as cultivate strong relationships with their children. Operation Fatherhood was chosen as a location for a site visit in order to provide Working Group members with the ideas and opinions of non-custodial fathers whose perspective is often overlooked when welfare issues are examined. (A description of the program is included in this section of the briefing book.)

We will be briefed by the Operation Fatherhood staff from 9:30-9:45 and we will tour the facility housed at Union Industrial Home for Children. At 9:45, we will break into two groups for hour-and-a-half meetings with participating fathers and members of the Operation Fatherhood staff. The meetings will be moderated by peer counselors or staff from the program.

At 11:30, the two groups will reconvene for a working lunch with representatives of the various departments of New Jersey government which are involved in child support collection; the Department of Human Services of the Executive Branch; the Administrative Office of the Courts of the State of New Jersey, and the Probation Departments at the County level. The meeting will begin with brief comments by the participants and continue through lunch.

o The Honorable Stephen Schaeffer, PJFD, Hudson County is a member of the Office of Child Support Enforcement Judicial Advisory Committee. He is also the Chair of Family Practice Committee and Subcommittee on Child Support.

o Richard Russell, Esq., a member of the Supreme Court's Family Division Practice Committee and a member of the Subcommittee on Child Support Guidelines, and Periodic Review and Modification. Mr. Russell is an attorney with the law firm Loveland, Garrett, Russell and Young.

o Mark Rogers, Chief, Child Support Hearing Officer Program.

o Raymond R. Rainville, Ph.D., Chief, Child Support Enforcement Services

o Marion Reitz, Director, Division of Human Services, Bureau of Child Support and Paternity Programs

In the afternoon, we will depart from the Union Industrial Home and travel to the Middlesex County Board of Social Services in New Brunswick where we will meet with A.F.D.C mothers involved in The Work Group program, as well as staff of the Work Group. The Work Group is a state model welfare-to-work program based near Camden, N.J., which offers literacy and employment training and also has a strong emphasis on peer counseling and co-counseling. A 2 page fact sheet about The Work Group is included.

After arriving at the welfare office we will meet briefly with the staff of the office as well as the staff of the Work Group. Then we will split into two focus groups and have discussions with individuals involved in the successful welfare-to-work program.

After the focus group, if time permits, we will have a short debriefing session to review the trip. Transportation will be provided to the airport/train station.

Working Group on Welfare Reform, Family Support, and Independence

New Jersey Regional Visit

Friday, September 10

- 8:30 a.m. Check-out and meet for departure at front entrance of Brunswick Hilton
- 9:30 a.m. Arrive: Operation Fatherhood
864 Bellevue Avenue
Trenton, N.J.
609-695-1492
- o Parents Fair Share program providing services to non-custodial fathers
- 9:45 - 11:15 a.m. Focus Groups with non custodial parents
- 11:30 - 1:15 p.m. Working Lunch - Individuals involved in different aspects of New Jersey's child support enforcement system will join the Working Group for a working lunch at Operation Fatherhood

Participants:

- o The Honorable Stephen Schaeffer, PJFD, Hudson County is a member of the Office of Child Support Enforcement Judicial Advisory Committee. He is also the Chair of Family Practice Committee and Subcommittee on Child Support.
- o Richard Russell, Esq., a member of the Supreme Court's Family Division Practice Committee and a member of the Subcommittee on Child Support Guidelines, and Periodic Review and Modification.
- o Mark Rogers, Chief, Child Support Hearing Officer Program.
- o Raymond R. Rainville, Ph.D., Chief, Child Support Enforcement Services
- o Marion Reitz, Director, Division of Human Services, Bureau of Child Support and Paternity Programs
- 1:30 p.m. Depart Operation Fatherhood

2:00 p.m. Arrive: Middlesex Cty. Board of Social Services
181 Howell Lane
New Brunswick, N.J.
(908) 745-3669
Contact: Phyllis Giglinto

2:15 p.m. Meet Robert Rapp of The Work Group and
hear a brief overview of that model
welfare-to-work program

2:30 p.m. Focus Group with staff and clients of The
Work Group, a model welfare-to-work
program.

4:00 p.m. Debrief

4:15 p.m. Depart for airport or train station

NOTE: All events on Friday, September 10, 1993 are closed to
the press.

The Parents' Fair Share Demonstration: Operation Fatherhood

LOCATION: Union Industrial Home for Children
864 Bellevue Avenue
Trenton, NJ 08818

CONTACT: Barbara Kelley-Sease, Executive Director, Union Industrial Home

Goals: 1) To reduce poverty among children receiving public assistance by encouraging and requiring their non-custodial parents to establish paternity and pay child support; 2) to increase the employment and earning of noncustodial parents who are unemployed and unable to adequately support their children; and 3) to assist these parents in providing other forms of support to their children when appropriate.

SUMMARY: The nine Parents' Fair Share Demonstration programs use a variety of approaches, built around four core services: employment and training, peer support and instruction in parenting skills, meditation, and enhanced child support enforcement. Fathers generally enter the program because they need a job and they want to become more actively involved with their children. However they themselves have a wide range of problems, including substance abuse and legal problems with child support and other issues. The Operation Fatherhood program addresses these problems in several ways. First, in a 13 session Peer Support group, which is mandatory for all participants, the participants learn more about their role as a single parent. Topics include, but are not limited to:

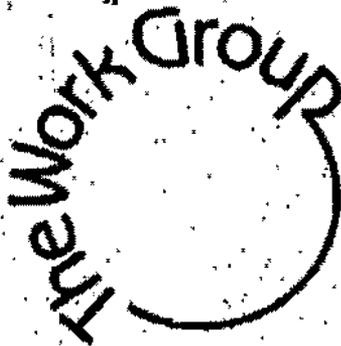
- Personal Development sessions cover issues involving fatherhood, manhood, values, communication, decision-making and self-esteem.
- Fatherhood sessions cover childhood growth and development, behavior and parenting skills.
- Relationships sessions cover the qualities and types of relationships in general, dealing with anger, and establishing goals to improve relationships.
- Health and Sexuality sessions cover sexual behavior, family planning and birth control.
- Putting It All Together is an overview of the ideas discussed in the previous sessions and focuses on new goals and attitudes.

Then the men are enrolled in Job Club, and after the completion of these formal sessions, where they are taught job skills, they enter the job search phase.

SCOPE: Operation Fatherhood works with noncustodial fathers age 16-35 living in Mercer County who are unemployed or underemployed. The program has met its required enrollment level of 300 for the pilot phase which lasts from April 112 - December 1993. 33 men have been placed into on-the-job training slots and 39 entered unsubsidized employment. To date, child support garnishments were entered for 100% of the participants and collections initialed for 30%.

FUNDING: Operation Fatherhood is an initiative of the U.S. Department of Health and Human Services, the Manpower Demonstration Research Corporation, and a consortium of foundation partners, including the Pew Charitable Trusts, AT&T and the Ford Foundation. The Funding includes \$750,000 of federal money, \$325,000 in State money and \$200,000 in private funds.

* For Early Intervention clients, child support orders are in the process of being established.



5720 Marlton Pike • Pennsauken • New Jersey 08105
609-486-7390

THE WORK GROUP, INC.

The Work Group is a private, not-for-profit education and training corporation that has offered literacy and employment services to adults and youth throughout southern New Jersey since 1983.

Along with individualized education, work experience and job readiness training, The Work Group provides culturally-sensitive counseling and case management services, and emphasizes peer counseling and co-counseling methodologies. The Work Group pays particular attention to the emotional, cultural, and cognitive aspects of self-esteem building, and implements daily activities to promote it.

The Work Group is administered by President and CEO Deborah Reasa, who has a Master's Degree in Social Work Administration and 25 years experience in the management and development of human service organizations; it also employs a staff of more than 30 individuals who represent a variety of professional fields.

The Work Group currently receives support from the New Jersey Department of Education, the New Jersey Department of Labor, the Camden County Freeholders, the Camden County Private Industry Council, and local private foundations. The agency is organized under section 501(c)(3) of the Internal Revenue Code and is governed by a Board of Trustees.

New Jersey Youth Corps of Camden County

The Work Group operates the New Jersey Youth Corps of Camden County, the largest Youth Corps in the state. Designed for unemployed high school dropouts between the ages of 16 and 25, this program offers basic skills and work-related education and training in conjunction with meaningful work experiences. Since its founding in 1983, the Youth Corps has served over one thousand of the most at-risk youth in Camden County.

In 1990, the NJ Youth Corps Program received national recognition by the US Department of Education as a State program meriting exposure nationwide due to its success with high school dropouts.

Educating and Training Today's People for Tomorrow's Jobs

Adult Basic Education

The Work Group's adult basic education programs are designed for persons who lack the most basic educational skills. Instruction is provided in a supportive environment in reading and math, problem-solving, civic responsibilities, and life-coping skills. Three-hundred welfare recipients receive services annually. Mathematica Policy Research, Inc. in its 1990 study of the implementation of New Jersey's welfare program, highlighted The Work Group's program as a potential model for programs successfully educating welfare clients.

The Work Group is also funded by the NJ Department of Education to provide free basic education in the evenings to all county residents. In addition, special GED classes are held for members of the New Jersey National Guard.

Workplace Literacy

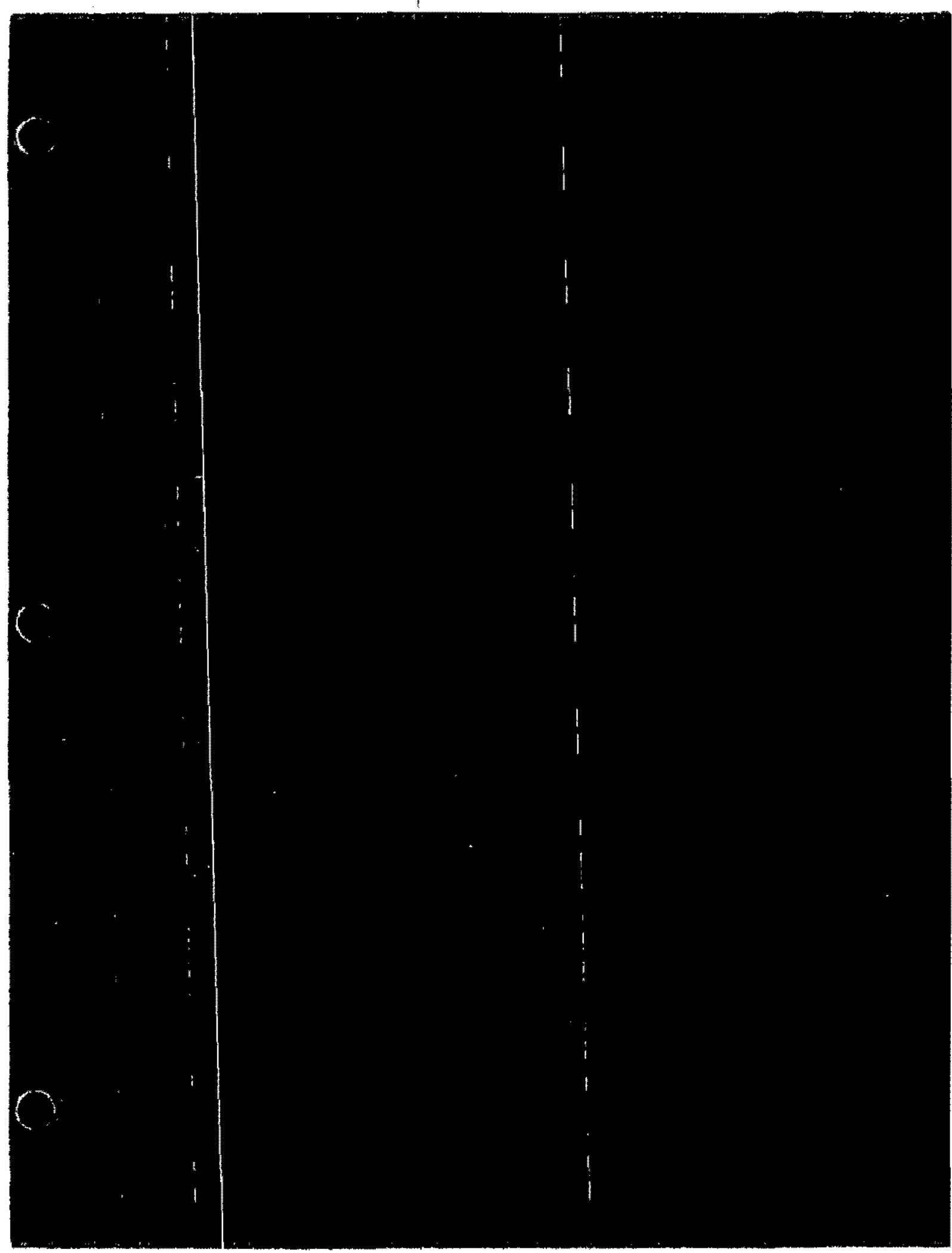
In 1989, The Work Group achieved the honor of being the only community based organization selected by the New Jersey Department of Education to work with unions and businesses in South Jersey to teach literacy skills to employees at the workplace. The Work Group has operated successful programs at the following locations:

- Incon Cable Company
- Shieldalloy
- The Training School of Vineland
- Cumberland County Medical Center
- United Autoworkers, AFL-CIO
- Garden State Park

REACH Corps

Based on the success of its NJ Youth Corps Program, The Work Group decided to replicate the model with adults. Targeting participants in the County's welfare reform program, the REACH Corps offers pre-employment skills training, work experience internships, and the remediation of basic skill deficiencies to Camden County welfare recipients.

The program was complimented recently in a keynote address at the United Way as an effective program which enhances participants self-sufficiency by emphasizing self-esteem building, the identification of individual strengths, and the setting of occupational goals.



New Jersey State Profile

This section of the briefing book provides several pieces of information specific to the State of New Jersey. First, two pages of charts and tables provide basic statistical data about AFDC, poverty and child support in New Jersey. Second, a summary is provided of welfare reform initiatives in the state of New Jersey. Finally, there is a summary of press coverage of the issue in the leading media outlets in the state.

At the very end of the book we have included an alternative proposal to the New Jersey Family Development Program submitted by the STEPS (Solutions to End Poverty Soon) Coalition.

NEW JERSEY

<u>DEMOGRAPHICS</u>	<u>State</u>	<u>U.S. (*)</u>	<u>Rank</u>
Population (7/1/92)	7,789,000	255.1m (T)	9
Child Population (4/1/90)	1,811,000	63.9m (T)	9
Percent of Population that are children (7/1/92)	23.4%	25.7% (A)	46
Per Capita Personal Income-FY 89	23,764	17,567 (A)	2
Poverty Rate			
1991	9.7%	13.7% (A)	43
1989	8.2%	12.7% (A)	46
1983	10.9%	15.4% (A)	43
1979	9.5%	12.4% (A)	45
Change in Rate (1979-1991)	+ .2%	+1.3% (A)	

Aid to Families with Dependent Children

<u>AFDC -- Benefits</u>	<u>State</u>	<u>U.S. (*)</u>
Total assistance payments-FY 92	515.7m	22,223.5m (T)
AFDC Grant-Jan 93 (Mother-two children-0 income)	424	367 (M)
Food Stamp benefit-Jan 93	270	285 (M)
Combined benefits-Jan 93	694	652 (M)
Percent of poverty threshold-Jan 93	74%	70% (M)
Percent change since 1980	-30.9%	-22.4% (A)

<u>AFDC - Caseloads</u>	<u>State</u>	<u>U.S. (*)</u>
Average Monthly AFDC Caseload (people)-FY 92	125,800	4,768,600 (T)
AFDC Reciprocity Rate-FY 92	4.7%	5.3% (A)
Change in AFDC Reciprocity-FY 88-92	+15%	+20% (A)
Average Payment per Family-FY 92	342	388 (A)
Average Number in AFDC Unit (10/90-9/91)	2.9	2.9 (A)
Food Stamp Reciprocity FY 92	6.36%	9.95% (A)

<u>AFDC -- Income Data</u>	<u>State</u>	<u>U.S. (*)</u>
Percent of Families with Unemployed Parent-9/92	3.0%	5.7% (A)
Percent with Earned Income-10/90-9/91	2.4%	7.9% (A)
Percent Receiving Public Housing/ HUD Rent Subsidy-10/90-9/91	12.8%	21.0% (A)
Number of Persons JOBS Money Obligated-FY 91	27,426	460,914 (T)

Child Support Enforcement

<u>Collections and Expenditures</u>	<u>State</u>	<u>U.S. (*)</u>
Total Collections-FY 92	372.5m	7,951.1m (T)
AFDC Collections-FY 92	83.5m	2,252.6m (T)
Child Support Collections per \$ of Total Admin. Expend.-FY 92	4.02	3.99 (A)
Average Number AFDC Cases in which a Collection was Made-FY 92	24,376	830,713 (T)
Percentage Change in Total Real Collections since 1983	+62%	+34% (T)
Total Number of Paternities Established-FY 92	10,314	515,393 (T)
Number of out-of-wedlock births-1990	29,756	1,165,384 (T)

*Type: A=average, M=median, T=total

Source: 1993 Green Book

STATE WELFARE POLICY

New Jersey's welfare reform activity pre-dates the 1988 Family Support Act. Beginning under Governor Kean's administration, the State has passed two major pieces of welfare reform legislation. The most recent program, Governor Florio's 1992 Family Development Program is a controversial state model for welfare reform that includes several bold components.

1. Legislation:

Governor Florio's 1992 Family Development Program has been very controversial nationally because it is the first state plan to impose a "family cap" on AFDC benefits; it ends the practice of increasing benefits for families who conceive a child while receiving AFDC payments. It also requires parents with children over 2 years old to participate in educational or employment-related activities and those with children under 2 years old to participate in mandatory counseling and vocational assessment activities. However, the plan includes several other "non-punitive" provisions that serve to increase supports for these same families. The FDP allows the earned income disregard to increase for families falling under the family cap. Furthermore, it allows families to retain more of their earnings from work and increases the period of transitional Medicaid benefits for those leaving AFDC due to employment from 12 to 24 months. Other supportive services include transportation and a one-year child care extension once a parent becomes ineligible for AFDC. This program mandates participation for all welfare recipients, not just those receiving federal AFDC benefits. These additional groups include AFDC families that do not meet the federal definition of unemployed and General Assistance recipients who receive assistance at the municipal level. Waivers required for the provisions of the program include:

- *The family cap provision requires a waiver of Federal guidelines that provide additional AFDC benefits for a child born while the family is on assistance. Children not provided cash assistance will be eligible for Medicaid and increased food stamp benefits.
- *A waiver was required to permit participation by parents in the mandatory counseling and vocational assessment activities if the youngest child is under two years of age.
- *A waiver was required to continue the REACH/JOBES waiver allowing the State to require participation in educational and employment and training activities of a parent or caretaker relative who is employed 30 or more hours per week. This waiver permits the State to evaluate a family's circumstances and to offer those activities which may help to make the family more self-sufficient in the future.
- *The FDP's specific sanctions for non-compliance require a waiver of Federal sanctioning criteria. New Jersey has two alternate sanctions: either a 20% reduction in family benefits for at least 30 days or an individual penalty for at least 90 days.
- *A waiver was required to exclude the natural parent and his or her spouse from the filing unit provisions. If the parent of an AFDC family marries someone not receiving AFDC benefits, that parent will no longer be eligible for the benefits, only the dependent children will remain eligible. The stepparent is seen as being responsible for himself, any of his or her natural children, and for the new spouse.
- *A waiver was necessary to permit the application of the State disregard to earned income of employed family members when a newborn child is born to an assistance family and no benefit increment is received for the newborn. The family is entitled to a higher earned income disregard to compensate for the lack of additional benefits for the newborn child.

*The State required a waiver to allow participants of higher education activities to be considered as JOBS participants. This waiver allows the State to enroll more welfare recipients in college without jeopardizing the enhanced JOBS funding.

*Two initiatives continued from the REACH/JOBS waiver provide for additional disregards of income. The first of these initiatives permits 600 AFDC parents to serve as family day care providers for other AFDC recipient children. The second waiver expands the six-month disregard of earnings received by a dependent child from a JTPA training program to other non-JTPA training programs and expands the disregard to young parents under age 25 who are permitted to participate in the program. This second request corrects inequalities wherein one recipient participates in a JTPA training program and receives a financial advantage through disregarded earnings, but another recipient in a non-JTPA type activity like the State Job Corps is penalized.

*The gradual phase-in schedule of the FDP enhancements of the REACH/JOBS program required a waiver of the federal requirements of comparability of treatment. In the first year, the program has been made available to the three counties (Camden, Essex and Hudson) with the largest number of AFDC recipients. The remaining 18 counties will be added to the FDP in a selected sequence which will be completed as of July, 1994.

Waivers were granted in July 1992; the program began in October 1992 and will run for five years.

The predecessor to the Family Development Program, the REACH program (Realizing Economic Achievement) began in 1987 as a mandatory work and education program for mothers with children age two or older. The program provided Medicaid transitional benefits, immediate wage withholding and updating of past child support orders. It also included an initiative to encourage AFDC recipients to provide day care for other AFDC recipients' children by disregarding 50% of their earnings. Much of this program was encompassed by the JOBS program under the 1988 Family Support Act. Medicaid, AFDC and Child Support waivers were granted in 1987; the demonstration ended in December 1989 with implementation of the federal JOBS program. The waivers that had been granted for REACH include:

*AFDC: increased earning disregards for those working while receiving AFDC; increased income limits for eligibility for family day care providers; job search requirement extended to last more than eight weeks.

*Medicaid: allowing those leaving welfare to keep their Medicaid benefits for a transition period even if they lose AFDC eligibility.

*Child Support: allowed the State not to notify AFDC recipients of child support collections.

II. Demonstration Programs

Two demonstration programs funded by the Department of Health and Human Services and private foundations are currently being implemented in New Jersey.

*Parents' Fair Share is a research and demonstration project for AFDC families. It involves a test

of employment and training services, peer support, enhanced child support enforcement and mediation services for unemployed noncustodial parents of AFDC children. A pilot program began in April 1992 and will run through December 1993. An evaluation is scheduled to begin in 1994. Refer to section 4 of the Briefing Book for further information.

*Teen Parent Demonstration is another demonstration program whose major features include: intensive case management, use of sanctions, and early involvement of teen parents of a single child in the education and job training programs. This program is jointly funded by ACF and ASPE. The following page pulled from the Chicago Public Forum briefing book describes the Teen Parent Demonstration in more detail as applied to Illinois and New Jersey.

Teenage Parent Demonstration

GOAL: to rigorously test on a large scale new policies and programs aimed at reducing the incidence of long-term welfare dependency.

SUMMARY: The demonstration was sponsored by the U.S. Department of Health and Human Services, Administration for Children and Families and Assistant Secretary for Planning and Evaluation. Beginning in 1986, four-year demonstration grants totalling over \$7 million were awarded through a competitive process to the Illinois Department of Public Aid and the New Jersey Department of Human Services. Under these grants, the states engaged in a one-year program design and implementation phase and three years of full-scale demonstration.

MANDATORY DEMONSTRATIONS: The Illinois Department of Public Aid implemented its program, Project Advance, in the areas served by its Roseland, Auburn Park, Southeast, and South Suburban offices. New Jersey implemented its program, Teen Progress, in two sites -- one serving the City of Camden and the other serving the City of Newark.

The programs were employment-focused and designed to offer universal coverage to all first-time teenage parents receiving AFDC; participation in the programs was mandatory. Under federal guidelines, the demonstration programs required first-time teenage parents to attend school, participate in job training, work, or actively pursue activities preparatory to school, work, or training, or face a substantial reduction in their welfare grant until they complied with program requirements. The programs provided the young mothers with intensive case management, including: in-house workshops on a wide range of topics including self-esteem, motivation, family planning, career choices, and parenting; education, training, and employment services; and child care and transportation services.

TARGET POPULATION: There were a total of 5,962 eligible young mothers in the demonstration service areas during a two-and-a-half year enrollment period and 5,297 (89%) of them enrolled in the study sample. 2,647 of the study sample members were selected at random to participate in Project Advance or Teen Progress; the remainder continued to be served by the local welfare programs. This population was extremely diverse:

- *average age was 18
- *5% were 15 or younger
- *80% had a child under a year old; 60% had an infant
- *1/3 had completed high school; only 1/2 of those who had not were still in school
- *average reading and math skill level at the eighth grade level
- *1/2 were living with a parent
- *less than 1/3 received any support from the noncustodial father of their child

SIGNIFICANT RESULTS: The demonstration programs are being evaluated by Mathematical Policy Research, Inc. under contract to the demonstration sponsors. The positive study results indicate that teen parents subject to the requirement and receiving services under the demonstration had a 19% higher rate of success than other AFDC mothers. This 19% higher rate reflects that two years after enrollment, 79% of the enhanced services group were in school, job training or a job -- compared to 66% of those receiving regular AFDC assistance. Numerous reports based on process and ethnographic research methods, as well as an impact analysis report covering an average of about 30 months after enrollment in the study sample, have been produced. A longer-term follow-up of the study sample and their children is underway, with results to be released in 1996.

PRESS REPORT

Newark *Star-Ledger*

Welfare reform has been a very prominent issue for the *Star-Ledger* over the past year and a half. This is an independent newspaper with the 15th largest circulation in the country. The paper seems to present the issue objectively through news reports on both State and federal innovations. Several editorials and commentaries have been printed, however, that express concern over Clinton's vision for reform and over the general political approach to reform. Key reporters on the issue seem to include Donna Leusner, Maryann Spoto and J. Scott-Orr (from the Washington Bureau) with news stories, as well as Ben Wattenberg with commentaries. The one major expert on the issue locally to whom the reporters seem to turn for comment is De Miller from Legal Services of New Jersey, an organization that represents the rights of the poor.

Specific articles include:

February 3, 1992: News: J. Scott Orr, "Florio lists welfare reforms":

Orr reviews Florio's announcement a day earlier of the details of his welfare reform plan to the NGA. Both Bryant and Florio anticipate support from the White House and Congress for their Family Development Program.

September 19, 1992: News: Angela Stewart, "Welfare reform law hotly debated at state gathering of black leaders":

Stewart reviews the discussion of the Family Development Program that had occurred at the NJ Black Issues Convention (BIC). The NAACP Legal Defense and Education Fund has challenged the family cap provision in court. BIC opposes the state measure, as a representative says, "25,000 'young, black female' welfare recipients in Essex County now have criminal records because they have been charged with welfare fraud for working on the side in an effort to pay their rent and meet other obligations." Rev. Charles Rawlings, executive director of the NJ Council of Churches, called the law an example of the "deep moral sickness" of the whole society.

September 30, 1992: News: Donna Leusner, "Program stresses self-sufficiency":

This article, written the day before the Family Development Program would take effect, reviews the provisions of the reform

program and the planned improved service delivery through the use of Family Resource Centers.

October 26, 1992: Commentary: Lawrence Hall, "Politicians blame the poor":

Hall criticizes politicians on the state and federal level for using welfare reform as a political tool to "pit racial and economic groups against one another." He believes their proposals are a "knee-jerk form of workfare which...translates into slavefare." If they really wanted to help welfare recipients and to save money, Hall says that politicians should trim the welfare bureaucracy.

November 25, 1992: News: Gabriel Gluck and Gail Ferguson Jones, "Activists rally against proposed cuts in welfare":

The authors review protests held in New Brunswick and Elizabeth over a \$10 million cut from the municipal welfare program by the Republican controlled legislature in June of 1992. The article cites several key opposition players, including: De Miller of Legal Services of NJ; Elliot Katz from Middlesex Interfaith Partners with the Homeless; Janice King, chair of the Coalition Against the G/A Cuts; and Abdul Muhammad from Standing Up for Justice in Elizabeth.

February 22, 1993: Editorial: "Making welfare work":

The column sees Clinton's vision for reform as being along the lines of workfare, but it states that reform is urgently needed. The author says that welfare will always be needed but recognizes the need also to provide incentives for employable recipients who would otherwise remain on welfare.

April 5, 1993: News: Alan Ota, "Administration quietly moving on a major overhaul of welfare":

Ota reports on Clinton's plan to set up a welfare reform task force and discusses Shalala's role in social reform.

May 26, 1993: News: Mary Jo Patterson, "Deadbeat dads fear 'Wanted' list":

Patterson reviews Florio's plan to distribute posters of the "10 Most Wanted" parents with sizable arrears in child support.

June 2, 1993: News: Maryann Spoto, "Reform-minded Dixie senator looks at model Jersey welfare reform program":

Sen. Breaux visited classes for ESL, GED preparation and job skills training at Union County College as an attempt to view the State's welfare reform efforts. He seemed especially interested in the extended medicaid plan for recipients leaving AFDC due to work.

June 28, 1993: Commentary: Ben Wattenberg, "Clinton plan would perpetuate welfare mess":

Wattenberg expresses his concern over the lack of toughness in the Clinton reform plan. He is afraid it will not provide incentives for work -- even with a 2 year limit -- because the limit will only be applied to a mother's AFDC grant, not to her children's share, to Medicaid, to food stamps, or to housing grants. He thinks that reform will be a disaster unless the plan is extremely bold and tough.

July 2, 1993: News: Stacy China, "Essex organizations honored for literacy efforts":

Literacy programs honored include: La Casa de Don Pedro in Newark, the Leaguers Inc's Head Start Program, the First Occupational Center of New Jersey, the Center for Academic Skills at Essex County College, and Public Service Electric and Gas Co.

July 12, 1993: News: Donna Leusner, "Ambitious overhaul of welfare starts slowly in urban counties":

Leusner reports on the slow start of the Family Development Program in the three pilot counties. She reports that one year after the reform had become law, the participation rate in the three counties of Camden, Essex and Hudson is only 10.2 percent. She cites spending limits, start-up problems, and the difficulties of training staff as explanations for the slow start. However, she focuses more closely on the fact that many of the welfare mothers living in these counties have very low literacy levels, and, as she says, "the social service system is busy doing what the education system failed to do." Assemblyman Wayne Bryant, however, realizes that it will take more than one year to revamp the system the way the legislation intends it to be done.

July 13, 1993: News: J. Scott Orr, "Welfare reform blueprint: National panel headed by Florio stresses self-sufficiency":

This article reports on a meeting of the State and Local Task Force on Welfare Reform, chaired by Gov. Florio whose proposal incorporates many of the reforms that have taken place in New Jersey under the Family Development Program. Despite its slow start in the State, the Governor defended his program as a national model for reform.

July 14, 1993: News: Joseph D. McCaffrey, "State honors ex-welfare recipients":

McCaffrey reports on a ceremony in Camden marking the one year anniversary of Florio's Family Development Program. It recognized eight welfare recipients who have been working toward a career with the help of the Family Development Program. One recipient highlighted in the article is Lue Hamilton, a 29-year

old mother from Newark, who entered the program in March 1993. Hamilton received basic skills training and then the department provided child care while she attended school. She should have received her certificate as a nursing assistant in August of this year.

July 19, 1993: Commentary: Ben Wattenberg, "A non-marital birth of a dilemma for Dems":

Wattenberg discusses the relationship between the rise in out-of-wedlock births and a growing dependence on welfare. He believes that these births are the root of our social problems. The question he asks, however, is why Clinton's new task force on welfare reform has not publicly addressed the issue of out-of-wedlock births. He suggests that this has not been mentioned publicly as a root cause of poverty in this country because of the political uproar it would cause with liberal Democrats who would claim that it is "blaming the victim." Wattenberg asks, "Can a Democratic president really say that voluntary change in reproductive behavior is the principal agent driving welfare and most of our other social problems and that it could be reduced by a threat to end benefits?" Wattenberg urges that the Administration send the message that they will stop subsidizing "voluntary illegitimacy."

July 22, 1993: News: J. Scott Orr, "Florio discusses welfare reform, governor race with Clinton, aides":

Orr reports on a meeting among Gov. Florio, the President, and White House officials during which they discussed the national welfare reform plan as well as the Governor's reelection campaign. Florio urged the Administration to model their plan on New Jersey's reforms, paying especial attention to child support enforcement on a federal level.

July 29, 1993: News: Maryann Spoto, "New welfare reform effort under way in Union":

Spoto reports on the implementation of the Family Development Program in Union County which has been added to the original three participating counties of Hudson, Essex, and Camden. The article stresses the education component of the program which will be run out of Union County College.

July 31, 1993: News: Donna Leusner, "Challenge developing to welfare baby law":

This piece anticipates the legal battle that will ensue once women begin to be affected by the family cap provision of the Family Development Program. Legal Services of New Jersey, among other groups, intends to file suit challenging the law. De Miller from Legal Services warns, "It's very likely there will be litigation within the next two months." He explains further that, "Our basic premise in the litigation is that government

does not have--constitutionally or statutorily--an appropriate role in trying to control the family choices of human beings." The article also cites Martha Davis, a NOW Legal Defense Fund staff attorney whose book on welfare rights will be published in October.

September 2, 1993: News: Donna Lausner, "State aiding Essex in welfare program":

Here, Lausner reports on State intervention in the implementation of the Family Development Program in Essex County, the largest New Jersey county with regard to welfare caseloads. The State has taken control of all new contracts for client services. The State will contract with private, non-profit groups to expand enrollment by 3300 clients in the next year. Essex will continue managing the contracts for the 2000 mothers currently enrolled, plus another 1800 they expect to enroll on their own in the next 10 months. Essex gets about \$4.9 million in contracts for job training, child care, education and other services for clients, and the State will add \$3.9 million in services.

The Record, Hackensack NJ

The Record from Hackensack in Bergen County is the 69th largest newspaper in the country with 161,797 readers. It is an independent newspaper that has had fairly objective coverage of welfare reform. Most of its news coverage seems to stem from Associated Press articles on the national and state reform efforts. One key reporter for this issue is Thomas Moran who has written news articles featuring case studies of working poor individuals as well as the EITC debate and other issues affecting the working poor.

Specific articles include:

October 28, 1992: News: Thomas Moran, "Stuck on the dole: her steady job record bars access to training":

Moran presents the case of a mother who had worked consistently in low-paying jobs until having a baby and because of her experience cannot qualify for most job training programs. The Family Support Act had required states to spend at least 55% of their training and education funds on a target group of unskilled recipients. New Jersey, however, had been spending 69% of its money on this group. Moran presents a case for the working poor mothers who cannot get help from the State because of this standard.

March 2, 1992: Editorial: "Quayle to New York: Get off the dole":

This editorial is based on a campaign speech by Vice President Quayle in New York City during which he apparently attempted to blame recession on welfare. The editorial responds to this approach by saying that obviously the welfare system is in dire need of reform, but welfare is not the sole cause of the recession. The author considers this tactic a political ploy on the part of the Republican ticket to attract angry voters.

March 22, 1992: News: Thomas Moran, "Locked out of the American dream: life on the border of welfare and work":

Here, Moran presents another testament to the plight of the working poor, paying particular attention to the minimum wage. New Jersey had been scheduled for an 80 cent increase to \$5.05 per hour, but the new Republican-dominated Assembly voted to cut that increase to 40 cents. Moran uses case studies to illustrate the difficulty for the working poor living on minimum wage.

July 23, 1992: Editorial: "A muddled attempt at welfare reform":

This editorial looks at the mixed signals that welfare mothers have been receiving both from the State and from the federal government. New Jersey has passed legislation that includes a family cap provision supposed to push welfare mothers to work. But at the same time, the State has cut the appropriations for the job training component from \$10 million to \$2.5 million. Similarly, the federal government under the Bush administration has granted approval for the New Jersey program despite its staunch right-to-life advocacy that is against Medicaid funding for abortions.

January 17, 1993: News: Thomas Moran, "For working poor, dignity vs. survival":

Moran again describes the plight of the working poor, interviewing two working mothers in New Jersey who do not qualify for AFDC but who also cannot support their families on their incomes alone. He discusses Clinton's plan to help the working poor as well as those on welfare, and cites David Ellwood and Bruce Reed on the President's vision for reform.

January 17, 1993: News: Thomas Moran, "Critic says poor don't want to work":

Here, Moran presents the opinion of Lawrence Mead, a conservative expert on poverty and a professor at New York University. Mead says that "The dependant do not lack opportunity...They do not seize opportunity that lies before them. Boosting the rewards of work, as the president-elect proposes, will not move them." He believes that the government must be stern and require virtually all welfare recipients to work or train. Moran, however, balances this opinion with that of David Ellwood who defends the Clinton plan.

July 13, 1993: News: AP, "White House may follow NJ on welfare reform":

This article discusses, on the first anniversary of New Jersey's reform plan, the White House's focus on New Jersey as a model for national reform.

July 14, 1993: News: Eugene Kelly, "Campaign-style fanfare for NJ welfare reform":

Kelly reports on an anniversary celebration held on the first anniversary of the State's Family Development Program. He describes the provisions of the program and its political implications for Governor Florio who has received national attention for the plan and who has been appointed chair of the National Governor's Association's State and Local Task Force on Welfare Reform. Kelly also presents some opposition to the program, citing Myra Terry, president of the NJ chapter of NOW, who criticizes Florio for using welfare as a tool to get himself reelected.

July 22, 1993: News: AP, "Florio visits Clinton's chief of staff":

This article reviews Florio's recent visit to the White House to discuss both welfare reform and his reelection campaign.

July 31, 1993: News: AP, "NOW to sue NJ over welfare cut for new mothers":

This reviews the suit to be filed by NOW against the State's family cap provision.

August 1, 1993: News: Thomas Moran, "Both parties think kindly of Earned Income Tax Credit":

Moran discusses the earned income tax credit in light of the House's vote to expand the program. Moran makes a case for the effectiveness of the credit for working poor families.

Asbury Park Press

The Press is the 66th largest newspaper in the country, with a circulation of 165,305 readers. Its coverage of welfare reform has been minimal, including mostly news coverage through associated press articles. The articles tend to focus on the legal battles over New Jersey's reform, battles primarily between minority rights groups such as NOW and the NAACP and the State, as well as the national focus on New Jersey's plan as a model for the federal reform proposal. The coverage does not extend to editorials or commentaries expressing opinions on the issue. There do not seem to be any key reporters on the issue, as the paper prints mostly AP articles.

