

Maryland Association of Resources for Families and Youth
The Board of Directors and Committees

MARFY's Goal and activities are determined and are, in large measure, accomplished by and through our Board of Directors and committees. A fifteen member Board of Directors is elected annually by the membership at large and candidates are often identified through their work with MARFY committees or their leadership in MARFY sponsored coalitions.

Membership on MARFY committees is open to administrators and staff of member agencies and, by invitation, to others who have interest, knowledge or expertise in the issues addressed by the committee. We are particularly interested in the participation of parents and family members of children who are or have been served by child welfare, juvenile justice, education and mental health agencies.

I. Peer Review Committee -The Peer Review Committee is responsible for reviewing, and updating as necessary, standards, policies and procedures for member agency peer reviews. A formal review will be conducted annually. In addition, the Committee will direct staff in the scheduling and conduct of peer reviews. Members of the Committee will each participate in at least one peer review annually.

II. Best Practices Committee- The committee will formulate and catalog Best Practices for Member agencies

Training Subcommittee - Advises the Board of Directors of programs and activities relating to advancing professional development of MARFY members and others involved in the delivery of services to children and families. It also advises MARFY staff, when appropriate, in implementing professional development activities, i.e.; regular and special training, conferences, annual dinner and other events.

III. Membership Services Committee - Consists of no fewer than five members who are broadly representatives of MARFY's membership with respect to type and size of programs and geographic locations. Meets monthly and advises the Board of Directors on matters of an administrative nature affecting membership development. The committee reviews and updates services available to members and conducts surveys to determine the level of satisfaction. Emphasis is placed on recruiting new members and retention of old ones. Beginning with this year the committee is now overseeing the activities of the member peer reviews.

Nominating Subcommittee - Consists of four voting members of MARFY. The immediate Past President serves as Chairperson. Three members of the committee shall be elected by and from eligible agency members of MARFY. Members of the committee shall be nominated

from the floor and elected at the last General Membership Meeting before the Annual Membership Meeting.

Constitution & By-Laws Subcommittee - The committee reviews the Articles of Incorporation, the By-Laws and Policies of the Association annually, making recommendations for additions and changes as the need arises. The committee presents proposed amendments to the voting members of the Association for a majority vote, which is necessary to effect any change.

Public Relations/Special Events Subcommittee- The committee develops and plans all MARFY special events and events calendar for the calendar year. The committee plans conferences, annual dinner and other events related to the mission and purpose of MARFY.

IV. **Public Policy Committee** - In pursuing MARFY's public policy goals, we are committed to collaboration and cooperation with parents, advocates, public agencies, legislators and others to support administrative action and legislation that will improve services and the quality of life for children and their families. The committee will encourage and support policies and practices that support families, strengthen communities and enrich the lives of disabled and disadvantaged children and youth.

V. **Workforce Development Task Force** The task force was formed to address the effect of the child welfare workforce crisis in Maryland in Maryland and its effect on our members ability to employ and retain qualified workers. The task force is made up of representatives of broad cross section of members, public agency representatives, advocates and other similar associations. The task force meets quarterly to give direction and feedback to MARFY staff and three committees described below.

Workforce Development/Compensation Subcommittee

The Compensation Committee is charged with taking actions that will lead to adequate compensation for staff working in residential and non-residential programs serving children, youth and families. This includes compensation related research, articulation of the need for adequate compensation and advocacy for improved salaries, wages and benefits.

Workforce Development/Recruitment and Retention Subcommittee

The Recruitment and Retention Committee is charged with finding ways to facilitate staff recruitment among member agencies, publishing and maintaining a *Guide To Best Practice in the Recruitment and Retention of Staff*, and exploring the feasibility of establishing a MARFY managed and supported recruitment network.

Workforce Development/Workplace-Workforce Standards Subcommittee

The Workforce-Workplace Standards Committee is charged with establishing workforce qualification standards, identifying the range of education, training, skills and personal characteristics needed by direct care staff and ensuring the adoption of credentialing requirements in licensing regulations. The Committee will also establish workplace-staffing standards to address minimally acceptable staff to client ratios and other factors needed to meet the individual needs of clients within and among member agency programs.

Friends of Foster Children Foundation- The Friends of Foster Children Foundation consists of MARFY members to review grants and award grant amounts for personal items, educational and training opportunities for children in foster care (family foster care, kinship care or residential group care) under the custody of a Local Department of Social Services or a Licensed Child Placement Agency.

MARFY COALITIONS

MARFY will support coalitions or focus groups of providers that share common interests in the provision of effective care and treatment for Maryland's children, youth, and families. MARFY's support will include provision of staff or volunteer assistance in the conduct of coalition activities, and advocacy and action on behalf of principles, positions, and practices that are mutually beneficial to MARFY and the coalitions. These coalitions include:

Residential Treatment Center Coalition

Fourteen private and public sector residential treatment centers, all accredited by the Joint Commission on Accreditation of Health Care Organizations (JACHO) are members of the RTC Coalition. The Coalition meets quarterly at participating member facilities to address a broad range of issues affecting their programs and services and the children and adolescents they serve. In recent years, the Coalition has been highly focused on the development and evolution of the Public Mental Health System - established as a "carve-out" when the Medicaid managed care system was established. MARFY outcome evaluation program staff manages a external reference data base and reporting system to assist the RTC's in their evaluation of outcomes and client satisfaction.

Treatment Foster Care Coalition

The Treatment Foster Care Coalition provides a forum for more than thirty, private sector, Licensed Child Placement Agencies and Local Departments of Social Services providing treatment foster care and related services for children and adolescents across the State. The Coalition meets quarterly, often with the participation of the Social Services Administration which licenses and regulates treatment foster care. The Coalition routinely addresses matters related to state policy and regulations, and also discusses the needs of the children served, referral-placement trends, and other issues affecting their programs and practice.

Residential Group Care Focus Group Coalition

Meets monthly and serves as a support group or forum for representatives of member agencies to come together to share, explore, clarify, debate and deal with common issues and concerns. The group's agenda evolves from month to month through member participation and the introduction of new matters on which deliberation is warranted. Issues discussed are usually about program policy and procedures, regulations and other matters to assist agencies in the day-to-day operations.