



May, 2014



CAM Newsletter

Special Interest Items:

- On-site Peer Review
- On-site Customized Training and Technical Assistance
- Corroborating the Forensic Interview Training

Children's Alliance of Montana Executive Board

Brett Linneweber, Chair
Senior Deputy Yellowstone County Attorney

Coleen Magera, Vice Chair
Retired Sanders County Attorney

Devin Kuntz,
Secretary/Treasurer
Flathead County CAC

Glen Fulton, Immediate Past Chair,
Retired Flathead County Sheriff's Office

Brenda George
Executive Director

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CAM/MCSART 2014 Events/Trainings

May 13 - 14	Advanced Forensic Interview Training	Helena
May 27 - 30	Montana Sheriffs/Chiefs Assoc. Convention (MSPOA, MACOP & APCO)	Bozeman
June 1 - 4	NCA Leadership Conference-	Washington DC
June 16-20	Montana Victim Advocate Academy	Missoula
June 24-25	Corroborating the Forensic Interview (Co-sponsored by MCSART and WRCAC)	Missoula
June 26-27	Corroborating the Forensic Interview	Billings
October 6	CAM & MCSART Pre-Conference Criminal Investigator Training – Annual Meeting Luncheon	Helena
October 6-9	8th Annual Crime Prevention Conference	Helena

On-Site Forensic Interview Peer Review

Forensic interviewing is a core service of a CAC and an important component for every MDT. Much research has been done in the field of child interviewing. Research tells us that interview protocols and intense forensic interview training are essential for professionals conducting forensic interviews. The research also tells us that while both are essential and important neither change an interviewer's behaviors. Peer Review is necessary to maintain optimal interviewer practice

Lamb, M.E., Sternberg, K., Orbach, Y., Esplin, P. & Mitchell, S. (2002) Is Ongoing Feedback Necessary to Maintain The Quality of Investigative Interviews With Allegedly Abused Children? *Applied Developmental Science* 2002, Vol. 6, No. 1, 35-41

Results indicate that appropriately trained interviewers can help children of all ages to provide the specific details often necessary to ensure successful prosecution.

Brubacher, S. P., Malloy, L. C., Lamb, M. E., & Roberts, K. P. (2013). How do interviewers and children discuss individual occurrences of alleged repeated abuse in Forensic Interviews? *Applied Cognitive Psychology*, 27(4), 443-450.

On-Site Peer Review for your MDT is available– MCSART has funding to send an experienced Forensic Interviewer to your community to conduct forensic interview peer review with your forensic interviewers and MDT members. **Contact me for a request form.**

Save the Date for 2014
8TH ANNUAL MONTANA
CRIME PREVENTION CONFERENCE

October 7 - 9, 2014
 Red Lion Colonial Inn
 Helena, Montana

Conference information is available at
 The Montana Board of Crime Control website:
www.mbccc.mt.gov
 Registration and agenda information will be
 available Summer 2014.

*Crime Prevention:
 Connecting People, Connecting Communities*



Children's Justice Bureau News

A Message from Dana Toole, Bureau Chief, Children's Justice Bureau, Montana Department of Justice

The Children's Justice Bureau has a new **Office of the Child & Family Ombudsman**. The 2013 Montana legislature passed House Bill 76 to create an independent, impartial and confidential Child and Family Ombudsman.

The Child and Family Ombudsman responsibilities are to advocate for best practices in working with children and families, investigate issues within the Department of Health and Human Services (specifically the Child and Family Services Division), and provide outreach and education to citizens on how best to project and service children and families.

The U of M in Missoula is putting on a first ever **Montana Victim Advocate Academy June 16-20**. It is difficult to find training for child advocates, and although this conference offers a lot of information about other types of advocacy, the draft agenda looks pretty good. Here is the website:

http://www.iers.umt.edu/Montana_Victim_Advocate_Academy/default.php

Take a look and see if your programs want to send anyone. There is an application link on the website. MCSART can help fund registrations.

Office of the Child & Family Ombudsman

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National and Online Training Opportunities

MEDICAL

May 29 – 30 *ChildWise Institute will host the ACE Study Summit—Billings, MT*

INVESTIGATION and PROSECUTION

May 19-23 *Childproof:Advanced Trial Advocacy for Child Abuse Prosecutors—NDAA*

Online Training Series on Child Sex Trafficking

FORENSIC INTERVIEWING/MDT

June 1-4 *National Children's Alliance Leadership Conference*
 Fridays *Tom Lyon's 2014- Forensic Interview Webinar Series*

July 14-18 *Seattle, Washington - APSAC Child Forensic Interview Clinics*

August 5-6 *Adapting the NICHD Forensic Interview Model to Special Populations Training Sessions – National CAC*



Research

- **2013 Key Survey Findings -- National Multi-Site Survey of Children's Advocacy Centers**—Thank you to those CACs in Montana that participated – look at the stats and trends for forensic interviews, medical exams and victim advocacy. Email me if you need a copy of the full report.
- **Sexting: When are state prosecutors deciding to prosecute?** *The Third National Juvenile Online Victimization Study (NJOV3)*- Walsh, W., Wolak, J., & Finkelhor, D. (2013)
- **New to CALiO -- the Prevention Fact Sheet, "As a Matter of Fact: Maltreated Children: The High Risk of Poly-victimization"**
- **CALiO Bibliography Series – Three New Bibliographies: Medical Evaluation of Children When Abuse is Suspected, Toolkit for Court Performance Measures in Child Abuse and Neglect Cases and A Roadmap for Collaborative and Effective Evaluation in Tribal Communities**
- **Annotated Bibliography of Evidence Supporting the National Standards for Accreditation** – National Children's Alliance and the National Children's Advocacy Center



Resources

- **Trends in Unwanted Online Experiences and Sexting** -- Crimes Against Children Resource Center
- **Protective Factors Approaches in Child Welfare Issue Brief** – Child Welfare Information Gateway
- **APSAC Released Practice Guidelines for Medical Providers** -- “CSEC: The Medical Provider’s Role in Identification, Assessment and Treatment.”
- **Guidance to States and Services on Addressing Human Trafficking of Children and Youth in the United States** -- U.S. Department of Health and Human Services Administration for Children, Youth and Families (ACYF)
- **APSAC Interviewing Guidelines 2012**
- **Handbook on Questioning Children** by Anne Graffam Walker and Julie Kenniston, July 2013

“The average number of interviews conducted at a CAC = 356”

2013 Multi-Site CAC Evaluation Project



Training

childproof:

Advanced Trial Advocacy for Child Abuse Prosecutors

May 19-23, 2014, Savannah, GA

Application deadline: April 1, 2014

childPROOF is an intensive 5-day trial advocacy course designed for 30 child abuse prosecutors. This course is designed to allow prosecutors to hone the specific trial advocacy skills that are used in child abuse cases. Students will participate in a number of trial advocacy workshops designed to improve their courtroom abilities. Students will also receive classroom lecture from some of the foremost child abuse prosecutors from around the country.

Attendance fee

None

This course is by application and only and 30 prosecutors will be selected to attend



CHILDWISE
INSTITUTE

On May 29 - 30, 2014, [ChildWise Institute](#) will host the ACE Study Summit in Billings, Montana, focused exclusively on Adverse Childhood Experiences (ACEs) and their lifelong effect on vulnerable children and youth.

Adapting the NICHD Forensic Interview Model to Special Populations

The National Children's Advocacy Center (NCAC) and the National Institute of Child Health and Human Development (NICHD) are collaborating to discuss the important elements of the NICHD Forensic Interview Protocol and adaptations of the NICHD Protocol made within the NCAC's Child Forensic Interview Protocol for cognitively or linguistically challenged children.

Learn how these adaptations may be useful for interviewers using the NICHD or NCAC protocol or another narrative interview approach.

Trainers:

Linda Cordisco Steele, M.Ed, LPC, Senior Trainer, National Children's Advocacy Center

Heather Stewart, NICHD Trainer, MA, Assistant Program Manager,
Salt Lake County Children's Justice Center, West Jordan, UT

Training Location

Huntsville, AL

Training Dates

August 5-6, 2014

Tom Lyon Forensic Interview Webinar Series

The Midwest Regional CAC partnered with Tom Lyon to make his newest Ten Step Forensic Interview Course (Spring 2014) available to you and your Multidisciplinary Team. The course will cover the Ten-step interview and review research and practice regarding recantations and reluctance, the use of dolls and drawings, eliciting details without direct questions, and other topics.

Participants can take the course live on Friday mornings and/or access course sessions through a recorded archive On-Demand. **The best news is that the class has been enhanced to now include a pre and post-test that consists of interviewing a virtual child, Julian.**

Live Meeting Dates:

Fridays from 12:00pm-1:50pm (CST)
January 17th-April 18th, 2014

On-Demand:

All sessions are recorded and available outside of set class times.

Instructor:

Tom Lyon, Ph.D

Delivery:

Live and Archived

Cost: FREE

Benefits to Enrolling:

Due to the addition of a pre and post test, completion of the **SPRING 2014** course can be applied as supplemental training hours toward the NCA Forensic Interview Standards for Accreditation. Students wishing to use this course toward meeting the accreditation standard, in addition to NCA approved State or National Training, must submit both their pre and post test and have proof of attendance for all class sessions.

Free Online Training Series on Child Sex Trafficking

We have completely redesigned our webinar series on child sex trafficking.

Please join us for one or all of the 6 webinars in the series!

Webinar Series Description: This **FREE** web-based training series is presented by The Children's Healthcare of Atlanta Stephanie V. Blank Center for Safe and Healthy Children and the Governor's Office for Children and Families. It aims to educate Georgia professionals on sex trafficking of children and teens. The series includes six individual modules which will be presented via live webinars. Interested professionals may attend any of the webinars and do not need to complete all six. **The modules do not need to be completed in order; however we recommend that learners with limited knowledge of this topic complete the Introduction module prior to others in the series.**

Continuing education credit has been approved for the following disciplines: Georgia medical providers, nurses, emergency medical service personnel and social workers (SW credit will not be available for the Medical Evaluation module presentations and the February 11 Intro module). At this time, no other CEUs are available. Participants must complete the post-training evaluation for each webinar they attend in order to receive continuing education credit.

Webinar Topics: ✓ **Introduction to Child Sex Trafficking for Healthcare Professionals**

- ✓ **Human Trafficking and Sexual Exploitation: A Global Perspective, and... Boys are Victims Too**
- ✓ **Special Topics on Child Sex Trafficking: Victims, Pornography and the Legal Response**
- ✓ **The Demand Side: Traffickers, Buyers & Gangs**
- ✓ **Child Sex Trafficking and Commercial Sexual Exploitation: The Medical Evaluation of Victims**
- ✓ **Using a Victim-/Survivor-Centered Approach When Working with Trafficked Youth**

To Register: Please click on the links in the attached flyer for the sessions you would like to register to attend. **We will continuously update our website as additional dates and registration information becomes available.** www.choa.org/csecwebinars

After registering you will receive an invitation email containing information about joining the Webinar.

Please feel free to share the information about this series with your colleagues.

Continuing Education

Nursing:

This continuing nursing education activity was provided by Children's Healthcare of Atlanta. Children's Healthcare of Atlanta is an approved provider of continuing nursing education by the Georgia Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Approval as a provider refers to recognition of educational activities only and does not imply ANCC Commission on Accreditation or Georgia Nurses Association approval or endorsement of any product.

Physicians:

This activity has been approved for *AMA PRA Category 1 Credit*

Other Disciplines:

Continuing education credit has been approved for the following disciplines: emergency medical service personnel, law enforcement (POST), and social workers (SW credit will not be available for the Medical Evaluation module). At this time, no other CEUs are available.

Contact Angie Boy at 404.785.7429 or Angela.Boy@choa.org for more information.

Resources

Trends in Unwanted Online Experiences and Sexting Crimes Against Children Resource Center

This bulletin summarizes findings from the Third Youth Internet Safety Survey (YISS-3).

The YISS-3 asked about three types of unwanted online experiences that have been at the forefront of concerns regarding youth Internet use - unwanted sexual solicitations, harassment, and unwanted exposure to sexual material.

- **Sexual solicitations:** Requests to engage in sexual activities or sexual talk, or give personal sexual information that were unwanted or, whether wanted or not, made by an adult.
- **Harassment:** Threats or other offensive behavior (not sexual solicitation), sent online to the youth or posted online about the youth for others to see.
- **Unwanted exposure to sexual material:** Without seeking or expecting sexual material, being exposed to pictures of naked people or people having sex when doing online searches, surfing the web, opening email or links in email.

The full review is located in CALiO™ under *Practitioner's Reference and Resource Center* in the [Full-Text Open-Access Publications](#) section under the heading of *Internet Victimization*

Protective Factors Approaches in Child Welfare

This issue brief provides a succinct overview of protective factors approaches to the prevention and treatment of child abuse and neglect. It is designed to help policymakers, administrators, child welfare and related professionals, service providers, advocates, and other interested individuals understand the concepts of risk and protective factors in families and communities and learn ways in which building protective factors can help to lessen risks for child abuse and neglect. This full commentary is located in CALiO™ under the *Practitioners Reference and Resource Center* in the [Full-Text Open-Access Publications](#) section under the heading of *Child Welfare*.

Essentials for Childhood: Steps to Create Safe, Stable, and Nurturing Relationships and Environments for all Children

Child maltreatment is a serious problem that can have lasting effects on victims. This type of violence can and must be stopped before it starts. Healthy child development is essential for lifelong health. We all benefit when all children have safe, stable, nurturing relationships and environments.

Safe, stable, and nurturing relationships and environments are essential to prevent child maltreatment and to assure children reach their full potential. The *Essentials for Childhood* technical package proposes evidence-based strategies communities can consider to promote relationships and environments that help children grow up to be healthy and productive citizens so that they, in turn, can build stronger and safer families and communities for their children.

During National Child Abuse Prevention Month, help to positively influence individuals, support healthy relationships among family members and neighbors, and encourage community involvement. This publication is located in CALiO in the *Practitioners Reference and Resource Center* in the section [Full-Text Open-Access Publications](#) under the heading of *Parenting*.

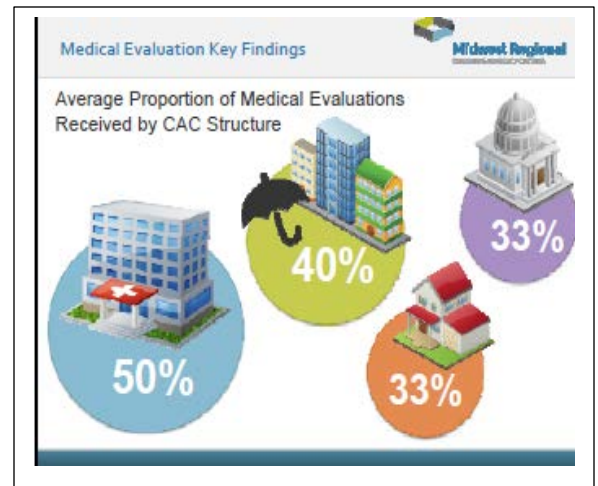
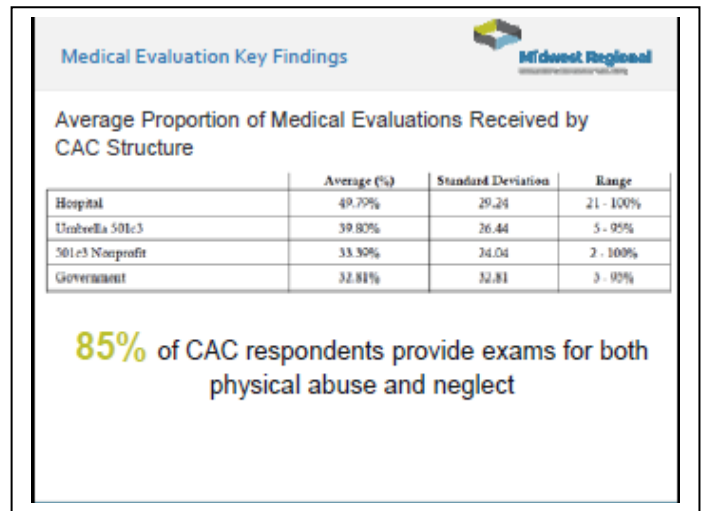
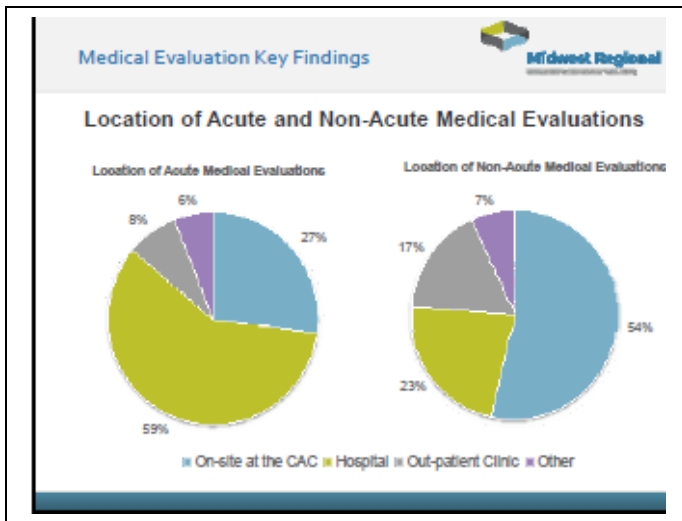
Research

2013 Key Survey Findings

National Multi-Site Survey of Children’s Advocacy Centers

Thank you to the Montana CACs that participated in the survey. Here is a summary of some of the data. Email me if you would like a copy of the full report – director@childrensalliancemt.org.

CAC MEDICAL SERVICES



CAC Forensic Interviews

72% of respondents indicated they utilize specialized interviewers employed by the CAC.

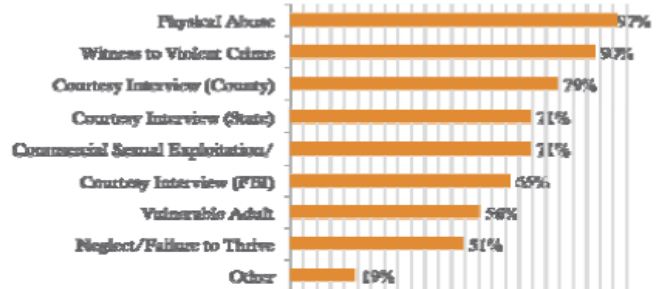
57% of respondents indicated their forensic interviewers were trained in more than one forensic interview modality

CACs participating in forensic interview peer review (96%) increased by 14% from 2009 to 2011.

Forensic Interview Key Findings



Percent of CACs Providing Interviews by Case Criteria



CAC Victim Advocate Services

The majority of CAC respondents (66%) have at least one full-time victim advocate employed at the CAC

The majority of CACs require a Bachelor's or Master's Degree with work experience. The most common are Bachelor's in Social Work, Criminal Justice and/or Psychology.

Funding for Victim Advocate Positions

31% VOCA
18% Grants
62% CAC Private Funding

Victim Advocate Positions

	Count	Percent
Victim Advocate(s) employed by CAC	215	68%
Prosecutor's Office Victim Advocate(s)	130	41%
Other CAC Staff Member	78	25%
Community Sexual Assault Advocate(s)	44	14%
Community Victim Advocate(s) through Linkage Agreement	44	14%
Other	27	9%

APSAC Practice Guidelines -- "CSEC: The Medical Provider's Role in Identification, Assessment and Treatment."

- ✓ APSAC (American Professional Society on the Abuse of Children) recently released a practice guideline for medical providers entitled, "CSEC: The Medical Provider's Role in Identification, Assessment and Treatment." It is free to APSAC members through their website and available for \$10 to non-members as an electronic publication.

FORENSIC INTERVIEWER MUST HAVES!

If you do forensic interviews, you should have these two resources. You can order the Practice Guidelines by clicking on the website links below each resource!

2012 APSAC Practice Guidelines on Forensic Interviewing in Cases of Suspected Child Abuse. These guidelines include updated guidelines on the use of Anatomical Drawings and Dolls.

<http://www.apsac.org/practice-guidelines>

Handbook on Questioning Children by Anne Graffam Walker and Julie Kenniston, July 2013 <http://apps.americanbar.org/abastore/index.cfm?section=main&fm=Product.AddToCart&pid=3490008>

Sexting: When are state prosecutors deciding to prosecute? The Third National Juvenile Online Victimization Study (NJOV3)

Walsh, W., Wolak, J., & Finkelhor, D. (2013)

Crimes Against Children Research Center

Circumstances in which prosecutors would file charges

In order to better understand when prosecutors would file charges, prosecutors were asked an open ended question about the types of circumstances in which they would file charges in these cases. Most prosecutors mentioned that they would need some type of additional offense, such as harassment, unruly behavior, or stalking, in order to file charges and that the circumstance would have to move beyond the boyfriend/girlfriend situation.

There were four main themes that described when prosecutors would file charges against a minor.

Malicious intent/bullying/coercion or harassment (36%)

- If pictures were taken by a boyfriend or girlfriend who then started distributing pictures widely with the motive to get even or to harm the other person's reputation.
- If a juvenile gave a photo to someone with the expectation that privacy be maintained, but then the images were distributed as a way to bully the juvenile.

Distribution (25%)

- If a youth were sending images of herself to many people and there had already been an intervention, but she would not stop sending images, might charge to get her in the system.
- If the images were forwarded to someone else without the victim's consent, the charge might be invasion of privacy. **If a**

large age difference existed between the people involved (22%)

- If a 19-year-old boy was getting a 12 or 14 or 15-year-old girl to take pictures of herself and then the pictures were sent to a minor, might charge with contributing to the delinquency of a minor.
- If the image was of a child under age 12 and sexually explicit, this would meet the CP felony statute.

Graphic nature of the images (9%)

- If violence was involved
- Gang rape, severe violence
- Only if very explicit pictures

What's New in CALiO™? - (Child Abuse Library Online)

Medical Evaluation of Children When Abuse is Suspected lists books, chapters, journal articles, and selected other publications including International publications. Publications are divided into topic categories including: evaluation, policy and procedure, normal findings, physical abuse, and others. Links to the the full text of unrestricted publications are provided.

Toolkit for Court Performance Measures in Child Abuse and Neglect Cases. The toolkit provides detailed guidance about court performance measures for child abuse and neglect cases and offers a general approach that can help dependency courts successfully implement a performance measurement process. The toolkit is located in CALiO™ under the *Practitioners Reference and Resource Center* in the [Full-Text Open-Access Publications](#) section under the heading of *Courts and Law*.

A Roadmap for Collaborative and Effective Evaluation in Tribal Communities. The Child Welfare Research and Evaluation Workgroups developed this tool that can be used to create a shared vision for the future of Tribal child welfare evaluation and provide a common language for Tribal communities and evaluators as they improve evaluation practice. This publication is located in CALiO™ under the *Practitioners Reference and Resource Center* in the [Full-Text Open-Access Publications](#) section under the heading of *Child Welfare*..

Annotated Bibliography of Evidence Supporting the National Standards for Accreditation – National Children’s Alliance and the National Children’s Advocacy Center

A Note from NCA’s Executive Director:

Everyone,

As you know, the National Standards for Accreditation rest on a foundation of research regarding CACs, MDT’s, and the related disciplines. That evidence base is constantly evolving and we want to ensure that practices in the field match that evolving body of evidence. We commissioned a 2nd Edition of the Annotated Bibliography of Evidence Supporting the National Standards for Accreditation and we are pleased to report that the National Children’s Advocacy Center has now completed that work. We’d like to offer a special thank you to Chris Newlin, Muriel Wells, and Linda Cordisco-Steel for their hard work and dedication to the project. To review or download the “hot-off-the presses” revised Annotated Bibliography—which you may find very helpful as you need citations for grants or other proposals and in your work with your MDT—please see the link below:

<http://www.nationalchildrensalliance.org/index.php?s=118&cat=116>

The document is posted on the NCA website and is also available through CALiO. We hope you find this helpful in your ongoing work. Warm regards, Teresa Huizar, Executive Director, National Children’s Alliance



May, 2014

Dear CAM Member,

Last year, CAM became its own private, non-profit organization. With a year under our belt, we are embarking on 2014 with many member benefits already planned. CAM partnering with the MCSART Program of the Montana Department of Justice to provide a one-day Medical Training on physical abuse with Dr. Catherine Wells from the Kempe Center. We are also planning a Child Forensic Interview Training in September, Crimes Against Children Pre-Conference Training and Annual Meeting in conjunction with the 8th Annual Crime Prevention Conference in October. CAM will be providing scholarships to these trainings.

CAM is also partnering with the Western Regional CAC to bring Corroborating the Forensic Interview Training to two locations in June – Missoula on June 24th and 25th and Billings on June 26th and 27th. CAM has also been working intensely with communities that are looking to strengthen their response to child abuse investigation and prosecution as well as improving the health and welfare of children and non-offending caregivers through advocacy, medical and mental health services. We have 5 CACs that are accredited by the National Children's Alliance (NCA). There are three additional CACs that are striving for accreditation with NCA in 2014 and CAM is going to help get them there!

CAM is dedicated to working statewide, regionally and nationally to bring you information, training, research and resources to support your work. CAM has conducted on-site peer reviews, MDT Trainings, Board strategic planning and has provided outreach and technical assistance. Are your protocols out of date? Is your case review effective and efficient? Are you considering applying for accreditation with NCA? CAM is at your service for on-site technical assistance and training for your community professionals.

CAM needs you! CAM is a membership organization that is largely funded by federal grants. Our funding allows us to provide training and technical assistance but the funding is not enough to sustain our chapter full time. There are 56 counties in Montana; help CAM strengthen the response to child abuse victims by becoming a member of CAM.

CAM would like to thank our current members for your past support. We are recruiting new members and asking our current members to renew your membership for 2014. Every little bit helps and the benefits you will receive with your membership will help promote the work you do in your community, statewide and in our work with our Congressional delegation on a national level. Each year representatives from CAM attend a national leadership conference in DC where we meet with our Montana delegations. They are supportive of the work you do!

Please decide to become an active member of CAM. We need you. Please complete the membership application form and send in your membership application and dues today. Thank you for your past and continued support of CAM.

Sincerely,

Brenda George

Brenda George

Executive Director

Children's Alliance of Montana

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About Our Organization...

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Lewis and Clark County CAC

Mary Pat Hansen, APRN, MSN
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Saint Patrick Hospital

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Dawn English, Director
Butte Child Evaluation Center

Tera Harris, Deputy Lewis and
Clark County Attorney

Michelle Miller, PhD, LCPC, LCSW

Coralee Hicks, Director,
Tri-County Victim/Witness
Program

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Administrator – Eastern Region

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Dana Toole, Bureau Chief
Children's Justice Bureau
Montana Department of Justice

Theresa Diekhans, Assistant
Attorney General

Earl Sutherland, PhD, Director
CARE Center serving Crow and
Northern Cheyenne

WHO ARE WE

The Children's Alliance of Montana (CAM) is a membership, training and technical assistance organization dedicated to providing support and promoting best practices to Montana communities to strengthen their response to child abuse. CAM is an accredited chapter of the National Children's Alliance.

WHAT DO WE STAND FOR?

The Mission of the Children's Alliance of Montana is to partner with the MCSART Program, the National Children's Alliance (NCA) and the Western Regional Children's Advocacy Center (WRCAC) to support the development, growth, and sustainability of Child Advocacy Centers (CACs) and Multidisciplinary Teams (MDTs) in Montana to ensure that every child has access to the services of a CAC and the expertise of a MDT.

MEMBER BENEFITS

- ◇ Team, Staff and Board Technical Assistance
- ◇ Training opportunities
- ◇ Mentoring
- ◇ Stipends for trainings
- ◇ Resources
- ◇ CAM Newsletter
- ◇ Participation in state & national Outcome Measurement System (OMS) Evaluation Project

CAM is primarily funded by grants and membership dues. We need you! CAM is currently kicking off its 2014 membership Drive. Get Involved!

Membership dues are vital to the sustainability of CAM. We hope you enjoy this newsletter and have taken advantage of all that CAM can offer you. If not, please contact me for on-site specific MDT Training and/or Technical Assistance and for any Resource or Research



CHILDREN'S ALLIANCE OF MONTANA Membership Application 2014

Please check which level of Membership you are applying for and remit a check for the appropriate annual dues with your application

(Please make checks payable to the Children's Alliance of Montana):

_____ **Accredited Membership**— Annual Dues = \$200
Accredited members are CACs that are accredited by the National Children's Alliance, are in good standing with CAM and are current on their membership dues. Each Accredited Member shall have one vote on each matter brought before the CAM's annual meeting or special meetings of the Membership.

_____ **Developing/Satellite/Tribal CAC Membership** – Annual Dues = \$100
Developing CAC Members must meet membership criteria as established and published by CAM. The Board Membership and Expansion Committee shall determine whether an organization is eligible to be a Developing Member subject to the approval of the Board of Directors. Each Developing Member shall have one vote on each matter brought before the CAM's annual meeting or special meetings of the Membership.

_____ **MDT/Tribal MDT Membership** – Annual Dues = \$50.00
MDT Members must meet membership criteria as established and published by CAM. The Board Membership and Expansion Committee shall determine whether an organization is eligible to be an MDT Member subject to the approval of the Board of Directors. Each MDT Member shall have one vote on each matter brought before the CAM's annual meeting or special meetings of the Membership.

_____ **Affiliate Membership** – Annual Dues = \$100.00
Organizations whose mission is consistent with and does not conflict with that of the CAM. Each Affiliate Member shall not have a vote on each matter brought before the CAM's annual meeting or special meetings of the Membership.

Name _____ **Title** _____

Agency _____

Mailing Address _____

City _____ **State** _____ **ZIP** _____

Office Phone _____ **Email** _____