PROPOSAL SUBMITTAL FORM

Agency Information

Agency Name: Lexington Leadership Foundation

Mailing Address: Lexington Leadership Foundation P.O. Box 54642 Lexington, KY 40555

Street Address: Lexington Leadership Foundation 422 Codell Dr. Lexington, KY 40509

Phone: (859) 277 - 3087

Is your Agency registered with the IRS as a 501(c)3 organization? ☑ Yes ☐ No

*Note: Agencies **must** be registered with the IRS as a 501(c)3 organization to be eligible for ESR Program funding.*

Does your agency have a current profile with Blue Grass Community Foundation's GoodGiving.net? ☑ Yes ☐ No

*Note: Agencies **must** have profiles with GoodGiving.net to be eligible for ESR funding.*

Website Address: www.lexlf.org

Agency Representative *(typically the Executive Director - Name, Title, Phone, Email)*:

Eric Geary, Chief Executive Officer 859-277-3087 egeary@lexlf.org

Person Completing Application *(Name, Title, Phone, Email):*

Eric Geary, Chief Executive Officer 859-277-3087 egeary@lexlf.org

Program Information

Name of program for which funds are being requested: **Fatherhood Initiative**

Total Funding Amount Requested: $ **99,359**

RFP #11-2019 PROPOSAL SUBMITTAL FORM

- **Save this PDF formatted Proposal Submittal Form to your hard drive before beginning to enter responses in it to ensure your responses are saved to the form.**
- **LIMIT RESPONSES IN TEXT BOXES TO 250 WORDS**
- **REMINDER: All proposals must be written in a clear and concise manner, as there will be no follow-up or clarifications to proposer's submittal form once the evaluation process begins.**

5.1 Program Proposal & Design

5.1.1 Needs Statement—Purpose of the Program Proposal / Problem Statement **15 Points**

Using local data, provide a description of the problem in Fayette County. Identify the specific population your program is targeting (i.e. age, geographical region, economic status, etc.) and explain why. Discuss whether this population is under-served or at-risk. Describe your understanding of the local system of services addressing this problem, obstacles and/or opportunities your clients face, and how your agency fits within this system of services.

Poverty. Substance abuse. Teen pregnancy. Dropouts. Obesity. Emotional instability. Domestic Violence. Criminogenic behavior. Marginal housing…. What might these community issues have in common? While not always the case, father absence is strongly correlated with the list above.

Research indicates that father absence creates challenges in children, families, and communities. Children raised in father absent homes are at four times greater risk of poverty, twice as likely to drop out of school, seven times more likely to become pregnant as a teen, and twice as likely to be obese (2017 U.S. Census Bureau). Criminal activity, physical aggression and violence are also related to father absence. (Flouri, Midouhas, & Narayanan, 2015). Additionally, increased childhood rates of exposure to abuse and neglect, domestic violence, sexual exploitation, and subsequent traumatization correlate with father absence (Carlson, 2006).

Given 35% of Fayette County children were reported as living in single-parent is greater than the national average of 23.6% (Kentucky Kids Count, 2018), the issue of father absence in Lexington is real.

The Fatherhood Initiative (FI), a program of Lexington Leadership Foundation (LLF) serves low-income and incarcerated fathers ages 16–55, with limited access to support systems and resources. Referral sources for participants include the Department for Community Based Services, Drug Court, Family Court, or the justice system, indicating this demographic is at-risk. Currently, FI is the singular project within Fayette County specifically addressing this population. FI fits within the service delivery system well, enhancing it through a trans-sector, collaborative model that synergizes providers across Lexington.

5.1.2 Service Delivery Model **15 Points**

What steps will you take or what activities will you provide to assist clients in achieving these goals? Describe each "unit of service" you will provide for clients and how often and how long this service will be provided (e.g. a one-time three-hour training; a weekly one-hour support group for 12 weeks; one 30-minute health exam twice a year; 1-3 hour advocacy services as needed; etc.) How will these services address the problem as identified in the Needs Statement above? Be specific.

Our primary goal is to equip clients to be responsible fathers. To that end, clients are enrolled in one or more educational and peer support groups focusing on responsible fatherhood and healthy relationships. Courses are offered in small groups (12-15) at multiple sites across the city, making them easily accessible. Fathers attend 12 sessions of evidence-based educational programming, meeting weekly for two hours. Sessions are led by two FI-certified volunteers or staff facilitators. Exposure to curricula, group mentors, and FI staff will equal at least 24 hours per client. Classes are designed to maximize clients' exposure to curricular knowledge while enhancing access and exposure to positive social supports and peer mentors. These educational and supportive relationships increase the likelihood of positive change in attitudes and behavior associated with violence, mental health, child abuse and neglect, and socioeconomic issues.

FI will provide comprehensive services to 250 men during the grant period. Upon completion of educational cohorts, participants are encouraged to continue in other FI services (additional responsible fatherhood components, mentor relationships, life coaching, father-child activities, holiday events, other family outings) or enroll in community-partner programming related to personal advancement. To increase services, we have included a new position in this grant to provide on-going case management, enhancing the depth of service to fathers. In addition, it will provide supportive resources to assist men to overcome barriers to responsible fatherhood. This may include assistance with fees, transportation, workplace equipment and/or uniforms, housing, utility assistance, minor medical expenses or other crisis stabilization expenses.

5.1.3 Client Eligibility and Requirements **5 Points**

What eligibility requirements must clients meet to qualify for services? What are the expectations of clients while receiving services? (e.g. client must pay $30 fee for each class; client must remain sober; client is responsible for chores; nothing other than participation in services; etc.)

Any father who is a resident of Fayette County may receive services through our program. Services are available for grandfathers, uncles, foster parents, and other men serving in custodial roles. Fathers are recruited from many sources, but our services focus on fathers involved with Fayette County Drug or Family Courts, domestic violence programs, or Department for Community Based Services (DCBS) Division of Protection and Permanency. Our program also receives and provides services to fathers referred from other community agencies or programs such as the Lexington Rescue Mission or DISMAS charities. Lastly, FI is a sanctioned, ongoing program within the Fayette County Detention Center, Juvenile Detention Center, and Blackburn Correctional Facility.

All services are provided free of charge. Participants are asked to reasonably and respectfully participate in all program components and group activities. Clients are expected to be attentive punctual, sober, respectful and reasonably participate when attending program activities and groups. In order to receive a certificate and notice of completion for referral sources, clients are expected to complete the intake application, pre- and post-needs assessments, and be present for at least 10 out of the 12 group sessions.

5.1.4 Evidence-Based/Best Practice **10 Points**

Describe the evidence-based or promising practice model on which this service approach is based. Provide particular sources that indicate what you are doing is best-practice.

FI incorporates an integrated service delivery model that is neighborhood based, client focused, and relationship oriented. Our approach seeks to honor the men involved, creating an atmosphere of shared experiences and dialogue rather than the more clinical or institutional delivery model normally experienced by this population.

To complement this model, FI utilizes evidence-based curricula “24/7 DAD” and “Inside-Out Dad” that tactfully promotes learning and sharing. These two tools, created by the National Fatherhood Initiative, emphasize and reinforce positive fathering and parenting practices. Lessons address attitudes and beliefs associated with risk factors for violence, diminished mental health, and child abuse and neglect, plus socioeconomic risk factors, aligning with ESR Community Wellness priorities. Each curriculum uses cognitive-behavioral and emotive components plus group exercises and worksheets to reinforce knowledge gained from each lesson.

Both “24/7 Dad” and “Inside-Out Dad” are nationally recognized by the U.S. Department of Health and Human Services, Administration for Children and Families compendium of approved curricula and promising practices (hmrfcurriculum.acf.hhs.gov/curricula). Each certified curriculum addresses father absence and attitudes associated with the overabundance of negative life outcomes correlated with father absence. FI partners with other credible agencies and expert presenters to deliver supplemental curricula around male formation, marriage/ healthy relationships, and father/child relationships. To buttress these educational components, participating fathers are presented with opportunities to avail of clinical counseling, spiritual support, and LLF facilities and activities at no cost to participants.

5.2 Program Measures & Evaluation

5.2.1 Service Efficacy & Desired Outcomes **10 Points**

What do you hope to help your clients achieve? What are some examples of goals you will set with clients? What is your service philosophy in terms of helping your clients achieve these goals? Describe how you define "successful" completion of services. (e.g. service is complete if: client remains for entire three-hour training; client continues services until judge orders otherwise; etc.) What percentage of clients meet that criteria for success?

FI believes and enlists a philosophy that if provided a structured, supportive, dignified venue with substantive educational material men feel empowered and thrive. Our goal is that clients gain a greater knowledge, awareness, and skills around responsible fatherhood and healthy relationships. Specific competencies include the following: communication skills, appropriate disciplinary techniques, age appropriate expectations, anger management, and co-parenting skills. We also seek to promote high civic engagement, self-sufficiency, and attention to personal care and health. All of this is to reach the primary goal of increased engagement with the participant's children. We assist fathers in establishing personal goals such as employment, education, increased time with children, and family reunification where appropriate.

To successfully complete the program, clients adequately participate in at least one of our educational cohorts, attending at least 10 of the 12 of group sessions. Successful behavioral change and group engagement is evidenced by use of appropriate, non-derogatory, non-vulgar language; active listening; and timely participation in group activities, interim assignments, surveys, and evaluations as reported by group facilitators and FI staff.

Given the barriers associated with the population served and the demands of our program, we have found that 70% of our clients meet our criteria for success. To honor the accomplishments of those who do complete the course, FI hosts a graduation ceremony in which families are invited. Each successful participant receives a certificate of recognition and many express this to be a significant moment of achievement for them and their children.

5.2.2 Client Empowerment & Community Impact **10 Points**

Describe what meaningful difference these services make in the lives of people served. What value is added to the community? Provide examples. (e.g. client demonstrates change in attitude; client has behavior change; etc.)

Participants develop knowledge and skills related to understanding, interacting with, and disciplining their children in a healthy manner and become socially responsible to the community. Participation awakens and revitalizes a paternal instinct that lies within each father, equip and deploy these men into the lives of their children and families in Fayette County. One participating father recently stated:

"After being in jail for five years I was panicked about my relationship with my son and how society and he would view me. During the Fatherhood class I learned to be patient with not just my son, but also myself. I was encouraged that this will be a process, and together my son and I can redefine our relationship and grow together toward being the family we had both always wanted. I am now excited about what the future holds for us both."

As fathers work through our program, FI intentionally exposes them to additional role models, community leaders, pastors, and resource providers. Fathers in the program finish with a markedly increased network of relationships and contacts, resulting in increased community engagement. The systemic impacts are a reduced burden on our social services programs, foster care system, and court system. Additional individual and community benefits include increased economic opportunity and employment, child support contributions, and reduced DCBS and justice system involvement. We believe all of these are vital to community wellness.

5.2.3 Data Assessment & Quality Improvement **10 Points**

While it doesn't have to be complicated, evaluation is more than saying "we provided this many 'units of service.'" How will you know if your services have been effective? How does this relate to the desired outcomes for your clients? How will the information gathered be used to improve your services in the future? Be specific (for example, data collection may be through focus groups, pre-and post-tests, client satisfaction surveys, etc.), and also **be specific regarding sampling size and frequency of evaluation.**

To assess and measure desired outcomes, we utilize standardized evaluation components. Each participant in a 12 week session will complete a pre- and post-test. This tool measures gains in each client's parenting attitudes, empathy, children's emotional well-being, support systems and utilization, age-appropriate behavior, positive parent-child activities, appropriate forms of discipline, aptitude to cope with stress in a healthy manner, and parental interpersonal relationships. Given 70% of fathers complete the program, pre- and post-assessments will be garnered from 175 fathers, creating a substantive sample size to measure program efficacy. Measuring these outcomes assists in determining each client's ability to engage in positive fathering, parenting, and relationships while holding appropriate attitudes and perception of self and others.

This validated tool is complemented with an additional instrument that allows participants to reflect on their gains throughout the program, offering further information to help staff identify areas needing attention. An additional evaluation component includes client satisfaction surveys related to cohort location, facilities, class material, and facilitators to be administered to each participant.

FI staff provide ongoing monitoring and site visits throughout this program and engage in continuous quality improvement concerning pre- and post-test outcomes, placement, program progress, completion rates, and evaluation of the cohort, facilities, location, and facilitators. The consistency of this process is aided by the frequency of cohort evaluation, which occurs before and after each 12-week session. Our program utilizes our information management system to track participant demographics, enrollment, completion, pre- and post-evaluation data, and progress notes.

5.3 Capacity & Sustainability

5.3.1 Staff Qualifications & Experience **5 Points**

Provide information on the key/primary individuals that will be involved in the provision of services and demonstrate that they have the capacity to address the stated need. List each position by title and name of employee, if available. Describe the anticipated roles and responsibilities for each person as it relates to this project. Describe the experience, expertise, and capacity of each individual to address the proposed activities.

PROGRAM DIRECTOR - David Cozart provides program oversight, staff supervision, strategic planning, ensures program efficacy, oversee sustainability planning and partner interactions. Cozart obtained an undergraduate degree in psychology/sociology and master's degree in theology from Campbellsville University. Cozart has worked with fathers for nearly 20 years, including as program director for a federal DHHS-funded fatherhood project.
PROGRAM COORDINATOR - Lee Shepherd assists the program director in client intake and needs assessment, facilitates groups, distributes supportive resources, supports volunteers, provides case management, manages database, collects evaluation material from participants, communicates with partners and volunteers. Shepherd has several years' experience in prison programming, life-coaching, pastoral counseling and case management.
SUPPORT SPECIALIST - to be hired, will exhibit understanding of family structures and their impact on community wellness. This person will have communication and organizational skills and the ability to lead in group settings. Responsibilities will include ongoing case-management, verification and approval of support services, needs assessment, individual development planning and support of men and families following group participation and or after release from incarceration.
ADMINISTRATIVE ASSISTANT - Rona Scott receives phone calls for intake, assists with clerical duties, enters data, purchases supplies, assists with events coordination, and provides general administrative support. Scott has several years' experience with LLF in various programs.

5.3.2 Partnership & Resource Leverage **5 Points**

How do your programs and services support our community's comprehensive response to the identified priority area of Community Wellness & Safety? Does your organization have any formal agreements or informal working relationship with other local service programs?

What role does your governing board members, volunteers, and / or donors play in facilitating viable service delivery and program administration? Does your program have any major civic benefactors or corporate sponsors? Describe other secured funding sources and committed operational resources your organization has allocated for the proposed program.

FI converges with each component of the Community Wellness & Safety priority area. The majority of fathers served are referred from agencies related to substance misuse, violence/abuse prevention, or mental health such as Drug Court, DCBS and Family Court. Additionally, research verifies that creating healthy, engaged fathers reduces the likelihood of these pathologies presenting in the children of those FI serves (See 5.1.1)

Given the FI approach crosses multiple sectors, both formal and informal partnerships with faith- based groups, agencies and governmental entities exist. In fact, more than 50 partners from these sectors were engaged strategically in 2018. This stems from our strong belief that complex issues require comprehensive, collaborative solutions and from a long history of community engagement. FI's approach centers on volunteer engagement. Currently, 16 trained facilitators lead fatherhood cohorts across the city. Each volunteer commits to three hours of preparation and program delivery weekly. This translates to more than 1200 man-hours annually. FI receives strong financial and strategic support from the LLF Board of Directors. The Board receives updates, attends key events, insures fiscal integrity and governs strategically.

Along with ESR funds, corporate sponsorships, long term committed donors, and grants generate sustainable revenue for project implementation. FI continuously seeks to diversify funding partners from public, private, governmental, and foundation sources. Currently FI receives support from the Kenan Charitable Trust, Fatherhood Research and Practices Network, Fayette County Public Schools, Valvoline and many more.

5.3.3 Outreach & Inclusion Strategy **15 Points**

Demonstrate how the program will ensure services are available and accessible by all potential participants, especially related to language barriers for persons with limited English proficiency; persons with physical or other disabilities; and persons impacted by poverty and economic distress.

Has your organization enacted any policies (or employs any standard operating procedures) to ensure equitable service opportunity and / or benefit program to a diverse cross-section of the greater community?

Services are available to any Fayette County resident father, grandparent, uncle, or other person serving as a custodial or non-custodial father figure. Sessions include written curriculum, along with a meal or snack, all provided without cost to the participant. Program sites are located in neighborhoods within the north, south, east end, and west end areas of Lexington to provide easy accessibility. Sites also are intentionally located near public transportation depots for those lacking personal transportation. All facilities are ensured to be ADA compliant.

FI staff are available from 8:00 to 5:00 Monday through Friday, and group sessions occur during the evening hours each week, usually from 6:00-8:00 p.m. Participants identified with physical barriers that affect transportation will be connected with FI mentors and staff members who will work to alleviate the barriers.

Given the prominence of English as a second language in Lexington, FI offers all curricula in Spanish and French. LLF has bilingual staff and volunteer facilitators who can provide diverse and culturally sensitive service delivery, including delivery of curricula entirely in these two languages. Additionally, FI has appropriated funding to provide translation services through contracting Access Language Solutions, a Lexington based 501(c)3 that translates in 29 languages as needed. This will enable us to provide verbal communication and written material to an increasingly diverse international community. In addition, interpreters are provided to LLF by DCBS (Spanish and French) and the Sign Language Network of Kentucky (American Sign Language).

6.0 Program Budget Summary Form Instructions

Proposal Submittal shall be considered incomplete and shall be rejected without completed Budget Summary Form. *(Including total amount of ESR grant request.)*

For organizations requesting funding for more than one program in this RFP, combine into a single Program Budget narrative for the proposal.

Please note that the Program Budget will be part of the grantee agreement with LFUCG and regular tracking and expenditure reporting will be required.

To ensure readability and uniformity, please use the Program Budget form included. Provide brief line-item detail as specified in each section below and verify all calculations.

This section provides a summary of the total proposed Program Budget for FY 2020. It requests the allocation of all projected funding amounts (City and non-City sources) for anticipated FY 2020 program expenditures.

Total Program Budget

Column A should reflect projected expenditures for the entire program (not just the proposed LFUCG ESR grant funding request portion). When the chart is completed this column should equal ESR Grant Funding Request plus other/non-ESR program funding. (A=B+C)

ESR Grant Funding Request

Column B is the grant amount being requested from this RFP to support this program's services to eligible Fayette County Participants.

Non-LFUCG Program Funding

Column C is the non-LFUCG ESR funding that is allocated to the Total Program Budget (A-B = C).

This form is for the budget for the PROGRAM applying for ESR funds, not the total agency budget.

For each category identify the amount requested and the amount to be leveraged through other programs or organizations (if applicable).

Staff Salaries – Identify the number of Full-time position salaries allocated to the program, and part-time positions allocated to the program, and the amounts of each allocated to Columns A, B, & C.

Consultant Services – In the "List Details" box, **briefly** describe any expenses associated with providing expanded supportive services or other services for which the organization intends to contract with another entity. Any of these expenses to be provided by the proposing organization should be included in other line items.

Space/Facilities – In the "List Details" box, **briefly** list the basis of the allocation of rental costs, utilities, janitorial costs, and any other facility costs for the Program. Identify any office or program space in an LFUCG owned building, and any other costs (rent, monthly utilities, etc.) reimbursed to LFUCG.

Scholarships/Stipends – In the "List Details" box, **briefly** list the type of scholarships or stipends, and include the number of people or organizations to receive funds.

Operating Expenses – In the "List Details" box, **briefly** list the costs associated with expenses, supplies, utilities, and any other expense associated directly with the operation of the project.

Other – In the "List Details" box, **briefly** list any other costs for the Program not covered above.

PROGRAM BUDGET SUMMARY

Agency Name **Lexington Leadership Foundation**

Program Name **Fatherhood Initiative**

FY 2020 (July 1, 2019-June 30, 2020) Total Program Budget

	# of Employees:	Column A Total Program Budget [= B+C]	Column B ESR Grant Funding Request	Column C Non-ESR Program Funding [A-B]
1. Staff Salaries for Program				
Full-Time (FTE)	3.25	170,229	73,733	96,496
Part-Time	0	0	0	0
Total Salaries		170,229	73,733	96,496
3. Consultant Services	$	0	0	0
list details	None			
4. Space/Facilities	$	0	0	0
list details	Included with overhead/other expense			
5. Operating Expenses	$	44,064	18,426	25,638
list details	Budget includes direct program expense such as curriculum, cohort meals/snacks, office supplies, postage, printing, local mileage reimbursement to staff, translation services, supportive services to participants (for overcoming barriers to employment - bus fare, uniforms, car repair, etc.), and annual Father's Day Event expense.			
6. Scholarships / Stipends	$	0	0	0
list details - numbers & amounts	None			
7. Other	$	24,800	7,200	17,600
list details	Budget includes overhead expense reimbursement (7%), meals and networking with local community and partners, training events and conferences, marketing, and social media promotion.			
8. TOTAL PROGRAM BUDGET	$	239,093	99,359	139,734

Cost per Program Participant: $ 956

I understand that this document in its entirety is incorporated into my grant Agreement with the Lexington-Fayette Urban County Government.

Authorized Representative *(typed name)*: Eric Geary

Title: Chief Executive Officer **Date**: 4/18/2019