PROPOSAL SUBMITTAL FORM

Agency Information

Agency Name: The Nest-Center for Women, Children, and Families

Mailing Address: 530 North Limestone Street Lexington, KY 40516

Street Address: 530 North Limestone Street Lexington, KY 40516

Phone: (859) 259 - 1974

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.thenestlexington.org

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

Jeffrey White, Executive Director, 859-259-1974 ext. 223, jwhite@thenestlexington.org

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

Katie Mooney, Director of Clinical Services,859-259-1974 ext.239 kmooney@thenestlexington.org

Program Information

Name of program for which funds are being requested: **The Nest's Healing the Home Program**

Total Funding Amount Requested: $ **80,000**

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.

Abuse and neglect of children and adults in our community is an epidemic. The U.S. Department of Health and Human Services states Kentucky has the highest rate of child abuse in the nation. Bluegrass Child Protective Service data reports annually there were 2,071 substantiated cases of abuse and neglect with 39% of those cases involving family violence. Many parents we serve are victimized by a perpetrator who also abuses their children. Last year, we served 1,000+ Fayette County survivors of Intimate Partner Violence (IPV) and nearly 300 Fayette County parents seeking to improve their parenting skills; 90% of these families were involved with child protective services.

The Nest is located in the impoverished 40508 zip code. Our at-risk population is racially diverse, young, mostly single and living in poverty. The Nest also focuses on under-served populations, including the homeless, immigrants/refugees, and LGBTQIA+. All of our families are impacted by trauma. Our Adverse Childhood Experiences (ACE) survey shows that one in three Nest clients have a score of 4 or higher which puts them at serious risk for mental health, physical health, and substance misuse.

To overcome the impact of trauma, there must be quality services in our community and The Nest partners with many organizations to offer a spectrum of care. Our services target at-risk populations in order to break a sometimes multi-generational cycle of violence, abuse, and neglect. The Nest's Healing the Home Program offers FREE advocacy, counseling, direct resources, education, and legal services to parents and IPV survivors.

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.

The Nest's purpose is to prevent abuse and neglect of children and adults. Units of service offered FREE to the community include:

Parenting Intake and IPV Assessments- We completed 300+ Fayette County survivor assessments and intakes last year. Each take two hours to complete.

Education, Support and Alternative Groups- 633 Fayette County residents attended Nest ongoing, weekly groups last year. There are 5 parenting education groups and 5 IPV education groups. There is one parent support group. There are three alternative groups (Yoga, Art, Economic Empowerment).

Individual Counseling and Education-We offered nearly 400 individual sessions to Fayette County residents last year. We offer weekly individual sessions to survivors of IPV and parents with significant mental health symptoms. A person is offered twelve individual sessions with additional sessions if necessary.

Legal Services for IPV Survivors-We served 700+ Fayette court clients last year. 235 received legal consult and representation. Our IPV court advocates attend the Fayette County Domestic Violence Docket each day of the week. Our attorney is available to consult with and represent Fayette County survivors for their protective order hearing, custody, and divorce matters.

Parent Advocacy- We serve 100+ Fayette County parents per year in this program. Our advocate will meet with parents at

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.)

Clients are eligible for services if they are a survivor of IPV and/or a parent seeking to enhance their skills. Clients who come to The Nest for services are sometimes required by child protective services and others are self-referred. During the assessment or intake, the client fills out paperwork including a consent for treatment, release of information, and psychosocial history. If applicable, they fill out forms to assess intimate partner violence risk, post-traumatic stress symptoms, ACE, and parenting skills. Our recommendations for clients receiving ongoing services consist of a minimum of 10 individual or group sessions for IPV and a minimum of 12 individual or group sessions for parenting.

Clients sign an agreement at the beginning of services regarding confidentiality, attendance, and threatening behavior. Clients are expected to attend consistently, be active participants, and supportive of fellow group members. If their participation during the assessment or any future service becomes problematic due to: 1) aggressive behavior towards anyone; 2) appearing to be under the influence of drugs or alcohol; or 3) suffering from a severe mental health or substance abuse disorder, they may be asked to leave and given referrals for other services better suited to meet their needs. Should these issues later be controlled or resolved through some form of treatment, they may be permitted to restart services on the condition that they sign a Release of Information permitting open communication between their supervising physician, therapist, or case manager, and the appropriate Nest staff member.

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.

We offer evidenced-based parenting classes created by Dr. Stephen Bavelok to all parents in our community. Parents complete at least 12 classes. They take an inventory at the beginning of classes and near the end of classes to show how they have developed nurturing parenting skills. The topics covered in class include: Improving Children's Self-Worth, Discipline, Developing Empathy in Children, Protective Capacity, Recognizing and Understanding Feelings, Trusting Relationships and Constructive Communication, Feeling Empowered and Negotiation, Compromise and Problem-Solving, Helping Children Handle Stress, Values and Rules, Establishing Nurturing Parenting Routines, Understanding and Handling Anger, Sexuality, Personal Space and Respect, The Effects of Witnessing Domestic Violence on Children, Child Brain Development ,and ACEs. Our funder, Prevent Child Abuse Kentucky, requires us to utilize this curriculum.
We developed our IPV curriculum based on research of the most effective and impactful topics to cover for survivors of intimate partner violence. The National Center on DV Trauma and MH states, "Evidence suggests that helpful components may include (1) psychoeducation about the causes and consequences of IPV and its traumatic effects; (2) attention to ongoing safety; (3) cognitive and emotional skill development to address trauma-related symptoms and other life goals and concerns; and (4) a focus on survivors' strengths as well as cultural strengths on which they can draw." Topics covered include defining IPV, the cycle of violence, safety planning, protective order process, understanding boundaries, myths & warnings signs, gender roles, self-care, and the impact of domestic violence on children.

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?

We hope that our clients develop an understanding of the dynamics of violence and how it impacts their family. Together we create a safety plan to take back the control stolen from them through the trauma they have experienced. Goals are set to develop nurturing skills that improve interactions with their children. By achieving these goals, they feel less isolated and develop social connections through peer support gained at The Nest. Our goal is that clients leave The Nest with less stress, anxiety, and depression and become their strongest selves through the holistic services offered.

Our philosophy is to provide a holistic approach by increasing knowledge, safety, protective capacity and developing social connections. In addition to our free Healing the Home Program, we offer free Childcare and free Resources for basic human needs.

A parent successfully completes services when they have attended 12 classes or individual sessions and have passed an evidence-based test. A survivor successfully completes services when they have attended 10 groups or individual sessions. We are successful when a survivor develops a safety plan. We are successful when a survivor receives a protective order from their perpetrator. We are successful when a parent reunites with their child. We are successful when our families are no longer experiencing violence, abuse, and neglect in their homes and community. Eighty percent of our clients meet the criteria of success. For those that do not, we make sure they know that they are welcome to come back when they are ready!

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.)

Survivors have an opportunity to safely heal from trauma, which is a preventative service to our community. Once someone identifies what trauma is, its impact and how to heal, they are able to prevent the chance of violence reoccurring. The safety of survivors will increase with a direct plan, knowledge, and resources. Survivors are heard and join others with similar experiences. Parents learn nurturing parenting skills to manage stress and trauma for their family. Parents learn about protective capacity and how to navigate the systems of services to stabilize their families.

Here is one example of the powerful impact The Nest can have on families:
A husband physically assaults his wife in front of their children. The survivor files a protective order on behalf of herself and her children. She appears in court and realizes that her perpetrator has a lawyer, but she cannot afford one. She also learns that child protective services is investigating the incident to ensure the safety of the children.

The Nest's court advocate discusses her rights, connects her with our lawyer, who represents her for the protective order, divorce and custody. Her case plan requires her to complete an assessment, attend parenting and IPV groups at The Nest. She develops a safety plan for her family. She utilizes our child care services, receives financial and housing resources, as well as diapers, clothing, and toiletries for the children.

She now is safe, knowledgeable, and able to make a contribution to the community.

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.**

The Nest administers an evidenced based pre- and post-test for parents. This test scores parents' understanding of the expectations of children, empathy, discipline, family roles, and power and independence. Their level of nurturing parenting skills are dependent upon successful completion of classes. The desired outcome is to have higher scores on the post-test, which acknowledges a greater level of nurturing parenting skills. Our sample size is more than 300 clients.
The Nest administers risk and trauma assessments for IPV survivors. This gives staff an understanding of how the trauma is currently impacting their lives. The assessments tell us the level of risk for fatality, including whether they have been strangled by a perpetrator. We also assess the level of post-traumatic stress they are experiencing and the number of childhood traumas. If the scores are high, the desired outcome is to provide additional services and resources to the survivor. Our sample size is more than 200.

The Nest administers a client satisfaction survey to ALL clients at the completion of services. The survey questions assess safety, empowerment, social connectedness, and stability of the family unit. Recent survey results showed: 95% of the clients felt like The Nest was a supportive environment; 88% felt more connected to others after services; 89% learned more about safety and resources; and 94% felt stronger and more in control of their lives.
We rely on testing, intake questions, and clients' feedback to ensure our services are meeting their needs and they reach their goals successfully.

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, Katie Mooney, received a Masters in Social Work from Smith College in 2002 and has been a Licensed Clinical Social Worker since 2005. She has worked with IPV survivors at The Nest since September 2012. She has supervised all clinical programs since August 2013.

Intake Coordinator, Kesayne Bailey, earned her Bachelors in Psychology from Kentucky State University. She is currently working as Intake Coordinator and facilitator for the Parenting and IPV Programs at The Nest. She has great connections to many community resources available to families including Child Protective Services.

Licensed Masters Level Counselors and Educators (Katie Beard, Cassidy Melvin, Becky Katz, Iris Gutierrez, David Waters, and Carlos Pena) facilitate assessments, individual counseling, and groups with survivors of IPV and parents. Each has unique training to serve specialized populations including the homeless, immigrants/refugees, and LGBTQIA+.

Court Advocates (Lissa Keller, Patricia Acosta, Faith Smith, and Rachel Madden) have been advocating on behalf of clients for a combined 32 years. They provide crisis intervention, information about survivor rights, and facilitate groups. Two advocates have a Bachelors Degree and two advocates have a Masters Degree.

Attorney-at-Law, Hunter Hickman, joined The Nest in 2016. He successfully served 500 IPV survivors per year. Attorneys-at-Law (John Kleinschmidt and Jon Hampton) serve survivors in Divorce and Custody Proceedings.

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.

The services we offer to our community are unique, critical, and highly utilized. Our staff are trained to provide trauma informed care to IPV survivors and parents in our community. We partner with other organizations that offer shelter, hospitalization, substance use treatment, and immediate financial assistance. It is critical to our community that we have strong partnerships with organizations that provide these specialized services. We partner closely with the Department of Community Based Services, Greenhouse 17, Ampersand, LFUCG's Domestic and Sexual Violence Prevention Coalition, Fayette County Prosecutors Office, Fayette County Sheriff Department, Bluegrass.org, Crossroads Counseling, Voices of Hope, Second Chance, and Salvation Army. We have formal agreements with some of these organizations through the Federal Funding we receive from Victims of Crime Act (VOCA) and Violence Against Women Act (VAWA). The other agreements are informal, but occur on a daily, if not weekly, basis. We are in the initial stages of developing a new partnership with Fayette County Public Schools to offer some of our services in the school system.

Each board member plays an active role in advising and providing support for our programing. Our volunteers help us to keep our administrative costs low and donors provide tangible resources for our families.

Our major funders include VOCA, VAWA, PCAK, Fayette County Bar Foundation, Kentucky Bar Foundation, Toyota, Ingram Foundation, Anne Camden Stolle Trust, United Way, and the Kentucky Coalition Against Domestic Violence.

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?

The Nest is centrally located in downtown Lexington in the highest poverty area in the 40508 zip code, which reaches most of the at-risk clients we serve. Our building is handicap accessible and is a designated "Safe Place" in Duncan Park. We offer classes and workshops throughout the week, in the evenings, and on the weekend. We are on the bus route for the community, however, when transportation is a barrier we offer services in other locations around the city including the Library, Salvation Army, PRIDE Center, and Senior Center.

Four staff members are bi-lingual and bi-cultural. They provide direct services to Hispanic clients and when there are other language barriers, we access interpreting services so that all clients can benefit from the program. We partner with Clarity Services, Language Line, and have reached out to Access Language Solutions. We also have a Counselor that identifies as LGBTQ+ and counsels LGBTQ+ survivors of IPV. We offer monthly IPV groups to the homeless population living at the Salvation Army.

Our organization approaches all clients from a trauma-informed lens. We recognize oppression and discrimination deeply impacts our community. All of our staff have completed Implicit Bias training and will continue to be required to learn how to serve each person without bias. In addition to our Equal Employment Opportunity law, The Nest signs a Consent Form with each client stating they will be treated with respect, dignity, fairness, and cultural sensitivity.

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 **The Nest-Center for Women, Children, and Families**

Program Name **Healing the Home**

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)	6	302,058	50,000	252,058
Part-Time	4	151,921	10,000	141,921
Total Salaries		453,979	60,000	393,979
3. Consultant Services	$	18,714	10,000	8,714
list details	Iris Gutierrez, Bilingual LCSW $6,500 Carlos Pena, Bilingual Parenting Facilitator $3,214 John Kleinschmidt, Bilingual Attorney at Law $2,500			
4. Space/Facilities	$	18,638	0	18,638
list details	Gas, Electric and Water $5,410 Office Equipment $10,922 Telephone/Internet $2,306 Rent: $0.00 (inkind)			
5. Operating Expenses	$	44,669	10,000	34,669
list details	Program Supplies $9,162 Insurance $6,996 Professional Fees $12,736 Travel/Training/Development $15,000			
6. Scholarships / Stipends	$	0	0	0
list details - numbers & amounts	N/A			
7. Other	$	0	0	0
list details	N/A			
8. TOTAL PROGRAM BUDGET	$	536,000	80,000	456,000

Cost per Program Participant: $ 273

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)*: Jeffrey White

Title: Executive Director **Date**: 4-18-19