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 Silver Seal of Transparency or higher profile on GuideStar.org? ☑ Yes ☐ No

*Note: Agencies **must** have a Silver Seal of Transparency or higher profile with GuideStar.org 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 Parenting and Domestic Violence, 859-259-1974 x239
kmooney@thenestlexington.org

Program Information

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

Total Funding Amount Requested: $ **110,00.00**

RFP #3-2020 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. Kentucky continues to have the highest rate of child abuse in the nation. The Kentucky Department of Community Based Services reports 139 cases of suspected child maltreatment resulting in near fatality or fatality. Family violence was present in 83% of the fatal and near fatal maltreatment cases from 2015-2019. Many parents we serve are victimized by a perpetrator who also abuses their children. In 2019, 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 the families are involved with child protective services.

The Nest is in the impoverished 40508 zip code. Our at-risk population is racially diverse, young, mostly single and living in poverty. The Nest focuses on under-served populations, including the homeless, immigrants/refugees, and LGBTQIA+. Our Adverse Childhood Experiences (ACE) survey shows that two of every 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 which The Nest provides. Our services target this at-risk population to break a sometimes-multi-generational cycle of violence, abuse, and neglect. The Nest's Healing the Home Program offers FREE advocacy, counseling, resources, education, and legal services to parents and IPV survivors. In addition, we partner with other organizations to offer a full spectrum of care.

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 FREE to the community include:

Parenting and IPV Intakes-250+ Fayette County intakes last year. Each take two hours to complete.

Educational Groups-3,000+ people attended groups in Fayette County last year. There are 5 parenting groups and 5 IPV groups, support groups, and two alternative groups – Art and Economic Empowerment.

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

Legal Services for IPV Survivors-1,000+ Fayette court clients last year. We contacted petitioners 595 times providing legal consult and representation services. Our IPV court advocates attend the Fayette County IPV Docket Monday-Thursday. Our attorney is available to consult with and represent Fayette County survivors for their protective order hearing, custody, and divorce matters.

Parent Advocacy-100+ Fayette County parents last year. Our advocate meets with parents at The Nest in order to enhance skills and resources to our parents. Our advocate attends the Dependency, Neglect and Abuse dockets in Fayette County forging critical partnerships with child protective services and court personnel involved with the families we serve. We

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. All services are offered free of charge. 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. Our recommendations for clients receiving ongoing services consist of a minimum of 12 individual or group sessions for IPV and a minimum of 16 individual or group sessions for parenting. We are now able to have the clients fill out these forms online.

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 which are recognized by the Mental Health Services Administration as proven programs for the prevention and treatment of child abuse and neglect. 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.

Our IPV curriculum is based on research of the most effective and impactful topics for IPV survivors. The National Center on DV Trauma and MH states, "Evidence suggests helpful components 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 (4) a focus on survivors' strengths as well as cultural strengths on which they can draw." IPV topics include defining IPV, the cycle of violence, safety planning, protective order process, understanding boundaries, myths & warnings signs, healthy communication, gender roles, self-worth, self-care, and the impact of IPV on children.

We utilize Nationally recognized evidence based assessment tools to assess IPV risk; Campbell Danger and Bragg Assessment, National Stressful Events Survey, Adverse Childhood Experiences Survey; and the Adult and Adolescent Parenting Inventory.

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?

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. We offer free Childcare and free Family Assistance for basic human needs in addition to our free Healing the Home Program.

A parent successfully completes services when they have attended 16 classes or individual sessions and have passed an evidence-based test. A survivor successfully completes services when they have attended 12 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.)

A husband 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 her perpetrator has a lawyer, but she cannot afford one. Child Protective Services (CPS) investigates the incident to ensure the safety of the children.

The Nest plays a vital role by offering FREE services to the survivor in order to stabilize the family. A lawyer represents the survivor for the protective order, divorce, and custody matters. An advocate attends court to collaborate with CPS, lawyers, and judges who are deciding the family is safe. The CPS case plan requires her to complete an assessment and attend educational groups. A counselor assesses the survivor and they develop a safety plan. She utilizes our childcare services and family assistance to mitigate financial burdens. During group, the survivor develops nurturing parenting skills, addresses trauma, and finds her voice.

When she returns to court for protection, a lawyer is by her side. When she returns to court to share about her protective capacity, an advocate is by her side. When she wants to process trauma she and her children have experienced a counselor is by her side. Our services are holistic and empowering as we walk with families through some of the hardest times in their lives. The Nest believes the safety and protection of all people adds value to our 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 is 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 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.

Counselors and Facilitators (Faith Smith, Becky Katz, Iris Gutierrez, and Carlos Pena) facilitate intakes, 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, Carmen Brown, and Rachel Madden) have been advocating on behalf of clients for a combined 33 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.

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, Kentucky Refugee Ministries, PRIDE, LFUCG's Domestic and Sexual Violence Prevention Coalition, Fayette County Public Schools, Fayette County Prosecutors Office, Fayette County Sheriff Department, New Vista, 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.

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 schools, libraries, and the Salvation Army.

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 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.)* **The Program Budget will be the same for both FY21 and FY22; there will be no increases in award for Year 2 of the grant.**

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 2021. It requests the allocation of all projected funding amounts (City and non-City sources) for anticipated FY 2021 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 2021 (July 1, 2020--June 30, 2021) 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)	9	463,000	80,000	383,000
Part-Time	2	72,000	10,000	62,000
Total Salaries		535,000	90,000	445,000
3. Consultant Services	$	21,000	5,000	16,000
list details	Iris Guiterrez, Bilingual LCSW $7,000 Carolos Pena, Bilingual Parenting Facilitator $5,000 John Kleinschmidt, Bilingual Attorney at Law $2,500			
4. Space/Facilities	$	19,000	0	19,000
list details	Gas, Electric and Water $5,500 Office Equipment $11,000 Telephone/Internet $2,500 Rent $0 Inkind			
5. Operating Expenses	$	46,000	15,000	31,000
list details	Program Supplies $10,000 Insurance $7,000 Professional Fees $13,000 Travel/Training/Development $15,000			
6. Scholarships / Stipends	$	0	0	0
list details - numbers & amounts				
7. Other	$	0	0	0
list details				
8. TOTAL FY21 PROGRAM BUDGET *(Program budget will be the same for FY22; no increase in award for Year 2 of the grant)*	$	621,000	110,000	511,000

Cost per Program Participant: $ 310

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 A. White

Title: Executive Director **Date**: 4-2-20