PROPOSAL SUBMITTAL FORM

Agency Information

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

Mailing Address: 530 North Limestone St. Lexington, KY 40508

Street Address: 530 North Limestone St. Lexington, KY 40508

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 - Parenting and Intimate Partner Violence Services, 859-259-1974 ext. 239

Program Information

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

Total Funding Amount Requested: $ **110,000.00**

RFP #10-2021 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.

Our community faces an epidemic having the highest rate of child abuse in the nation. Last year, the Department of Community Based Services (DCBS) Bluegrass Service Area reported 1,297 substantiated cases of abuse impacting 2,508 children: 54% involve substance misuse; 23% involve intimate partner violence (IPV); & 12% involve mental health. Exposure to IPV has deleterious effects on children's long-term health, development, and well-being. In 2020, we served 1,049 Fayette County survivors of IPV & 200+ Fayette County parents; 90% of the families are involved with DCBS.

The Nest serves an at-risk population that is racially diverse, young, mostly single, and impoverished. Our staff provides specialized services for recovery, immigrants/refugees, and LGBTQIA+. Our Adverse Childhood Experiences survey shows our clients experienced the following traumas during childhood: 70% experienced parental separation; 45% were threatened or bullied; 45% lived with someone with addiction problems; 39% were living with someone with depression; 38% left unloved; 32% were physically harmed; and 30% were sexually abused.

The local systems of service: DCBS, school, housing, healthcare, & justice are inundated with community needs. Families lose hope in the process and The Nest steps in to offer support. The Nest takes a holistic approach to services utilizing the Safe & Together Model, which focuses on safety, healing, stability, & nurturing of families. Our services target at-risk populations to break a sometimes-multi-generational cycle of violence, abuse, and neglect. The Nest's Healing the Home Program offers FREE advocacy, counseling, 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 FREE to the community include:

Parenting and IPV Intakes (250+ intakes in 2020)-Individuals fill out forms on-line. A specialist reviews and recommends services (2 hours each).

Educational Groups (3,919 group attendances groups in 2020)-5 ongoing groups for mothers; 3 ongoing groups for fathers; 4 IPV ongoing groups for survivors at least one hour per week.

Post-Graduate Group (New Activity)-Offered to graduates for ongoing support and a chance to become a mentor and leader.

Social Justice Group (New Activity)-Nest families attend an ongoing group to support community understanding of systems such as healthcare, housing, education, and child protective services.

Individual Counseling (250+ individual sessions in 2020)-Weekly individual sessions to IPV survivors and parents with significant mental health symptoms one hour per week.

IPV Legal Services (946 survivors in 2020)- IPV court advocates attend the Fayette County IPV Docket Monday-Thursday. Our attorney consults with and represents Fayette County survivors during protective order hearings and custody matters

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. When a client calls for services, they receive an email to complete our intake documentation including a consent for treatment, release of information, and psychosocial history. Once the documents are submitted, they are scheduled to meet with an intake specialist who reviews their responses and makes recommendations for services. Our recommendations consist of a minimum of 12 individual or group sessions for IPV and parenting services. 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 Adverse Childhood Experiences Survey. Our funder, Prevent Child Abuse Kentucky, requires us to utilize this curriculum.

By utilizing the Safe and Together Model for IPV services, we make better child-centered decisions, build meaningful partnerships with adult survivors, & develop effective interventions with domestic violence perpetrators. The model focuses on the safety, healing, stability, & nurturing of the family. We focus on the perpetrators pattern of coercive control; actions taken by the perpetrator to cause harm to the child; the full spectrum of non-offending parents efforts to promote child safety & well-being; adverse impact of the perpetrators behaviors on the child; & role of substance use, mental health, culture, & other socio-economic factors.

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 hope is to improve child safety and family functioning. We highlight survivor strength and seek to change the perpetrator's harmful pattern of behavior. Accountability and high expectations of the parent focuses on dysfunctional repetitive actions. Goals for the clients include increasing nurturing parenting skills and decreasing violence in the home. We address the needs of families experiencing economic, racial, and cultural oppression by focusing on behaviors instead of stereotypes based on race, religion, class, or ethnicity.

Our philosophy is to collaborate and connect with survivors based on their priorities. We work toward a plan that respects the family's socio-economic and cultural situation, and keeps the children safe. Our holistic approach addresses safety, healing, and stability.

A parent successfully completes services after 12 classes or individual sessions and a passing test score. A survivor successfully completes services after 12 groups or individual sessions. We are adding post-graduate and social justice services to provide space for parents and survivors who want to stay connected and empowered.

We are successful when a family develops a safety plan, receives a protective order, reunites with their child, and are no longer experiencing violence, abuse, and neglect in their homes and community. Finally, we are successful when a family receives equitable treatment as they navigate systems of care. 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.)

Our services are holistic and empowering as we walk with families through some of the hardest times in their lives. For example, 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 husband 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 to stabilize the family. A Nest lawyer represents the survivor for the protective order, divorce, and custody matters. A Nest 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 Nest 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, her lawyer and an advocate are by her side. When she wants to process trauma, she and her children have experienced a counselor is by her side. When she wants to share with others, she attends group sessions. One client states, "Through this program I have grown as a mother and a woman." 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, & 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 per year.
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. 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 assesses safety, empowerment, social connectedness, and stability of the family unit. Recent survey results showed: 99% of the clients felt like the groups were helpful; 97% felt stronger and more in control of their lives; and 88% felt more connected to others after services. 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 master's in social work from Smith College in 2002 and is working on her doctorate degree. She 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.

Supervisor (Kesayne Bailey) earned her bachelor's in psychology from Kentucky State University. She is currently working as a supervisor 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.

Supervisor (Faith Campbell) earned her bachelor's in social work from Eastern Kentucky University and is working on her master's degree in social work. She is currently working as a supervisor and facilitator for the Parenting and IPV Programs at The Nest. She has worked at The Nest since and has a deep understanding our holistic services.

Counselors and Facilitators (Faith Calhoun-Louden, Saxen Martin-Jensen, Sheri Estill, Carlos Pena) facilitate intakes, individual counseling, and groups with survivors of IPV and parents. Each has unique training to serve specialized populations including immigrants/refugees and LGBTQIA+.

Court Advocates (Carmen Brown, Isis Balico) provide crisis intervention, information about survivor rights, and facilitate groups in English and Spanish.

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. In working with families in high-risk situations, practitioners need to assess the life-generated risks which may keep them in their circumstances: financial constraints; housing; stability of children's schooling; and the ability to meet basic needs can all be deterrents. We partner with other organizations that offer shelter, hospitalization, substance use treatment, housing resources, job opportunities, 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, Ampersand, Kentucky Refugee Ministries, Kentucky Career Center, Fayette County Public Schools, Fayette County Prosecutors Office, New Vista, Crossroads Counseling, Voices of Hope, Second Chance, and Salvation Army. We have formal agreements with Greenhouse17, Lexington Rescue Mission, Fayette County Sheriff Department, Pride Community Service Organization, and LFUCG's Domestic and Sexual Violence Prevention Coalition. 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, Kentucky Bar Foundation, Toyota, Anne Camden Stolle Trust, and United Way.

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? How does your proposal support or enhance the recommendations made by the Mayor's Commission on Racial Justice & Equality?

The Nest is centrally located in downtown Lexington in the 40508-zip code, where many are impacted by poverty. Our building is handicap accessible and designated "Safe Place" in Duncan Park. We are on the bus route and offer services online. Three staff members are bi-lingual and bi-cultural. They provide direct services to Hispanic clients. For other language barriers, we access interpreting services through Clarity Services and Access Language Solutions. We also have a counselor who specializes in serving people in recovery and LGBTQ+ survivors of IPV.

Our organization approaches all clients from a trauma-informed lens. Oppression and discrimination deeply impact our community. We understand that bias can be unconscious and insidious. The Nest's mission for a diverse and inclusive environment demands effort of each one of us. Our words come from a place of respect, empathy, and a deep understanding and appreciation of our individual differences within our Nest family.

We have a weekly group discussion with staff to discuss social justice issues related to Nest families. Our focus this year has been on racial justice and the intersection of oppressive systems. We initiated changes in Nest policies and procedures to enhance our cultural responsiveness. We have attended community wide discussions related to racial justice issues and invited guests to speak to our group. We are launching an ongoing community support group and hope to develop a community advisory committee this year. We recognize addressing social justice takes a lifelong commitment and we are dedicated to this learning and advocacy.

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 2022. It requests the allocation of all projected funding amounts (City and non-City sources) for anticipated FY 2022 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

FY 2022 (July 1, 2021-June 30, 2022) 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)	10	502,729	90,000	412,729
Part-Time	0	0	0	0
Total Salaries		502,729	90,000	412,729
3. Consultant Services	$	14,400	10,000	4,400
list details	Carlos Pena, Bilingual Parenting Facilitator $10,400 Micah Legal Services, Divorce and Custody Attorney $4,000			
4. Space/Facilities	$	15,684	5,000	10,684
list details	Gas, Electric and Water $12,100 Office Equipment $1,856 Telephone/Internet $1,728 Rent $0 Inkind			
5. Operating Expenses	$	26,426	5,000	21,426
list details	Program Supplies $4527 Insurance $5,657 Professional Fees $9,730 Travel/Training/Development $5,440			
6. Scholarships / Stipends	$	0	0	0
list details - numbers & amounts	N/A			
7. Other	$	107,295	0	107,295
list details	Fringe Benefits and Payroll Taxes for Healing the Home Employees			
8. TOTAL FY22 PROGRAM BUDGET	$	666,534	110,000	556,534

Cost per Program Participant: $ 444

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**: 5/12/21