PROPOSAL SUBMITTAL FORM

Agency Information

Agency Name: Lexington Leadership Foundation, Inc.

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

Street Address: 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 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: lexlf.org

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

Eric Geary, CEO, 859-277-3087, dmazza@lexlf.org

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

Eric Geary, CEO, 859-277-3087, dmazza@lexlf.org

Program Information

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

Total Funding Amount Requested: $ **96,718**

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.

Statistically, six of every 10 men in the United States are fathers (US Census Bureau, Survey of Income and Program Participation). With 116,854 males over age 16 in Fayette County (US Census), this translates to nearly 72,000 fathers. Father presence and involvement is highly predictive of children's sociability, self-control, and academic performance (Scientific American Mind, May/June 2010). The National Fatherhood Initiative (NFI) has found that children with absent fathers are three-four times more likely to be poor, use drugs, engage in criminal behavior, be victimized, and experience educational, health, emotional, and behavioral problems (NFI: Fatherhood Facts, 2019).

Equipped, engaged fathers are clearly vital to strong families and communities. However, research shows that one out of three children in Lexington lives in a single parent home (Kids Count, 2018). Dads in Lexington face the challenge of finding programming tailored to their unique needs, as human services have historically paid little attention to fathers or non-custodial parents. Lexington Leadership Foundation's Fatherhood Initiative (FI) addresses this obstacle by providing paternally focused curricula and father-centric care, specifically to low-income and incarcerated fathers age 16-55. Participants, referred from agencies such as Department for Community Based Services, Drug Court, Family Court, and Fayette Detention Centers, are at risk due to limited access to support systems and resources.

The FI model enlists a cross-sector, collective impact approach that synergizes providers across Lexington. Over the last eight years, FI has effectively integrated into the local continuum of care and stands as the primary program for fathers locally.

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.

FI's goal is to equip clients to be responsible fathers. Participants enroll in educational and peer support groups focusing on responsible fatherhood and/or healthy relationships. Courses are offered in 20 small groups (12-15 participants) at multiple sites across the city. Fathers attend 12 sessions of evidence-based programming, 0meeting weekly for two hours. Sessions are led by two FI-certified volunteers or staff. Exposure to curricula, group mentors, and FI staff will equal at least 24 hours per client. Classes are designed to maximize exposure to curricular knowledge while enhancing access to positive social supports and peer mentors. These supportive relationships increase the likelihood of positive change in attitudes and behavior associated with violence, mental health, child abuse and neglect, and socioeconomic issues. This approach (a) provides access for men to receive services that consider paternal elements and (b) models the needed systemic shift toward holistic family care.

FI will provide comprehensive services to 300 men during the grant period. Upon completion of educational cohorts, participants are encouraged to continue in other FI services (educational courses, mentor relationships, father-child activities, and other family outings) or enroll in community-partner programming related to personal advancement. To address economic stability issues, we are adding a program specialist to provide ongoing case management, with a specific focus on job readiness. This position will provide supportive resources to assist men to overcome barriers to employment. 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 or social fathers. Participants 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, Blackburn Correctional Facility, and Fayette County Juvenile Detention Center.

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, and 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, complete 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, child abuse and neglect, and socioeconomic risk factors, thus 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 US Department of Health and Human Services, Administration for Children and Families compendium of approved curricula and promising practices (www.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 collaborates with other expert presenters such as Prevent Child Abuse Kentucky and the Kentucky Marriage Movement to deliver supplemental curricula around male formation, marriage and healthy relationships, and father/child relationships. To buttress these educational components, participating fathers are presented with opportunities to avail themselves 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 enlists a philosophy that, if provided a structured, supportive, dignified venue with substantive educational material, men will feel empowered and thrive. Our goal is that clients gain a greater knowledge, awareness, and set of skills related to 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 positive engagement with participants' children. We assist fathers in establishing personal goals such as employment, education, increased time spent with children, and family reunification where appropriate.

To successfully complete the program, clients 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 to which families are invited. Each successful participant receives a certificate of recognition, and many express that this is 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, along with becoming socially responsible to the community. Participation awakens and revitalizes a paternal instinct that lies within each father, equipping and deploying these men into the lives of their children and families in Fayette County. FI exposes fathers to role models, community leaders, pastors, and resource providers, equipping them with a markedly increased network of relationships and contacts that results in heightened community and family engagement. More than 90% of participants who complete the program report having a more positive self-image, increased knowledge of healthy parenting practices, and increased age-appropriate behavior and discipline techniques.

Community benefits include increased economic opportunity and employment, child support contributions, and reduced DCBS and justice system involvement. Participants learn enhanced methods of co-parenting and healthy relationships in their families and communities. The resulting impact is a reduced burden on systems addressing foster care, child maltreatment, and intimate partner violence.

A recent remark from Thomas, one of our father participants, relays the personal impact he has felt: "This class challenged me to fix my relationship with my son's mom, so he could benefit, and that us arguing was just hurting him. And now we can all three be in the same room without fighting. And after every class, my relationship with my son grew and is the best it has ever been right now."

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 developed by the National Fatherhood Institute. Each participant in a 12-week session will complete pre- and post-tests. 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, assessments will be garnered from 210 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 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 (administered to each participant) includes client satisfaction surveys related to cohort location, facilities, class material, and facilitators.

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, program efficacy, sustainability planning, and partner interactions. He obtained an undergraduate degree in psychology/sociology and a master's degree in theology from Campbellsville University. Cozart has worked with fathers for over 20 years, including as grant manager for a federal DHHS-funded fatherhood project.
PROGRAM COORDINATOR (to be hired) – This position assists the director in client intake and needs assessment, facilitates groups, distributes supportive resources, supports volunteers, provides case management, manages the database, collects evaluation material from participants, and communicates with partners and volunteers. This recently vacated position has been effectively filled since program inception. Bachelor's degree in Social Work or related field or minimum of three years' experience with target population required.
SUPPORT SPECIALIST (to be hired) - This new position will provide ongoing case management, needs assessment, individual development planning, and support of men in overcoming any barriers to family economic stability, such as employment training access, job placement, transportation, or record expungement following group participation and/or after release from incarceration. Bachelor's degree or minimum of three years' experience with target population required.
ADMINISTRATIVE ASSISTANT – Cindy Capria receives phone calls for intake, assists with clerical duties, enters data, purchases supplies, assists with events coordination, and provides general administrative support. Capria holds a B.S. in Social Work and brings over 30 years of social service experience to the team.

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. Fathers served are referred from agencies related to substance misuse, violence/abuse prevention, or mental health, such as Drug Court, DCBS, and Family Court. 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). Of note is FI's deepened partnerships with the Fayette Juvenile Detention Center and Fayette County Detention Center.

LLF holds a long history of community engagement. The FI approach crosses multiple sectors, stemming from our strong belief that complex issues require comprehensive, collaborative solutions. Both formal and informal partnerships exist with faith-based groups, agencies, businesses, and government entities. In fact, 22 partners from these sectors were engaged strategically in 2019. This approach also is realized in FI's volunteer engagement. Last year, 20 trained facilitators lead 26 cohorts across the city. Each volunteer committed three hours of preparation and program delivery weekly, translating to 1,872 hours invested in the lives of fathers.

FI receives strong financial and strategic support from the LLF Board of Directors. The Board receives updates, attends key events, ensures fiscal integrity, and governs strategically. Along with ESR funds, corporate sponsorships, committed individuals, and other grants generate sustainable revenue for project implementation. FI continuously seeks to diversify funding partners from public, private, government, 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 meals or snacks, all provided without cost to participants. 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. To further ensure access for those incarcerated, services are offered within both juvenile and adult detention facilities. All facilities are ensured to be ADA compliant.

FI staff are available from 9:00 AM to 5:00 PM Monday through Friday, and group sessions occur during the evening hours each week, usually from 6:00-8:00 PM. Participants 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. FI partners with DCBS and the Sign Language Network of Kentucky to provide additional interpreters as needed. Finally, FI will provide translation services through Access Language Solutions, a Lexington-based 501(c)(3). These measures will enable us to provide verbal communication and written material to an increasingly diverse international community.

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 **Lexington Leadership Foundation, Inc.**

Program Name **Fatherhood Initiative**

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)	3.25	183,260	78,072	105,188
Part-Time		0		
Total Salaries		183,260	78,072	105,188
3. Consultant Services	$	0	0	0
list details				
4. Space/Facilities	$	0		
list details				
5. Operating Expenses	$	46,240	18,646	27,594
list details	Total Program Budget (Column A), includes educational curriculum, cohort meals/snacks, office supplies, printing, local mileage reimbursement to staff, translation services, supportive services to participants (for overcoming barriers to employment - bus fare, uniforms, car repair, etc). ESR funds will be applied to a portion of those costs.			
6. Scholarships / Stipends	$	0	0	0
list details - numbers & amounts				
7. Other	$	21,800	0	21,800
list details	Total Program Budget (Column A), includes training events and conferences, networking with local community partners, marketing and social media promotion, and overhead expense reimbursement for accounting, fundraising, and program planning and development.			
8. TOTAL FY21 PROGRAM BUDGET *(Program budget will be the same for FY22; no increase in award for Year 2 of the grant)*	$	251,300	96,718	154,582

Cost per Program Participant: $ **838**

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: CEO **Date**: 3/27/2020