PROPOSAL SUBMITTAL FORM

Agency Information

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

Mailing Address: 530 North Limestone Street Lexington, KY 40508

Street Address: 530 North Limestone Street 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 Gold Seal of Transparency or higher profile on GuideStar.org? ☑ Yes ☐ No

*Note: Agencies **must** have a Gold 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, IPV and Parenting Program Director, 859-259-1974 ext. 239, kmmooney@thenestlexington.org

Program Information

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

Total Funding Amount Requested: $ **125,000.00**

RFP #1-2022 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, neglect, and violence are problems that demand community response. It is not a coincidence groups identified as at-risk for committing or experiencing violence are the same groups who do not have equitable access to resources. The Nest serves at-risk populations that are racially diverse, young, mostly single, and impoverished. The local service systems (child protection, education, housing, & healthcare) are inundated with community needs. When demand exceeds available resources, families lose hope and react in harmful ways. Kentucky child protective services (CPS) identifies the most harmful abuse risk factors are substance misuse (64%), mental health (50%), and intimate partner violence (IPV, 47%). In Fayette County, the leading causes of child (near) fatality are abuse, drug poisoning, and motor vehicle injury. A 2020 report from the National Survey of Children's Health Data shows 42.2% of Kentucky's children experienced at least one type of Adverse Childhood Experience (ACE). The Nest's ACE survey shows our clients experienced the following childhood traumas: 71% experienced parental separation; 46% lived with someone with addiction problems; and 33% were physically or sexually abused. The Nest served 1,064 Fayette County IPV survivors & 231 parents in 2021. The Nest takes a holistic approach to services focusing on safety, healing, & nurturing families. Our services target at-risk populations breaking a multi-generational cycle of abuse, neglect, and violence. Our staff provides specialized services for recovery, immigrants/refugees, and LGBTQIA+. The Nest's Healing the Home Program offers FREE advocacy, counseling, education, and legal services to Fayette County IPV survivors and parents.

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 staff and clients work together to reach their goals and fulfill The Nest's purpose to prevent violence, abuse, and neglect. The FREE activities below address the identified community problem:

1. Parenting and IPV Intakes-Survivors and parents fill out forms on-line. A specialist reviews and recommends services (2 hours each).
2. Individual Counseling-Weekly individual sessions to IPV survivors and parents with significant mental health symptoms one hour per week.
3. Educational Groups -5 ongoing groups for mothers; 3 ongoing groups for fathers; 4 IPV ongoing groups for survivors at least one hour per week. Parents and survivors attend at least 12 sessions. We offer specialized groups for parents in recovery and Spanish speaking parents and survivors.
4. IPV Legal Services- IPV court advocates attend the Fayette County IPV Docket Monday-Thursday. Our attorney and contracted attorneys consult with and represent Fayette County survivors for their protective order hearings and custody matters.
5. Social Justice Group (MPWR started 05/21)-Nest families attend an ongoing community support group to understand systems such as healthcare, housing, education, and child protective services.
6. Advisory Council (New Activity)-Former/clients meet to discuss needs and gaps in services and make recommendations for improvements one hour per week.
7. Peer Support Specialist (New Activity)- Our PSS will partner with Nest constituents to screen for case management needs, provide emotional support, offer group support, and follow up care.

Evidence shows that education, counseling, advocacy, and legal services dramatically decreases violence in the home.

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.)

All IPV survivors and parents are eligible for services free of charge. Clients are self-referred or are required by child protective services to complete education. When a client calls for services, they receive an email with our intake documentation including a consent for treatment, release of information, and psychosocial history. Once the documents are submitted, they schedule to meet with an intake specialist, who reviews their responses and makes service recommendations. If wifi access is a problem, they come to The Nest to complete the intake. Our recommendations consist of a minimum of 12 IPV and/or parenting individual or group sessions for. Clients sign an agreement regarding confidentiality, attendance, and threatening behavior. Clients are expected to attend consistently, be active participants, and support fellow group members. If their participation during the assessment or any future service becomes problematic due to: 1) aggressive behavior; 2) appearing to be under the influence of drugs or alcohol; or 3) suffering from a severe mental health disorder, they may be asked to leave and given referrals for other services better suited to meet their needs. Should the issues later be controlled or resolved through treatment, they may be permitted to restart services. We value the power of collective decision-making and developed additional activities (M-PWR, Advisory Council, Peer Support) to center the lived experiences of our clients allowing them to share ideas about gaps and needs in the community. These activities are also open to any client who has received services at The Nest.

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 by highlighting parental strength and resilience. Goals for the clients include increasing parenting skills, decreasing violence in the home, and creating a nurturing environment . 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 with survivors based on their priorities. We work toward a plan that respects the family's socio-economic and cultural situation while keeping children safe. This year, we implemented an advisory council of Nest clients. The council discusses service gaps in our community. Their goal is to develop a peer support network. Our holistic approach addresses safety, healing, connection, and stability. Parents and survivors' complete services after 12 classes or individual sessions. Clients complete a post class inventory and survey, which determines if the information presented in class was retained. In addition, we are offering concrete supports such as car seats, gun locks, and med lock boxes to address the three leading causes of child fatality in Kentucky. We are successful when a family develops a safety plan; receives a protective order; reunites with their child; and advocates for their needs through 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 holistic and empowering services walk 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 her family. 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 children's safety. 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 and custody matters. A Nest advocate attends court to collaborate with CPS, lawyers, and judges who determine family safety. A Nest peer support specialist informs the survivor of all the additional Nest services. 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 advocate are there. When she wants to process trauma, she and her children have experienced a counselor is there. When she wants to share with others, she attends group. When she wants to someone who has successfully navigated the system, she a peer support specialist is there. 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 parents take an evidenced based pre-and post-test assessing their understanding of child development, empathy, discipline, family roles, & power and independence. They successfully complete classes when their scores on the test are within a normal range, which is the desired program outcome. Our sample size is 300+ clients per year. We administer IPV risk assessments giving staff an understanding of how trauma is impacting their lives. If the scores on the risk assessments are high, additional services and resources are offered to the survivor. A survivor successfully complete 12 classes which is the desired program outcome. 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 and 90% felt more connected to others after services. A parent and/or survivor is welcome to utilize the services anytime they need so, returning to The Nest when needed is encouraged.

Our Nest advisory council, a group of former/current clients, gives direct feedback regarding community needs. This network of Nest families work together and support one another as they face challenges and successes. The council will administer a survey, creatively share their lived experiences, and developing a client approved resource list. The collective impact of this approach guarantees we are responding to community needs.

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) will receive her doctorate in social work in May 2022. She is a Licensed Clinical Social Worker meeting with Nest IPV survivors and parents 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. She has great connections to many community resources available to families including Child Protective Services.

Supervisor (Faith Campbell) has a master's degree in social work. She is currently working as a supervisor and facilitator for the Parenting and IPV Programs. She has worked at The Nest since 2011 and has a deep understanding our holistic services.

Counselors and Facilitators (Ashley Horton, Saxen Martin-Jensen, Claire Fitzsimmonds, Sheri Estill, Carlos Pena, Faith Calhoun-Louden) 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, Sophia Dovenbarger, Carolina Gonzalez) provide crisis intervention, information about IPV 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, Fayette County Public Schools, Fayette County Prosecutors Office, New Vista, Crossroads Counseling, Voices of Hope, Community Action Council, and Salvation Army. We have formal agreements with Greenhouse17, Lexington Rescue Mission, Fayette County Sheriff's Department, Lexington Pride Center, and LFUCG's Domestic and Sexual Violence Prevention Coalition. These collective partnerships are the heart of our community. Whether you are a board member, volunteer, donor, staff, partner, or client, your role at The Nest is vital to us all reaching the ultimate goal of a violence-free community.

Our board members meet frequently to discuss and contribute to our overall mission to be a safe and healing place for education, counseling, advocacy, and support. Volunteers and donors provide crucial concrete supports. Our major funders include VOCA, VAWA, PCAK, Kentucky Bar Foundation, Fayette County 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 a "Safe Place" in Duncan Park. We are on the bus route and offer services online. Five 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 starting with the systems our families navigate on a daily basis. We understand that bias can be unconscious and insidious. The Nest's mission for a diverse and inclusive environment demands the 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 continue to meet weekly with staff and clients to discuss social justice issues and how they impact our community. Our focus continues to be on racial justice and the intersection of oppressive systems. We are active participants in community racial justice initiatives. We started the Nest advisory council centering clients' ideas and finding ways to address the gaps they have identified in services. 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 the first year of the cycle, Fiscal Year 2023.)*

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 2023. It requests the allocation of all projected funding amounts (City and non-City sources) for anticipated FY 2023 program expenditures. The allocation for FY 2024 shall be the same as FY 2023.

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

Budget for Year One (FY2023) of Cycle; Budget for Year Two (FY2024) to be the same

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

Program Name **The Nest Healing the Home**

FY2023 (July 1, 2022-June 30, 2023) Total Program Budget

Only fill columns B &C; they will automatically sum in Column A		**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	**# of Employees:**			
Full-Time (FTE)	12	533,025	**110,000**	423,025
Part-Time	0	0	**0**	0
Total Salaries		533,025	**110,000**	423,025
3. Consultant Services	**$**	20,900	**10,000**	10,900
list details	Carlos Pena, Bilingual Parenting Facilitator $10,400 Faith Louden, Counselor/Facilitator $6,500 Micah Legal Services, Divorce and Custody Attorney $4,000			
4. Space/Facilities	**$**	18,250	**0**	18,250
list details	Gas, Electric and Water $13,400 Office Equipment $2,500 Telephone/Internet $2,350 Rent $0 Inkind			
5. Operating Expenses	**$**	35,600	**5,000**	30,600
list details	Program Supplies $4,500 Insurance $5,600 Professional Fees $12,500 Travel/Training/Development $7,500			
6. Scholarships / Stipends	**$**	0	**0**	0
list details - numbers & amounts	N/A			
7. Other	**$**	110,408	**0**	110,408
list details	Fringe Benefits and Payroll Taxes for Healing the Home Employees $110,408			
8. TOTAL FY22 PROGRAM BUDGET	**$**	718,183	**125,000**	593,183

Cost per Program Participant: $ 598

Brief detail on Cost per Participant:

Number of clients receiving counseling, advocacy, and legal services based on 1,200.

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**: 3/3/22