

**NEW/REVISED PROGRAM DESCRIPTION**  
**Innovation**

**County:** Stanislaus **(Final-Revised 6/8/15)**

**Completely New Program**

**Program Number/Name:** Father Involvement Project

**Revised Previously Approved Program**

**Date:** May 6, 2015

Complete this form for each new INN Program. For existing INN programs with changes to the primary<sup>1</sup> purpose and/or learning goal, please complete the sections of this form that are applicable to the proposed changes. If there are no changes in the applicable section, please state "No Changes."

Select **one** of the following purposes that most closely corresponds to the Innovation's learning goal.

- Increase access to underserved groups  
 Increase the quality of services, including better outcomes  
 Promote interagency collaboration  
 Increase access to services

1. Describe why your selected primary purpose for Innovation is most relevant to your learning goal and why this primary purpose is a priority for your county.

The Father Involvement Project will create a collaborative learning network that brings organizations and community groups together to achieve positive mental health results and build protective factors against mental health problems for fathers in Stanislaus County. This is a new concept in promoting interagency collaboration to reach fathers with mental illness or those at risk of mental illness and their families. The learning goal is increase broad father involvement into various Family Resource Centers (FRCs) and community based organizations (CBOs) as a way to improve mental health and related outcomes and reduce risk factors and promote protective factors for the subgroup of fathers who are at risk of a mental illness.

The population to be served includes fathers in Batterers Intervention and Anger Management groups at countywide Family Resource Centers and community based organizations where fathers are treated for mental health issues including depression, anxiety, Post Traumatic Stress Disorder (PTSD), and anti-social traits and/or disorders.

Fathers involved with child abuse differential response are also included in the population. These fathers often have a history of abuse and untreated mental health and substance abuse issues. Fathers involved in the county's Family Reunification program will also participate. Dads in this group have a history of abuse and untreated mental health issues. Fathers experiencing domestic violence as victims will be included in this learning project as well. Fathers from these support groups have already been identified with mental health issues or at risk. They will be recruited and encouraged to participate in the Father Involvement activities as a subgroup of this countywide Innovation project.

Context for this project is based on Behavioral Health and Recovery Services' long-standing commitment to incorporate interagency collaboration in and around mental health and drug and alcohol services. In 2014, several organizations within the Family Resource Center (FRC) network, as well as other community based organizations in Stanislaus County began meeting to talk about ways to strengthen families and address the challenge of father engagement. This was a unique undertaking in that FRCs and community groups came together to strategize efforts on a countywide scale.

The FRC network is made up of ten community based organizations throughout the county that provide important family support services. It's a critical link to identifying protective factors against mental health problems in individuals, families, and communities to help people deal more effectively with stressful events and mitigate or eliminate risk in families.

Protective factors are certain circumstances in people's lives that have been found to correlate with reduced incidence, prevalence, and severity of mental health conditions and negative outcomes. Protective factors can include family and individual resources, social supports, and community resources that can reduce the impact of negative circumstances and stressors and reduce the probability of developing a mental health condition and negative outcomes.

A sense of connectedness and a strong cultural identify are examples of protective factors. Older adults who are connected are less likely to develop depression despite loss of loved ones and loss of functioning.

<sup>1</sup> The term "essential purpose" has been replaced with the term "primary purpose" for INN.

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Research shows that father involvement has major implications for improving the mental health and well-being of fathers on their own path of adult development, for their wives and partners in a co-parenting relationship, and most importantly, for their children. Children whose fathers are stable and involved are better off on almost every cognitive, social, and emotional measure developed by researchers. High levels of father involvement are correlated with sociability, confidence, and high levels of self-control.<sup>1</sup>

Furthermore, research supports the connection between father involvement and building protective factors for children, decreasing the likelihood of future mental health illnesses. Here are some highlights of the research:

Child and adolescent outcomes for cognitive development:

- Infants of highly involved fathers have higher cognitive functioning, are better problem solvers as toddlers, and have higher IQ's by age three.<sup>2</sup>
- School aged children of involved fathers are better academic achievers, have better attitudes toward school, and are more likely to participate in extracurricular activities and graduate.<sup>3</sup>

Emotional and social development and well-being:

- Father involvement is positively correlated with children experiencing overall life satisfaction less depression and emotional distress and fewer expressions of negative emotionality (fear and guilt)<sup>4</sup>
- Young adults who had nurturing and available fathers while growing up were more likely to score high on measures of self-acceptance and personal and social adjustment.<sup>5</sup>
- Father involvement protects children from engaging in delinquent behavior and it associated with less substance abuse among adolescents.<sup>6</sup>

Research also supports the benefits of father involvement for fathers. Involved fathers are:

- More self-confident and effective as parents, feel more intrinsically important to their child, and feel encouraged to be even more involved.<sup>7</sup>
- More likely to exhibit greater psychosocial maturity, feel less psychological distress and be more able to understand themselves and integrate their feelings in an ongoing way, and
- More likely to participate in the community.<sup>8</sup>

Through interagency collaboration, this project introduces to the mental health system a community defined approach that has been successful in a non-mental health context. It utilizes the development of a collaborative learning network as the key strategy to achieving positive results for fathers in Stanislaus County. The network will build on assets that already exist within each partner group and expand their collective knowledge and capacity to focus on fathers in a non-mental health setting. Some additional benefits of this network approach:

- Networks bring agencies and groups together united under a common interest to work together, versus working in isolation or siloed environments
- Networks provide partners with ongoing connection, peer support and development of a shared mission, vision and goals for father involvement and other family strengthening practices
- Networks provide multiple perspectives based on diversity of experience, culture, history and community involvement
- Networks have the potential to create a larger, broader movement across systems and programs, enabling greater outcomes and community impact

The strength of a network is founded and maintained in the intentional commitment of its members. Each of the partners in the Father Involvement Project believes developing this learning community is essential in order to reach fathers who are at risk for or are experiencing mental illness, and then to improve father involvement and protective factors in Stanislaus County.

1. Anthes, E (2010,May/June) Family Guy, Scientific American Mind

2. Cox, M.J. Owen, M.T. Lewis, J.M. & Henderson, V.K. (1989). Marriage, adult adjustment, and early parenting. Child development, 60, 1015-1024

3. Astone, N.M., & McLanahan, S.S. (1991). Family structure, parental practices, and high school completion. American Sociological Review, 56,309-320.

4. Harris, K.M., Furstenberg, F.F., & Marmar, J.K. (1998). Paternal involvement with adolescents in intact families: The influence of fathers over the life course.

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Demography, 35 (2), 201-216.

5. Fish, K.D., & Biller, H.B. (1973). Perceived childhood paternal relationships and college females' personal adjustment. *Adolescence*, 8, 415-420.
6. Coombs, R.H., & Landsverk, J. (1998). Parenting styles and substance abuse during childhood and adolescence. *Journal of marriage and the Family*, 50, 473-482.
7. Delucchie, M. F. (1996a). Predictors of paternal involvement and satisfaction *psychological Reports*, 79, 1351-1359.
8. Health, D.H. (1994). The impact of delayed fatherhood on the father-child relationship. *Journal of Genetic Psychology*, 155 (94), 511-530.

2. Describe the INN Program, the issue and learning goal it addresses, and the expected learning outcomes. State specifically how the Innovation meets the definition of Innovation to create positive change; introduces a new mental health practice; integrates practices/approaches that are developed within communities through a process that is inclusive and representative of unserved and underserved individuals; makes a specific change to an existing mental health practice; or introduces to the mental health system a community defined approach that has been successful in a non-mental health context.

The issues to be addressed by the Innovation Project are as follows:

- A. There is a lack of structured opportunities for fathers to support each other, increase social connectedness, access concrete support, and increase parental competencies that can increase mental health protective factors.
- B. Families are not aware of or engaged in the resources available for father engagement activities.
- C. There are both unique and shared challenges amongst Stanislaus County communities related to father engagement and involvement. Individual communities are providing father engagement activities in an isolated manner and learning is lacking amongst communities.
- D. County-wide awareness needs to be strengthened regarding the benefits of father involvement, which can reduce the incidence and severity of mental health conditions and negative outcomes, as well as lead to healthy child development.

The Father Involvement Project proposes the creation of a collaborative learning network that brings organizations and community groups together to achieve positive results for fathers, particularly those at risk of or experiencing mental illness. Current partners for the Father Involvement Project include El Concilio (Council for the Spanish Speaking), AspiraNet, Parent Resource Center, Manos Unidas, Sierra Vista Child and Family Services, Modesto City Schools, and Center for Human Services. These partners represent a rich array of culture, history, diversity and Family Strengthening expertise, as well as a desire to better understand how to engage and involve more fathers in their communities, in particular, those at risk for or having a mental illness.

In order to provide support and technical assistance to the Father Involvement Project partners, a Project Liaison will be hired to coordinate the development of the work and all project activities. The Project Liaison will also oversee training and education efforts and work individually with network partners to provide support for father involvement projects or activities they have identified for their agencies or communities. The goal is to learn how to collaborate better to increase father involvement and positively impact fathers and families at risk for or with a mental illness. The organizations listed in this project all have participated in a collaborative before. However, what is different about this project is that the partnering agencies are eager to learn together how to best expand their *collective* knowledge and capacity to positively affect father involvement and protective factors for fathers at risk or experiencing mental illness, and do so in a non-mental health setting.

The Father Involvement Project expects to learn how to best increase interagency and community collaboration to improve protective factors, parental competency, and social support for fathers at risk for or experiencing mental illness. Through interagency collaboration, this Innovation project introduces to the mental health system a community defined approach that has been successful in a non-mental health context. It utilizes the development of a collaborative learning network as the key strategy to achieving positive results for fathers at risk for or experiencing mental illness. Our hypothesis is that by increasing and improving father involvement activities and engaging fathers across the county through the learning collaborative, the targeted fathers at risk or with mental illness will be reached as a subgroup of fathers involved, and it will result in better outcomes for those fathers who are at risk of or experiencing a mental illness. The anticipated successful outcomes of this Innovation project will include the learning, strengthened relationships, and coordinated activities of all the partners involved and the resulting impact will involve access and promoting positive outcomes for fathers at risk of or experiencing mental illness. It is also expected that other participating fathers will benefit from the positive outcomes as well.

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**The Learning Questions**

The learning questions that we will explore through this project include:

1. How will participation in a learning network impact the growth and development of its members?
2. How will the learning network impact the quality (e.g. best practices) and quantity of father involvement activities? What will the learning network discover about impacting the quality of father involvement activities for fathers at risk for or experiencing mental illness?
3. Will participation in father involvement activities across the county increase as a result of the learning network? Will participation by fathers at risk for or experiencing mental illness increase as a result of the learning network?
4. Will fathers at risk for or experiencing mental illness, and their families, benefit from participating in the project activities, in particular increased protective factors?
5. By implementing what is learned from the network, will father involvement activities be successful in reaching and further engaging unserved and underserved fathers who are at risk for or who have a mental illness?

The overarching learning outcome is to help inform the behavioral health field about developing and using collective wisdom through a learning network focused on increasing protective factors in a non-mental health setting for fathers at risk for or who have a mental illness.

2a. Include a description of how the project supports and is consistent with the applicable General Standards as set forth in CCR, Title 9, Section 3320.

- ♦ **Community Collaboration** will be demonstrated through the creation of a learning network whose members represent multiple geographic and demographic communities throughout the community. This inaugural network will set the stage for ongoing collaborative efforts toward father involvement. CHS has a rich history in working with other community based organizations in Stanislaus County. CHS is a partner in a Community Capacity Building effort through BHRS Prevention and Early Intervention. It also has a partnership with Modesto schools to promote youth leadership.
- ♦ The project will be **Culturally Competent** and ensure practices and learning will be flexible enough to incorporate considerations regarding culture, tradition, and heritage. For example, all of the partners in the proposed Father Involvement network have the capacity to provide project information and activities in English and in Spanish. The Turlock Family Resource Center, another network partner, also serves the Assyrian population and can provide information in that native language.
- ♦ **The Client/Family Driven Mental Health System** is a core value so network partners will place a priority on fathers and families understanding their unique strengths and skills which will guide their involvement and interests. In fact, input from fathers and families led to the development of this Innovation project. Many fathers shared that they came from families where mental illness, substance abuse, domestic, and physical abuse were present. And that they came from homes where fathers were absent and there was a lack of strong father role models. They shared feelings of being overwhelmed as new fathers and felt they had no outlets of support. What was promising for them was a comfortable, informal environment where they could learn together and support each other.
- ♦ The project will promote the Strengthening Families Framework 5 Protective Factors as a best practice for strengthening fathers and their families, which parallel the values of **Wellness, Recovery, and Resiliency**. Through the Father Involvement interagency collaboration, fathers will receive structured opportunities to increase social connectedness, support each other, and increase mental health protective factors.
- ♦ The project will provide **Integrated Services Experiences** for fathers and their families through their interactions with FRC and CBO staff. Fathers involved in support groups are already receiving services and resources to meet a broad range of their needs including mental health, but the father involvement activities will also provide an opportunity for additional mental health referrals as indicated.

2b. If applicable, describe the population to be served, number of clients to be served annually, and demographic information including age, gender, race, ethnicity, and language spoken.

The project will serve various father populations from partner community agencies/organizations in the Network. They include fathers in a Batterers Intervention and Anger Management groups where fathers are treated for mental health issues including depression, anxiety, Post Traumatic Stress Disorder (PTSD), and anti-social traits and/or disorders.

Fathers involved with child abuse differential response are also included in the population. These fathers often have a

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Fathers experiencing domestic violence as victims are also included in the target population.

The Network partners include the following community based organizations: El Concilio, Council for the Spanish Speaking, AspiraNet, Parent Resource Center, Manos Unidas, Sierra Vista Child and Family Services; and Modesto City Schools.

3. Describe the total timeframe of the program. In your description include key actions and milestones related to assessing your Innovation and communicating results and lessons learned. Provide a brief explanation of why this timeline will allow sufficient time for the desired learning to occur and to demonstrate the feasibility of replicating the Innovation. Please note that the timeline for your Innovation Program can be longer than the period for which you are currently requesting Innovation Component funds.

**Implementation/completion dates:** July 1, 2015- August 30, 2017

This project is a two year effort, beginning in May 2015 and concluding on or before July 30, 2017.

**During FY 2015-16:**

- a. Start-up activities will begin immediately following OAC approval. Services are anticipated to be operational no later than August 2015.
- b. During the first 3 to 5 months, evaluation instruments will be developed and/or identified for use during the study phase. Additionally, during this time, a method and timeframe for reviewing data will be developed, adjustments made as needed, and other administration/operational issues related to the service approach conducted.

**During FY 16-17:**

Continue all services and evaluation activities through this first full year. Adjust evaluation approach and measurement tools as needed for continued effectiveness and study of the proposed learning questions. Changes may be made to the project as the ongoing results are known.

**During FY 16-17:**

Continue services and evaluation activities into the final year of the learning project. Begin to formulate approach to the final learning report. Begin to evaluate learning and long term outcomes to confirm establishment of best practices and methods of successfully integrating learning into wider practice. Evaluate alternative funding options for continuation of the Father Involvement Project that includes effective new practices should they emerge.

Detail Timeline for MHSA Innovation Project – Father Involvement Project	
6/25/15	<ul style="list-style-type: none"> <li>◆ NHSOAC to consider Father Involvement Innovation project</li> <li>◆</li> </ul>
7/15-9/15	<ul style="list-style-type: none"> <li>◆ Recruit and hire Project Liaison</li> <li>◆ Initiate monthly network meetings with project partners</li> <li>◆ Create network identity and direction by establishing common mission and vision</li> <li>◆ Establish network structure and group agreements</li> <li>◆ Work with evaluator to develop evaluation plan and tools/strategies</li> <li>◆ Conduct baseline evaluation with network partners</li> </ul>
9/15 -12/15	<ul style="list-style-type: none"> <li>◆ Network partners and Project Liaison begin mapping local resources and identifying gaps for programming/support for fathers in Stanislaus County</li> <li>◆ Network partners and Project Liaison work to identify best or promising practices for father involvement and share research with the group</li> </ul>

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	<ul style="list-style-type: none"> <li>◆ Potential training and learning opportunities are identified</li> <li>◆ Cross learning begins through network meetings and training/education</li> <li>◆ Project evaluation begins</li> </ul>
12/15-8/16	<ul style="list-style-type: none"> <li>◆ Network participants continue to meet monthly to share learning and experiences with father involvement in their groups and communities</li> <li>◆ Project liaison begins to work individually with each network partner to provide support and technical assistance for implementing father involvement programming and activities each has identified through the learning process. Some activities could include Parent and Father Cafes, evidence based Father specific curriculum, special activities, and events for fathers in various communities, making environments more father friendly, etc.</li> <li>◆ Evaluation findings are shared with network partners and other stakeholders are identified who would be interested in the network progress and its impact on father involvement in the county ( ie, Child Abuse Prevention Council, Children and Families Commission, PEI stakeholder groups, etc.)</li> </ul>
8/16 – 8/17	<ul style="list-style-type: none"> <li>◆ Monthly network meetings continue. Partners share their experiences and learning, reflecting on the successes and implications for continued father involvement.</li> <li>◆ Other network partners who engage fathers are invited to participate in learning and training.</li> <li>◆ Work with partners to look at what can be sustained in terms of efforts and make plans to enlist broad community/volunteer and funding support</li> <li>◆ Continue program evaluation and sharing with identified stakeholders in the county and within specific partner communities.</li> <li>◆ Consider planning a project celebration to highlight learning, outcomes, and project successes.</li> </ul>
6/17 – 8/17	<ul style="list-style-type: none"> <li>◆ Conclude learning project, final assessment and analysis of data and outcomes, assess merit of continuing with alternative funding source, produce final learning report, and communicate results and lessons learned</li> <li>◆ Projects are given three months from the end of their completion date to gather data and complete a Final Report. This project would end its learning in June 2017 and submit a Final Report on or before August 30, 2017.</li> <li>◆ Disseminate project evaluation outcomes to other counties</li> </ul>

4. Describe how you plan to measure the results, impacts, and lessons learned from your Innovation, with a focus on what is new or changed. Include in your description the expected outcomes of the Innovation program, how you will measure these outcomes, and how you will determine which elements of the Innovation Program contributed to successful outcomes. Include in your description how the perspectives of stakeholders will be included in assessing and communicating results.

The estimated budget for evaluation of this project is \$14,000.

As an integral part of the learning network meetings, the members will reflect on the learning as it is occurring. The focus will be to analyze what is being learned about father involvement in each respective agency, neighborhood, and community that can be applied to current mental health practices. It is expected that implications for policies and procedures, professional development, and consumer involvement will arise and will be developed. For example, successfully designed flyers/marketing materials that better engage fathers at risk for mental illness, could be applied in the mental health system.

The Project Liaison will work with the learning network members and project evaluator to collect and analyze the data. The network will incorporate evaluation into the monthly agendas, prompting ongoing conversations about what is being learned. To this end, the diverse group of learning network members will work together to design culturally appropriate evaluation tools to use in both the network meetings and for father involvement activities. While the emphasis will be

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evaluating outcomes for fathers at risk for or experiencing mental illness, outcomes for all participating fathers will be evaluated.

Both quantitative and qualitative methods will be used to address the Results Based Accountability questions, “How much did we do?”, “How well did we do it?”, and “Is anyone better off?” It is expected that focus groups and surveys for both network members and participating fathers will be utilized as measurement tools. Although the learning network members will be engaged to design specific indicators and data collection tools, expected results include the following in support of addressing the learning questions:

**Network Level Results:**

- Increase in father involvement activities in Stanislaus County, as measured by the # of new father involvement activities supported by the network
- Improved inter-agency collaboration and increases in cross-sector father involvement activities, as measured by the # of activities reflecting joint collaboration between two or more agencies and the # of activities reflecting joint collaboration between at least one agency working with fathers at risk for or experience mental illness
- Increased countywide awareness of the importance of father involvement to healthy child development, family life, and protective factors, as measured by materials distributed countywide
- New sections, neighborhoods, school, communities, and populations engaged in father involvement work, as measured by the # of new sectors, neighborhoods, schools, communities, and diverse groups represented in the network in 12 months and in 18 months; qualitative data regarding the engagement of diverse fathers at risk of or experiencing mental illness

**Results for Participating Partners:**

- Increased understanding of existing services and activities for fathers in Stanislaus County, as measured by the # of programs engaged in father involvement work and increased knowledge of resources, programs and activities for fathers in Stanislaus County
- Increased knowledge and capacity to implement best practices for father involvement in their respective neighborhood, community, school, or agency, particularly those practices most successfully engaging at-risk fathers, as measured by the # of training activities provided to the network, the # of members and partners participating, and by self-reporting of improved knowledge and capacity
- Improved coordination of father involvement activities, working across sectors to share resources and implement activities, as measured by member reporting of increase in working with partners from other sectors, agencies, or communities to implement father involvement activities and engage at-risk fathers
- Increased ability to improve protective factors for fathers and families at risk for or experiencing mental illness, as measured by tracking those practices with the best pre/post protective factors survey results

**Results for Fathers At Risk or Experiencing Mental Illness:**

- Increased opportunities to share their experiences in support of each other, as measured by the # of at-risk fathers or those with mental illness, who participate in activities or programs across the network; type and # of different activities and programs available to those fathers
- Increased parental competencies and social connections through participation in network supported activities, as measured by father self-reports
- Increased protective factors for fathers at risk for or experiencing mental illness, as measured by protective factors survey results; these include access to concrete support, parental resilience, and self-confidence
- Improved access to mental health services for fathers or family members as revealed through the father involvement activities

5. If applicable, provide a list of resources to be leveraged.

CHS and its partners will leverage collective family strengthening knowledge, programming, and resources to maximize the proposed funds. The agency is committed to sharing best practices, existing curriculum and parenting resources, and staff time to enrich and support this learning project. CHS will commit use of its facilities whenever possible to host father involvement events. CHS has commitments from AspiraNet, Sierra Vista Child and Family Services (SVCFS), El Concilio,

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Council for the Spanish Speaking, Parent Resource Center, Modesto City Schools, and Manos Unidas to participate in the development of the Father Involvement Network. Combined, there are 10 facilities, multiple staff working in Family Resource Centers, schools, and communities and numerous partners that will be invited to participate in this learning project.

CHS, AspiraNet, SSVCFCS, and El Concilio also participate in a regional Family Resource Center network and have experience with Network development. CHS will leverage this knowledge as it develops the Father Involvement Network.

Other in-kind, financial or other contributions to proposed project:

- **Use of facilities:** In-kind space, desk and office furnishings will be provided for the Project Liaison. In-kind space for meetings/trainings and other activities will be provided by CHS and its partners.
- **Other resources:** CHS and its partners will provide training equipment (easels, projects, screens, et.) for project activities.
- **Time Commitment:** CHS and its partners will commit staff time to attend Network meetings and assist with Network development and activities.

6. Please provide a budget narrative for total projected costs for the entire duration of the Innovation Program, and also provide projected expenditures by each fiscal year during the program time frame, including both the current and future funding years. (For Example, Program 01- XXXX, the entire project is \$1,000,000. The first year projected amount will be \$250,000, the second year projected amount is \$250,000, the third year is \$250,000 and the fourth year is \$250,000.) Please also describe briefly the logic for this budget: how your proposed expenditures will allow you to test your model and meet your learning and communication goals. **(See next page)**

7. Provide an estimated annual program budget, utilizing the following line items.

## NEW ANNUAL PROGRAM BUDGET

## A. EXPENDITURES

	Type of Expenditure	County Mental Health Department/ Year 1	County Mental Health Department/ Year 2	County Mental Health Department/ Year 3	County Mental Health Department/ Year 4	Total
1.	Personnel/Wages-Salaries	5,062	59,453	61,130	5,094	130,739
2.	Operating Expenditures	2,128	24,779	24,779	614	52,300
3.	Non-recurring Expenditures					
4.	Contracts (Training Consultant Contracts)	1,000	10,000	9,000	1,000	21,000
5.	Work Plan Management					
6.	Other Expenditures	1,015	12,855	12,956	900	27,726
	<b>Total Proposed Expenditures</b>	<b>9,205</b>	<b>107,087</b>	<b>107,865</b>	<b>7,608</b>	<b>231,765</b>
<b>B. REVENUES</b>						
1.	New Revenues					
	a. Medi-Cal (FFP only)					
	b. State General Funds					
	c. Other Revenues	1,420	8,535	8,535	710	19,200
	<b>Total Revenues</b>					
<b>C. TOTAL FUNDING REQUESTED</b>		<b>7,785</b>	<b>98,552</b>	<b>99,330</b>	<b>6,898</b>	<b>212,565</b>

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**D. Budget Narrative**

1. Provide a detailed budget narrative explaining the proposed annual program expenditures for each line item.

**BUDGET NARRATIVE FOR FY 2014-15**

<b>A. Expenditures</b>	<b>Budget Amount</b>
<b>1. Personnel Expenditures</b>	<b>\$5,062</b>
<p>Program Director (.025 FTE): Provides project oversight and supervises the Project Liaison. Will assist with Project development, fiscal and contract management.</p> <p>Project Liaison (1 FTE): Provides coordination of project activities including initiation and coordination of monthly Father Involvement Network, recruitment of Network members, coordinating Network training and technical assistance activities, outcome measurement, contract and budget management, and reporting requirements.</p> <p>Payroll Taxes/Fringe Benefits are direct charges for FICA, Medicare, State Unemployment Insurance (SUI), Workers Compensation, and group insurance. The cost sharing for these services is calculated as a percentage of overall personnel labor charges. CHS is estimating the fringe rate at 24.5%.</p>	
<b>2. Operating Expenditures</b>	<b>\$2,128</b>
<p>Educational materials: Funds will be utilized to purchase parenting curriculum and father involvement materials as identified by the Network members.</p> <p>Office Expenses: Funds to be used to purchase general supplies for project activities including training, parent meetings, and other father involvement activities. Funds will also be used to purchase a computer for the Project Liaison and general office supplies related to the project.</p> <p>Mileage: Project Liaison staff mileage reimbursement for project related travel</p> <p>Training and Special Activities: Funds are budgeted for training/meeting and special activity expenses. These funds will be available for Network participant agencies to hold Parent Cafes and other parent-led meetings as part of the learning. Funds will be utilized to provide food, child care and assistance with transportation as needed.</p> <p>Parent leader stipends: Funds are allocated to stipend parents leaders (as identified by Network members) for their work in neighborhoods/communities with fathers. Examples of Parent activities could include focus groups, facilitating Parent Cafes, parent leadership training, facilitating father support groups, etc. The Project Liaison will work with the Network in identifying activities and a structure for the stipends.</p> <p>Parent Incentives: Funds will be utilized by Network members to reinforce father participation in a variety of engagement activities. Examples include gift cards and raffle prizes to reinforce participation.</p>	
<b>3. Non-recurring Expenditures</b>	<b>\$0</b>
<p>Not applicable</p>	
<b>4. Training Consultant Contracts</b>	<b>\$1,000</b>
<p>Contract Services: Funds will be used to work with consultants to provide parent involvement training (Parent Café model) and project evaluation as follows:</p> <ol style="list-style-type: none"> <li>a. Parent Café training: Three day Parent Café training will be provided by Butte Parent Café</li> <li>b. Project evaluation: CHS will contract with Jamie McCreary to develop and implement an evaluation of this learning project. (Estimated project evaluation funding amount: \$14,000)</li> <li>c. Additional funds are allocated for father involvement training and/or materials to be identified by the Network.</li> </ol>	
<b>5. Work Plan Management</b>	<b>\$0</b>
<p>Not applicable</p>	
<b>6. Other Expenditures</b>	<b>\$1,015</b>
<p>Indirect/Admin Costs are expenses that cannot be readily identified with a particular final cost objective and include costs related to payroll services, benefits management, finance functions, human resources, etc. CHS</p>	

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has a federally approved indirect rate of 15%.

**7. Total Proposed Expenditures** **\$9,205**

**B. Revenues**

**1. New Revenues** **\$1,420**

- a. Use of facilities: In-kind space, desk and office furnishings will be provided for the Project Liaison. In-kind space for the meeting/trainings and other activities will be provided by CHS and our partners
- b. Other resources: CHS and other partners will provide trainings equipment (easels, projector, screen, etc.) for project activities.
- c. Time commitment: CHS and our partners will commit staff time to attend Network meetings and assist with Network development and activities

**C. Total Funding Requested** **\$7,785**

## BUDGET NARRATIVE FOR FY 2015-16

**D. Expenditures** **Budget Amount**

**1. Personnel Expenditures** **\$59,453**

Program Director (.025 FTE): Provides project oversight and supervises the Project Liaison. Will assist with Project development, fiscal and contract management.

Project Liaison (1 FTE): Provides coordination of project activities including initiation and coordination of monthly Father Involvement Network, recruitment of Network members, coordinating Network training and technical assistance activities, outcome measurement, contract and budget management, and reporting requirements.

Payroll Taxes/Fringe Benefits are direct charges for FICA, Medicare, State Unemployment Insurance (SUI), Workers Compensation, and group insurance. The cost sharing for these services is calculated as a percentage of overall personnel labor charges. CHS is estimating the fringe rate at 24.5%.

**2. Operating Expenditures** **\$24,779**

Educational materials: Funds will be utilized to purchase parenting curriculum and father involvement materials as identified by the Network members.

Office Expenses: Funds to be used to purchase general supplies for project activities including training, parent meetings, and other father involvement activities. Funds will also be used to purchase a computer for the Project Liaison and general office supplies related to the project.

Mileage: Project Liaison staff mileage reimbursement for project related travel

Training and Special Activities: Funds are budgeted for training/meeting and special activity expenses. These funds will be available for Network participant agencies to hold Parent Cafes and other parent-led meetings as part of the learning. Funds will be utilized to provide food, child care and assistance with transportation as needed.

Parent leader stipends: Funds are allocated to stipend parents leaders (as identified by Network members) for their work in neighborhoods/communities with fathers. Examples of Parent activities could include focus groups, facilitating Parent Cafes, parent leadership training, facilitating father support groups, etc. The Project Liaison will work with the Network in identifying activities and a structure for the stipends.

Parent Incentives: Funds will be utilized by Network members to reinforce father participation in a variety of engagement activities. Examples include gift cards and raffle prizes to reinforce participation.

**3. Non-recurring Expenditures** **\$0**  
Not applicable

## NEW/REVISED PROGRAM DESCRIPTION

## Innovation

<b>4. Training Consultant Contracts</b>	<b>\$10,000</b>
Contract Services: Funds will be used to work with consultants to provide parent involvement training (Parent Café model) and project evaluation as follows:	
a. Parent Café training: Three day Parent Café training will be provided by Butte Parent Café	
b. Project evaluation: CHS will contract with Jamie McCreary to develop and implement an evaluation of this learning project.	
c. Additional funds are allocated for father involvement training and/or materials to be identified by the Network.	
<b>5. Work Plan Management</b>	<b>\$0</b>
Not applicable	
<b>6. Other Expenditures</b>	<b>\$12,855</b>
Indirect/Admin Costs are expenses that cannot be readily identified with a particular final cost objective and include costs related to payroll services, benefits management, finance functions, human resources, etc. CHS has a federally approved indirect rate of 15%.	
<b>7. Total Proposed Expenditures</b>	<b>\$107,087</b>
<b>E. Revenues</b>	
<b>2. New Revenues</b>	<b>\$8,535</b>
a. Use of facilities: In-kind space, desk and office furnishings will be provided for the Project Liaison. In-kind space for the meeting/trainings and other activities will be provided by CHS and our partners	
b. Other resources: CHS and other partners will provide trainings equipment (easels, projector, screen, etc.) for project activities.	
c. Time commitment: CHS and our partners will commit staff time to attend Network meetings and assist with Network development and activities	
<b>F. Total Funding Requested</b>	<b>\$98,552</b>

## BUDGET NARRATIVE FOR FY 2016-17

<b>G. Expenditures</b>	<b>Budget Amount</b>
<b>8. Personnel Expenditures</b>	<b>\$61,130</b>
Program Director (.025 FTE): Provides project oversight and supervises the Project Liaison. Will assist with Project development, fiscal and contract management.	
Project Liaison (1 FTE): Provides coordination of project activities including initiation and coordination of monthly Father Involvement Network, recruitment of Network members, coordinating Network training and technical assistance activities, outcome measurement, contract and budget management, and reporting requirements.	
Payroll Taxes/Fringe Benefits are direct charges for FICA, Medicare, State Unemployment Insurance (SUI), Workers Compensation, and group insurance. The cost sharing for these services is calculated as a percentage of overall personnel labor charges. CHS is estimating the fringe rate at 24.5%.	
<b>9. Operating Expenditures</b>	<b>\$24,779</b>
Educational materials: Funds will be utilized to purchase parenting curriculum and father involvement materials as identified by the Network members.	
Office Expenses: Funds to be used to purchase general supplies for project activities including training, parent meetings, and other father involvement activities. Funds will also be used to purchase a computer for the Project Liaison and general office supplies related to the project.	
Mileage: Project Liaison staff mileage reimbursement for project related travel	
Training and Special Activities: Funds are budgeted for training/meeting and special activity expenses. These funds will be available for Network participant agencies to hold Parent Cafes and other parent-led meetings as part of the learning. Funds will be utilized to provide food, child care and assistance with transportation as needed.	

**NEW/REVISED PROGRAM DESCRIPTION**  
**Innovation**

Parent leader stipends: Funds are allocated to stipend parents leaders (as identified by Network members) for their work in neighborhoods/communities with fathers. Examples of Parent activities could include focus groups, facilitating Parent Cafes, parent leadership training, facilitating father support groups, etc. The Project Liaison will work with the Network in identifying activities and a structure for the stipends.

Parent Incentives: Funds will be utilized by Network members to reinforce father participation in a variety of engagement activities. Examples include gift cards and raffle prizes to reinforce participation.

<b>10.</b>	<b>Non-recurring Expenditures</b>	<b>\$0</b>
	Not applicable	
<b>11.</b>	<b>Training Consultant Contracts</b>	<b>\$9,000</b>
	Contract Services: Funds will be used to work with consultants to provide parent involvement training (Parent Café model) and project evaluation as follows:	
	a. Parent Café training: Three day Parent Café training will be provided by Butte Parent Café	
	b. Project evaluation: CHS will contract with Dr. Jamie McCreary, a program evaluation consultant, to develop and implement an evaluation of this learning project.	
	c. Additional funds are allocated for father involvement training and/or materials to be identified by the Network.	
<b>12.</b>	<b>Work Plan Management</b>	<b>\$0</b>
	Not applicable	
<b>13.</b>	<b>Other Expenditures</b>	<b>\$12,956</b>
	Indirect/Admin Costs are expenses that cannot be readily identified with a particular final cost objective and include costs related to payroll services, benefits management, finance functions, human resources, etc. CHS has a federally approved indirect rate of 15%.	
<b>14.</b>	<b>Total Proposed Expenditures</b>	<b>\$107,865</b>
<b>H. Revenues</b>		
<b>3.</b>	<b>New Revenues</b>	<b>\$8,535</b>
	a. Use of facilities: In-kind space, desk and office furnishings will be provided for the Project Liaison. In-kind space for the meeting/trainings and other activities will be provided by CHS and our partners	
	b. Other resources: CHS and other partners will provide trainings equipment (easels, projector, screen, etc.) for project activities.	
	c. Time commitment: CHS and our partners will commit staff time to attend Network meetings and assist with Network development and activities	
<b>I.</b>	<b>Total Funding Requested</b>	<b>\$99,330</b>

**BUDGET NARRATIVE FOR FY 2017-18**

<b>J.</b>	<b>Expenditures</b>	<b>Budget Amount</b>
<b>1.</b>	<b>Personnel Expenditures</b>	<b>\$5,094</b>
	Program Director (.025 FTE): Provides project oversight and supervises the Project Liaison. Will assist with Project development, fiscal and contract management.	
	Project Liaison (1 FTE): Provides coordination of project activities including initiation and coordination of monthly Father Involvement Network, recruitment of Network members, coordinating Network training and technical assistance activities, outcome measurement, contract and budget management, and reporting requirements.	
	Payroll Taxes/Fringe Benefits are direct charges for FICA, Medicare, State Unemployment Insurance (SUI), Workers Compensation, and group insurance. The cost sharing for these services is calculated as a percentage of overall personnel labor charges. CHS is estimating the fringe rate at 24.5%.	
<b>2.</b>	<b>Operating Expenditures</b>	<b>\$614</b>
	Educational materials: Funds will be utilized to purchase parenting curriculum and father involvement materials	

**NEW/REVISED PROGRAM DESCRIPTION**  
**Innovation**

as identified by the Network members.

Office Expenses: Funds to be used to purchase general supplies for project activities including training, parent meetings, and other father involvement activities. Funds will also be used to purchase a computer for the Project Liaison and general office supplies related to the project.

Mileage: Project Liaison staff mileage reimbursement for project related travel

Training and Special Activities: Funds are budgeted for training/meeting and special activity expenses. These funds will be available for Network participant agencies to hold Parent Cafes and other parent-led meetings as part of the learning. Funds will be utilized to provide food, child care and assistance with transportation as needed.

Parent leader stipends: Funds are allocated to stipend parents leaders (as identified by Network members) for their work in neighborhoods/communities with fathers. Examples of Parent activities could include focus groups, facilitating Parent Cafes, parent leadership training, facilitating father support groups, etc. The Project Liaison will work with the Network in identifying activities and a structure for the stipends.

Parent Incentives: Funds will be utilized by Network members to reinforce father participation in a variety of engagement activities. Examples include gift cards and raffle prizes to reinforce participation.

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| <b>3.</b> | <b>Non-recurring Expenditures</b>  | <b>\$0</b>     |
|           | Not applicable   |                |
| <b>4.</b> | <b>Training Consultant Contracts</b>   | <b>\$1,000</b> |
|           | Contract Services: Funds will be used to work with consultants to provide parent involvement training (Parent Café model) and project evaluation as follows:   |                |
|           | d. Parent Café training: Three day Parent Café training will be provided by Butte Parent Café  |                |
|           | e. Project evaluation: CHS will contract with Jamie McCreary to develop and implement an evaluation of this learning project.  |                |
|           | f. Additional funds are allocated for father involvement training and/or materials to be identified by the Network.  |                |
| <b>5.</b> | <b>Work Plan Management</b>  | <b>\$0</b>     |
|           | Not applicable   |                |
| <b>6.</b> | <b>Other Expenditures</b>  | <b>\$900</b>   |
|           | Indirect/Admin Costs are expenses that cannot be readily identified with a particular final cost objective and include costs related to payroll services, benefits management, finance functions, human resources, etc. CHS has a federally approved indirect rate of 15%. |                |
| <b>7.</b> | <b>Total Proposed Expenditures</b>   | <b>\$7,608</b> |

**K. Revenues**

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| <b>4.</b> | <b>New Revenues</b>  | <b>\$710</b> |
|           | d. Use of facilities: In-kind space, desk and office furnishings will be provided for the Project Liaison. In-kind space for the meeting/trainings and other activities will be provided by CHS and our partners |              |
|           | e. Other resources: CHS and other partners will provide trainings equipment (easels, projector, screen, etc.) for project activities.  |              |
|           | f. Time commitment: CHS and our partners will commit staff time to attend Network meetings and assist with Network development and activities  |              |

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| <b>L.</b> | <b>Total Funding Requested</b> | <b>\$6,898</b> |
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